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### Essential Social Workers of 2021 Awards

**By Nelly Waribe**

**MSW candidate and student intern, NASW-MD chapter**

This year NASW-MD wanted to do something special to honor the social workers who stood out during the pandemic. In the spirit of our SW Month theme, we created the “Social Workers Are Essential” awards. 2020 was an unprecedented year that presented many challenges and social workers advocated, served, supported, and educated individuals, communities, programs, and systems through it all. The “Social Workers Are Essential” awards highlight some of the best of those efforts from social workers across Maryland. There is an emphasis on the word some because many social workers provided exemplary service through a uniquely demanding year. If we could present an award to all of you, we certainly would.

Help us in congratulating our honorees for the Social Workers Are Essential awards:

**Amy Harmon**

Amy Harmon is a social worker whose career spans 28 years at Peninsula Regional Hospital in Salisbury. In 1989, Amy obtained her BSW from Salisbury University, and since then she has given back as a mentor to 15 interns in her role as a field instructor which is one of her most rewarding roles as a social worker. Amy enjoys her work at Tidal Health as indicated by the 28 years she has worked at the hospital. Her co-workers rave about her broad knowledge of interpersonal dynamics, regulations, and transitional care planning coupled with her empathy and compassion. Whether working with patients estranged from family members, facilitating out-of-state behavioral health services, or creating healing relationships with them, Amy is tenacious in meeting the needs of those she serves. Amy thinks outside the box and goes the extra mile. One example of that was through making arrangements for the care of pets during a patient’s hospitalization, which included paying for a local veterinary office to board the patient’s dogs and cats. Her skills as a social worker have been called upon more this past year as patients have been isolated from family and support systems. She takes time to listen and communicate frequently with patients and families to ensure the staff is addressing the underlying sadness, worry, and frustra-

**Susan Montgomery**

**Marina Nellius**

**Brandi Stocksdale**

### NASW Maryland Legislative Wrap Up Report

**By Rachael Faulkner, lobbyist, Public Policy Partners, Inc.**

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For NASW-Maryland, our top priority for the profession was passing legislation (SB 167) to create a temporary license category under the Board of Social Work Examiners that could be used in the future to avert the situation that occurred last year with the shut-down of licensure testing sites due to the pandemic. Despite the bill passing the Senate and House with overwhelming bipartisan support, the differences between the two amended versions could not be reconciled before the close of Session. NASW intends to revisit this issue.

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It has been over a year since our world was turned upside down by COVID 19. The lives lost and debilitating effects on our health and psyches at both a societal and personal level have been staggering. We have borne witness to the constant examples and soul-crushing drumbeat of racial oppression and white supremacy that is resulting in death, ill health, and trauma for many. But this blight on our society has been with us for generations, not just a year.

At our chapter’s leadership retreat in August, we decided to focus our attention this program year on COVID 19 and anti-racism. The chapter has carried out that mandate in a number of ways: we focused on those themes at our Clinical/Macro conference and numerous workshops as well as in special issues of our newspaper. SWUR has hosted Community Conversations and special trainings on racism to help us understand the issues and explore our biases. Our branch reps have sponsored conferences and “Table-Talk” presentations on these topics as well; most recently focusing on informing us about updates on COVID-19 and vaccines. During the recent session of the MD General Assembly, we supported legislation to carry out these goals in the policy arena. Our weekly ENews is devoted to keeping us together through all of this as a community of social workers and members of NASW. We also try to acknowledge the difficulties we are experiencing, the hard work you are engaged in, and encouragement to take care of yourself through it all.

This is what our chapter is about—supporting you as you carry out your important work, supporting your professional development, and working toward social justice. Never forget that we are a volunteer organization—please join us as we continue to strive toward being the best chapter we can be. Consider running for one of the chapter leadership positions which are described on page 7, all it takes is YOU!

Meet The Behavioral Health Challenges of the Elder Boom

By Michael B. Friedman, Chair, The Brain and Behavioral Health Advocacy Team of AARP Maryland

Recently, AARP Maryland established an advocacy group focusing on brain and behavioral health. In part we did so because of the clear psychological fallout of the pandemic. But we also did so because of significant unmet behavioral health needs of older adults that existed prior to the pandemic and that will exist after. Here I focus on post-pandemic needs.

To meet these needs, AARP of Maryland, with support from the NASW Maryland and other organizations, has called on the state to develop a data-driven, multiyear plan to meet the behavioral health challenges of the elder boom.

As the elder boom, which began a decade ago, gathers force the population of older adults will double as well as the population of older adults with cognitive and behavioral health conditions. This should be a matter of major concern. About 25% of people 65 and over have diagnosable cognitive and/or behavioral disorders. Even more experience emotional challenges that have significant negative impact on quality and length of life. Troubling conditions include:

- Dementia
- Psychiatric disorders such as psychosis, depression, and anxiety disorders
- Substance misuse, particularly overuse of alcohol and of medications
- Co-occurring physical, cognitive, psychiatric and substance use disorders
- Disturbing emotional reactions to catastrophic events, such as the pandemic and economic insecurity and to the revelation of societal fault lines such as systemic racism and health disparities
- Difficult developmental challenges of old age including:
  - Retirement and other role changes
  - Decreasing social connections and increasing social isolation
  - Dealing with grief
  - Declining physical health

- Living with chronic illnesses and pain
- The increasing possibility of dependency
- The inevitability of death. These conditions result in substantial human suffering. In addition, they are major contributors to premature disability and death.

In part this is reflects the high rate of suicide among older adults. In larger part, it reflects the negative consequences of co-occurring disorders, which are a major driver of the very high costs of health care in the United States.

So, I will say again, the mental health of older adults should be a matter of major social concern, especially for:

- People with long histories of mental and/or substance use disorders
- Socially isolated older adults
- Victims of economic hardship
- Older veterans, who are at high risk for dementia, depression, post-traumatic stress disorder, substance use disorders, and suicide
- Victims of elder abuse
- Family caregivers

Sadly, most older people with cognitive and/or behavioral disorders do not get adequate care and treatment.

- There is an inadequate continuum of behavioral health services
- There is inadequate integration of behavioral health and aging services
- There are too few culturally, and geriatrically competent health and behavioral health professionals and para-professionals.
- There is over-reliance on primary health care providers without adequate expertise.

And, even though the vast majority of older adults with cognitive and/or behavioral disorders live in the communiti...
Interested in becoming involved with Maryland legislation?

By Judith Schagrin, LCSW-C Chair
NASW-MD Legislative Committee

Join NASW’s Legislative Committee, an active group of social workers who meet weekly during Maryland’s General Assembly session to review legislation and develop engagement strategies with support from our capable Public Policy Partners’ lobbyist. Our advocacy takes the form of writing testimony, testifying at hearings, meeting with legislators, proposing amendments, and more. We also represent NASW on issue relevant community coalitions to collaborate and amplify our voice. Although during the legislative session we are typically reacting to legislation, between sessions we are proactive. Now that the session is over, we will be meeting monthly to discuss ideas for legislation, engaging with our lobbyist to plan our advocacy efforts, meeting with legislators and more.

The Legislative Committee is comprised of representatives from practice committees interested in, and able to, actively engage in the legislative process. Practice committees use members’ expertise to review and select priorities, and commit to a strategy for advocacy. Members also represent NASW on Maryland coalitions with a similar mission, enabling NASW to sign on to support, oppose, or modify legislation in collaboration with others. We also welcome individuals who may have a particular interest, or who simply want to get involved however they can, even to simply observe and learn about the legislative process. For one new member this year — an MSW student — a personal experience motivated his interest in a piece of Maryland legislation. He brought that experience to the testimony he wrote in support of a bill to make sure no one else had to suffer the same trauma that he did. This particular bill failed but I’m hopeful he’ll be back next year to take it on once again.

It’s true... legislative advocacy can be time-consuming, stressful, and frustrating, requiring patience and endurance over time, flexibility, and a willingness to slog through what can be nonsensical politics and other barriers. But from personal experience, I know it can also be incredibly rewarding to know that you’ve been able to make a difference.

We are just about to begin our off-session planning and already have some intriguing ideas and we’d love to know yours. MD-NASW is a membership driven organization; without your knowledge, expertise, flexibility, commitment, and diligent work, we can’t have a Legislative Committee. Please consider joining us – no experience necessary!!!

Questions? Feel free to email me: janeaddams55@gmail.com.

LEGISLATIVE from page 1

telehealth through 2023; HB 811/SB 597, which lowers the number of supervision hours for a LCSW-C applicant from 144 to 100 and postpones the requirement for all licensees to undergo a criminal background check to the 2023/2024 license renewal; and SB 41, which allows health care practitioners to provide mental health services to minors 12 and older without parental consent (the current age of consent for mental health services is 16). After receiving the governor’s signature, these bills will all take effect on October 1st.

