Senator Mikulski Accepts NASW-MD’s Lifetime Achievement Award

Editor’s Note
Senator Barbara Mikulski was unable to attend our annual awards luncheon on March 18th to receive the Lifetime Achievement Award from our Chapter. However, she graciously agreed to make herself available at her Baltimore office on October 13th. Chapter E.D., Daphne McClellan, intern Amber Adams, and mosaic artist Rosalind Zinner met at the appointed time expecting a quick photo shoot with the Senator as she accepted her award.

Instead, we were invited by Senator Mikulski to sit in her conference room, and for over 30 minutes we were honored to receive her undivided attention as she reflected on her social work career in Baltimore and in Congress. She inquired about the Maryland Chapter and what we have been working on in our state and she was also engaged in conversation with Amber about her graduate studies and what social work schools are emphasizing these days. It was a wonderful opportunity to hear from our esteemed social work colleague and offer her our thanks and congratulations upon her retirement.

By Amber Adams, SW Intern
On October 13, 2016, I had the pleasure of meeting senior United States Senator Barbara Mikulski. As a graduate student interning at NASW-MD Chapter, this was a great opportunity and an unforgettable moment for me. Alongside Dr. Daphne McClellan and Rosalind Zinner, I had the pleasure of presenting Senator Mikulski with a mosaic portrait of herself created by Rosalind Zinner in honor of the 2016 Lifetime Achievement Award she received during Social Work Month. As a graduate student, being able to participate in this event was not only a great opportunity but also a learning experience. Senator Mikulski was warm, welcoming, and insightful.

While she was honored and appreciative of her award, she also expressed a lot of interest in learning how graduate studies programs today are preparing social workers to be advocates for change. Senator Mikulski inquired about the systems and structures that lead to the mass incarceration and police killings of black and other minority populations.

Topics for the conference were chosen by social work student leaders at their retreat in October. In addition to the keynote, and Black Lives Matter workshop, there will be workshops on homeless youth and human trafficking, social work licensing, and applying to graduate school. A number of graduate schools will have admissions officers present to speak to interested students and those who are ready to graduate with their MSW or BSW will be able to learn about jobs which are available to new graduates.

We are fortunate to have DeRay Mckesson speaking to us on the topic of Black Lives Matter. Mr. Mckesson is an organizer, activist, and educator. He has become a leading voice in the effort to confront the
Choices for Maryland Social Workers

When I attended the clinical and macro conferences at the end of September I paid close attention to the overall turnout, participation, and age of folks in attendance. I was struck by the enthusiasm and energy of the social workers striving to obtain the necessary CEU’s to renew their licenses. Everyone knows about the importance of keeping their social work license current. It helps us understand the value of maintaining what we already know, and allows us to gain new knowledge as well. Having a chance to meet social workers in the clinical and macro focus was educational and promoted the advancement made in the field.

This year I have travelled around the state to attend CEU trainings which gives me the opportunity to meet many valuable, committed members who represent some of the many faces of the profession. I continue to be truly inspired.

I have conducted my own personal polls during these meetings in order to draw attention to what I believe are the grand challenges we face as social workers in Maryland; and would like to focus on the following six challenges for the remainder of this year and into 2017.

WHO ARE MARYLAND SOCIAL WORKERS?

1. Identity Issues

As social workers our professional identity will face more challenges to the perceived effectiveness and relevance of our chosen field, which is facing operational issues, downsizing, and a reliance on non-professional workers in service delivery. We need to clarify what both the art of practice and practice wisdom mean and must determine how they can be used in effective and humane practice and for the common good.

There are numerous influences on practice that will also become routine in work with individuals and families. Spirituality, yoga, meditation, energy medicine, holistic healing, and similar activities will be incorporated into treatment along with findings from the sciences and a greater focus on ecological practice. Clinical social workers are continually asked to demonstrate how their practice and method is distinct from (and equally important to) those of psychologists, psychiatrists, LCPAs, and counselors. Both students and experienced social workers need to be clear on who we are as social workers. The answer needs to include both the clinical and macro perspective.

EXECUTIVE DIRECTOR’S REPORT

By Daphne McClellan, Ph.D, MSW

This issue of our newsletter goes only to our members so I thought this might be a good time to talk with you about our organization and what is happening both at the national level and here in Maryland.

One of the great strengths of NASW is that you pay membership dues once and you are a member of both the national association and the state chapter. In other organizations, this is not always the case. For example if you are a psychologist and you want to belong to the American Psychological Association, you join and pay membership dues to that group. If you want to belong to the Maryland Psychological Association you pay separate dues at the state level. As a social worker, you don’t have to make that choice; you belong to the National Association of Social Workers which provides a myriad of benefits through the national office and also has state chapters which bring programming closer to you.

As you may be aware, there have been a number of changes happening in the name of “Modernization” of our association. The most major change has been a centralization or nationalization of the chapters. As of July 1st all chapter staff around the country became employees of the national office. The goal is to achieve a greater sense that all members are receiving the same basic services and secondly, that the association would benefit from some cost savings through economies of scale.

I want to assure you that the Maryland Chapter will continue to deliver the same benefits you have always received. Our mission to “promote social justice, promote the social work profession, support professional development of social workers and advance professional social work standards” has not changed. When I arrived as E.D. twelve years ago we had a staff of four full-time people (and a deficit budget). Over the years we have trimmed down considerably: reducing staff and moving to more compact offices; however, I believe that we are actually delivering more programs and services than ever before.

Are you aware that the entire staff of the Maryland Chapter is two people—Jennifer and me? We keep our mission always in front of us as we provide the following for you: 1) Advocacy for those who need our support through contracting with a lobbying firm in Annapolis, as well as testimony by the E.D. and individual members of NASW who represent our association on matters of importance before the General Assembly and other groups; 2) Advocacy on behalf of our profession with the General Assembly, the Board of Social Work Examiners (BSWE), the Association of Social Work Boards, and the general public; 3) A myriad of conferences and stand-alone workshops to assist you in being a competent practitioner; and finally 4) the advancement of social work standards through the work of our many practice committees, engagement with the various MD schools of social work, the BSWE and our Chapter Ethics Committee.

All of this makes for a busy office and an exciting but constantly changing list of priorities. During this time of change, we are interested in hearing your views of how NASW and our state Chapter can serve you best. Keep your eyes on your email—a survey will be coming your way soon!

