Financial exploitation among Black older adults: What professionals can do to address it

By: Andrea Marcin, EJW Fellow, Elder Justice Program, Maryland Volunteer Lawyers Service

As social workers, you are likely trained to recognize the signs of financial exploitation amongst older adults. Has your client signed something recently that they didn't understand? Are they having trouble covering basic necessities when their fixed income and Medicare should cover food, medicine, and housing? Has a new person suddenly become prominent in their life? Financial exploitation, or the improper use of funds, property, or resources by another person, is the most common form of elder abuse. As social workers, we are likely trained to recognize the signs of financial exploitation amongst older adults. Several studies have shown that Black older adults are at higher risk of financial exploitation than the general population. Considering that historically, many Black adults were denied opportunities to build wealth, financial exploitation can be catastrophic to their financial well-being. Several of my Black clients have had their savings wiped out by scammers. One woman was persuaded to enroll in a vocational program that promised high-paying work in the medical field, but hidden fees and a shoddy education have left her in debt and unqualified for the role she was promised. Another woman, after losing her apartment, was approached by two members of her church to “invest” in their business and receive what she always dreamed of: her own home. She signed over power of attorney and was left with no savings and a house on the brink of foreclosure. As a lawyer who works with elder abuse victims, I help clients try and recover after their money is stolen by family, community members, and scam artists. I also help clients set up estate plans, which include tools like powers of attorney, wills, and advanced directives, to safeguard their remaining resources and ensure that their choice of trusted caregivers is set in stone. No one professional can prevent elder abuse alone, and I am grateful for the expertise of social workers like those in CHANA’s Coordinated Community Response group, who have called to consult on issues like protecting my clients from abuse ex-partners, benefits screening, emergency housing, and therapy.

Professionals who work with Black older adults should be mindful of this increased risk of exploitation, cultural risk and protective factors, and legal assistance that Maryland Volunteer Lawyers Service and other organizations can provide.

Protective Factors

Several cultural traits serve as protective factors against elder abuse. Throughout centuries of oppression, African American families have provided strength, support, and mutual aid. Elders and mothers are respected and honored for their wisdom and service as the “backbone” of the family. Religious communities are important centers for support. Many of my Black clients are regular churchgoers and lay leaders. In our conversations, they credit faith with keeping them grounded during chaotic or traumatic events, like the toll of their financial

The Social Work Workforce

By Daphine McClellan

During my last few months here at NASW, I am focused on issues regarding the Social Work Workforce. These are issues which affect you individually as a social worker and issues which affect the public looking for social work services.

We seem to be facing a social work shortage in Maryland and around the country. Many social workers are re-evaluating and leaving their jobs, enrollment in social work schools is down, and employers are ringing our phone off the hook looking to place ads for social work openings. In addition, our society is thinking up more ways our profession should come to the aid of societal needs. We have heard the calls for some of the funding for police to be diverted to social workers who might more expertly deal with emergency mental health issues in our communities. Others are asking that police officers in schools be replaced with social workers to deal with behavioral issues. And the list grows.

We have to ask “where did the social workers go?” The number of licensed social workers in Maryland is down as well as the numbers enrolling in some of our social work graduate programs. Some attrition is due to retirement and some is due to the pandemic—reluctance on returning to the workplace or a re-evaluation of one’s earlier choices. Some have decided that ever-increasing requirements of licensure are not worth it. Right now, there are job openings in all areas. Some are deciding they would get more pay or better benefits and working conditions in another line of work. Potential SW students might be looking at the pay in our profession and possible student debt and making a decision to pursue a different degree.

None of this is going unnoticed. At the Maryland Chapter we have created a Workforce Taskforce which is looking at these issues and how we might tackle some of them (student debt and social work pay). We welcome the participation of members who would like to work on these issues. Please contact the office and let us know of your interest.

We are also trying to collect more data from you. Please complete the chapter survey sent to you via email and which is advertised on page 3 of this newspaper. We want the input of EACH and EVERY social worker so we can compile good information about your work experiences, pay, and what you would like to see happen.

NASW is YOUR professional organization. If we don’t pay attention to the social work workforce, who will? Help us help you!
THANK YOU!

My final column as Executive Director has arrived and my heart is very full. During the past week I was honored with both virtual and real-life retirement parties. Seeing and hearing from so many friends and colleagues was both a life-giving and humbling experience. Through the miracle of electronic media, the opportunity to have my far-flung family witness the outpouring of love and well wishes from all of you made it so much sweeter!

Thank you to the retirement committee: Ann Ciekot, John Costa, Yvonne Davis, Gisele Ferretto, John Kenney, Gail Martin, Christopher Seeley, Judith Schagrin, Jenni Williams, and Jennifer Yoshikawa who put in untold hours and worked so hard to make these events happen and to make them perfect! Thank you to each of you who contributed money, gifts, cards and your presence to make these events so special. I have a list and will be reaching out to them perfect! Thank you to each of you who contributed money, gifts, cards and your presence to make these events so special.

I have also spent a great deal of my tenure working to improve the SW Practice Act and make licensing fairer for social workers. We have an excellent lobbying firm in Public Policy Partners which understands our profession and represents us well in Annapolis and our Legislative Committee has established excellent relationships with a number of legislators who are our champions. A SW education professional was added to the BSWE and we were able to maintain the requirement that a BSW and LMSW representative must also be on the Board. Our licensing law has finally been rid of the requirement that every LBSW and LMSW must be supervised for life! A clear career path has been established for every licensure category allowing ALL social workers the opportunity to advance to independent practice and supervisory positions. Supervision has been clarified and made more reasonable so that supervisors can provide supervision or make sure that qualified others provide the supervision needed by their supervisees.

This position has truly been the ultimate opportunity to serve our profession. When you called the office, I tried to answer every question or refer you to someone who could. My goal has been to make you, our members, feel heard, respected and appreciated. I hope that you feel that I have left you in a better position than when I arrived. I will now join you as a volunteer member of NASW to continue the work. I hope that you will join me!