NASW supported multiple bills that addressed racial injustice. HB 670, The Maryland Police Accountability Act of 2021 passed, was vetoed by the Governor and then was secured by a veto override in the General Assembly. This bill repeals the Law Enforcement Officers’ Bill of Rights; prohibits a police officer from preventing a citizen from recording the officer’s actions if the citizen is otherwise acting lawfully and safely; requires the Police Training and Standards Commission to take certain actions in response to violations of a certain Use of Force Statute; and requires each county to have a police accountability board, in addition to other provisions. SB 178/HB 120: Anton’s Law passed — it will make investigations into police misconduct transparent. HB 309/SB 565 passed, requiring the health licensing boards to collect race and ethnicity information from applicants. This information can then be used to build a more diverse health care workforce. HB 28/SB will require all licensed health care practitioners to complete an implicit bias training program upon an applicant’s first license or renewal cycle after April 1, 2022. In addition, HB 1/SB 1 passed, providing funding support for Maryland’s historically black colleges and universities (HBCUs), all of which have social work education programs.

In addition, there were a number of bills that passed this year’s legislative session that were supported by the Chapter’s various practice committees. NASW’s process allows and encourages its practice committees to review proposed legislation and take action either in the form of written testimony, oral testimony at a hearing, or signing on to letters in support of or opposition to bills.

Along with other members of the Children’s Behavioral Health Coalition, NASW crafted budget language to require a review of voluntary placements that will include stakeholders and contributed to a bill strengthening a report of children’s behavioral health services use statewide. We clarified in budget language the requirement that the Department of Human Services must complete a workload study consistent with Child Welfare League recommendations to be in compliance with Maryland law.

A new Immigration Committee was launched when an NASW member asked the Chapter to join a coalition in support of a package of immigration laws and two Legislative Committee members eagerly volunteered. They drafted testimony in support of bills addressing how law enforcement can and cannot collaborate with federal authorities with regard to immigration status.

The Aging Committee continues to represent NASW with the Maryland Senior Citizens Action Network, on budget and legislative proposals that improve and expand long-term care and other support services for older adults. The Social Workers in Schools Committee weighed in on several issues to address behavioral health services in schools.

The Chapter’s advocacy work could not have been done without the support of the Legislative and Practice Committees and the support of members. If you are interested in NASW Maryland’s policy work, please contact Daphne McClellan. More information on how to get involved can be found in the article above.
The National Association of Social Workers Maryland Chapter Presents the
16th Annual Clinical Conference
AND
8th Annual Macro Social Work Conference

CALL FOR PRESENTATIONS

SEPTEMBER 23-24, 2021

The completed application form found on website nasw-md.org

- A one-page description of proposed presentation (no more than 300 words) including workshop title/brief synopsis/3-5 learning objectives.
- If you have multiple presentations, send all on one Word or Google document with name and contact information at top of page with every workshop title/synopsis/learning objectives and length of workshop (3 or 6 hours).
- Include an outline of the presentation
- A vitae or resume. Make note of previous workshops you have presented, including workshop topic, date, and sponsoring organization.
- A headshot photo for newspaper and website. Does not have to be professional, but it cannot be a selfie or blurred.
- Email to: jwilliams.naswmd@socialworkers.org.

WASHINGTON, D.C. - The U.S. Department of Defense (DOD), as part of an initiative to promote licensure portability for military spouses, has awarded a $500,000 grant for the development of an interstate licensure compact for social workers.

A compact is a legal agreement between states that will allow licensed social workers to practice in those states participating in the compact. Currently, licensed social workers must seek and receive licensure in each state in which they wish to practice.

“NASW is grateful to the DOD for recognizing the need for license portability for the many military spouses who are social workers, and for greater access to social work services,” said Angelo McClain, PhD, LICSW, Chief Executive Officer of NASW. “NASW is proud to be a leader in these efforts and ensure a compact framework which reflects the NASW Code of Ethics and meets the needs of both social workers and the clients we serve”.

The grant, awarded through a competitive proposal process, will be provided to the Council of State Governments (CSG), which will oversee the development of the compact. The Association of Social Work Boards (ASWB) will be the lead on the effort; the National Association of Social Workers (NASW) and the Clinical Social Work Association (CSWA) will be partners. The DOD funding will cover the initial 12- to 16-month phase of a multi-year process to implement a compact. The compact legislation must then be enacted in each state in which they wish to practice.

NASW chapters will play a key role in advocating for the development of an interstate licensure compact for social workers.

NASW Assurance Services • 50 Citizens Way, Suite 304 • Frederick, MD 21701

To Enroll, Visit
www.naswassurance.org/NASWM2020

Questions? Contact us at asi@naswasi.org or call 888-278-0038

Mistakes Happen – Are You Covered?
School Social Workers ARE Essential

**BY GAIL MARTIN, LCSW-C**

The changes wrought by the pandemic have been felt in all aspects of daily life as changes in employment, resources, routine, and social interaction have rippled up and down Maslow’s Scale. The ripples felt more like waves to our children, particularly our poor children, who lost the safe harbor of their classrooms, the supportive relationships with the care adults who staff them, and the security of two meals five days a week.

The social work profession at large has received some long-awaited positive press during the pandemic, particularly for our work in hospitals, nursing homes and in grief/loss, but also for our training in behavioral health as a possible resource to law enforcement. Our concern for the potential consequences of the toxic stew created by the economic stress and isolation of quarantine on rates of domestic violence and child abuse has been documented. It is gratifying to see the increased spotlighting of the range of social work’s involvement in society beyond the critical work of our child welfare colleagues. For too long, we have been portrayed in the media primarily as the folks who “take away children.”

As the need for mental and behavioral health services in children and youth has become more prominent, more school systems around the State have begun to hire school social workers. But Maryland lags far behind many states in putting our skills to use; we have existed as a specialty in the profession for over 100 years, with some large public school systems in the country employing almost as many social workers in a single district as Maryland does in the entire state. The Baltimore City Public Schools, which has included social workers as educational staff members for over 70 years, still employs most (about 175 this year) despite the fact that, by enrollment, they are the fifth-largest Maryland system. Montgomery County—the state’s largest by enrollment—reported this year to the Maryland State Department of Education (MSDE) that they have about 30. Six of Maryland’s public school systems reported to MSDE that they hire none at all.

As social workers, we know that childhood trauma is not a product of race or social class, but the result of experiences that transcend society, like the current pandemic. Like all social workers, those of us in schools use an ecological lens to assess the needs of those to whom we are assigned. During the pandemic, we have continued to address the mental health of individual students through teletherapy, reached out to families directly via home visits to deliver technology, school supplies, and help with access to online learning; sponsored food pantries in our bus loops; and provided parents with countless lists of resources. As students have returned to schools, we have eased their anxiety and helped staff members deepen their understanding of the trauma that families have faced and how it has affected their students. We have helped parents to examine the pros and cons of returning their child to the building and supported them in whatever decision they make, reflecting the core social work value of client self-determination.

As part of a professional group identified as “Specialized Instructional Support Personnel” under current federal education law, School Social Workers ARE—and will continue to be—essential.

Building Your Client’s Legal Services Support System

**BY SUSAN FRANCIS,**
**EXECUTIVE DIRECTOR,**
**MARYLAND VOLUNTEER LAWYERS SERVICE**
**AND KELSEY CREAM, LEGAL INTERN,**
**MARYLAND VOLUNTEER LAWYERS SERVICE.**

In our complex world, individuals often experience legal problems intertwined with social problems. Social work practitioners are tasked with factoring in any outside resources that might assist their client’s psychosocial needs, including legal assistance. As such, it is imperative that social workers have at least some understanding of a client’s legal rights and the process by which to advocate for those rights. Social work practitioners are responsible for being aware of the laws that regulate the social and legal systems in order to help clients navigate their way more effectively. Unless the social worker has a J.D./M.S.W, he or she offers legal advice to clients. As such, social workers should become familiar in referring these clients to an attorney as well as refer effective representation from both spectrums.

Clients of social work practitioners usually have a variety of problems that contribute to, or in some way affect, their legal situations. For instance, a practitioner working with a homeless individual to help find housing and employment might require legal assistance in clearing the individual’s criminal record so he or she is eligible for housing programs and employment. Social workers are trained to consider their client and his or her support systems when evaluating a problem; legal assistance can be one of these support systems.

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2 Accessing Legal Services UMD Social Work Class PowerPoint, via MVLS Sharepoint, slide 4.
3 id.
4 Attorney must comply with Professional Rules of Responsibility Rule 7.2(2): Communications Concerning a Lawyer’s Services: “...lawyers are not permitted to pay others for recommending the lawyer’s services.”
5 MVLS Factsheets: https://mvlslaw.org/mvls-factsheets/
7 Maryland Court Forms: https://www.courts.state.md.us/courtforms/finder
8 Maryland Court Help Center: https://mddcourts.gov/helpcenter
9 Maryland Courts Family Law Hotline: 800-845-8550

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SUPPORT SYSTEM Cont. on page 8
ty, there is still over-reliance on long-term institutional care, largely due to:

1. inadequate support for family caregivers, who are at high risk for “burn out” (i.e., depression and/or anxiety disorders)
2. a shortage of supportive housing as an alternative to institutional care.

