

the Bridge



supporting, promoting, & advocating for professional
social work practice & the social work profession



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National Association of Social Workers

— Chapter Directory —

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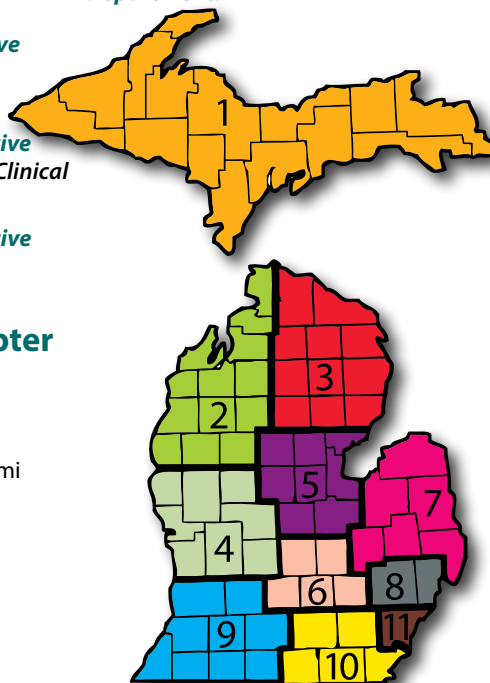
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Regional Programming

Region 1 - Upper Peninsula

Region 1 kicked off the official spring season on April 26, 2024 with a networking opportunity for social workers to discuss the future of NASW in the Upper Peninsula. Social workers shared ideas on specialty topics that they would like to see presented in our region as well as shared their own expertise that could be beneficial for the U.P. to know more about. Region 1 looks forward to scheduling more monthly "lunch and learn" and other networking opportunities while engaging with the outdoors that the U.P. is so well known for.

Region 2 - Northeast

Happy summer to our social workers in Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Kalkaska, Lake, Leelanau, Manistee, Mason, Missaukee, Osceola, and Wexford counties! Are you a member of the [region 2 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more. Please feel free to share relevant social work resources you come across! Reach out to your region representative, Lauren Berthelot, to introduce yourself and share any ideas for events you'd be interested in attending! Contact Lauren at laurenregion2naswmi@gmail.com.

Region 3 - Northwest Lower Michigan

Happy summer to our social workers in Alcona, Alpena, Cheboygan, Crawford, Iosco, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, and Roscommon counties! Are you a member of the [region 3 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more. Please feel free to share relevant social work resources you come across! Reach out to your region representative, Phyllis Schepke, to introduce yourself and share any ideas for events you'd be interested in attending! Contact Phyllis at topazgretchen@gmail.com.

Region 4 - Western Michigan

Hi fellow Region 4 social workers! This summer, I will be out having coffee in the region on the following days/times and locations. Please stop by to chat, ask questions or offer your feedback. You can RSVP through the [NASW-MI Community Events calendar](#). June 7th at 9am at the Bridge Coffee Shop in Reed City, June 28th at 9am at the Coffee Factory in Muskegon, July 19th at 9am at Soho Coffee in Ionia, Friday, August 16 at 9am in Grand Rapids.

Region 5 - Central Michigan

Happy summer to our social workers in Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland, and Saginaw counties! Please join us for a summer Coffee with Social Workers (In Person) on the following days/times and locations. You can RSVP through the [NASW-MI Community Events calendar](#) here. Monday, June 3rd at 8am at Grove Tea Lounge in Midland, Monday, July 1st at 7:30am at Cauffee Espresso Bar & Bakery in Au Gres, Monday, August 5 at 8am at Northern Expresso Gladwin

Region 6 - Ingham, Eaton, Livingston, Clinton, & Shiawassee Counties

Thank you to all the Region 6 social workers who attended our March and April coffee hours across the regions. It was wonderful to connect with other social workers to hear about your roles, community happenings, and thoughts on your NASW membership. Though a new Region 6 Rep will be starting in just a few months, I welcome any feedback you have about programming and events to pass along to the new Rep! Don't hesitate to reach out at lputans@gmail.com with any questions, ideas, or concerns.