Judith Schagrin
Gisele Ferretto
Gail Martin

Our Chapter is blessed with incredible volunteers and I would like to take an opportunity to highlight a few of them. First among volunteers is Judith Schagrin! On the day I became the E.D., July 1, 2005, Judith Schagrin became the Chapter President. She had been recognized the year before as the national Social Worker of the Year by NASW but she did not rest on her laurels. Judith not only served as a fantastic president for the first two years of my tenure but continued as the Legislative Committee chairperson, a position which she had already occupied for several years. Since concluding her term as president, Judith has never once abandoned the chapter. She served for several years as the chairperson of the Children, Youth and Families (CY&F) committee and continued nonstop, as the chair of the Legislative Committee, a position which she has now excelled in for over twenty years. This committee meets monthly during most of the year but during the legislative session meets weekly to address the fast-changing developments during the General Assembly session. Judith has been at the forefront organizing members, testifying in Annapolis and generally working hard. This year Judith is transitioning from this position as she is co-chairing the committee with Philip Pratt who will become the chairperson next year. Thank you, Judith, for your dedication and hard work on behalf of our chapter!

Standing tall next to Judith is Gisele Ferretto, who I served with as a member of the Student-Faculty Liaison Committee when I was still a faculty member at UMBC and who has been steadfastly present as co-chair of that committee for my entire tenure. Gisele, along with one of her student interns, established Student Advocacy Day in Maryland more than twenty years ago. The student has moved on but Gisele has remained active in our chapter serving social work students and supporting me in every possible way. I had stupidly allowed my license to lapse while on the UMBC faculty and had to reapply for licensure once I accepted the chapter E.D. position. Since I was no longer doing clinical work, I was licensed as an LMSW and Gisele voluntarily served for many years as my supervisor until I was granted Independent Practitioner status. I learned an incredible amount from her expertise in ethics and regulation. During the past six months Gisele also took on the responsibility of chairing my retirement committee, culminating in marvelous celebrations. I am incredibly grateful for her commitment.

Volunteers Cont. on page 4
Member Spotlight

Elizabeth “Liz” Horn

The Maryland Chapter recognizes our longtime member, Elizabeth “Liz” Horn for her contributions to the NASW-Maryland Committee on Aging and to legislative efforts on behalf of older Marylanders. Liz works as the Director of Social Work at Carroll Lutheran Village in Westminster, MD.

Specific Contributions to NASW and the Chapter

Liz came to social work through her love of older adults; she has been drawn to them since childhood. When one of her professors suggested that she would be a wonderful social worker, she started on that path and never looked back, especially when she realized that she would be able to work with older adults. She has been an NASW member since she graduated with her MSW in 1986. She says, “I wouldn’t have imagined not joining. I mean, to me that was a natural, if you become a social worker, that you would become part of a larger organization that promoted the profession.” She emphasizes how important that social work connection has been through the many jobs she has held. “I have loved being a social worker. It is a great profession, and I am happy to tell anybody and everybody that I am a social worker.”

She became active on the NASW-MD Committee on Aging when her daughter-in-law graduated with her MSW and Liz discovered that none of her classmates were interested in working with older adults. She connected with the committee members’ passion for their work, and the importance of sharing gerontological social work with students and others in the profession. “I’m not only passionate about social work, I am passionate about older adults. So, to have the two of those together and to try to get more people to see how cool that is, is really a wonderful professional goal of mine.”

More recently, Liz has become a leader on the Committee on Aging’s legislative subcommittee. Like many social workers, Liz never saw herself as a Mac-ro social worker, but through the Committee on Aging’s work she has seen the importance of Macro work in shaping aging services. She feels like that is a lesson she learned through her years of clinical work: that social work is larger than just one person. “The legislative subcommittee is one way you can take what you are doing every day and make a difference and have a say. Legislators need to hear from people who are in the trenches.”

Career Highlights

Liz has held a diverse array of social work jobs, always led by her lifelong passion for working with older adults. She loves hearing their stories.

After graduating from the University of Maryland she immediately started her first job with the psychogeriatric team at Sinai Hospital. She describes it as a wonderful first job where she learned so much! This was a community mental health position that allowed her to work with an interdisciplinary team, promoting mental health issues for older adults. She was able to do group and family therapy. One of the psychiatrists she worked with allowed her to participate in case reviews which allowed her to learn more about analytic and psychodynamic theories. She is grateful for all she learned from him.

After having that job for many years, a personal decision led her to move to Carroll County and she wanted to work closer to home. She got a job at the community mental health center in Westminster. She did not have a specific aging focus there, but she saw adults of all ages and worked with her supervisors to develop her caseload to focus on some of the oldest patients at the center. By the time she left that job, she describes her caseload as being 75% geriatric, she had worked hard to get it that way.

Ultimately, she decided she wanted to work somewhere where everyone had passion for older adults. Thus, she decided to leave community mental health and moved to Fairhaven in 2009, and Carroll Lutheran Village in 2017, both continuing care communities. She says being able to work every day surrounded by older adults is a dream job for her, and she feels very fortunate.

Biographical Data

Liz earned her BA at Frostburg State, before they had a BSW program. She

HORN Cont. on page 4

We want to know your thoughts about our chapter and our programs, what is going on in the social work workforce, social work salaries, in-person vs virtual, and a number of other issues.

Please take ten minutes and respond to our survey.

There will be a drawing from those who respond for a FREE conference registration for the conference of your choice in 2022!

Here is the survey link: https://www.surveymonkey.com/r/mdsocialwork
to the chapter and her personal support over years!