In addition to addressing shortfalls in meeting the needs of older adults with behavioral health disorders, it is important to note that mental health is a critical component of well-being in old age. Contrary to the ageist perspective of our society, it is possible to age well. Older people can not only achieve considerable personal satisfaction; they can be, and are, contributors to society. Older adults are not, as the ageist perspective has it, only people in need of help; they are people who can give help. Promoting psychological well-being, promoting lives of connection, engagement, belonging, and meaning, can result in a vastly stronger American society.

To address the behavioral health needs and opportunities of older adults, AARP Maryland believes there needs to be a master plan—a multi-year, inter-agency plan that draws from sound data regarding demographics, epidemiology, service provision, and financing.

The plan will need to address a broad range of issues including:

• How to help older people with cognitive or mental disorders to live where they prefer in the community
• How to support student intern fervor
• How to provide housing alternatives to institutions
• How to increase the capacity of and access to home and community-based services including telehealth services
• How to improve the quality of both community-based and institutional services

Brandi Stocksdale – SPOTLIGHT AWARD

In addition to the “Social Workers Are Essential” awards, NASW-MD created the Spotlight Award. This award highlights not only a social worker’s efforts in the past year, but also their notable achievements, leadership, and contributions throughout their career. We are honored to recognize Brandi Stocksdale, LCSW-C, as the first recipient of the Spotlight Award. Ms. Stocksdale has demonstrated a long-term commitment to the field of child welfare and human services for more than eighteen years to give her best to Baltimore’s children and families. She currently leads the agency where her career began as a Child Protective Services Intake and Assessment Social Worker, and they describe her as “compassionate, knowledgeable, resourceful, and a great client/community advocate.” Marina Nellius

Marina Nellius, LCSW-C, received not one nomination but four from her coworkers, and they describe her as “compassionate, knowledgeable, resourceful, and a great patient/community advocate.” Marina is a social worker at the MedStar House Call Program in Baltimore City where she provides services and support to the most vulnerable and medically complex adult seniors. She provides comprehensive health care management and has implemented multiple innovative initiatives to improve the systemic health care needs of older adults. She has identified targeted interventions for patients with depression and loneliness that have allowed them to age in place with dignity. She works closely with a multidisciplinary team—a geriatrician, nurse practitioner, office nurse, and administrative staff and is beloved by all. Prior to COVID, Marina conducted visits to homebound seniors to ensure they had the supports needed to safely remain in the community. Since COVID restrictions were put in place, Marina quickly adapted and supported patients by making a considerable amount of calls every day. Additionally, Marina arranged for patients’ supplies and care packages, often delivering them to their homes along with donations she gathered from her church. She also enlisted the help of her daughters to hand draw cards for the patients so they would know others were thinking of them. It is evident that Marina goes above and beyond for her patients in a thoughtful and caring way. She serves on several local and national geriatric and aging committees, coalitions, non-profits, and national professional associations, including the American Academy of Home Care Medicine. As a recognized geriatric care leader, she mentors and fosters the development of future geriatric professional leaders. Marina is like a “superhero” with all the work she does while raising school-aged children and helping them navigate virtual learning. Join us in congratulating this long-standing beacon of social work excellence.

Susan Montgomery

Susan Montgomery, LCSW-C, has received high praises for her role as the Director of Social Services at Leisure World of Maryland, an active over 55 senior independent living community in Montgomery County that serves over 8,500 residents. In the past year, the community has encountered major changes and difficulties, which Susan has tackled with grace, intelligence, great communication skills, and dignity. At the initial stages of the pandemic, she coordinated with management on how to meet the basic needs of the residents regarding food, medication, isolation/mental health issues, and medical appointments. She was instrumental in marshalling volunteers to grocery shop and perform other services for residents affected by COVID-19. She was called upon in November after an apartment fire ravaged 30 units and the majority or residents lost everything. The community established a relief fund and raised over $40,000. She assisted displaced persons to find lodging and replacements for possessions lost in the fire. Susan has been the point of contact for the community for the COVID-19 pandemic, the fire victims and now the COVID-19 vaccine process. Susan has played a vital role in assisting residents with a multitude of issues ranging from accessing and navigating the internet, registration, and arranging transportation to the vaccination site. All of this has been accomplished during the pandemic while Susan and her team work from home. Her team of social workers is proud to have her as the head of their department, remarking that she is “the beacon of advocacy, care, and representative of the social work profession.” Susan not only works at Leisure World, but also runs a private practice part time and facilitates several support groups for the Montgomery County Stroke Association. Join us in congratulating this long-standing beacon of social work excellence.

Join us in congratulating this hero who has touched the lives of so many.
Arthur Flax, LCSW-C, has been a long-time member of NASW-MD and a stalwart advocate for the social work profession. For over thirty years Arthur has worked both independently and in concert with the NASW-MD legislative committee to ensure social work clinicians were included in legislation that previously favored psychologists. This year Arthur single-handedly took on the issue of including clinical social workers in the process for involuntary admissions. Previously, in order to help an individual who needed to be involuntarily admitted to a hospital or a minor who needed to be voluntarily admitted, it required the examination and signatures of two physicians, a physician and a nurse practitioner, or a physician and a licensed psychologist. SB 466/HB 689 (conceived by Arthur Flax and filed by Senator Chris West and Delegate Susan McComas) added the combination of a physician and an LCSW-C to the list of those who could make those important decisions. Through the legislative process, the bill was amended to include LCPCs. Congratulations Arthur and thank you!!

Legislation Arthur has promoted affecting the practice of Social Work in chronological order:

1. Amendment to the State Personnel and Pension Article: Added Clinical Social Worker to those authorized to grant sick leave to State Employees and as a result to all employees in Maryland. That is to take a person out of work due to illness (within our scope of practice). SB-45 (1990)

2. On the NASW Legislative Affairs Committee he revised the Social Work Practice Act (first revision when the clinical specialty, without the need for a physician referral, was introduced to the Legislature; offered the title to the committee of LCSW-C (added the C to indicate clinical specialty) which was accepted and passed. (HB-1087, 1992)

3. Introduced to NASW the provision to amend the Statute to include the LCSW-C as an evaluator and co-signer with a physician to authorize guardianship of an impaired person. This legislation passed and the LCSW-C is included. (Maryland Rule 10-202(a)).

4. Introduced and worked on the Emergency Petition legislation HG 10-622 to include the LCSW-C, passed 2004. As part of this process Del. Sandy Rosenberg, an AG Advice of Counsel affirmed the authority of the LCSW-C to testify as an expert witness on clinical issues including competency and sanity (HB-770, 2001)

5. Second revision to the Social Work Practice Act: introduced with the assistance of the legal department of the Baltimore County DSS, information to remove the clause “shall not amount to the practice of medicine” and reference the HG-10-101 to affirm a medical model of treatment with the addition of mental disorders, impairments, and conditions added to the scope of practice.

6. Initiated DHR to include the LCSW-C to independently examine and affirm a person is impaired for the determination of social service benefits. First change was administrative, then in COMAR, then included as an amendment to legislation as part of a comprehensive bill. Reviewed the legislation, introduced the amendment and the amendment was then supported and included. Now the LCSW-C and other health care providers who have certain authority within their scope of practice can make an independent determination of impairment (disability) to allow the person to qualify for certain benefits including TDAP.

7. With NASW inclusion of the LCSW-C in the “Red Flag” law. (2020)

8. Testimony to include the LCSW-C in language to evaluate law enforcement officers as to fitness for duty. (2020)

9. Initiated and worked on legislation to include the LCSW-C to examine (evaluate) a person as to competency and authorize (along with a physician who does another independent evaluation of the person) involuntary admission to a facility.
the role of the social worker to spot these potential legal issues and make the appropriate referral. Maryland Volunteer Lawyers Service (MVLS), the largest pro bono organization in the state, recommends asking the client the following simple questions to try to determine if there are legal issues:

- Have you received any court notices or papers recently?
- Are you having trouble obtaining your driver’s license or other identification?
- Are you experiencing problems with your landlord?
- Are creditors calling you? Or are you receiving collection notices?
- Are you having trouble seeing your children?
- If a homeowner, are you behind on your water bill or property taxes?
- Have you been involved with the criminal legal system?