If you find that you are semi-retired, between jobs or just interested in getting involved in something a little different- come join us! We can always use a few volunteers around the office to share the work and to offer new perspectives. Our many practice committees are always ready to welcome new members. And finally, we are beginning our search for new board members who will join us in July 2017. Please contact me at nasw-md@verizon.net or give me a call at (410) 788-1066 ext. 16.

PRESIDENT’S REPORT

By Charles Howard, MSW, Ph.D.

What Is Going On with NASW?

ERROL BOLDEN, Ph.D. 
Treasurer
SANDRA PELZER
Recording Secretary
JESSICA JOLLY
Southern MD Representative
CAROLYN CLAUSON-ANDREWS
Anita Rozas
Western MD Representatives
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Executive Director
JENN WILLIAMS
Director of Communications and Continuing Education
The Importance of Collaboration in the Forensic Evaluation of Juveniles

BY KENNETH STEFANO, PSY.D., AND VERONICA CRUZ, LCSW-C

The evaluation of juveniles in a forensic setting presents unique ethical and logistical challenges beyond those typically encountered when working with often-recalcitrant youth. Public defenders (the usual referral source) have so many cases that they are unable to devote the attention to a case until close to the hearing date. As a result, there are often only a few weeks for a psychologist to gather background data, interview guardians, conduct psychological evaluations, and meet the attorney. Additionally, juveniles are often unavailable, unwilling, or unable to provide accurate and helpful information about the youth, making family history, school, and treatment records difficult to obtain. Moreover, the testing environment (typically a juvenile detention facility) is often unprepared to conduct an evaluation. These factors make it difficult to create the proper setting to allow the youth to fully and honestly engage in the evaluation process.

Because of these challenges, it is important to develop collaborative relationships with other professionals involved in the case to ensure that the court has the most complete clinical picture possible. I have found that one of the most valuable relationships to cultivate is with the forensic social worker. Rather than working against each other we learned the true value of collaboration. As a result, we have been able to help numerous adult and juvenile defendants obtain legal victories, further promoting social justice and equality; a core social work principle. Recently The Maryland Psychologist asked Dr. Stefano to write an article on forensic evaluations of juveniles. I was both honored and thrilled when he asked me to co-author it with him.

— Veronica Cruz, LCSW-C

OFTEN HIDDEN WITHIN THE NUMEROUS PAGES OF RECORDS ARE CRITICAL PIECES OF INFORMATION THAT DEMONSTRATE THE TRAJECTORY OF A MENTAL ILLNESS OR DOCUMENT THE ONSET OF POST-TRAUMATIC SYMPTOMS.

The defendant was a 15-year-old refugee from a war-torn country who had been charged as an adult for a serious assault. His public defender filed a request to transfer the case to the juvenile court. As part of the argument for transfer, a psychological evaluation is often administered to identify potential mental health needs that would be better served in the rehabilitative juvenile system rather than the adult system. I knew there was something especially challenging about the case when I received the referral call. Typically, attorneys contact me, but this call came from Ms. Cruz. As she stated, I needed Dr. Stefano to confirm my clinical impressions, especially because there was no known history of mental health services. I needed psychological test data to confirm and endorse my clinical findings, which would strengthen the legal argument for why the case should be transferred.

Ms. Cruz discussed the challenges she was having in connecting with this youth, and his odd and often contradictory presentation during her weekly meetings with him. Moreover, through her interviews with the defendant’s guardian, she discovered that the youth had witnessed and experienced numerous atrocities in his home country prior to his emigration. She questioned whether the defendant was psychotically suffering from PTSD, or both. She (and the youth’s attorney) therefore requested a psychological evaluation for diagnostic clarity and to identify what type and intensity of treatment the defendant needed.

As the transfer hearing date was rapidly approaching, it was invaluable to me that Ms. Cruz had already established rapport with the youth and a trusting relationship with the defendant’s guardian. Indeed, my initial interview with the defendant did not go very well, as he was guarded and suspicious of my intentions. After this unfriendly meeting, Ms. Cruz’s involvement was critical to help create a good sense of understanding and trust between myself and the defendant. Equally important, she was able to facilitate an interview with the guardian...
Full Service Clinical Perspectives: 11th Annual Clinical Conference

By Dionne Brown-Bushrod, LCSW-C Chair, Private Practice Committee NASW-MD

NASW-MD hosted the 11th Annual Clinical Conference on September 29-30, 2016 at The Maritime Institute of Technology. For two days the weather was dreary and rainy, but attendees brought sunshine and positive energy to the event and enjoyed the array of clinically-focused workshops.

Thursday started with an invigorating keynote address led by Allison Sampson-Jackson, Ph.D., LCSW, LICSW, and CEO of Integration Solutions, entitled What’s Trauma Got to Do With It?: Understanding the Impact of Childhood Trauma and Community Resilience on Our Health and the Next Generation’s Health. Dr. Sampson-Jackson shared a well-researched and whole hearted speech that set up attendees to look forward to providing excellent clinical service while practicing self-care. This day’s offerings included clinical supervision, career development, trauma informed care and trauma recovery, social justice, addictions, and behavioral systems. Other workshops included such titles as: Medicating Einstein led by Ayanna Burnette, LCSW-C; Ethics of the DSM-5 Case Diagnostic Formulations and ICD-10 Coding presented by Carlton Munson, Ph.D., LCSW-C; Application of Life Coaching Techniques in the Clinical Setting led by Tamara St. John. The evening ended with the Private Practice Committee’s (PPC) Ideas and Innovations Symposium that showed diversified practice niches through a clinical view. afterward, Dr. Munson facilitated a movie and discussion entitled, The Hemingway Curse: Depression, Physical Illness, and Suicide.

On Friday the clinical journey continued with workshop choices which included the clinical consequences for the Adult Orphan or a detailed look into the use of opioids and opiates for chronic pain and the social worker’s role in treatment. Psychologist Ed Gerarty, LCSW-C took a look into Transpersonal Psychology, Non-Dualities, and Spiritual Emergencies while Joshua Okundaye, Ph.D, LCSW-C, LICSW, discussed Social Work with Newly Arrived Immigrants and Refugees: Clinical, Cultural, and Ethical Considerations. For those clinicians who always wanted to share their clinical knowledge with others but didn’t know where to start, Friday afternoon offered presentations by Diana Rein, M.Ed., MSW and Julie Gilliam, D.Sc., presenting on speech preparation techniques for human services professionals and how to present information to an audience using images, text, and video.