Region 7 - Genesee, Lapeer, St. Clair, Tuscola, Sanilac & Huron Counties

Happy summer to our social workers in Genesee, Huron, Lapeer, Sanilac, St Clair, and Tuscola counties! Are you a member of the [region 7 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more. Thank you to Region 7 Representative, Minnie Cabine, who will be transitioning out of their role on the NASW-Michigan Board of Directors as of July 1, 2024. We appreciate your work supporting and elevating the voices of region 7 social workers.

Region 8 - Oakland & Macomb Counties

Happy summer to our social workers in Macomb and Oakland counties! Are you a member of the [region 8 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more.

Region 9 - Southwest Michigan

Happy summer to our social workers in Allegan, Barry, Berrien, Branch, Calhoun, Cass, Kalamazoo, St Joseph, and Van Buren counties! Are you a member of the [region 9 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more.

Region 10 - Jackson, Washtenaw, Monroe, Lenawee, & Hillsdale Counties

Happy summer to our social workers in Hillsdale, Jackson, Lenawee, Monroe, and Washtenaw counties! Are you a member of the [region 10 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more. Please feel free to share relevant social work resources you come across! Reach out to your region representative, Adam Cecil, to introduce yourself and share any ideas for events you'd be interested in attending! You can reach Adam at acecil3@emich.edu.

Region 11 - Wayne County

Happy summer to our social workers in Wayne county! Are you a member of the [region 11 Facebook group](#)? If not, join today for networking opportunities with other local social workers, NASW events and CE opportunities, job postings, interesting topics for discussion, resources, and so much more.

Congratulations to the 2024 NASW-Michigan Award Recipients

The Chapter sincerely thanks all who took the time to nominate a member of our Michigan social work community for a 2024 NASW-Michigan Award!

We received many, many incredible nominations this year and we greatly appreciate your support in our efforts to celebrate the inspiring work being done by the leaders in our field.

We are excited to introduce you to our 2024 NASW-Michigan Award Recipients.

- Lifetime Achievement Award: Timothy M. Monroe, LMSW, ACSW, DCSW and Sandra Samons, PhD, LMSW, LMFT, BCD
- Social Work Agency of the Year: Community Mental Health Authority of Clinton, Eaton, and Ingham Counties (CMHA-CEI)
- Social Worker of the Year: Amy Nicholas, LMSW

- Lisa Putman Excellence in Child Welfare: Brittany Massa, LMSW-Clinical
- Emerging Social Work Leader Award: Taylor Volpe, LMSW and Brandon Bond, MPH, LLMSW-Macro, CHES

Award Presentation Schedule

- Emerging Social Work Leader Award: Friday, April 12, 2024 | NASW-Michigan 2024 Student of the Year & Emerging Social Work Leader Awards Ceremony In Person + Virtual
- Lisa Putman Excellence in Child Welfare, Lifetime Achievement Award, and Social Work Agency of the Year: Friday, May 3, 2024 | NASW-Michigan Social Work Ethics Institute (Virtual)
- Social Worker of the Year and Stabenow Political Leadership Award: Thursday, October 17, 2024 | 2024 NASW-Michigan Legislative Education and Advocacy Day (Virtual)



Amy Nicholas received her undergraduate degree from Michigan State University in 1998, receiving a Bachelor of Arts in Social Relations from James Madison with an additional minor in social work. Amy received her MSW degree in 1999 from Wayne State University focusing on Children Youth and Families and receiving her certification in the schools.

In 2002, Amy began working as a school social worker for the Livingston Educational Service Agency (LESA). Throughout her career at LESA she has worked with students in preschool through high school in Howell Public Schools. Amy greatly enjoys working with students and families at an individual level and connecting them with supports and resources. She also finds great joy in supporting Parker Middle School's TIES (peer mentoring) program and Unified Champion Sports program. In addition to her work in the Howell Schools, Amy has had the opportunity to participate in activities at the county level through LESA. She has served as the secretary for Livingston Educational Service Agency's Professional Staff Association since 2004, provided county-wide trainings as a START EPLI Certified Trainer/Coach, participated as a member of the Livingston Educational Autism Network, provided trainings as a certified instructor with the Crisis Prevention Institute and served on committees to bring professional development opportunities to LESA. In addition to her

role as a school social worker, Amy is also an experienced outpatient therapist. Initially working for Livingston Family Center and then, in 2021, opening her private practice, Kind Wellness Group.