Maryland has many free legal resources, so many in fact, that it can be difficult to navigate them for clients. The largest two programs are Maryland Volunteer Lawyers Service (MVLS) and Maryland Legal Aid. These programs have income requirements. The requirements for MVLS can be found here: mvlslaw.org, and more information about Maryland Legal Aid is available at https://www.mdlaw.org/7. If a referred client exceeds the eligibility requirements, the social worker may refer the client to a community partner that provides reduced fee legal services, including Civil Justice and Lawyer Referral. Furthermore, social work practitioners can provide clients with a specific MVLS Fact-sheets pertaining to their legal issue. Fact-sheets have been a valuable tool in providing individuals with legal information on a particular issue and can be accessed on the MVLS website.8

Additional resources include The People’s Law Library, which provides self-help resources to individuals needing legal information or assistance. The People’s Law Library legal services directory can be found here: peoples-law.org/directory. The Maryland Court system provides additional self-help legal resources, including specific court forms accessible to the public.9 Court help centers are also available for individuals who do not have a lawyer.10 The Family Law Hotline is available to provide individuals with brief legal advice relating to family law issues.11 Maryland Legal Aid also provides on its website informational brochures pertaining to specific legal topics and can be accessed here: mdlaw.org/get-help-services.

Social work practitioners can help play a vital role in reducing the justice gap by becoming more familiar with, when, and where to refer their clients experiencing legal problems. Professionals in both fields should be aware of this opportunity and continue to collaborate with one another in promoting effective client referrals.

For more information, or to ENROLL, visit ProBonoCounseling.org OR CALL 410.825.1001

Act Now to Increase Clinical Social Worker (CSW) Medicare Reimbursement Rates, Increase Access to Care

Tell Congress to Increase Social Work Reimbursement Rates and Access to Social Work Services

The Improving Access to Mental Health Act (S. 870/H.R. 2035)

Much-needed legislation increasing Medicare reimbursement rates for Clinical Social Workers (CSWs) and ensuring access to CSW services by Medicare beneficiaries has been introduced in both chambers of Congress. This legislation will only advance if congressional lawmakers hear from CSWs in their states and districts about the crucial role we play in this major federal program!

The Improving Access to Mental Health Act (S. 870/H.R. 2035) was introduced by Sen. Debbie Stabenow, MSW (D-MI), Sen. John Barrasso (R-WY) and Rep. Barbara Lee, MSW (D-CA). S. 870/H.R. 2035 will:

- Increase Medicare Reimbursement Rates for CSWs: The bill aligns Medicare payment for CSWs with that of most other non-physician providers by increasing the reimbursement rate from 75% to 85% of the physician fee schedule.
- Increase Access to CSW Services for Skilled Nursing Facility (SNF) Residents: Currently, independent CSWs who are not employed by the SNF are unable to seek reimbursement under Medicare Part B for providing psychotherapy services to SNF residents receiving care under Medicare Part A. This legislation will rectify this problem by excluding CSW services from SNF consolidated billing.
- Provide Access to CSW Services that Help Medicare Beneficiaries Coping with Physical Health Conditions: Although Health and Behavior Assessment and Intervention (HBAI) services are within the scope of practice for CSWs, Medicare currently only reimburses CSWs for the “diagnosis and treatment of mental illnesses.” S. 870/H.R. 2035 would broaden the definition of CSW services to enable Medicare reimbursement for HBAI services, within the CSW scope of practice. These are cognitive, behavioral, social and psychophysiological interventions to prevent, treat, and improve physical health and well-being.
- Contact your Senators and Representatives TODAY and urge them to co-sponsor this legislation. Help them understand the mental health needs of Medicare beneficiaries in your community, especially in the COVID-19 era, and how this legislation will help address those needs. A personalized communication goes a long way with a member of Congress.
NASW-MD Sponsored Continuing Education

SPRING 2021

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

CONTINUING EDUCATION POLICIES
NASW-MD will not accept fax registrations. You may register online, by mail, or by phone. Registrations are made on a first-come-first-served basis.

- Registrations received less than 2 business days/60 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.)

- 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 attend a program and do not immediately follow-up for refund information or to switch to another course, if registrants do not follow-up on an absence, no refund or switch will be allowed. 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 follow-up on an absence, no refund or switch 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.

- NASW-MD reserves the right to cancel webinars due to low registration numbers.

NOTE ON ACCOMMODATIONS: If you require 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.

Due to COVID-19 NASW-MD Chapter will host webinars for the first half of 2021.

Below is our current schedule through June 2021. For the most updated schedule visit our website at www.nasw-md.org

IMPORTANT INFORMATION. READ CAREFULLY:

1. Live, interactive, real-time webinars earn Category I CEUs.
2. You can attend a live webinar via phone or computer, but a computer is recommended (no Powerpoint can be viewed) 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. Type in your name and email address so you will be on the sign in sheet for the webinar the following day.
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.

#2726 2021 Social Work Month Annual Conference RECORDED WORKSHOPS
Date: Ongoing through May 31, 2021
Location: Pre-recorded Webinars
For a limited time the recorded versions of NASW-MD Chapter’s Annual Social Work Conference are available for viewing to earn Category II CEUS. There are 31 CEUs available. For detailed descriptions about each workshop, please visit our website at www.nasw-md.org. For further questions please contact the NASW-MD office at: 410-788-1066.

AVAILABLE WORKSHOPS FOR VIEWING:

Workshop A
Title: Supervising Remote Social Workers and Satellite Offices

Workshop B NOT AVAILABLE

Workshop C
Title: Who Let the Ants Out? CBT and Play Therapy Interventions for Automatic Negative Thoughts

Workshop D
Title: The Journey Through Grief and Loss

Workshop E
Title: Vaping, Synthetics, Opiates, and Teens: Implications for the Decriminalization of Marijuana

Workshop F
Title: Elder Abuse Prevention and Intervention: What Social Workers Need to Know

Workshop H
Title: We Are Essential: Lessons Learned, Insights, and Opportunities for Change in the Era of COVID 19

Workshop I
Title: Elder Isolation During COVID-19 (Panel)

Workshop J
Title: Introduction to Maryland Teletherapy Laws and Regulations for Clinical Social Workers (Ethics)

Workshop K
Title: Ethical Considerations & Extreme Risk Protection Orders (ERPO)

Workshop L NOT AVAILABLE FOR VIEWING

Workshop M
Title: Facilitating In-person and Virtual Sessions with At-risk Populations

Workshop N
Title: Acting as an Anti-Racist White Ally and Accomplice to Clients and Communities of Color

Cost: $100 for members; $150 for non-members; $75 for retired members

#2683 LIVE WEBINAR – We Are All In It: Lessons Learned, Insights, and Opportunities for Change in the Era of COVID-19
Date: Monday, May 10, 2021; 9:00 p.m. – 12:45 p.m. (login from 9:00 – 9:30 p.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location
Read important information listed at the top of first page of Continuing Ed to be prepared
Presenter: Lee Westgate, MBA, MSW, LCSW-C
Clinical Instructor, UMSSW
Synopsis: COVID 19 has emerged as a black swan event that continues to devastate, uproot, and reconstruct our social reality as we collectively know it. With the onslaught of information, macro-based policy and process changes, and continued instability, each of us within the world of social work is continuously asking, “What’s next?” However, in order to determine what comes next, it is pivotal that we collectively frame this experience within the context of the chapters and history that proceeded this international crisis.
Prior to COVID-19, healthcare systems of care along with social welfare programs struggled to engage and accommodate vulnerable populations and people with marginalized/displaced identities. Every day brings with it the recognition that we need to re-examine the way we see and experience the world. This session will frame out and forecast key challenges faced by social workers and organizations alike; institutional and policy-based dilemmas; the evolving roles played by technology and tele-health; and critical workforce dimensions.
All of these elements will greatly factor into what’s next for social work. Lastly, this session aims to create a space for participants to share our what they are seeing and how they make sense of this profound moment in history.
Learning Objectives: Upon completion of this training, participants will be able to:
1. Demonstrate an understanding of the current landscape and the unique challenges we are facing in the era of COVID 19.
2. Highlight potential key ethical challenges and practice challenges within the world of social work.
4. Review recommendations about areas of opportunity during this radical paradigm shift.

CE: 3 Category I
Cost: $45 for members; $65 for non-members

#2697 LIVE WEBINAR - Substance Abuse and the Older Adult

DATE: Tuesday, May 11, 2021; 9:00 a.m. – 12:45 p.m. (from 9:00 a.m. – 9:30 a.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Joanna Frankel, LCSW-C Owner, Frankel Care Consulting

Synopsis: Substance abuse in the older adult is a hidden epidemic in the United States. Many factors come into play to render them at risk. This interactive and relevant topic will help participants learn how to identify at-risk older adults and what treatment protocols exist to help them. Learn strategies in communicating with older adults and how to successfully approach this very important issue among the aging.

Learning Objectives: At the end of this workshop, participants will be able to:
1. Identify 3 risk factors for substance abuse in older adults.
2. List three substances most commonly abused by older adults.
3. Discuss three protocols for treatment for older adults.