We look forward to next year with a new lineup of clinically charged, invigorating topics, and workshops that bring together great topics for all clinical practitioners within the kaleidoscope of social work. The 2017 conference is scheduled for September 28-29, 2017 at The Maritime Institute.

Attendees can earn up to 16.5 continuing education credits for attending the conference which is filled with creative and inspiring speakers. Based on the success of this year, next year’s 12th Annual Clinical Conference is an event you don’t want to miss, so mark your calendars now!

Macro Conference Breaks New Ground

By David Dempsey, ACSW NASW-MD Macro Social Work Committee

The Chapter’s 4th Annual Macro Social Work Conference was held Friday, September 30th at the Maritime Institute of Technology and conference Center in Linthicum Heights. This year’s conference agenda and theme focused on creating a new and more democratic economy that featured a keynote address by John Duda, the communications director of the University of Maryland’s Democracy Collaborative and a series of morning and afternoon workshops highlighting several Baltimore area macro social work practitioners leading innovative projects in community wealth building, political mobilization, public school funding, and community empowerment.

John Duda’s keynote presentation provided the conceptual backdrop for the ensuing workshops by outlining and recapitulating various places in the country where they were significant projects using public funds to create both a more democratic economy fused with the implementation of more progressive social policies and a local empowerment strategy that reduced unemployment, raised political consciousness, and produced real hope in struggling communities.

Mr. Duda’s primary example was the Evergreen Cooperative project in Cleveland, OH which over time has used the purchasing and contracting resources of several public anchor institutions such as universities and hospitals to incubate local businesses that use enlightened hiring policies to employ local residents in good jobs with benefits. One business has successfully employed nothing but released felons without a single case of recidivism. The keynote speaker provided several other examples of localities beginning to experiment with democratizing their economies to more fully benefit local citizens. These projects require strong local leadership and a willingness to reframe for citizens how politics and economics reinforce and amplify each other and both can be democratically controlled.

The opening plenary set the stage for an eclectic mix of workshops presented by local and national practitioners. A workshop on community wealth building by Stephanie Geller, MSW, and Chester Francis, MSW, provided a beautiful example of what John Duda had talked about in his keynote presentation. A local project was developed that involves making robes for clerical, choir, and judicial groups that will employ released felons who acquired their sewing skills in prison. Another workshop explained a multi-year campaign involving three professional macro social workers employed in different venues who combined to secure a billion dollars’ worth of bonding funding for the Baltimore public schools. The presenters were Tisha Edwards, MSW, and Frank Patinella, MSW.

A third workshop presented by Lavanya Madhusudan, MSW, MPH described an international field placement the presenter had in India that focused on empowering local residents in public issues. It was a fascinating health campaign with long-term and significant positive impacts. Contained within the presentation was a subtle but strong and insightful critique of some contemporary U.S. social work practice techniques.

These are just three examples of a vibrant slate of workshops that also included presentations on food insecurity, political mobilization, and work with newly arrived immigrants and refugees as well as two offerings on presenting information to audiences and the public. The workshops this year reflected a maturation of the chapter’s macro committee’s efforts to present authentic and vital local professional macro social work practice and to stimulate vigorous and provocative discussion among the conference participants. Both objectives were achieved with the 4th Annual Macro Social Work Conference.

People interested in working on the Macro Committee should contact the Maryland NASW chapter office at 410 788-1066.

Mark your calendars now. The 5th Annual Macro Conference will be held on September 29, 2017.
Part V in a Five-Part Series  (Find Parts I, II, III and IV at nasw-md.org in the previous editions of The Maryland Social Worker)

Want a Second Act? Reinvent Your Career Like George Takei

Jennifer L. Fitzpatrick
MSW, LCSW-C, CSP

Some may still remember 78-year old George Takei only from his role in Star Trek back in the sixties. But over the last decade, many of us now recognize Takei from his hilarious commentary on social media, as announcer on the Howard Stern Show and recent projects like the Broadway show Allegiance. Takei is increasingly productive, profitable and impacting more and more people as he ages.

Do you feel like you need to shake things up? Want a career change? Want to engage and impact others in a more meaningful way? If so, it’s time to plan your second act by borrowing some strategies from George Takei.

As an older adult, you may fear age discrimination. You may feel as though your best years are behind you. But as Takei and countless other productive and influential older adult public figures (Betty White, Robert Duvall, Colin Powell) have shown us they don’t have to be. Maybe you are already retired and don’t feel like you are too old. Do you love writing but think it’s too late to make that your second act? Maybe you want to travel to exotic places and give a bachelor’s degree. Don’t let your age limit you. At least consider what you may enjoy doing if you weren’t concerned about the year on your driver’s license.

2. Pick your passion. Takei excels at social media, considered by many to be the forté of the Millennials. What might you be good at that you’ve deemed “off limits” because of your age? Maybe you love yoga and fantasize about becoming certified to teach but assume you are too old. Do you love writing but think it’s too late to make that your second act? Maybe you want to go back and get a bachelor’s degree. Don’t let your age limit you. At least consider what you may enjoy doing if you weren’t concerned about the year on your driver’s license.

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Pick your passion. Takei dedicates much of his time to human rights activism, speaking nationally about equality for all Americans as well as advocating for the LGBT community. Is there a cause you care deeply about that you would like to dedicate more time to? Perhaps this cause could be the centerpiece of your second act.

3. If you can’t get over the fear of your age as an obstacle, consider what other adversity you’ve overcome during the course of your life. Have you bounced back from a chronic illness, made it through a long arduous journey as a parent or even as a caregiver? Have you weathered financial or career uncertainties and come out the other side? I bet Takei’s triumphs over his early struggles still serve as inspiration for him when he tries something new. Try to look at your past struggles as future inspiration for your realising your second act.

George Takei has experienced adversity. As a parent or even as a caregiver? Have you weathered financial or career uncertainties and come out the other side? I bet Takei’s triumphs over his early struggles still serve as inspiration for him when he tries something new. Try to look at your past struggles as future inspiration for your realising your second act.