Throughout her career, Amy has worked individually and with colleagues to secure grants to support students and families in Livingston County. These grants have funded numerous initiatives including elementary parent support groups, lending libraries for parents and staff, bringing mindfulness activities to the middle school, peer mentor training, and student-led community service projects. A highlight in 2022 was working with colleagues to secure a Bully Prevention Grant from MDHSS Children's Special Health Care Services and the Family Center. With the grant funding, the school was able to offer a wide variety of activities to enhance peer-to-peer

support, expand social-emotional support within the school, and expand anti-bullying efforts within the school.

One of Amy's biggest passions is supporting others starting in their careers. Amy served as LESA's social work department chair between 2011 and 2016. She has worked as a field instructor for MSU and U of M Master's level social work students. Amy has supervised numerous LLMSW's for their licensure. She works with LESA's Coaching Program as a coach for new hire employees. Throughout these different opportunities for connection, one area of focus that has been important to Amy is supporting colleagues in understanding the impact secondary traumatic stress can have on those in helping professions and promoting activities for resilience and well-being.



Brittany Massa is a social worker working at the Department of Health and Human Services in Ingham County. Brittany graduated with a BSW from Michigan State University in 2014 and began her career at DHHS in child welfare as a foster care worker. While working full-time, she returned to MSU and graduated with an MSW in 2018.

During her time at Ingham County DHHS Brittany has held many roles in addition to her primary role as a foster care worker. She is a mentor to new workers, oversees local interns,

and has filled temporary vacancies as lead worker and supervisor when needed. Brittany prefers direct work with families, however, and has preferred to continue in her role as a foster care worker.

Brittany specializes in addiction and has been a member of the 30th Circuit Court Family Recovery Court team since 2016. Brittany appreciates the supportive space treatment courts provide for families involved in the court system.

In addition to her work with families, Brittany is dedicated to students. Brittany supervises interns at DHHS and facilitates an integrative seminar with MSW students at MSU. Having found her passion for child welfare through her undergraduate internship, one of her ongoing goals is to support students and bolster the social work workforce.

Congratulations to the 2024 NASW-Michigan Award Recipients



Taylor Volpe is an LMSW who works for Lapeer County Community Mental Health (CMH) as the Triage & Emergency Services Supervisor. Taylor graduated with her MSW from Michigan State University in 2019. She started her first job in the field with Lapeer CMH, as a Triage Clinician. In 2021, Taylor was promoted to supervisor of her department, where she has continued her career growth. Since taking over as supervisor, Taylor has made several organizational changes to better support persons served. Currently,

she manages a team of 11 clinicians and two peer support specialists. In addition to this role, she often volunteers to guest speak at local universities to excite new social workers about the field.

Her compassion and dedication to her job is unwavering, but anyone who knows Taylor knows that her true passion is suicide prevention. Taylor joined the Suicide Prevention Network of Lapeer in 2019 and has been an active member since. She hosts in-house suicide prevention training once per quarter at Lapeer CMH, and often travels to other organizations in the community to provide in-services to educate community members of mental health services available in the area. Taylor recently received grant funding to start a L.O.S.S. Team in Lapeer County and she plans to serve as lead responder on this team. Additionally, Taylor and her team recently attended an intensive training to restart the DBT program at Lapeer CMH. Taylor plans to supervise this program in addition to her current role, to bring a much-needed evidence-based practice back to the Lapeer community.



Brandon Bond is an alum of the University of Michigan's College of LSA and Schools of Public Health and Social Work. Brandon currently serves as a Mental Health & Well-Being Student Advocate at the University of Michigan College of LSA where he is responsible for: supporting the integration of mental health and well-

being into the college's policies, organizational structure, and programs; developing a strategic plan for the future of mental health and well-being for the College of LSA; enhancing public health and crisis prevention efforts within LSA; and facilitating opportunities to centralize collaboration and well-being efforts between units. Brandon co-founded the School of Social Work Consulting Club and serves as Washtenaw Literacy's volunteer DEI Consultant, developing their first-ever DEI strategic plan.