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

#2707 LIVE WEBINAR – The Ethics of Addressing Cultural Competency in Trauma Informed Care

DATE: Monday, May 10, 2021; 5:00 p.m. – 8:45 p.m. (from 5:00 – 5:30 p.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Dwayne L. Buckingham, Ph.D., LCSW-C, BCD
President & CEO, Buckingham Consulting Group, LLC
Training Specialist, Child Welfare Academy, University of Maryland-Baltimore

Synopsis: Cultural Ethical Responsibility to Clients – 1.04 Competence and 1.05 Cultural Awareness and Social Diversity. The purpose of this webinar is to discuss the Ethics of Addressing Cultural Competence in Trauma-Informed Care. The webinar examines the history of Cultural Competence and barriers of communication that impacts providers’ ability to provide ethical care. Mental health professionals come from various backgrounds and different walks of life which in return shapes their perceptions and definitions of cultural competence. Many providers have received training on cultural competence in Trauma-informed care, but there is very little training that encourages providers to be mindful of how their personal cultural and ethical perceptions may cause them to provide treatment through tainted lens. This webinar will distinguish between ethics and competence and challenge current perceptions of cultural competence. Upon completion of this training participants will leave with a clear understanding of the importance of viewing cultural competence from an individual perspective so that ethical treatment can be provided.

Learning Objectives: At the end of this workshop, participants will be able to:
1. Highlight Ethics of Cultural Competence in Trauma-Informed Care
2. Distinguish between Ethics and Competence
3. Define culture and culture competence
4. Identify various perceptions regarding cultural competence
5. Describe and use cultural adaptability

CE: 3 Cat I
Cost: $45.00 for members; $65 for non-members

Please Note: This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal.

#2684 LIVE WEBINAR – Supervisors Coaching for Success

DATE: Thursday, May 13, 2021; 9:00 a.m. – 12:45 p.m. (from 9:00 – 9:30 a.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Pamela Love Manning, MSW, Ph.D.
Certified coach, speaker, author, & founder, The Finishers Network

Synopsis: During this 3 hour training, supervisors will learn key tools for coaching supervisees for more effective outcomes. Participants will practice techniques that can lead to supervisees being more self-reflective, thinking more critically, and increasing problem solving skills. This training is not about becoming a coach, but how to use coaching techniques with supervisees in different positions. Lecture and role play will be used to practice methods discussed.

Learning Objectives: By the end of this training, participants will be able to:
1. Identify individual and organizational barriers to effective coaching
2. Understand when to use coaching
3. Utilize techniques for coaching staff when faced with technical or adaptive problems.
4. Practice coaching staff to support self-reflection, critical thinking and problem solving skills

CE: 3 Category I
Cost: $45.00 for members; $65 for non-members

Please Note: This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour supervision requirement for supervisors.

#2711 LIVE WEBINAR - Barriers to Care for Minorities/ Underserved within the Veteran Population

DATE: Friday, May 14, 2021; 8:30 a.m. – 11:00 a.m. (from 8:30 a.m. – 9:00 a.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Sarah A. Haberbusch, LCSW-C
PRN r/Mobile Crisis Team Clinician
Affiliated Saint Goups, Carroll County, Maryland

Synopsis: This training will provide a brief overview of some of the many minorities and stigmatized populations within the Veteran population. The presenter will cover potential barriers related to care, limitations in services, and overall biases toward these populations. This training will also allow clinicians to recognize and practice mindfulness of their own biases while expanding their understanding of these subcultures.

Learning Objectives: At the end of this webinar attendees will be able to:
1. Identify the persons within the military/veteran population at higher risk of experiencing barriers to care
2. Practice mindfulness of their own biases to help break down barriers to care
3. Learn about services provided within the Veteran Affairs system to support these minority populations

CE: 2 Category
Cost: $25 for members; $40 for non-members

#2685 LIVE WEBINAR - Ethical Considerations and Strategies for Addressing the Issue of Confidentiality

DATE: Tuesday, May 11, 2021; 9:00 a.m. – 4:45p.m. (from 9:00 a.m. – 9:30 a.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Giselle Ferretta, MSW, LCSW-C
Clinical Instructor, UNMSW

Synopsis: This workshop focuses on strategies for identifying and addressing common yet complex ethical issues concerning confidentiality social workers face in their practice. To provide services it is often necessary to share and obtain information from community partners serving individuals and yet confidentiality practices are confusing and complicated. Content will include: An overview of the Maryland Statute and Regulations which govern confidentiality of health records, mental health records, substance abuse records, social service records, education records, the requirements for release of information, child maltreatment or imminent harm information, privileged communication, and clinician’s personal notes. The presenter served on the national committee to revise the NASW Confidentiality and Information Utilization Issue Statement and will include an overview of these national standards. In addition, risk management strategies will be identified.

Ethics content covered includes: COMAR 10.42.03.03; COMAR 10.42.03.06; Health Occupations - 19-311 (4, 18, 20, 21); NASW Code of Ethics (2017) 1.02, 3.03, 3.07, 2.02, and 3.04.

Learning Objectives: Participants will be able to:
1. Distinguish the basic elements, concepts and terms concerning confidentiality and the restrictions and practice implications of the release of confidential information.
2. Explore the use of statute, regulations, and social work standards which govern the protection of the various kinds of information obtained during the social work practice.
3. Apply professional values and ethical concepts to workplace situations including the following issues:
   - imminent harm, informed consent, duty to warn, and record keeping.
4. Explore strategies when responding to ethical issues and dilemmas concerning confidentiality practice.

CE: 6 Category I ETHICS CEUs
Cost: $90 for members; $130 for non-members

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

#2687 LIVE WEBINAR - Understanding and Exploring the Role of Cultural Competency in Service Delivery

DATE: Friday, May 21, 2021; 8:30 a.m. – 12:15 p.m. (from 8:30 a.m. – 9:00 a.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Veronica Cruz, CEO, Cruz and Associates, LLC

Synopsis: This workshop will focus on understanding and exploring the role of cultural competency in service delivery. Often times consumers don’t look like service providers and this can affect consumer engagement. In this workshop the presenter will explore creative ways to enhance and promote consumer buy in. Communities of color often are under-represented within the mental health and medical system. The numbers do not paint the entire picture of the various needs within these communities. Communities of color often feel marginalized, ignored, and stigmatized, while providers often feel immense counterfeit, numerous cultural and linguistic barriers, and lack of cultural competency which affects service delivery. This workshop will highlight the various challenges and solutions to increase awareness and utilization of medical and mental health services within communities of color. This is an interactive workshop whose classes will be presented and participants will work in a group setting to further maximize their understanding of the concepts presented.

Learning Objectives: Upon completion of this intermediate course, participants will be able to:
1. Identify one’s knowledge of various cultural and linguistic barriers that can arise in service delivery and how to prevent them.
2. Articulate the connection between cultural competency and effective treatment delivery.
3. Apply and apply tools to help with transferral and countertransference in relationship to service delivery.
4. Summarize the key elements of cultural competency and how to implement realistic and cost-effective measures to enhance and promote service delivery.

CE: 3 Cat I
Cost: $45.00 for members; $65 for non-members

#2688 LIVE WEBINAR – Ethical and Cultural Issues in a Healthcare Setting

DATE: Friday, May 21, 2021; 12:30 p.m. – 4:15 p.m. (Login from 12:30 – 1:00 p.m.)
Location: Live, Interactive, Real-Time Webinar. No physical location

Presenter: Veronica E. Cruz, LCSW-C
CEO, Cruz and Associates, LLC

Synopsis: This workshop will explore the numerous ethical and cultural issues that can arise in a healthcare setting. An emphasis will be placed on exploring ethical and cultural issues to enhance and improve ethical responsibilities and reduce ethical violations. This workshop will discuss common practice areas that raise ethical dilemmas and explore the code of ethics and propose various ethical decision making models that can help resolve these ethical conflicts. A focus will be placed on various ethical codes: Maryland Board of Social Work Examiners (Title 10, 3 & 08) to the National Association of Social Workers Code of Ethics (1.01, 1.04, 1.05 & 3.02). Issues explored will be: code of ethics, cultural considerations, ethical framework model, and best practice techniques. This is an interactive workshop were cases vignettes will be presented and participants will work in a group setting to further maximize their understanding of the concepts presented.

Learning Objectives: Upon completion of this intermediate course, participants will be able to:
1. Increase one’s 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. Participants will be able to identify appropriate, ethical and effective ways to incorporate cultural issues in a healthcare setting.