7. The PPC offers receive FREE business advice from professionals with experience ranging from zero to a ‘gazillion’ years in business, and from different business types and philosophies. We need you and we believe you need us, too! How do you join? Meetings are typically on the first Friday of each month at 10am and peer consultation begins at 11:30 a.m. If you’re not a NASW-MD member, you can check us out for a few meetings then sign up to become a NASW-MD member. Joining the PPC adds tremendous value to your membership!

Upcoming Meetings

November 4, 2016, 10am
December 2, 2016, 10am
January 6, 2017, 10am
February 3, 2017, 10am

All meetings are conducted at the NASW-MD Chapter Office.

For additional information, to confirm meeting dates, or if you plan to join in via conference call, please contact us at NASWMD.PrivatePractice@gmail.com

Thank you and we hope to see you soon!

Dionne Boum-Bushrod, LCSW-C
Chair, Private Practice Committee, NASW-MD

Everyone Has a Story: Tell Us Yours!

Do you have ‘war stories’ from the field that you would like to share? What about an opinion? The Maryland Social Worker is a good place to start. More and more, members tell us how much they would like to know what fellow social workers are experiencing. We welcome and encourage members to submit articles for publication as well as letters to the editor.

Submissions should be directed to: Director of Communications, NASW-MD Chapter
5750 Executive Drive
Suite 100
Baltimore, MD 21228

Seven Real Reasons to Join the NASW-MD Private Practice Committee

We all know it’s a challenge to find free time in our busy schedules. We know that generating income AND serving clients is a major priority. We hear you, and we agree, AND those of us in the Private Practice Committee (PPC) want you to know that your professional self-care is important, too. We would be happy for you to join us in person or by phone at one of our meetings or for case consultation to find out more about the committee.

Real Benefits You Can Receive

1. No matter how long you’ve been in private practice, there’s always more to learn about strengthening your business and clinical practice.

2. Are you stuck on a case or feeling unsure about how to proceed? The PPC offers case conferences among clinically diverse colleagues and FREE Category II CEUs for your time.

3. Do you feel like no one knows you exist? We share ideas on how to grow your business.

4. Have you found yourself overwhelmed and isolated? The Private Practice Committee offers a network of like-minded and encouraging professionals who offer support with a “can-do” spirit.

5. Due to the pressures of business, many of us feel we don’t have time to volunteer and give back to the community. If you join the PPC, you have a chance to speak about vital legislation that will help thousands of people in the public and thousands of your colleagues; and you get a chance to volunteer your thoughts and energy to committee members by discussing all things related to private practice.

6. Do you ever think NASW-MD should offer more resources and articles that are relevant to your expertise? The PPC offers a forum to collect our ideas and present them to the Chapter.

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was able to make a definitive diagnosis of severe PTSD. His apparent hallucinations were actually manifestations of his frequent flashbacks, during which he would “talk back” to family members as he was reliving some of his traumatic experiences. It also helped that Ms. Cruz could provide further clarifying information based on her frequent meetings with the defendant.

A thorough examination of records is crucial to a successful case outcome. Often hidden within the numerous pages of records are critical pieces of information that demonstrate the trajectory of a mental illness or document the onset of post-traumatic symptoms. One of Ms. Cruz’s primary responsibilities is collecting records, and she has cultivated close working relationships with records department staff. She also knows what specific records to request so that she does not become inundated with irrelevant or redundant information. Because of this, her requests are quickly processed rather than languishing in an in-box. In our shared case, there were minimal medical and mental health records, but there were extensive school records because the defendant was a special education student. We were able to track the onset of the defendant’s PTSD symptoms, as well as the increased struggles he experienced when academic services and support were decreased.

Working with other experts and collaborating on resources ensures that all the pieces in the puzzle are being considered. In Ms. Cruz’s words, this is done by understanding and respecting the different perspectives and responsibilities of each profession. Each professional must maintain their autonomy yet understand the checks and balances that are employed in [legal] defense-based work. With two experts on the case, it is critical to ensure that information presented to the court is not redundant and focuses on the unique data that can be obtained from each perspective, while still ending up with the same conclusion. For this reason alone, I find forensic work to be especially challenging yet stimulating part of my job. I never feel more like a psychologist than when I am working on a forensic case.

Credentialed, experienced behavioral specialists are not always easy to find. Making sure the right credentials, experience level and approach will work for your organization is crucial to your success. How can you make sure you’ve found the right people? Turn to alignstaffing. Alignstaffing is the market leader in social service staffing. With proven expertise in finding and placing psychologists, social workers and affiliated support staff, we consistently recruit the best talent and help you solve your special staffing challenges.

Our network of qualified, credentialed social service experts is unmatched. We maintain memberships and participate in numerous professional organizations so that we can deliver the best candidates to meet our clients’ specific needs.

Clinical Psychologists
Licensed Clinical Social Workers (IND)
Licensed Graduate Social Workers
Masters of Social Work
Case Managers
Behavioral Specialists
Community Support Specialists
Residential Aides

We provide a number of ways for our clients to access our professionals including contract search (temporary or temporary to permanent), contingent search and retained search. Whether your need is to fill a direct-hire position or to augment your current staff, alignstaffing has a solution for your facility.

Let alignstaffing help you achieve your staffing and business goals – we go beyond just filling positions by becoming a trusted advisor and an extension of many of our clients’ human resources departments.

Contact us today at 301.220.0580!
THE NASW-MARYLAND CHAPTER PRESENTS THE 2017 SOCIAL WORK MONTH ANNUAL CONFERENCE THURSDAY-FRIDAY, MARCH 30-31

The Maryland Chapter of the National Association of Social Workers is proud to announce the 2017 Social Work Month Annual Conference call for presentations. This year’s theme has not yet been announced, but we always feature a variety of workshop topics.

Audience
Submit your proposal now for the Annual Conference, which attracts approximately 300 social workers from around the state each year. Our program routinely draws seasoned social work practitioners who are seeking intermediate and advanced training on topics important to their work. Our members are based in a host of practice settings including child welfare, aging, health/mental health, private practice, counseling, and more. This two-day program will be held at the Maritime Institute of Technology in Linthicum, MD, Thursday-Friday, March 30-31, 2017

Possible Workshop Topics
We seek to touch on a broad array of issues that affect the social work practice today, and our conference lends itself to the diversity of our clients. We seek to address issues around how technology and social media affect the profession and the public today, traditional social work issues facing social workers today, and how these issues are changing the profession and our society. The Chapter would also like to focus on practice tracks such as: health/mental health, macro/community, criminal justice/forensics, education, children and family, aging, etc. Your proposals and suggestions will help in structuring a conference that will be meaningful and practical. Workshops are generally 2 hours and fifteen minutes to 3 hours long.