Brandon also serves on the Youth Advisory Board that is charged with helping MTV and Active Minds develop and implement a national emotional peer support campaign that centers the perspectives and needs of LGBTQ+ and BIPOC youth and young adults. Locally, Brandon serves on the Board of Directors for both Garrett's Space, a suicide prevention non-profit, and the International House Ann Arbor, a residential community non-profit geared towards promoting intercultural exchange and

lasting global friendships. Brandon is also a mayoral-appointed Human Rights Commissioner for the City of Ann Arbor. Nationally, Brandon participates in the Mental Health America’s Inaugural Youth Policy

Accelerator Program and is a contracted Professional National Mental Health and Well-Being Public Speaker through Active Minds Speakers Bureau.



Tim Monroe has provided social work services since 1980. Over the course of his 44 year career, Tim interacted at various levels within the social work arena, including as an early childhood educator, family counselor, foster care worker, therapist, clinician, teacher, author, trainer, consultant, administrator, and a leader/motivator within the field.

Tim earned a Master of Social Work degree from Michigan State University and a Bachelor of Science degree in behavioral psychology from Western Michigan University. He is a Licensed Master Social Worker (LMSW) with clinical and macro privileges. Tim has been a member of

the NASW since 1987, is in the Academy of Certified Social Workers (ACSW) and received the organization’s Diplomate in Clinical Social Work (DCSW).

Tim believes that there is no job more powerful than helping people which is the essence of social work. This is Tim’s why. It has grounded his career, and because of this, he has always provided treatment services directly with people at some level. Career highlights include providing leadership and oversight to the transformation of Highfields from a residential program for delinquent boys, to an agency that now serves the entire life spectrum through a range of child welfare, mental health, juvenile justice and family preservation services, the integration of evidence-based practices into services provided, and opening new entry points for community services that allows earlier access to meet people at their point of need. In addition to his work with Highfields, Tim has been an Associate Professor for Lansing Community College for over 30 years, serves as a Field Liaison for the MSU School of Social Work, has been a Field Instructor since 1990, and maintains a private practice, TMCM4-LLC in East Lansing.

Tim lives in Eaton Rapids, Michigan with his wife, Barb. They have two adult children and five grandchildren and treasure any time together.

Community Mental Health Authority of Clinton, Eaton, and Ingham Counties (CMHA-CEI) is the public agency serving people in Clinton, Eaton, and Ingham Counties. As a Certified Community Behavioral Health Clinic (CCBHC), CMHA-CEI provides a comprehensive set of services used to increase access to care, support people in crisis, and provide treatment for those with the most serious and complex behavioral health needs regardless of their insurance coverage. CCBHC’s integrate additional services that focus on recovery,

wellness, trauma-informed care, and physical-behavioral health care integration.

CMHA-CEI’s mission is to fulfill two complementary but distinct roles:

- Behavioral healthcare provider: Providing, directly and through partnerships, a comprehensive set of person-centered, high quality, and effective behavioral health and developmental disability services to the residents of this community.

Congratulations to the 2024 NASW-Michigan Award Recipients

- Advocate, catalyst, thought leader, convener: Fostering the transformation of all aspects of community life, eliminating inequities, and promoting the common good for all, especially for persons with mental health needs.

We take immense pride in fostering unity and celebration in our community through events such as the Summer CMHA-CEI Potter Park Zoo and the Fall Trunk or Treat. These gatherings, attended by thousands, including children and families, create memorable experiences for all involved.

In the past year, our unwavering dedication enabled us to serve over 13,000 individuals and families, we obtained a full three-year CARF Accreditation, and also formulated a new Strategic Plan for our organization. These achievements were made possible by the collaborative efforts of our board, staff, community partners, advocates, and supporters.

Our initiatives over the past year have focused on expanding the behavioral health service

continuum as a Certified Community Behavioral Health Clinic. We prioritized staff development, increased support for families and individuals, expanded medical services, intensified outreach efforts, and responded swiftly to emerging needs after tragic events in the community.

As an organization we are dedicated to fostering Diversity, Equity, and Inclusion (DEI). We are also dedicated to strengthening existing partnerships and creating new pathways into behavioral health careers. The Veterans Navigation Team, Diversity Advisory Council, and Health Equity Training, showcase our commitment to fostering connections and creating inclusive spaces where everyone feels acknowledged and valued.