CONTINUING ED Continues on page 11
#2686 LIVE WEBINAR - Social Work Exam Prep (3 PARTS)  
**Date:** Thursday, Friday, and Saturday, May 20 – 22, 2021; 9:00 a.m. - 1:15 p.m. (all 3 days)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
**Read important information listed at the top of first page of Continuing Ed to be prepared**  
**Presenters:** Corey Beauford, MSW, LICSW  
**Clinical Instructor, UMSSW**  
**Synopsis:** This course is geared toward equipping participants with the skills necessary to sit for the Licensed Master’s Social Work exam (LMSW) or the Clinical Exam (LICSW or LCSW-C). A thorough overview of the test content will be provided as well as an analysis of test-taking strategies and tips useful for success on the exam.  
**Learning Objectives:** As a result of this course, participants will enhance their ability to successfully sit for the ASWB licensing exam. The class will focus on and provide the following:  
1. An Overview of the Composition of the Masters and Clinical exams  
2. Exam Taking Strategies and Specific Accommodations  
3. Social Work Assessment and Diagnosis (DSM-V)  
4. Social Work Interventions Strategies  
5. Models of Social Work Practice  
6. Psychopharmacology  
7. Human Growth and Development Issues  
8. Ethics  
9. Research and Supervision  
10. Program Evaluation  
11. Tips and Strategies Necessary for Analyzing Exam Questions  
**CE:** 12 Category I  
**Cost:** $195 for members (includes $15 fee for study materials); $275 for non-members (includes a $15 fee for study materials)  
**$115 for student members (includes a $15 fee for study materials)**  
**Please Note:** At completing the full 12 hours of this workshop, the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal will be met.

#2698 LIVE WEBINAR-Your Role on the Team: Resolving Ethical Dilemmas in Interdisciplinary Teams/Promote Collegial Collaboration  
**Date:** Monday, May 24, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
**Read important information listed at the top of first page of Continuing Ed to be prepared**  
**Presenter:** Keisha E. Atlee, LCSW-C  
Field Liaison, Morgan State University; Facilitator, Empowering Minds Resource Center; Clinical Supervisor, Pressley Ridge  
**Synopsis:** Interprofessional collaboration in interdisciplinary settings offers social workers the opportunity to establish areas of expertise and to practice in a diverse settings while infusing the mission of our profession into organizations for the wellbeing of the larger society. In the spirit of advocating on behalf our constituents, social workers may be faced with instances in which our ethical standards contrast with those of other allied health professionals.  
**Learning Objectives:** Upon completion of this course, participants will be able to:  
1. Be apprised of the roles of social workers per MD Health Occupations Title 19 and significance of their role as licensed healthcare providers.  
2. Learn how to consult the MD BSWE and NASW Codes of Ethics to address ethical dilemmas in a manner that promotes collegiality and cohesiveness while instilling an emphasis on risk management.  
This training will focus specifically on NASW Ethical Standards (2) Ethical Responsibilities to Colleagues (3) Ethical Responsibilities in Practice Settings (4) Ethical Responsibilities as Professionals and (5) Ethical Responsibilities to the Social Work Profession.  
**CE:** 3 Category I  
**Cost:** $45 for members; $65 for non-members  
**Please Note:** This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal.

#2689 LIVE WEBINAR - Supervision Strategies for the Development of Competent Social Workers Part I  
**Date:** Thursday, June 3, 2021; 9:00 a.m. - 4:45 p.m.  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
**Presenter:** Gisele Ferretto, MSW, LCSW-C  
**Clinical Instructor, UMSSW**  
**Cost:** $90 for members; $130 for non-members  
**Read important information listed at the top of first page of Continuing Ed to be prepared**  
**Presenters:** Corey Beauford, MSW, LICSW  
**Founder and President, Inspired Consulting Group, Riverdale**  
**Synopsis:** This workshop will focus specifically on NASW Ethical Standards (2) Ethical Responsibilities to Colleagues (3) Ethical Responsibilities in Practice Settings (4) Ethical Responsibilities as Professionals and (5) Ethical Responsibilities to the Social Work Profession.  
**CE:** 3 Category I  
**Cost:** $45 for members; $65 for non-members  
**Please Note:** This workshop qualifies for the 3 hour supervision requirement (for supervisors) by the MD BSWE for license renewal.

#2690 LIVE WEBINAR - Incorporating Ethical Strategies in Practice and Supervision Part II  
**Date:** Friday, June 4, 2021; 9:00 a.m. - 12:45 p.m.  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
**Presenter:** Gisele Ferretto, MSW, LCSW-C  
**Clinical Instructor, UMSSW**  
**Cost:** $90 for members; $130 for non-members  
**Please Note:** This is a two-day workshop with #2689- Supervision Strategies for the Development of Competent Social Worker - Part 1 (6 hours) on Thursday, June 3rd AND #2691- Supervising for Culturally Responsive Social Work Practice- Part 3 (3 hours) on Friday AFTERNOON, June 4th. Attendees may register for Part 1, Part 2 OR Part 3 separately. However, in order to earn the 12 hours of supervision necessary to become a board approved supervisor, attendance at all 3 workshops is required.  
**Synopsis:** This workshop will focus specifically on NASW Ethical Standards (2) Ethical Responsibilities to Colleagues (3) Ethical Responsibilities in Practice Settings (4) Ethical Responsibilities as Professionals and (5) Ethical Responsibilities to the Social Work Profession.  
**CE:** 3 Category I  
**Cost:** $45 for members; $65 for non-members  
**Please Note:** This workshop qualifies for the 3 hour supervision requirement (for supervisors) by the MD BSWE for license renewal.

#2691 LIVE WEBINAR - Supervising for Culturally Responsive Social Work Practice - Part III  
**Date:** Friday, June 4, 2021; 1:00 p.m. - 4:45 p.m.  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
**Presenter:** Gisele Ferretto, MSW, LCSW-C  
**Clinical Instructor, UMSSW**  
**Cost:** $90 for members; $130 for non-members  
**Please Note:** This workshop qualifies for the 3 hour supervision requirement (for supervisors) by the MD BSWE for license renewal.

#2712 LIVE WEBINAR – Children of Incarcerated Parents: Silent Victims  
**Date:** Monday, June 7, 2021; 9:00 a.m. – 12:45 p.m.  
**Location:** Live, Interactive, Real-Time Webinar. No physical location  
**Read important information listed at the top of first page of Continuing Ed to be prepared**  
**Presenters:** Corey Beauford, MSW, LICSW  
**Founders and President, Inspired Consulting Group, Riverdale**  
**Synopsis:** More than 2.7 million children in America have a parent in prison. This leaves the children of incarcerated parents to be raised by grandparents, aunts, uncles, older siblings, or (quite often) the state. Growing up with an incarcerated parent can have a devastating impact on the emotional development of a child, and has a de-stabilizing effect on family. This training will provide a detailed exploration of this phenomenon and share strategies that helping professionals can use to address the needs of children and families affected by this issue.  
**Learning Objectives:** At the end of this workshop attendees will be able to:  
1. Understand the prevalence of contributing factors to the growing US prison population  
2. Understand the impact a parent’s incarceration can have on the emotional development of children  
3. Implement strategies and interventions useful for working with children of incarcerated parents  
**CE:** 3 Category I  
**Cost:** $45 for members; $65 for non-members  
**Please Note:** This workshop qualifies for the 3 hour supervision requirement (for supervisors) by the MD BSWE for license renewal.
#2692  **LIVE WEBINAR – The Risk of Being Yourself: The Ethical Case for Providing Effective Care to LGBTQIA+ Individuals**

**Date:** Monday, June 7, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Lee Westgate  MBA, MSW, LCSW-C

**Synopsis:** Hermione Hesse once said, “You must unluck the habit of being someone else or nothing at all, of imitating the voices of others and mistaking the faces of others for your own.” LGBTQIA+ individuals possess the unique experience of finding one’s self against all odds. With the widening of awareness and the need to serve LGBTQIA+ individuals, there is a need to break apart the acronym and to recognize the resilience and nuanced distinctions between LGBTQIA+ populations. Lastly, there is a need to recognize that each proverbial developmental stage comes with a new task and a new crucial milestone. Culture is a dynamic, multi-dimensional field which may simultaneously involve self-awareness and the consequences of self-disclosure. In this training, the presenter aims to provide attendees with thoughtful and authentic insights about the challenges of being and serving LGBTQIA+ populations, and understand the importance of utilizing a strengths and resiliency framework to provide care.

**Relevant Ethical Codes:** 1.01 Commitment to Clients; 1.04 Competence; 6.04 Social and Political Action; 1.05 Cultural Awareness and Social Diversity

**Learning Objectives:** Upon completion of this training, participants will be able to:
1. Provide an overview of the unique challenges faced by LGBTQIA+ individuals
2. Frame these challenges within both a trauma-informed care and minority stress framework.
3. Highlight key ethical challenges related to the provision of care
4. Offer recommendations and best practices to effective engagement and care

**CE:** 5 Category I

**Cost:** $45 for members; $65 for non-members

**Please Note:** This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal

#2708  **LIVE WEBINAR – More Than a Job – It’s a Lifestyle: Why Social Workers Should Develop an Understanding of Military Culture**

**Date:** Wednesday, June 9, 2021; 5:00 p.m. – 8:45 p.m. (login from 5:00 – 5:30 p.m.)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Mary Raftery  President & CEO, Buckingham Consulting Group, LLC

**Synopsis:** Military social workers are working with and treating active duty members, veterans, and their family members. As active duty service members transition into civilian life and embrace the distinguished title of veteran, it is imperative that social workers and other mental health professionals seek the necessary knowledge to treat and support our heroes. By developing a deeper understanding of the military culture, social workers can better equip themselves with therapeutic alliances with service members and veterans, which in turn can lead to more effective treatment outcomes. The presenters will provide participants with a basic framework for understanding military culture including how the military is organized, its core values, beliefs, customs and rituals, socialization patterns, language, gender roles, and behavior norms. Participants will be encouraged to explore their own values and beliefs in the context of serving active duty members, veterans, and their family members.