Gail Martin is the chair of the Social Work in Schools Committee and has served in that role for a number of years. The membership of this committee has waxed and waned but Gail has never been discouraged and has worked closely with school social workers in Maryland to put on our joint conference. She has co-chaired the conference committee year after year and has personally put in untold hours to make sure that school social workers are served with excellence! This year alone, Gail has become an unpaid staff member, practically living at the chapter office to make sure our virtual conference went off without a hitch and that all 360 attendees received their CEU certificates! In addition, she supported Gisele by hosting the in-person retirement celebration. Last, but not least, Gail recently stepped up to new responsibilities as she took her place as Vice-President of our board. Thank you, Gail.

I have been blessed with wonderful chapter presidents over the years. Some have served their terms and have moved on; others have remained active in one way or another. At Saturday’s celebration, it was wonderful to see not only Judith Schagrin, but former presidents Cherie Canon and Dr. Charles Howard. Cherie stepped up from her position as VP to serve as president when the chapter president abruptly resigned. Charles Howard was recently elected as an NASW Pioneer and works with the chapter on mentoring. Dr. Anthony Estreet, our most recent past president, left our board and was immediately elected as the Vice President of the national NASW board of directors where he is currently serving our entire association with distinction. Our current chapter president, Barbie Johnson-Lewis became involved with the chapter when SWers Respond was first formed and assumed a co-chair position as it evolved into Social Workers Unraveling Racism. While continuing to serve as a SWUR leader, Barbie was elected V.P. and then President of our chapter, joining those who serve us in multiple roles. I want to say Thank you to each and every chapter member who has stepped up to serve on our chapter board as president, secretary, treasurer or branch rep.- positions which are hard work and often thankless.

This is where I can get into trouble because there are so many others who have served our chapter long and loyally. I would be remiss not to mention Dick Cook and Ashley McSwain who helped start the Macro Committee which is now wonderfully chaired by Casey Saylor. Julie Black who is the most recent in a line of notable chairs of our Chapter Ethics Committee along with Mary Burke, Roz Griffin, and Carl Thistel. Sherryl Silberman was the first chair of our Private Practice Committee which was then capably served by Dioneen Brown-Bushrood and is now chaired by Art Wagner. Ebony Middleton and Sarah Frazell who serve with Barbie as long-time co-chairs of SWUR. Barbara Korenblit and Nancy Kusmaul who are the current co-chairs of the Committee on Aging, carrying on the excellence established by their predecessor Debbie Silverstein; and finally, Dr. Jim Kunz who for many years has served as co-chair with Gisele of the Student-Faculty Liaison Committee.

I hope it is clear that NASW is not one person. The work is not done alone by our tiny staff. Volunteer leaders and worker bees are essential to the success of our chapter. Thank you to each and every one of you who supports this work with your membership dues, your participation and your willingness to give of your time and talent!

became interested in social services and actually did a bachelor’s level field placement with Allegheny County Social Services. One of her professors directed her towards social work with an aging focus, and she went on to receive her MSW at the University of Maryland Baltimore. She has been married to her wonderful husband for 37 years. She has two grown sons, both of whom are married to women in the helping professions- one social worker and one LCPC who works at an eating disorder inpatient clinic. Her newest role is that of Grandma to Lewin, who just started walking. She shares that her residents helped mentor her into her new role! Lewin is 14 months old and just started walking. She enjoys reading, baking, and journaling. She has journaled since age 13 and loves going back and reading them from time to time.
It's still not the same. It's not the same for students who hard- ly remember what “was,” let alone being capable of imagining what “should be.” Think back to your childhood: a school year was long. In elementary schools, there are second graders who haven’t been in school since kindergarten. Most eighth graders, who generally were ready to move on to high school, left the building in sixth grade, and the last time high school seniors looked around, high school wasn’t even half over.

It hasn’t been the same for families. The first quarter of the school year has been a merry-go-round of in-school, quarantined from school (child care), and nasal swabs. For many parents who work in professional settings it means a week or two of working from home again, but there are many whose work demands their presence. They had it figured out last year, but this is like a pop quiz—an unpredictable surprise.

It isn’t the same for teachers. They were teaching last year, but meeting individual needs was almost impossible. Grading was soft. The rigor of assignments was not the same. Some students didn’t have reliable access to virtual classrooms. Some students showed up intermittently, if at all. Classroom management this school year has taken on a whole new meaning.

It hasn’t been the same for us. Mental health needs have skyrocketed. Behavior has deteriorated. Many families are scrambling at the bottom of the Maslow scale. Students have disappeared. Administrators pull us for duties they honestly need us for because ranks are thin. Afterward, do we do the rest of our job?

In March 2020, in response to an existen- tial health crisis, the country pushed a but- ton and everything changed. Who could have predicted such a thing? Irrationally, despite the fact that we knew better, we imagined—even longed for—the day that the button would be pushed again and every- thing would be “back to normal.” Now we are experiencing the reality. Many things are slowly returning to status quo. Some things are forever changed. As social workers, we deal with what is in front of us while continually instilling hope. It’s what we do; it’s what we have always done.

After a hard day’s work, try to take a step back and look at the longer view. Think about your life one year ago. Imagine your life one year from now. While you are working to build resilience in those you serve, remember to build your own.

On Friday October 15, NASW-MD and SSWIM hosted the annual Maryland State Social Work Conference. More than 350 registered for this virtual con- ference, and 99.7% said the programs met their expectations. The energy and en- gagement were surging through the Zoom chat, but it wasn’t the same. Many liked it better, many others would prefer to gath- er in person. This, too will continue to evolve until it is normal; and that’s okay.

Chapter Ethics Committee Seeks New Members from Western, Southern, Eastern Shore Branches

By Julie Black, LCSW-C, Chairperson

We need to expand our committee and especially seek new members from the Western, Eastern Shore, and Southern branches to ensure we are culturally attuned and meet the needs of members from all regions of Maryland. Meetings are virtual and occur bi-monthly on a Friday from 12:30-2:00pm.