Looking ahead, we are excited about the strides we've made in planning efforts to integrate the Zero Suicide framework into our care systems and to establish a cutting-edge Crisis Stabilization Center for the Capital Area. We anticipate enhanced care for our community as we move forward. For further details about our programs and services, please visit <http://www.ceicmh.org/>.



NASW is the largest organization in the world supporting and connecting the social work profession, and we have been honored to have had Dr. Sandra Samons' leadership and expertise guiding our state since she began her social work journey in the MSW program at the University of Michigan in 1974. 1974 also happens to be the first year Michigan had a

state Chapter, meaning Dr. Samons has literally been with the chapter since day one.

Dr. Samons' career has intersected many arenas, including mental health, criminal justice, substance use disorders, sexology, and therapy at the individual, family and group levels. In the late 80s, one of Sandra's clients changed the trajectory of her career forever, when they mentioned they had a transgender partner.

At that time, there was virtually no information about working with transgender clients available; no social work, psychology or counseling programs taught anything about working with these clients or their families, no continuing education workshops covered this area, and such knowledge was not required for licensure. As any great social worker would do, Dr. Samons listened to the needs of her clients, identified areas where she needed her own greater competence, and threw herself into learning more. She took careful steps to ensure that she was learning from people who had real, lived experience, including attending

conventions, conferences, and fairs that were organized, presented, and attended by transgender people from all over the world.

Dr. Samons has gone above and beyond and to become one of the main leaders for provision of clinical services to transgender people and their families throughout Michigan over the last 3+ decades. She has become an accomplished author, activist, educator, supervisor, mentor, and overall, one groundbreaking social worker.

She has shared her expertise to local, state, national, and international audiences, including providing dozens of workshops for Michigan social workers. Dr. Samons is also a founding trainer for our statewide affirming care provision certificate program, which has now trained several hundred clinicians to better support our transgender and gender non-conforming communities. Her impact on our profession will be felt for generations of practitioners.

As she approaches her retirement, however, it seems fitting that such an extraordinary social worker be recognized for her legacy of exemplary clinical care, teaching excellence, and scholarship.

This past weekend, NASW-Michigan Executive Director, Duane Breijak, was able to present Dr. Samons with her award in front of family and colleagues at her retirement party at the Matthaei Botanical Gardens in Ann Arbor (pictured below).

As 2024 marks her 50th year of membership with NASW, we can think of no one more deserving to receive the NASW-Michigan Lifetime Achievement Award. Please join me in congratulating Dr. Samons for her career of advocacy, education, and advancing the social work profession. ☑

[Learn more about Chapter member awards](#)



Reflections from the President



Dear Members of NASW-Michigan,

As my tenure as President of NASW-Michigan comes to an end, I am filled with a sense of pride and gratitude for all that we have achieved together over the past three years. It has truly been an honor (and quite fun!) to serve alongside such dedicated and passionate individuals who share a common commitment to advancing the social work profession in our state.

Reflecting on these last three years, I am humbled by the incredible progress we have made in advancing our strategic planning goals, particularly in the areas of antiracism, workforce development, and membership benefits.

Allow me to take a moment to highlight some of our key accomplishments:

- **Antiracism Initiatives:** We made significant strides in our commitment to antiracism by implementing initiatives aimed at promoting diversity, equity, and inclusion within our association and the broader social work community. From hosting antiracism workshops and trainings to diversifying our leadership and membership, we have worked diligently to create a more equitable and just organization internally and externally.
- **Workforce Development:** Our efforts in workforce development have focused on providing our members with the resources, support, and opportunities they need to thrive in their careers. Through professional development workshops, mentorship programs, and networking events, we have empowered social workers across Michigan to excel in their practice and make a meaningful impact in their communities. We worked on building a long standing taskforce that will continue to work on issues surrounding social workers.
- **Membership Benefits:** We have enhanced our membership benefits to better meet the needs of our members and strengthen our association. From expanding access to continuing education opportunities to letting our members know all that is happening in our organization and all that we do for social workers, we have worked tirelessly to ensure that our members receive the support and value they deserve from their membership and professional organization.

In addition to these accomplishments, we have also made significant strides in other areas, including advocacy, community engagement, and regional support. I know that our staff and board have worked hard to amplify our collective voices, advocate for ourselves and the clients and communities we serve, and lift the profile of social workers throughout the state.