**Learning Objectives:** At the conclusion of the workshop, participants will be able to:
1. Describe various military branches and explain the differences between Active Duty, Reserve, and the National Guard.
2. Articulate what it means to be part of a military organization and explain reasons for military service and the challenges and opportunities of military life with a focus on implications for direct practice, policy, and advocacy.
3. Explain various levels of diversity that exist within the military and compare the lifestyles and issues of service members, veterans, and their family members with their civilian counterparts.
4. Identify treatment expectations for active duty service members.

**CE:** 3 Cat I

**Cost:** $45.00 for members; $65 for non-members

#2694  **LIVE WEBINAR – Ethical Decision Making: A Crisis Intervention Approach**

**Date:** Thursday, June 10, 2021; 8:30 a.m. – 12:15 p.m. (login from 8:30 am – 9:00 am)

**Location:** Live, Interactive, Real-Time Webinar. No physical location

**Read important information listed at the top of first page of Continuing Ed to be prepared**

**Presenter:** Veronica Cruz  LCSW-C

**Synopsis:** When involved in a crisis, time is of the essence and often social workers are called to quickly triage a situation. The margin for error can be small or extensive depending on the situation, and environmental elements can affect ethical decision-making processes and the approach applied. This workshop will explore appropriate ethical decision-making processes in a crisis situation/Intervention. Issues explored will be: code of ethics, decision making during crisis/stress, ethical decision making framework model, and best practice techniques. A focus will be on analyzing various ethical codes: Maryland Board of Social Work Examiners (Title 10.03). 3.04 & 6.06 to the National Association of Social Workers Code of Ethics. 1.01 - 1.04, 1.07, 2.03, 2.05 & 3.02. An emphasis will be placed on best practice techniques for ethical decision-making, allowing participants to engage a variety of different intervention techniques. This is an interactive workshop where case vignettes will be presented, and participants will work in a group setting.

**Learning Objectives:** Upon completion of this advanced course, participants will be able to:
1. Increase their knowledge of various ethical decision-making interventions/techniques that are both cost effective and practical;
2. Articulate the connection between appropriately applied crisis intervention techniques and successful results, outcome-based measures;
3. Will be able to identify practice techniques and relate it to one’s own clinical setting;
4. Participants will be able to articulate essential clinical skills needed to conduct ethical decision making.

**CE:** 3 Cat I

**Cost:** $45.00 for members; $65 for non-members

**Please Note:** This workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for license renewal.
#2696  LIVE WEBINAR - Communication for Better Results in the Workplace (Supervision)

Date: Thursday, June 24, 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 at the top of first page of Continuing Ed to be prepared

Presenter: Pamela Love Manning, MSW, Ph.D.
Certified coach, speaker, author, & founder, The Finishers Network

Synopsis: The purpose of this half-day training is to enhance the communication skills of human services professionals. Staff and supervisors are often managing up, down and/or across. People often experience frustration when their communication doesn’t lead to their or the organization’s desired results. This training will explore strategies for more effective communication with management and supervisors.

Learning Objectives: By the end of this training, participants will be able to:
1. Examine styles of communicating
2. Explore common barriers to effective communication
3. Learn how to be more assertive in your communication
4. Develop a toolkit for communicating for results

CE: 3 Category I
Cost: $45 for members; $65 for non-members

Please Note: This workshop qualifies for the MD BSWE’s 3 hour supervision (for supervisors) requirement for license renewal

Continuing Education Registration Form

Please mail this form with your check made payable to NASW-MD, 5750 Executive Drive, Suite 100, Baltimore, MD 21228. 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: ____________________________________________
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Total $_________ (Make checks payable to NASW-MD Chapter)
Credit card payment: ☐ Mastercard ☐ VISA ☐ Discover
Credit card number: ____________________ Exp. Date: __________ CVV _____________
Name as it appears on card: __________________________________
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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

$_____  2683 LIVE WEBINAR – We Are All In It: Lessons Learned, Insights, & Opportunities (Supervision)
$_____  2684 LIVE WEBINAR – Supervisors Coaching for Success
$_____  2685 LIVE WEBINAR – Ethical Considerations and Strategies for Addressing Confidentiality
$_____  2686 LIVE WEBINAR – Social Work Exam Prep (3 parts)
$_____  2687 LIVE WEBINAR – Understanding & Exploring Role of Cultural Competency
$_____  2688 LIVE WEBINAR – Ethical and Cultural Issues in a Healthcare Setting
$_____  2689 LIVE WEBINAR – Supervision Strategies for Development of Competent SWs Pt.1
$_____  2690 LIVE WEBINAR – Ethics/Supervision SWs Pt.2
$_____  2691 LIVE WEBINAR – Supervision SWs Pt.3
$_____  2692 LIVE WEBINAR – Risk of Being Yourself: Ethical Case/Effective Care for LGBTQIA+
$_____  2693 LIVE WEBINAR – Is this Us? Healing Individuals, Families… in a Divided Society
$_____  2694 LIVE WEBINAR – Ethical Decision Making: A Crisis Intervention Approach
$_____  2695 LIVE WEBINAR – Addressing Isolation In Private Practice through Ethical Lens
$_____  2696 LIVE WEBINAR – Communication for Better Results in the Workplace (Supervision)
$_____  2697 LIVE WEBINAR – Substance Abuse and the Older Adult
$_____  2698 LIVE WEBINAR – Your Role on/Team: Resolving Ethical Dilemmas/Interdisciplinary
$_____  2699 LIVE WEBINAR – Transformational Leadership
$_____  2701 LIVE WEBINAR – A Framework for Thinking Ethically
$_____  2707 LIVE WEBINAR - Ethics of Addressing Cultural Competence in Trauma-informed Care
$_____  2708 LIVE WEBINAR – More Than a Job: Why SWs Should Develop Understanding/Military
$_____  2711 LIVE WEBINAR – Barriers to Care for Minorities & Underserved in Veteran Population
$_____  2712 LIVE WEBINAR – Children of Incarcerated Parents: Silent Victims
$_____  2726 RECORDED WEBINARS – 2021 SW Month Annual Conference

PLEASE REMEMBER THAT YOU ARE ETHICALLY RESPONSIBLE FOR ACCURATELY REPORTING THE NUMBER OF CONTINUING EDUCATION HOURS YOU HAVE EARNED.
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The Maryland Chapter also publishes a quarterly newsletter, The Maryland Social Worker 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, TIMES, MARYLAND SOCIAL WORKER is the Summer 2021 edition with an advertisement deadline of July 1.

CLASSIFIEDS
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.

FOR A PRICE QUOTE CONTACT DAPHNE AT DMCCLELLAN.NASWMD@SOCIALWORKERS.ORG OR CALL (410) 788-1066 EXT. 16

HELP WANTED

FT AND PT THERAPIST
Seeking FT and PT Therapists @ Sheppard Pratt, one of the top behavioral health organizations in the country. Are you a Maryland licensed mental health professional and experienced therapist looking to provide therapy? Services can be provided in person or by Teletherapy. Stay safe, support clients via a HIPAA Zoom platform, and be part of a clinical team. We provide all client referrals, training, billing, and supervision. You will be part of a well-run, accredited, fee-for-service organization.

Requirements:
- A Master’s degree, clinical experience, and licensure in Maryland
- Professional ability, experience and interpersonal skills to provide psychotherapy.
- Please visit https://www.sheppardpratt.org/careers/ for more information.
- Resumes can be forwarded directly to ryan@sheppardpratt.org for consideration.

MSW/LMSW

Martin’s House & Barn is seeking an MSW/LMSW to join our organization in rural MD, $50K+ (DOE), excellent benefits. Website: www.martinshouseandbarn.org. If interested, please contact Ms. Cooper-Rodriguez at 510-322-6205.

LICENSED CLINICAL PSYCHOLOGIST - PSYD/ LCSW-C

Your Health Concierge, Inc. serving DC, MD & VA has multiple immediate openings for full-time or part-time licensed psychologist (Ph.D., Psy.D) or licensed mental health counselor (LCSW-C, LPC, LCPC) to join our fast-growing wellness team and provide a variety of therapy options for adults over the age of 18. We are a compassionate, multi-disciplinary group who work with clients using a motivational approach to behavior change and our providers have various specialties. In addition to our clinical practice, we have a Center for Wellness Training that offers CE credits for professionals and workshops for the public.