We provide ethics consultation to chapter members, participate in profes- sional review for complaints made against NASW members and provide ethics education, training, and advo- cacy.

- You will learn more about the Code of Ethics and improve your skills ap- plying ethical standards to practice situations through discussions with colleagues offering different per- spectives.
- Have the opportunity to attend no cost, interactive NASW ethics training webinars (with Ethics CEUs’ awarded).
- Receive training to prepare you to participate in all roles for professional review of com- plaints against NASW members

- If you are a certified mediator, you will have the opportunity to act as a mediator for complaints and re- spondents participating in profes- sional review. (This is not a required role of committee members.)

Members are required to attend on- going training to prepare them for par- ticipating in professional review, to contribute feedback for ethics consul- tations to membership, attend meetings bi-monthly for 90 minutes, assist with ethics training and education of members and committee projects. If in- terested or want further information, please contact julieblack.msw@gmail. com. Must be member of NASW, have malpractice insurance and be willing to sign a confidentiality agreement. Come join us, enrich us, and learn!

The Maryland Social Worker

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by Gail Martin, LCSW-C


5 Burnes, 4 JAMA Network Open at 8, Peterson, 29 J Gen. Intern. Med. at 1621.

6 &

7 Tauriac & Scruggs, 32 Educ Gerontology at 39, Horrild, 23 J Elder Abuse & Neglect at 80.


Exploitation

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The primacy of family, the church, and other community amongst African Ameri- cans reflects, in part, the failure of state institu- tions to address these needs. For example, those who are victims of state violence may be loath to rely on law enforcement to keep them safe. A client recounted to me that her brother physically abused their late mother, but the mother refused to let her call the po- lice. She had already lost one son, she explained; she feared she would lose another.

Other community amongst African Ameri- cans is another protective factor. A client who was a victim of financial exploitation recounted to me that her abuseruin had it figured out last year, but this is like a pop quiz—an unpredictable surprise.

It isn’t the same for teachers. They were teaching last year, but meeting individual needs was almost impossible. Grading was soft. The rigor of assignments was not the same. Some students didn’t have reliable access to virtual classrooms. Some students showed up intermittently, if at all. Classroom management last year has taken on a whole new meaning.

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Moving forward

Professionals working with Black old- er adults should be culturally-informed and thoughtful about kinship networks, views on the sharing of resources, and experiences with institutions. Is there another way to sup- port a grandchild who has been withdraw- ing money when his grandmother sends him out for groceries? Can we engage the rest of the family and set up calls with other resource providers, rather than give them a list of ser- vices? What has been helpful to this family, and what has not been helpful? As you move through the situation, what is your client’s biggest priority?

When your clients’ anecdotes do not trig- ger anything, consider ways to deepen trust and engage with unexpected allies. Some of my younger clients act as sentries for the older adults in their communi- ties, keeping a close eye when scams knock on the door or family members are acting disrespectfully. The CHANA CCR received funding from the Department of Justice to educate Baltimore City police officers about elder abuse.

Improved education and vigilance about this topic amongst informal networks, agencies, and institutions is very important as our population continues to age.

When marshaling resources to help your older adult clients, consider referring them to a lawyer if they have been a victim of finan- cial exploitation or are interested in setting up their estate plan. Estate plans empower older adults to express their priorities at the end of their lives and help family members understand their responsibilities. If your cli- ent can’t afford an attorney, they can contact MVL Sat (410) 547-6537, Monday through Thursday from 9am to 12pm.

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DAPHNE RETIRES!
NASW-MD Continuing Education Opportunities

FALL 2021

Additional courses may be scheduled and some webinar dates/times may change. For the most updated workshop information, visit www.nasw-md.org. You save $20 per 3-hour webinar as a member!

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 clock 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. If you are a BSWE certified supervisor, you must also earn 3 credit hours of supervision. NASW-MD welcomes your suggestions for future workshops.

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 accept tax registrations. You may register online, by mail, or by phone. Registrations are made on a first-come/first-served basis.

Refund Policies: NASW-MD will only refund registrations for cancellations made at least 2 business days/48 hours in advance of the workshops, minus a $10 administrative processing fee. NASW-MD is not responsible for refunds if registrants do not attempt to attend a program and do not immediately follow-up for refund information or to transfer to another course. If registrants do not follow-up on an absence, no refund or transfer will be allowed.

You are ethically responsible for accurately reporting the number of continuing education hours you have earned. If you attend an NASW-MD workshop and arrive late or need to leave early you are responsible for notifying the workshop coordinator. Your CE certificate will be adjusted to reflect the hours of attendance.

LIVE WEBINARS

IMPORANT INFORMATION

1. Live, interactive, real-time webinars earn Category I CEUs.
2. You can attend a live webinar via computer or tablet and Google Chrome is the preferred browser.
3. Although attendees are not seen on a webinar, the Maryland BSWE expects all attendees to participate by typing questions and answers or using the “raise hand” feature in order to speak.
4. Registration through 123Signup closes the afternoon before the webinar. At that time you will receive an email from 123Signup directing you to register for the webinar through GoToWebinar.
5. You will receive a follow-up email from GoToWebinar with instructions on how to login for the webinar the following day.
6. Log in begins 1/2 hour before the webinar starts and is incorporated into the webinar time.

#2807 LIVE WEBINAR – Prosperity in Practice Training Series – Part 8 (p.m. repeat)
Date: Monday, November 15, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Dionne Brown Bushrod, LCSW-C
Owner, Prosperity Redefined, LLC
Synopsis: See description for #2806 above
CE: 1 Category I
Cost: $20 for members; $25 for non-members
Note: This workshop meets 1 of the 3 hours of ethics required by the Maryland BSWE for license renewal.