I want to express my gratitude to each and every one of you for your dedication and commitment to our association. It has been a privilege to serve as your President, and I am grateful for the opportunity to have worked alongside such exceptional individuals.

As we transition to new leadership under Rae Johnson, I am confident that NASW-Michigan will continue to thrive and grow, guided by our shared values and commitment to social justice. I look forward to watching where the organization goes next, onwards and upwards!

Thank you for your continued support and partnership.

With warm regards,

Fatima Salman

It's Time To Talk About Licensure - What Do We Know and What Do We Do Next

Jordan Freeman, *LMSW-Clinical, NASW-MI Work Force Program Manager*

When was the last time you thought about the ASWB licensure exam? Maybe when you were cleaning out your office and found the exam study guide? Maybe it's been even longer than that - perhaps you haven't thought about it again since you passed it, took an L off your LLMSW or LLBSW signature and started focusing on the continuing education requirements associated with your full licensure. Or maybe you think about it often as you've been studying and are about to take it for the first time - or for yet another time?

Regardless of when you last crossed paths with this exam and the licensure process in Michigan, it's time to take a critical look at the exam itself and the statistics related to passage rates that the ASWB published for the first time in 2022. The document itself is quite dense but is [available to view](#).

Some quick numbers though - specifically for the state of Michigan, when looking at the clinical exam between 2011-2021 white test takers had a 73.7% first-time pass rate compared to 28.2% for Black test takers and 52.8% for Hispanic/Latino test takers. Multiracial test takers had 67.9%, Native American/Indigenous peoples had 57.1% and Asian test takers had 65.5%. The gaps don't close by much when looking at eventual pass rates instead - between 2011-2021 White test takers had an 89.2% eventual pass rate and Black social workers had a 51.1% eventual pass rate with other racial/ethnic groups falling in between. Age is another category where we see major discrepancies in pass rates. For social workers aged 18-29, 71.7% pass at first attempt and 89.8% pass eventually. Pass rates go down as the test taker ages with social workers 50 and older having a first time pass rate of 51.5% and an eventual pass rate of 63.2%. And then, finally, when social workers who don't speak English as their first language we see a 38% first time pass rate and a 60.2% eventual pass rate.

Most social workers can agree that no one wants to water down our credentials or replace one problematic measure with another but that tension cannot paralyze us from taking action. Thankfully some thoughtful, insightful and competent social workers published research and analysis of the report from ASWB as well as propositions for how the social work profession should respond.

Jen Hirsch from the School of Social Work at Michigan State University partnered with social work colleagues, Matthew DeCarlo (St. Joseph's University in Philadelphia Pennsylvania), Alexandria Lewis (University of Missouri), and Cassandra Walker (Intersections Center for Complex Healing in Chicago, IL) to analyze five assessment formats based primarily on procedural fairness, access, quality and outcomes as falling on a scale between equitable to inequitable. Their study titled, "Alternative Pathways to Social Work Licensure: A Critical Review and Social Equity Policy Analysis" was published in the Journal of Evidence-based Social Work on November 21, 2023.

The five assessment formats were; oral exams, portfolios, performance assessment/stimulations, jurisprudence exams and provisional licensure. Each was analyzed with special consideration for their impacts on three categories of social workers who we now know with evidence from the ASWB's report have been disproportionately impacted by bias in the ASWB exam; Black social workers, social workers whose primary language is not English, and social workers with disabilities. Ultimately the thorough analysis concluded that provisional licensure and jurisprudence exams would be the most ideal for creating a more equitable playing field for new social workers looking to elevate to full licensure.

Provisional licensure refers to the practice (that already exists) for when social workers have full licensure without passing the written standardized exam (ASWB exam). This type of path to licensure has a long history in the social work field across the country but especially in Michigan where as many as 13,000 social workers were "grandparented" into the licensure system in 2005 when Michigan started to require licensure for social workers, without requiring them to take the exam. Currently, though, this option is being utilized in Minnesota and Illinois; with a caveat. In both states they are allowing social workers who fail the exam to complete additional supervision instead of retaking the test. These efforts in Illinois are specifically in response to the ASWB's report and require an additional two years of supervised work (3,000 hours of supervision with no ethical violations) after failing the exam once.