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

- The completed application forms from our website (www.nasw-md.org) under Continuing Education/Workshop Presenters/Workshop Presenter Packet, or call 410-788-1066 x13.
- A one-page description of the proposed presentation (no more than 350 words) which can be used for publication of the conference schedule — including an overview and educational objectives. Also, please include a breakdown/outline of the presentation. Please Note: If you have a variety of presentations, please include them on a separate Word document with your name and contact information at the top of the page and each workshop you present below. Be sure to include: title/synopsis/learning objectives and length of workshop (3 or 6 hours) for each one.

- A vita or resume (if two presenters are jointly presenting, please submit a resume for both). Please make note of previous workshops you have presented, including workshop topic, date and sponsoring organization.

- A digital photograph (head shot) to be published in the newsletter

Deadline is noon, Monday, Nov. 14, 2016.

If you wish to mail your forms, please send to: NASW-MD Chapter
5750 Executive Drive, Suite 100
Baltimore, MD 21228

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SOUTHERN MD
Calvert, Charles, and St. Mary’s Counties

We welcome your suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or would like to suggest topics of interest, please contact Jenni at 410-788-1066 x13.

#2103

The Ethical Risks of Secondary PTSD
Date: Sunday, November 13, 2016; 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910

Please Note: Holy Cross Hospital charges parking fees on weekends. Be prepared to pay $7-$8.

Presenters: Mary Raphel, Ph.D., LCSW-C
Private Practitioner, Affiliate Faculty, Loyola University

Synopsis: Social workers frequently work with clients and patients who have been exposed to trauma in their lives (cancer, childhood abuse, domestic violence, etc.). As professionals, social workers benefit when they are aware of their own reactions to listening and working with those clients who have been traumatized and understand how these reactions may facilitate or impede the therapeutic process and recovery of the client. Professionals who do not attend to these issues not only harm themselves but are increasingly at risk of engaging in incompetent and/or unethical professional behavior.

Learning Objectives: Upon completion of this course participants will be able to:
1. Understand the definition, criteria, and diagnosis of secondary PTSD;
2. Identify sections of the code of ethics relevant to the topic;
3. Recognize how client PTSD may impact clinicians emotional, behavioral, and spiritual well-being; and
4. Explore the ethical dangers involving secondary or vicarious PTSD.

CE: 3 Cat 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 licensure renewal.

WESTERN MD
Garrett, Allegany, Washington, and Frederick Counties

We welcome your suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or would like to suggest topics of interest, please contact Jenni at 410-788-1066 x13.

SUBURBAN MARYLAND
Montgomery and Prince George’s Counties

We welcome your suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or would like to suggest topics of interest, please contact Jenni at 410-788-1066 x13.

#2105

Psychotropic Drugs: Current Pharmaceutical Landscape
Date: Sunday, December 4, 2016; 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital
1500 Forest Glen Road
Silver Spring, MD 20910

Please Note: Holy Cross Hospital charges parking fees on weekends. Be prepared to pay $7-$8.

Presenters: Carlton Munson, PhD, LCSW-C
Private Practitioner, Towne House Treatment Services

Synopsis: The presenter will discuss the current pharmaceutical landscape and emerging trends in the psychotropic drug market. A brief overview of the pharmacological mechanisms underlying the uptake of psychotropic medications, regulatory pathways to gain their approval, and some of the significant side effects associated with these medicines will be presented. In addition, the increased supply and access due to the availability of relatively cheaper generic alternatives, the influence of sales and marketing strategies employed by pharmaceutical companies to promote these products, and the impact of “direct to consumer” advertising will be presented to attendees for further discussion.

Learning Objectives: After attending this workshop, participants will:
1. Gain a basic understanding of the pharmacological mechanisms behind the uptake and integration of psychotropic medications, their therapeutic benefits and side effects;
2. Increase their familiarity with the FDA’s regulatory drug approval process in the pharmaceutical industry; and
3. Improve their awareness of the ethical considerations regarding promotion and utilization of psychotropic medications.

CE: 3 Cat I

#2106

EASTERN SHORE
Cecil, Kent, Queen Anne’s, Caroline, Talbot, Dorchester, Wicomico, Somerset, and Worcester Counties

We welcome your suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or would like to suggest topics of interest, please contact Jenni at 410-788-1066 x13.

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

We welcome your suggestions for future workshops. If you are interested in presenting a workshop, or know of a possible presenter or would like to suggest topics of interest, please contact Jenni at 410-788-1066 x13.

#2102

First Sunday Matteene The Hemingway Curve: Depression, Physical Illness, and Suicide
Date: Sunday, November 6, 2016; 1:00 p.m. – 4:15 p.m.
Location: UNBS-PUP (Public Policy Building) Room 105
1000 Hilco Circle
Baltimore, Maryland 21250

Facilitator: Ernest Hemingway
Professor, University of Maryland-Baltimore

Synopsis: Ernest Hemingway committed suicide in 1961. Six other members of the Hemingway family committed suicide before and since Hemingway’s death. This presentation traces the history of the Hemingway family with a focus on the depression and suicides within the family. The Hemingway family history will be used as a template for reviewing the DSM-5 depressive disorders and conditions

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NASW-MD offers secure, online registration for continuing education courses. Go to www.nasw-md.org and click on the Continuing Education button for more information.

Thank you!
(Major Depressive Disorder, Persistent Depressive Disorder, Bipolar Disorder (I and II), and Persistent Complex Bereavement Disorder. Participants will learn how to differentiate these disorders and conditions. Learning will be enhanced through viewing parts of the 2015 movie. Running from Crazy compiled by Estem Hemingway’s granddaughter, Mariel Hemingway, who at age 51 has overcome the “Hemingway curse.” Depression intervention strategies will be covered including insights from the move. 

Objectives: Upon completion of this training, the participants will be able to do the following in work with individuals who experienced depressive disorders or conditions:

1. Understand and use the DSM-5 disorders and conditions related to depressive illness;
2. Create depression intervention treatment plans;
3. Understand, develop, and use suicide prevention plans; and
4. Understand the dynamics of depression and suicide.