#2808 LIVE WEBINAR – Prosperity in Practice Training Series – Part 9 (morning)
Marketing a Private Practice During the Holiday Season
Date: Monday, November 29, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Dionne Brown Bushrod, LCSW-C
Owner, Prosperity Redefined, LLC
Synopsis: For almost two years, clinical social workers in private practice needed to pivot their business plans to reach more clients; thus, providers’ expertise and interests have changed. This webinar offers a look at creating marketing plans based on developing trends since the COVID 19 pandemic.
Learning Objectives: By the end of the training, participants will:
1. Increase marketing confidence in changing times.
2. Finesse or discover clinical niche.
CE: The BSWE will not allow CEUs for this topic
Cost: $20 for members; $25 for non-members

#2809 LIVE WEBINAR – Prosperity in Practice Training Series – Part 9 (p.m. repeat)
Marketing a Private Practice During the Holiday Season
Date: Monday, November 29, 2021; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Dionne Brown Bushrod, LCSW-C
Owner, Prosperity Redefined, LLC
Synopsis: See description for #2808 above
CE: The BSWE will not allow CEUs for this topic
Cost: $20 for members; $25 for non-members

#2797 LIVE WEBINAR – Effects of Parental Substance Abuse on Children & Extended Families
Date: Wednesday, November 29, 2021; 8:30 a.m. – 1:15 p.m. (login from 8:30 – 9 am)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above

Presenter: Veronica Cruz, LCSW-C
CEO, Cruz and Associates, LLC
Synopsis: According to the Department of Health and Human Services 21 million American adults abuse alcohol and as a consequence 40 million children live in homes where the primary caretaker is addicted to alcohol or other drugs. While addiction is high, it is estimated that only one in ten people receive treatment. As a result, children are often the silent victims and extended families must often step in to alleviate the situation. This workshop will explore the collateral consequences of parental substance and how it affects Children of alcoholics and other substance abusers (COA/COSA). Various issues will be discussed including but not limited to behavioral, medical/psychiatric, educational and emotional consequences of addiction. Current research will be explored, and participants will be able to articulate the importance of understanding emerging family structures, dual exposure to domestic violence and addiction and treatment interventions.
The presenter is a bi-cultural forensic social worker specialized in criminal defense mitigation, dual diagnosis, crisis intervention, addictions, trauma, and working with diverse ethnic groups. This is an interactive workshop where case vignettes will be presented and discussed to enhance the learning experience.
Learning Objectives: Upon completion of this advanced course, participants will be able to:
1. Understand and explore the collateral consequences of parental substance abuse on Children of alcoholics and other substance abusers (COA/COSA).
2. Increase one’s knowledge of commodity about this population to include but not limited to mental illness, addiction and/or medical conditions.
3. Articulate emerging trends in family structure, and how to incorporate that in the treatment process.
4. Identify the impact of dual exposure to domestic violence and addiction.
5. Define various treatment techniques and modalities that are effective in working with this population.
CE: 1 Category I
Cost: $60 for members; $85 for non-members

#2810 LIVE WEBINAR – Prosperity in Practice Training Series – Part 10 (morning)
Private Practice Building for 2022
Date: Monday, December 6, 2021; 8:15 am – 9:30 am (login from 8:15 – 8:30 am)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Dionne Brown Bushrod, LCSW-C
Owner, Prosperity Redefined, LLC
Synopsis: Before building a private practice, it is good practice to examine the skill set needed for self-employment then bring forth the vision of a private practice requires a solid foundation.
Learning Objectives: By the end of the training, participants will:
1. Understand and explore the collateral consequences of parental substance abuse on Children of alcoholics and other substance abusers (COA/COSA).
2. Increase one’s knowledge of commodity about this population to include but not limited to mental illness, addiction and/or medical conditions.
3. Articulate emerging trends in family structure, and how to incorporate that in the treatment process.
4. Identify the impact of dual exposure to domestic violence and addiction.
5. Define various treatment techniques and modalities that are effective in working with this population.
CE: 1 Category I
Cost: $60 for members; $85 for non-members

#2811 LIVE WEBINAR – Prosperity in Practice Training Series – Part 10 (p.m. repeat)
Private Practice Building for 2022
Date: Monday, December 6; 5:15 pm – 6:30 pm (login from 5:15 – 5:30 pm)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above

CONTINUING ED Continued on page 9
It’s time again to recognize and honor your fellow Maryland Chapter members, student members, and local citizens 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 on March 24-25, 2022, 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 New Professional Award, Social Work Field Instructor of the Year, and Public Citizen Award. Please note that with the exception of the Public Citizen Award, nominees must be a current member in good standing with NASW-MD, NASW-NYS (it is okay if they join now). Don’t miss this opportunity to say thanks and lift up colleagues who have done so much for the profession and their community.

Criteria for these awards include:

• Nominees for the 2022 Social Worker of the Year Award, Lifetime Achievement Award, New Professional 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 2022 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 the 2022 Social Work Field Instructor of the Year should be individuals who have demonstrated an outstanding aptness 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 practitioners and who have made the field experience a meaningful one.

• Nominees for the 2022 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. 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 makes 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 is Sunday, February 21, 2022!