We are an excellent fit for therapists wanting flexible hours and the ability to work telehealth. Once COVID-19 restrictions are lifted, we will return office space in Washington DC, Bethesda, MD and Baltston, VA.

Our therapists accept all the major insurers. Compensation is dependent upon qualifications and client load. Acts in licensed in DC, MD and/or VA is required for licensed professionals.

Please include resume and proof of licensure in DC, MD or VA to: info@yourhealthconcierge.org . Recent masters and doctoral graduates in the DMV are also encouraged to apply if supervision is required for growing your practice. Interviews will be conducted remotely. Visit us at: https://www.yourhealthconcierge.org

CLINICAL SOCIAL WORKER (LCSW-C)

Founded by a mental health social worker in 1922, Mt. Washington Pediatric Hospital provides children with complex medical issues the integrated care they need, created a combined medical and psychiatric care with a family-centered atmosphere. We support families to ensure that the healing continues, even after the hospital stay.

The Clinical Social Worker provides supportive social work services (inpatient and outpatient) for patients and care management services to those in clinical programs.

- Psychosocial assessment of families
- Participation in development of interdisciplinary care plans
- Coordination of services with community agencies
- Participation in discharge planning and patient follow-up

Requirements:
- MSW
- Current Maryland license
- LCSW-C preferred, LCSW-C required
- Two years in acute or rehabilitation hospital with pediatric experience.
- Experience in child welfare, family service, or mental health setting also desirable. Experience with coordination of care for complex families; discharge planning, interagency coordination, case management, and utilization management preferred
- Knowledge of normal growth/development for infants to young adults, family functioning and the impact of chronic illness/disability on patient and family
- Skill in individual, family, and group treatment modalities
- Knowledge of third-party payer systems including Medicaid and Managed Care Organizations

CLINICAL COUNSELORS

Seeking Clinical counselors to provide assessment, short-term, solution focused counseling services to eligible individuals, marital or intimate partners, families, and/or groups. Develop appropriate, risk-focused treatment and interventions for victims and perpetrators of child/adolescent domestic abuse in the Patawan River, MD area. Apply: https://recruiting.ulipro.com/2EE10000EO/JobBoard/5968/661a-2133-46aa-aa9e-14f5-9b8a8ebfportun

LICENSED PSYCHOLOGISTS, LCSW, LCPC, or LCMFT

Immediate positions available for an energetic therapist for a thriving and well-established group practice in either of our Silver Spring or Columbia MD offices. Clinical responsibilities include psychotherapy for adolescents, and/or adults. We offer flexible hours, location. Fully furnished offices. Established referral base. Highest reimbursement rates and pay in Maryland. Outstanding scheduling, billing, and administrative support. Conducive to work-life balance. Warm, supportive, and collegial environment. Maryland independent license (required, LCSW-C, LCPC, LCMFT or Licensed Psychologist). Please do not apply if you are currently a LGPC or LMSW. Evening and/or weekend availability is a plus. Send both CV and cover letter indicating areas of expertise to hr@holisticsynergists.com. For more information about the position: call 410-343-9765 ext 700.

Note: COVID-19 our clinicians have all been seeing all of their clients remotely. Clinicians have the choice to work from home or to use our office space in order to have a quiet space to provide psychotherapy.

LOOKING FOR LCSW-Cs

Safe Harbor Christian Counseling is currently accepting licensed LCSW-Cs to join our multidisciplinary practice in Columbia. Experience with children preferred. Supervision provided. Contact Scott at sahodez@gmail.com

PCS-LCSW-C, LPC, LCPC and LMSW

Busy, well-established group practice is looking for a full-time therapist to join our team. Our office is located in the Rotunda in Baltimore City, although we are currently using telehealth. Email letter of interest to susanbrown2@verizon.net or fax to (410) 805-7166.

LMSW

May Family Therapy LLC is a growing and established private practice, seeking PT licensed social work therapists. Clinical responsibilities include the provision of face-to-face therapy, Clinical Supervision and competitive compensation. Email: Dicross2015@gmail.com Website: www.mayfamilytherapy.com
Camille Wheeler, retired Baltimore County Social Services chief, dies

By Jacques Kelly
Reprinted from the Baltimore Sun
Mar 27, 2021 at 3:45 PM

Camille Baudot Wheeler, who headed Baltimore County's Department of Social Services, died of pancreatic cancer Tuesday at her home in Towson. She was 80.

She was credited with creating a pioneering specialized independent-living program for youth aging out of foster care, a sexual abuse investigation and treatment center, and services for women in the county jail.

Born in Richmond, Virginia, and raised in Alabama, she was the daughter of Frank W. Wheeler, a civil engineer and teacher, and his wife, Camille Baudot, a homemaker. She left Alabama to attend Goucher College in 1959.

"Growing up, she led what she describes as a privileged and sheltered life," said a friend and former co-worker, Judith Schagrin. "While attending Goucher, she learned about the consequences of racism and discrimination in the era of civil rights involvement."

"Her return home to Alabama after graduation coincided with race riots and protests," said Ms. Schagrin. "Camille was an integrationist who found her point of view wasn't welcome and as she said, didn't fit in with the times."

She returned Baltimore and joined the old Baltimore City Department of Public Welfare.

In a memoir, Ms. Wheeler said she discovered she "had no business mucking around in people's lives without any background."

She enrolled in the then-new University of Maryland School of Social Work and earned a master's degree. She specialized in social policy and community organizing.

She went on to be a caseworker, training specialist, and Hampden district manager.

She worked under the city's former social service director, Esther Lazarus. She also worked with former Sen. Barbara Mikulski, who was also a social worker.

She became the director of the Baltimore County Department of Social Services in 1979 and remained in that position until being forced into retirement after claiming in 1998 with County Executive Dutch Ruppersberger.

"This followed the tragic death of a child, although at the time the county executive emphasized her independent spirit and unwillingness to bend her beliefs to fit his own agenda," said Ms. Schagrin. "Some may regard Ms. Wheeler as outspoken to a fault."

A 1998 Baltimore Sun editorial said that [Ms. Wheeler]'s "fill likely has more to do with her fervent independence clashing with the executive's preference for teamwork and his desire to exercise his own personality and beliefs in the social services realm."

The newspaper's editorial also said, "Ms. Wheeler's competence and dedication is not in question. She is highly regarded by the Child Welfare League of America."

"To know Camille was to respect and cherish her opinions, always rendered gently but based on deep understanding of whatever issues she was addressing," said Ms. Schagrin, a fellow social worker. "She was self-effacing woman. Ms. Wheeler was not one for the limelight or attention despite her many accomplishments, and the impact she had on so many."

"She had strong views about the high quality of services. She made a requirement that her social workers had a master's degree and a license. She felt our clients needed the best-trained, educated professionals," said Ms. Schagrin.

From 1998 to 2016, Ms. Wheeler taught social policy, management and community organization at her alma mater, the University of Maryland School of Social Work.

"She took the time to talk to me as a young social worker," said Debra Linsenmeyer, an administrator at the School of Social Work. "She helped me be a much braver decision-maker. She helped me make the best decisions, not always perfect decisions, but the best decisions.

Ms. Wheeler also served on many boards, including board memberships for the League of Women Voters and the Pro Bono Counseling Program.

"She was very cultured and erudite. She loved the arts and the Baltimore Symphony Orchestra. She enjoyed plays at Center Stage, and she had a special place in her heart for the Walters Art Museum," said Ms. Schagrin.

She was an avid traveler and read newspapers. She belonged to the Hamilton Street Club and was its assistant treasurer and member of the French Table. She was also an advocate for immigrants.

"Camille was like my adopted mother. She gave me numerous opportunities as a new immigrant from Colombia. We developed a close relationship over 18 years," said Carol Velanda, who teaches at the University of Maryland School of Social Work. "She showed me the ropes and infused in the values I am today."

Survivors include her husband of 42 years, Bill Marshall, a retired Baltimore County industrial arts teacher.

A memorial service is being planned.

CLASSIFIEDS

LMSW/LCSW-C

Wise Mind LLC, a group private practice, located in Baltimore County is currently accepting applications for LMSW, LCSW-C. We offer flexible hours, telehealth, and in-person sessions. You will receive administrative for LMSW, LCSW-C. We offer flexible hours, telehealth, and in-person sessions. You will receive administrative

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Clinical Supervision

Clinical Supervision starting at $70/hr tele- or in person located in Owings Mills, Maryland. Email admin@wmcounseling.com for more information.
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. Members frequently tell us how much they would like to know what fellow social workers are experiencing. We welcome and encourage members to submit articles for publication. Articles should be directed to:

Jenni Williams - jwilliams.naswmd@socialworkers.org
Director of Communications and Continuing Education
NASW-MD Chapter
5750 Executive Dr. Suite 100 • Baltimore, MD 21228