CE: 3 Cat I
Cost: $35 for members; $45 for non-members; $10 for guests (no CEUs for guests)

#2104 The Mindfulness Paradigm used in Children’s Mental Health

Date: Friday, November 18, 2016; 9:45 a.m. – 1:00 p.m.
Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Angela Blake, MSW
Therapist, The Personal Wellness Center, Salisbury

Synopsis: Mindfulness means maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment. Mindfulness also involves accepting, meaning that we pay attention to our thoughts and feelings without judging them — without believing, for instance, that there’s a “right” or “wrong” way to think or feel in a given moment. When we practice mindfulness, our thoughts tune into what we’re sensing in the present moment rather than rehearsing the past or imagining the future.

Though it has its roots in Buddhist meditation, a secular practice of mindfulness has entered the American mainstream in recent years, in part through the work of Jon Kabat-Zinn and his Mindfulness-Based Stress Reduction (MBSR) program, which he launched at the University of Massachusetts Medical School in 1979. Since that time, thousands of studies have documented the physical and mental health benefits of mindfulness in general and MBSR in particular, inspiring countless programs to adapt the MBSR model for schools, prisons, hospitals, veterans centers, and beyond.

Learning Objectives: Upon completion of this course, participants will:

1. Gain an understanding of the Mindfulness Paradigm;
2. Understand what research shows about the use of mindfulness in addressing children with mental health disorders; and
3. Learn at least three mindfulness skills used with children with mental health disorders.

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

#2129 Effective Advocacy: Maryland’s Legislative and Budget Processes

Date: Friday, December 2, 2016; 9:45 a.m. – 1:00 p.m.
Location: NASW-MD Chapter Office
5750 Executive Drive Suite 100
Baltimore, MD 21228

Presenter: Ann Ciekot
Public Policy Partners, LLC

Synopsis: This half-day training will focus on the upcoming 2016 Maryland General Assembly Session. Public Policy Partners will discuss the legislative and budget processes and teach you how you can influence it. Learn what the hot topics will be during the Session, where the pressure points are in the process, how to be effective in your messaging, and the importance of advocating on behalf of social work issues.

Learning Objectives: Upon completion of this course the participant will learn:

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

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

#2105 First Sunday Matinee Featuring the Film: Liar, Liar

Date: Sunday, December 4, 2016; 1:00 p.m. – 4:15 p.m.
Inclement Weather Date: Sunday, December 11, 2016; 1:00 p.m. – 4:15 p.m.
Location: UMBC-PUP (Public Policy Building) Room 105
1000 Hilltop Circle
Baltimore, Maryland 21250

Facilitator: Suzanne Cox, LCSW-C, MBA
Team leader, Continuous Care Team, UMMS/WPPC Clinics, Baltimore

Synopsis: An attorney who tells the truth for 24 hours straight! This has got to be the movies! Fletcher Reede (Jim Carrey) is a lawyer obsessed with his career, and he’s devoted his life to bending the truth to his advantage. This habit has broken up his marriage to Audrey (Maura Tierney) and isn’t doing much good for his relationship with his young son Max (Justin Cooper). Fletcher repeatedly promised Max that he’d be there for Max’s eighth birthday party, but when an important assignment comes up at work, Fletcher calls Audrey and makes an excuse so flimsy that even Max can see through it. When it comes time to blow out the candles on his cake, Max makes a wish: that his Dad could go just one day without telling a lie. Suddenly, Max finds himself physically incapable of saying anything that isn’t true — which, given the divorce settlement case he’s just handed, is going to make his next day in court very interesting indeed.

Learning Objectives: Upon completion of this course participants will be able to:

1. Identify ethical challenges inherent in work with clients who may not be providing truthful or complete information;
2. Differentiate between sources of fact distortion and evaluate how consideration of the rationale for lying impacts its acceptability; and
3. Analyze the impact of both culture and intent on the general level of acceptability of telling or being told untruths and how this can potentially influence decision-making.

CE: 3 Category I
Cost: $35 for members; $45 for non-members; $10 (guest, no CEU certificate)
It doesn’t seem as though teaching children reading, writing, and arithmetic would have much to do with politics; but schools are social institutions established for the social good, influenced by social problems, and funded by taxpayer dollars. Therefore, the intersection between education and politics is enormous. All goes well when politics and education work toward the common good, but not when children are used as political pawns.

Recently, Maryland Governor Larry Hogan directed all public schools in the state to begin the school year no earlier than Labor Day and to end it by June 15, effectively adding two to three weeks to the average summer break. He announced this policy during a visit Ocean City with State Comptroller Peter Francho (the elected official who manages the state’s money). Governor Hogan indicated that he wanted to ensure increased opportunity for Maryland families to spend quality time with one another. As social workers, we all agree this is a laudable value. His announcement has garnered considerable press coverage, and the final outcome of the issue remains uncertain as the state school board, the legislature, and possibly the courts continue to weigh in. However, as school social workers, we are aware of the following facts:

Summer learning loss—This widely known and long studied phenomenon varies across grade level, subject matter, and income level; with the greatest impact on younger students. For low-income students (many of whom are already academically behind) this loss can be devastating. One study found that two thirds of the academic achievement gap in reading and language found in poor high school students can be attributed to summer learning loss during the primary years. Middle-income students often show slight gains in reading levels over the summer because their parents can afford to provide them with enrichment activities. But everyone loses in math.

Hunger—In Maryland, over 246,000 children rely on the free or reduced meal program during the school year to assure they are provided breakfast, lunch, and (for many) after-school meals. While summer meal programs exist around the state, fewer than one in five eligible students participate. Though there are many reasons for this gap, the reality is that many children may be hungry when school is out.

Child Care—The cost of child care in the summer goes up for most working families. While some affordable or means-tested programs exist around the state, parents often struggle with scheduling and transportation to and from these programs. Many eight and nine year olds are left largely on their own, as are most middle school and early high school aged students.

The Social Work in Schools Committee, in conjunction with School Social Workers in Maryland (SSWIM), a state affiliate of the School Social Work Association of America (SSWAA), would like to add its voice to those expressing deep concern about a political directive that has a disproportionate impact on our youngest and most needy citizens. As social workers, we ask you to do the same and make your voices heard.