#2803 LIVE WEBINAR – Navigating Ethical Boundaries with Clients and Peers
Date: Friday, December 10, 2021; 9:00 a.m. – 12:45 p.m. (Login from 9:00 – 9:30 a.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Gisele Ferretto, MSW, LCSW-C
Synopsis: This three-hour workshop is focused on the development of strategies to address the common, yet complex ethical issues concerning boundaries that social workers face in their practice. Content will cover the following topics: establishing and maintaining ethical boundaries; different types of boundaries; and the impact of boundaries on practice and client outcomes. Current legal references will be provided concerning relevant statutes and the ethical codes of practice for social workers. Risk management strategies will also be identified. This three-hour workshop will satisfy the three Ethics CEU BSWE requirements.
Relevant ethics content covered includes: COMAR 10.42.03.03; COMAR 10.42.03.04; NASW Code of Ethics (2017) 1.01; 1.02; 1.03.1; 1.05; 1.06; 1.09.11.12; 2.01; 2.02; 2.04; 2.06; 2.07; 3.09; 4.03.
Learning Objectives: Participants will:
• Examine the Use of Professional Self when maintaining appropriate professional boundaries.
• Explore the concepts of personal self, including subjugated self and privileged self for establishing professional boundaries.
• Explore role of ethics when delivering services to diverse clients and working with diverse co-workers.
• Review the Maryland statutes and regulations that govern boundaries and ethical professional behavior including Health Occupations §19 Social Workers and 10.42.03. e. Learn strategies to establish boundaries and create an environment that is welcoming, respectful, therapeutic, and effective.
CE: 1 Category I ETHICS CEUs
Cost: $45 for members; $65 for non-members

Please Note: This workshop meets the requirement for 3 hours of ethics required by the Maryland BSWE for license renewal.

#2810 LIVE WEBINAR – PinP Training Series Part 10 (AM) PP Building for 2022
Date: Monday, December 13, 2021; 8:15 am – 9:30 am (Login from 8:15 – 8:30 am)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Dionne Brown Bushrod, LCSW-C
Owner, Prosperity Redefined, LLC
Synopsis: There have been continual changes in private practice, alongside balancing crucial information to keep businesses afloat, which creates a continual existence of overload. This workshop will bring forth lessons learned in private practice as an opportunity to make sure business and clinical goals are in alignment to help start the new year through a fresher lens.
Learning Objectives: By the end of the training, participants will:
• Create strong clinical and financial documentation that address changing clinical and business needs.
• Discover common income tax considerations for private practice.
CE: 1 Category I
Cost: $20 for members; $25 for non-members

#2813 LIVE WEBINAR – Prosperity in Practice Training Series – Part 1 (p.m. repeat)
Private Practice Analysis and Tax Prep for 2022
Date: Monday, December 13, 2021; 5:15 pm – 6:30 pm (Login from 5:15 – 5:30 pm)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed above
Presenter: Owner, Prosperity Redefined, LLC
Synopsis: See description for #2810 above
CE: 1 Category I
Cost: $20 for members; $25 for non-members

Continuing Education Registration Form
Please mail this form with your check made payable to NASW-MD, 5750 Executive Drive, Suite 100, Baltimore, MD 21228. If you would like to receive an email confirmation of your registration, please include your email address on this registration form. NASW-MD reserves the right to cancel any workshop for poor registration. Refunds for workshops canceled by NASW-MD will be mailed within 3 weeks. Please see full refund/cancellation policies on the first page of the continuing education schedule. Workshop fee includes certificate. If you arrive late to a workshop or conference your certificate will be adjusted to reflect time missed. Please Note: We do not accept faxed registrations.

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

Name: ________________________________
Phone: _____________________________
Email: ______________________________

Total $______ (Make checks payable to NASW-MD Chapter)

Credit Card Payment: __________ MasterCard __________ Visa __________ Discover
Credit Card Number: ________________________________
Expiration Date: __________

Name as it appears on the card: ________________________________

Signature: ____________________________ Today’s Date: _______________________

$________ 2797 LIVE WEBINAR - Effects of Parental Substance Abuse/Children & Extended Families
$________ 2803 LIVE WEBINAR - Navigating Ethical Boundaries with Clients and Peers
$________ 2807 LIVE WEBINAR - PinP Training Series Part 8 (PM) 11 months/ Potential Ethical…
$________ 2808 LIVE WEBINAR - PinP Training Series Part 9 (AM) Marketing PP…Holiday Season
$________ 2809 LIVE WEBINAR - PinP Training Series Part 9 (PM) Marketing PP…Holiday Season
$________ 2810 LIVE WEBINAR - PinP Training Series Part 10 (AM) PP Building for 2022
$________ 2811 LIVE WEBINAR - PinP Training Series Part 10 (PM) PP Building for 2022
$________ 2812 LIVE WEBINAR - PinP Training Series Part 11 (AM) PP Analysis /Tax Prep for 2022
$________ 2813 LIVE WEBINAR - PinP Training Series Part 11 (PM) PP Analysis /Tax Prep for 2022

Please know that you are ethically responsible for accurately reporting the number of continuing education hours you have earned. If you are attending an 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

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THE CLASSIFIEDS

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Publication dates are:
- Winter Edition (January-March) Deadline: January 1
- Spring Edition (April-June) Deadline: April 1
- Summer Edition (July-September) Deadline: July 1
- Fall Edition (October-December) Deadline: October 1

THE NEXT ISSUE OF OUR NEWSLETTER, THE MARYLAND SOCIAL WORKER is the Winter 2022 edition with an advertisement deadline of January 5th.

FOR A PRICE QUOTE ON ADVERTISING call Daphne at (410) 788-1066, ext.16.

HELP WANTED

EXECUTIVE DIRECTOR
National Association of Social Workers – Maryland Chapter
The National Association of Social Workers (NASW) is seeking an Executive Director for the Maryland Chapter. Applicants will possess strong nonprofit association management skills, a substantial knowledge of the social work profession, and a strong commitment to social work values. Applicants will also have leadership skills that engage, inspire, and mobilize the Association’s membership.

NASW is the largest membership organization of professional social workers in the world, with over 100,000 members. The Maryland Chapter has almost 3,000 members statewide. NASW works to enhance the professional growth and development of its members, to create and maintain professional standards, and to advance sound and just social policies.

The position is for 37.5 hours per week with a competitive salary plus excellent benefits including health and life insurance, and retirement. The Chapter Executive Director reports to the NASW Deputy Director of Chapter Operations at the National Office and is accountable to the Maryland Chapter Board of Directors. Travel across the state of Maryland is a required component of the position.

Minimum Qualifications:
- Bachelor’s degree required; MSW preferred
- Minimum 3 years of senior management or administrative experience, nonprofit experience is plus
- Leadership experience working and collaborating with professional and/or non-profit organizations and their volunteer Boards
- Demonstrated ability to work independently while meeting organizational goals and timelines
- Exceptional written and oral communications skills
- Strong organizational abilities, including planning, delegating, program development and task facilitation
- Strong financial management skills, including budget preparation, analysis, decision making, and reporting

Desired Qualifications:
- Professional Social Worker with MSW
- NASW member or join upon employment
- Experience in membership recruiting, engagement, and support
- Previous success in establishing relationships with individuals and organizations of influence including, funders, volunteers, and partner organizations
- Strong public speaking ability: Ability to envision and convey the organization’s strategic future to the staff, volunteers, and members
- Experience in writing and applying for grants, and grant implementation and evaluation
- Demonstrated program development and implementation experience
- Experience and skills in the areas of public policy, advocacy and the legislative process
- Ability to manage administrative tasks in conjunction with the NASW National Office
- Experience in fundraising
- Experience working with social media
- Proficiency with MS Office products software, including Word, Excel, Publisher and PowerPoint, as well as working in the online “cloud” environment. Only electronic applications will be accepted. Applicants will need to create a cover letter and resume addressing above qualifications to: mthomason.nasw@socialworkers.org, Subject title “Maryland Executive Director”
- NASW-MD is an equal opportunity employer, committed to a policy of equal opportunity and non-discrimination. Applicants from diverse communities are encouraged to apply.

DIRECTOR OF CLINICAL SOCIAL WORK - FULL TIME

Specific Duties
- Individual & group meetings with CounterPoint LCSW-C staff in order to provide training, supervision & clinical guidance
- Provide direct clinical patient care including psychotherapeutic & behavioral interventions, consultation with patient families & faculty staff, & maintaining clinical records in compliance with appropriate requirements & regulations

Qualifications:
- Current/valid Maryland LCSW-C license
- Must be an approved Supervisor by the Board of Social Work Examiners
- Experience, competence, & comfort working in skilled nursing facilities, long-term care, and /or senior living communities
- Supervisory social work experience, preferably in SNF/LTC/senior living settings

Benefits:
- Highly competitive compensation and benefits including: Health, Dental & Vision Insurance, 401k, Free Continuing Education Programs, Continuing education paid leave and reimbursement, Life Insurance, Short & Long Term Disability Insurance, Retirement plan, Tuition Reimbursement, on-site child care through partnering agencies
- Competitive salary and benefits"
JOIN OUR BOARD!

- We are currently accepting nominations for our chapter board of directors. We will be electing a First Vice-President, Recording Secretary, a branch rep from each of our five geographical regions, an at-large member to represent New Professionals, and a BSW and MSW Student Representative. Do you want to serve?
- Have you ever wondered how decisions are made about our national organization, what goes into our Code of Ethics, or the policy positions in Social Work Speaks? These decisions are made every three years by the Delegate Assembly which includes representatives from each chapter in the country. If you would like to be considered as a delegate to this auspicious body, nominate yourself.
- Perhaps you don’t want to serve in these capacities yourself but you know some excellent candidates; you would be perfect for our Chapter Committee on Nominations and Leadership Identification.
- Are you a political activist? No change can happen without the right people in Annapolis making the decisions. In 2022 we will elect a new Governor and the entire membership of the General Assembly. Now is the time to get involved in our chapter PACE (Political Action for Candidate Election). We are looking for committee members from each branch.

To apply please go to https://www.nasw-md.org/page/17

Protect your career with affordable, comprehensive coverage.

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Debbie Ortega
Clinical Recruiter | Centurion Health
505.333.0203 | debbie@teamcenturion.com
Schedule A Call: calendly.com/Debbie-129

BE A PART OF THE SOLUTION.

Centurion Health is currently seeking Mental Health Professionals who are eager to make a difference in the lives of their patients while being part of an elite organization.

$10,000 STUDENT LOAN REPAYMENT WITH FREEDOM TO SPEND AS YOU CHOOSE!

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Equal Opportunity Employer

Re-Entry Coordinators
LCSW-C or LMSW
Full-time—No weekends or on-call
8:00am to 4:30pm Monday through Friday

Licensed Mental Health Professionals
LCSW-C, LCPC, LMSW, or LGPC
Full-time and part-time opportunities available

Patuxent Institution - Jessup, MD
Baltimore Central Booking & Intake Center - Baltimore, MD
families in transition - separation, divorce, remarriage. Full
billing and administrative services provided. Receive
monthly pay independent of insurance reimbursement.
Ability to establish your own schedule 7 days a week
with a team of experienced therapists. Please
forward resume to Kathy at khest@nhcbeh.org or call
with questions at 410-740-9553 x208.

LMSW and LCSW-CS NEEDED
Thrive Behavioral Health LLC is currently seeking full-
time licensed social workers and counselors to provide
in-person and/or virtual therapy to children, adults, &
families in all locations. Position offers:
• New hire bonus
• A comprehensive benefits package including
  supervision and PTO
• Competitive pay ranging from $55,000-$100,000

FOR RENT
COLUMBIA
PT/FT space available in 3-office (2 large w/windows)
suite of mental health professionals in Columbia.
Part-time starting at $150/mo., short-term, month-
to-month contracts available. Convenient to routes
29/32. Pictures/info: https://bit.ly/30m5y5M.
Email office.charter270@gmail.com.

GLEN BURNIE
Attractive, spacious, professional office available for rent
in 3-office suite with waiting room. Large, windowed,
affordable, private office. Established mental health
practice. Elevator, handicap accessible, kitchen, WiFi,
free parking and one office fully furnished. Call 410-
635-4882 for information.