**PRACTICE ALERT**

Attention: Negative PQRS Payment Adjustment for 2017

By Miean Coleman, LICSW, CT Senior Practice Associate

The Centers for Medicare and Medicaid Services (CMS) has distributed letters to clinical social workers and other Medicare providers regarding the 2017 Physician Quality Reporting System (PQRS) negative payment adjustment. The letter informs clinical social workers whether they will receive a 2017 negative payment adjustment for not satisfactorily reporting 2015 PQRS quality measures and as a result, will receive a two percent decrease in reimbursement for 2017 Medicare Part B services.

Clinical social workers may access their 2015 PQRS Feedback Report at the CMS Enterprise Portal: https://portal.cms.gov/wps/portal/unauthportal/home/. After reviewing their 2015 PQRS feedback report, clinical social workers who believe they received a 2017 PQRS negative payment adjustment in error, should submit an informal review request no later than November 30, 2016, 11:59 pm Eastern Standard Time. CMS will investigate your request to determine its merits and make a decision within 90 days of your request. An informal review must be submitted at the following Web site: Quality Reporting Communication Support Page. NASW encourages its members who received a 2017 negative payment adjustment letter to give this matter their prompt attention. If a negative adjustment was received in error, file an informal review immediately. NASW has been informed by members that they may have been inappropriately penalized for not using measures which were beyond the scope of practice for social workers. If so, filing an informal review would be warranted. As a reminder, the following NASW link provides examples and instructions for 2015 PQRS measures relevant to clinical social workers: http://www.socialworkers.org/assets/secured/documents/practice/clinical/PRA1N-12915.PQRS-PP.pdf

For additional information and assistance, clinical social workers may contact the QualityNet Help Desk by phone at 1-866-288-8912 or by email at qnet-support@hcqs.org from 7:00 am to 7:00 pm, Central Time, Monday through Friday.

**PRESIDENT’S REPORT** from page 2

with attempts to discuss these issues and listen to the views of all the social workers I meet, especially the students.

3. Technology & Service Delivery

Technology continues to evolve and our reliance on technology and the internet provides many opportunities—and challenges—to service delivery. Digital interviewing and indirect client treatment may contribute to more efficient and responsive care, but should they be conditional to prevailing ethical and legal issues such as client rights, privacy, confidentiality, and accountability?

4. Advocacy, Social Justice & Community

I believe social work is at a crossroads and may lose or have to justify its institutional and historical relationships with poor people and poverty as a whole. Advocacy and social justice, once predominant to social work’s identity, must regain a level of importance in family and community social work. It has been suggested that the profession needs to re-evaluate the place of morality in our social mission. A growing emphasis on social work’s therapeutic value should not override the field’s origins in working with (and on behalf of) vulnerable populations. The traditional challenges of family function and individual well-being (e.g. the lack of financial resources and social capital) need to be reframed in light of the interconnectedness and interdependencies between social groups and cultures. We need to develop a deeper understanding of how opportunity and justice can be promoted in society. Today’s many conservative lawmakers and policymakers seem content to allow the focus to move away from advocacy for the economically and/or socially disenfranchised population. However, our profession as a whole can alter this course of action.

5. 2016 Election

When I was a young man growing up in the farm country of the Midwest, I learned many lessons about respect and how to interact with others. These lessons can be attributed to my parents, teachers, and other influential adults I encountered on my life journey, and I have always held onto those lessons. I was taught not to lie or cheat; to think before I spoke; to shake hands and always look people in the eye; and to keep my mouth shut if I could not say something pleasant. These are the lessons I still apply to my everyday life, and are the guidelines that have allowed me to move through the world to where I am today.

Unfortunately, during this election I have watched with the rest of the country as our two candidates violate all the rules listed above. It has been sobering at the very least. One of these two people will soon be leading our country as a symbol of strength and integrity. That person will lead our next generation, and teach them the principles and values that were taught to us. The choices we make on election day will reflect our commitment to this country and nation. I will cast my vote and hope you will too. Our future depends on it.

6. After the Storm Has Passed

What’s in store for Social Work in 2017? With both the Democratic and Republican leaders in Congress and the rest of the administration, our challenges will be even greater. Issues of diversity, equality, program funding, etc. are not going away any time soon. I am sure the problems we face will remain, and we will need to ‘put on our work clothes’ and get busy. There will be Grand Challenges awaiting social workers in Maryland during the next year, and I hope to see you alongside me battling for the future of the profession.
M I K U L S K I  from page 1

about the educational system, but she also said these inspirational words, “An individual can advocate, but together we can make change!” These words are inspiring to me, and will forever be embedded in my advocacy efforts. As an aspiring social worker and change agent, these words will help me to be reminded of how together WE can be the change. I will remember that moment and those words as I pursue my career, and will encourage other professionals to think about this powerful statement and its usefulness in today’s practice. As Senator Mikulski’s term comes to an end (and well into the future) I will hold her in the highest regard.

About the Artist

Roslyn Zinner, LCSW-C, and NASW-MD member, was honored that her portrait of Senator Barbara Mikulski was purchased by the chapter and presented to the senator for a Lifetime Achievement Award. How did this come about? During a difficult period in her life, Ms. Zinner searched for heroes that would inspire her to, as Harriet Tubman put it, “Keep Going”. Research and reading led her to choose and create portraits of inspirational figures including Senator Barbara Mikulski, Nelson Mandela, Ruth Bader Ginsburg, Jane Addams, and Harriet Tubman. Each hero was chosen for their leadership in social change, forward thinking nature, and courage in the face of extreme challenges. All of Ms. Zinner’s art can be viewed on her website at rolynzinner.com.

Two examples of Zinner’s work: Barbara Mikulski and Nelson Mandela.

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HELP WANTED

PART-TIME FAMILY OUTREACH WORKER

is sought by Hope Harbor, a non-profit program that supports low-income families in staying out of poverty. Part-time position provides nurture and access to resources, often meeting in home visits in West Baltimore. Preferred candidate is an MSW with at least 3 years of experience partnering with low-income families using a strength-based approach, who is culturally competent and has knowledge of community resources. Position is for 10 hours/week and starts January 1. Pay is commensurate with experience. Cover letter and resume to HopeHarbor1@yahoo.com by November 15. Resumes without cover letters will not be read. No phone calls please. www.HopeHarborBaltimore.org

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BOWIE, MD


PIKESVILLE

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PROFESSIONAL DEVELOPMENT

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**NASW-MD CALENDAR NOVEMBER ’16-JANUARY ’17**

All meetings scheduled for the Chapter office unless otherwise noted.

### NOVEMBER

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<td>Tuesday, 1st</td>
<td>5:00 p.m.</td>
<td>Committee on Aging</td>
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<td></td>
<td>6:00 p.m.</td>
<td>Legislative Committee</td>
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<td>Wednesday, 2nd</td>
<td>6:30 p.m.</td>
<td>Behavioral Health Committee</td>
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<td>Friday, 4th</td>
<td>10:00 a.m.</td>
<td>Private Practice Committee</td>
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<td>11:30 a.m.</td>
<td>Private Practice Peers Consultation</td>
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<td>Monday, 7th</td>
<td>6:00 p.m.</td>
<td>CYF - Children, Youth and Families Committee</td>
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<td>Wednesday, 9th</td>
<td>4:30 p.m.</td>
<td>SWIS (Social Work in Schools)</td>
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<td>Friday, 11th</td>
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<td><strong>Office Closed for Veteran’s Day</strong></td>
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<tr>
<td>Saturday, 12th</td>
<td>9:00 a.m.</td>
<td>STUDENT CONFERENCE (UMBC)</td>
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<td>Monday, 14th</td>
<td>12:30 p.m.</td>
<td>Executive Committee</td>
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<tr>
<td>Friday, 18th</td>
<td>10:15 a.m.</td>
<td>BSWE Meeting (DHMH)</td>
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<tr>
<td>Thursday-Friday, 24-25</td>
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<td><strong>Office Closed for Thanksgiving Holiday</strong></td>
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<tr>
<td>Tuesday, 29th</td>
<td>6:00 p.m.</td>
<td>SW (Social Workers Unraveling Racism)</td>
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### DECEMBER

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<tr>
<th>Day</th>
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<tr>
<td>Friday, 2nd</td>
<td>10:00 a.m.</td>
<td>Private Practice Committee</td>
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<tr>
<td></td>
<td>11:30 a.m.</td>
<td>Private Practice Peers Consultation</td>
</tr>
<tr>
<td>Monday, 5th</td>
<td>6:00 p.m.</td>
<td>Chapter Ethics Committee</td>
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<tr>
<td>Tuesday, 6th</td>
<td>5:00 p.m.</td>
<td>CYF Committee</td>
</tr>
<tr>
<td>Thursday, 8th</td>
<td>6:30 p.m.</td>
<td>Committee on Aging</td>
</tr>
<tr>
<td>Friday, 9th</td>
<td></td>
<td>Behavioral Health Committee</td>
</tr>
<tr>
<td>Monday, 12th</td>
<td></td>
<td>BSWE Meeting (DHMH)</td>
</tr>
<tr>
<td>Wednesday, 14th</td>
<td>4:30 p.m.</td>
<td>Executive Committee</td>
</tr>
<tr>
<td>Monday-Monday, 26-Jan. 2</td>
<td></td>
<td><strong>Office Closed for Winter Holidays</strong></td>
</tr>
</tbody>
</table>

### JANUARY

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon., 2nd</td>
<td></td>
<td><strong>Office Closed for New Year’s Holiday</strong></td>
</tr>
<tr>
<td>Tuesday, 3rd</td>
<td>5:00 p.m.</td>
<td>Committee on Aging</td>
</tr>
<tr>
<td>Monday, 9th</td>
<td>10:00 a.m.</td>
<td>Private Practice Committee</td>
</tr>
<tr>
<td></td>
<td>11:30 a.m.</td>
<td>Private Practice Peers Consultation</td>
</tr>
<tr>
<td>Wednesday, 11th</td>
<td>4:30 p.m.</td>
<td>CYF Committee</td>
</tr>
<tr>
<td>Friday, 13th</td>
<td></td>
<td>SWIS</td>
</tr>
<tr>
<td>Saturday, 21st</td>
<td>9:00 a.m.m- 12:30 p.m.</td>
<td>BSWE Meeting (DHMH)</td>
</tr>
<tr>
<td>Tuesday, 24th</td>
<td>6:00 p.m.</td>
<td>Board Meeting</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SW (Social Workers Unraveling Racism)</td>
</tr>
</tbody>
</table>

### WELCOME NEW MEMBERS! FALL 2016

**BRANCH A**

- **SOUTHERN MARYLAND**
  - Nakia Clark

**BRANCH B**

- **WESTERN MARYLAND**
  - Brianna Beard
  - Velva Cooper
  - Jessica Corun
  - Kristina Fenner
  - Danielle Hudak
  - Kathryn Jackson
  - Katie Kinna
  - Susan Scott
  - Carey Watkins
  - Rebecca Zarrella

**BRANCH C**

- **SUBURBAN MARYLAND**
  - Marianne Allegretti
  - Eryka Anderson
  - Betsy Argintar
  - Gary Bonner
  - Mark Bottinick
  - Leah Campbell
  - Elizabeth Dooman
  - Janet Hawkins-Pope
  - Wendy Jones
  - Scout Kilbourne
  - Toniié Luccino
  - Kelechi Maduchukwu
  - Tara Rodriguez-Hall
  - Madison Shaw

- **METRO BALTIMORE**
  - Melanie Stettz
  - Ty’Yhona Turner
  - Nii Presha Watkins
  - Jessica Wertheim
  - Victoria White

- **EASTERN SHORE**
  - Caroline Egleseder
  - Tim Gough
  - Geryl Haberkam
  - Curtis Murray
  - Shannon Reilley
  - Erin Reilley

- **WESTERN MARYLAND**
  - Victoria Woodruff
  - Cassidy Watson
  - Tamara Van Newkirk
  - Prativa Timilsina
  - Maxine Taylor
  - Amy Melchin
  - Robert Miles
  - Mary Miller
  - Angela Noppenberger
  - Yasmine Ouattara
  - Sarah Packard
  - Jada Pickens
  - Therese Ronayne
  - Mary Roosa
  - Craig Smith
  - Erin Tancomore
  - Maxine Taylor
  - Prativa Timilisina
  - Tamara Van Newkirk
  - Cassidy Watson
  - Victoria Woodruff
  - Matthew Haezel