ANNAPOLIS
Windowed offices in a therapy suite; wifi, cleaning, and
utilities included. $850-1050 full time per office, half-time.
Please contact Dr. Carol Rob/Bibin at 443 850-7190 or
Drcarolrobbs@gmail.com

SYKESVILLE/ELDERSBURG
Wonderful office for rent. Fully furnished office available
in an established health suite with large windows/natural lighting. Shared waiting room in a
professional office building located on Liberty Road. Rent includes WiFi and all utilities. Please contact Lisa Dubbe, LCSW-C for more information and pricing at
443-300-8923.

CROSS KEYS
Spacious office to share. Available Monday, Tuesday, Friday and weekends. Newly carpeted and painted.
Includes free parking and shared waiting room. $532/mo. month including utilities.
Dr. Kate Thomas, 443-540-4817, kateadox@gmail.com

FREDERICK
Affordable 2nd floor office in downtown Frederick available. ADA accessibility with clinician parking. 3 Offices in suite with a shared waiting room with small
kitchenette. Email kacey@kacey-counseling.com or call 301-733-3212.

Welcome New Members!

August
Victoria Lynetta Able
Lindsay Balogh
Brooke Nicole Benton
Marissa Burnamgy
Brianne Sophia Cooper
Jessie Leigh Davis
Janice Davis
Julia Dimnick
Donna Eby
Jessica M. Erickson
Belinda Frankel
Zachary Gaither
Susan Goldberg
Janet Holmes
Kaitlyn Nicole Holstein
Janae Jackson
Joanne Lisa Jackson
Erick Cameron Ketcham
Ayisha Michelle LaFavors
Nicole M. Lauer
Joyce May
Mary McRae
Karyn Mierau
Salma Rabia Nazir
Susan D. Norton
Esther O. Popoola,
Jasmine Carolina Reyes
DeMarco Rojas
Leila Rosado
Ciera Smith
Catherine Stieg
Olivia Stone
Alexandra Zoe Trkieridoti
Amber Nicole Walker
Jada Webb
Samantha Elizabeth Wilt
Alexandra Adams
Rachel Bennett Chambers
Cecilia Dye
Noah Ferguson
Ashlyn G. Frederick
Marlee Elyse Gelfand
Maria Annette Hocker
Jessica Jenkins
Emile Kirby
Vicki Kline
Christina Kuehne
Courtney A. Mariner
Dominique Matthews
Jessica Metzner
Nicole Nakagama
Cindy Marie Nguyen
Eldhiosa Odia
Rihsha Porter
Sylavia Stewart Powell
Kareessa Camille Proctor
Taylor Racicot
Denielle Randall
Dayna Rosenthal-Goldsmith
Jeremy Thomas Selover
Catherine Mary Sherkey
Karin Michele Socks
Barbara Stuckey
Victoria Tende
Marlena Sparrow Turner
Ronald Weldon, Jr.
Jasmine Wigginton
Miranda D. Williams
Earl Nathan Woodard, Sr.
Maïa Simone Woods
Stephanie Wormley
Amy Baker
Danielle Barnard
Nicole Marie Batiks
Ashley Bennett
Sherry Biffel
Mailella Catrine Brown
Tracye Cain
Sarah Carter
Caitlyn Ellis
Naioloni Fenner
Bryan M. Fiorita
Christopher Hawks
Justin Hicks
Benjamin Holt
Mirta Elaine Inris-Thompson
Hamim Jung
Carol Ann Kutzer
Brittany Lee
Julie Logan
Valerie Marks
Aparna Nagaraju
Oladipupo Olubola Ogahinla
Agathychrise Ojo
Anna Danel Walker
Grace Weldon
Kelly Wells

NOVEMBER
2nd
5:00 p.m.
Committee on Aging
5th
10:00 a.m.
Private Practice Committee
11th
9:30 a.m.
Student Conference
10th
4:30 p.m.
Social Work in Schools (SWIS) Committee
11th
OFFICE CLOSED
Veteran's Day Holiday
12th
10:30 a.m.
Board of Social Work Examiners
12:30 p.m.
Chapter Ethics Committee (CEC)
13th
9:30 a.m.
Chapter Board Meeting
15th
3:30 p.m.
Workforce Task Force
5:30 p.m.
Macro Committee
18th
4:30 p.m.
Student-Faculty Liaison Committee
5:30 p.m.
PACE (Political Action for Candidate Election)
23rd
6:00 p.m.
Social Workers Unravelling Racism (SWUR)
25th-26th
OFFICE CLOSED
Thanksgiving Holiday

DECEMBER
1st
5:30 p.m.
Legislative Committee
4th
10:00 a.m.
Private Practice Committee
10th
11:30 a.m.
PP Peer Consultation
7th
5:00 p.m.
Committee on Aging
8th
4:30 p.m.
Social Work in Schools (SWIS) Committee
10th
10:30 a.m.
Board of Social Work Examiners (Virtual)
13th
9:00 a.m.
Executive Committee
15th
4:30 p.m.
Student-Faculty Liaison Committee
20th
5:30 p.m.
Macro Committee
28th
6:00 p.m.
Social Workers Unravelling Racism (SWUR)
24th thru 31st
OFFICE CLOSED

JANUARY
1st
OFFICE CLOSED
New Year’s Holiday
4th
5:00 p.m.
Committee on Aging
7th
10:00 a.m.
Private Practice Committee
8th
11:30 a.m.
PP Peer Consultation
9th
9:30 a.m.
Chapter Board Meeting
12th
General Assembly goes into Session (Annapolis)
14th
4:30 p.m.
Social Work in Schools (SWIS) Committee
15th
10:30 a.m.
Board of Social Work Examiners
12:30 p.m.
Chapter Ethics Committee (CEC)
17th
OFFICE CLOSED
MLK Holiday
25th
5:00 p.m.
Making Macro Work Group
25th
6:00 p.m.
Social Workers Unravelling Racism (SWUR)