It's Time To Talk About Licensure - What Do We Know and What Do We Do Next

In Minnesota their efforts with this are specifically focused on helping social workers who speak English as their second language, were born outside of the United States and had failed the exam. Minnesota has a particular need for practitioners who speak Hmong after having an influx of Hmong refugees. Authors of the study, though, confronted the issue of equity that comes up from first requiring social workers to fail the test before providing them with this alternative path. They also pose concerns related to requiring additional hours of supervision to offset not passing the exam.

Should the response to the obvious need for change as it relates to licensing include stricter requirements for supervision the profession will need to take a look at the variety of standards and requirements related to supervision that varies across the country and in order to make this equitable consider creating a national standard for supervision. Through their thorough evaluation this option for licensure would be minimally inequitable and would be as close to equitable as an option seems to be at this point if it does not enforce failure of the exam before making this path available.

Jurisprudence exams would differ from the ASWB exams currently used across the country because they would, instead, focus on laws and regulations that relate to social workers and ethical social work practice. These would likely be state-specific and would be much more specific than what the ASWB exams attempt to cover. Jurisprudence exams may sound a little foreign to Michigan social workers but our colleagues in Colorado, Indiana, Vermont, Texas and New Mexico are already familiar with them as part of their licensing process. Some things that often make these exams more equitable and validated are that they are often online and allow test takers to turn to resources for help. This aspect alone makes the test more accessible and more accommodating for social workers with obstacles to getting to an exam center or who have a right to accommodations that are often, anecdotally, hard to receive for the ASWB exam. The research team concluded that because of the good equity in access, quality, procedural fairness and outcomes these exams are a minimally inequitable way forward for consideration for licensure.

Social workers fight for social justice and equitable access to housing, healthcare, mental healthcare, childcare, wages, emotional and physical safety - the list goes on, for our clients and for society at large. While we can't rewrite history we can take a hard look at the status quo we've allowed in our own profession for our own colleagues - and most importantly the many social workers who by education and experience are social workers but who have had to find a new path forward with their career after being unable to pass the ASWB exam.

It is never fun to look in the mirror and see evidence of racism and white supremacy in our reflection but we are the best profession to show other disciplines how to respond with mindful action to try to make things better for the future. The pandemic only intensified our society's need for competent, compassionate and diverse social workers. The best way to better serve the needs of vulnerable populations is to make sure that we are elevating social workers to licensure status in the most equitable way possible.

To read the entirety of Jen Hirsch and partner's research, [click here](#).

To share your experience with licensure or to talk about workforce issues reach out to:

Jordan Freeman, LMSW-Clinical

NASW-MI Work Force Program Manager

socialworkers.org/jfreeman.naswmi

Please join us for our next scheduled "Community Conversation" on Tuesday, June 25 at 5:30pm. Hear the newest updates and share your experiences and feedback with your social work community.

Citations:

- ASWB Association of Social Work Boards. (2024). *ASWB Pass Rates By State/Province*.
- Michigan Department of Community Health. (2004). *2003/2004 Annual Report of the Bureau of Health Professions*. Retrieved from Michigan.gov
- LCSW Exam Alternative IL P.A. 103-433. *Illinois Department of Financial and Professional Regulation*. (2024, January).
- Skeen, A., & Goodenough, K. (2023, April). *The conversation: The ASWB licensing exam pass rates and bias*. *Field Educator Journal*. ☒

New Op-Ed Toolkit: Write About How the MI Licensure Process Has Impacted You!



Consider writing an op-ed, a letter to the editor, a guest column or a blog post to address an issue of concern for you. Have you had to change your career or job role because of the ASWB exam requirement or the cap on license renewals? Have you spent hundreds or thousands of dollars and countless hours to pass the ASWB exam? Maybe you're a supervisor or hiring manager for an agency and you've had trouble hiring competent candidates because of the shortage impacted by this unnecessarily unfair obstacle?

The more often social workers are seen as thoughtful commentators and experts in

the media and online, the more likely public awareness of the profession's diverse practice roles will increase. The social work community and each of our communities at large are often disconnected from this particular issue in the field of social work and your story can help bring this to life.

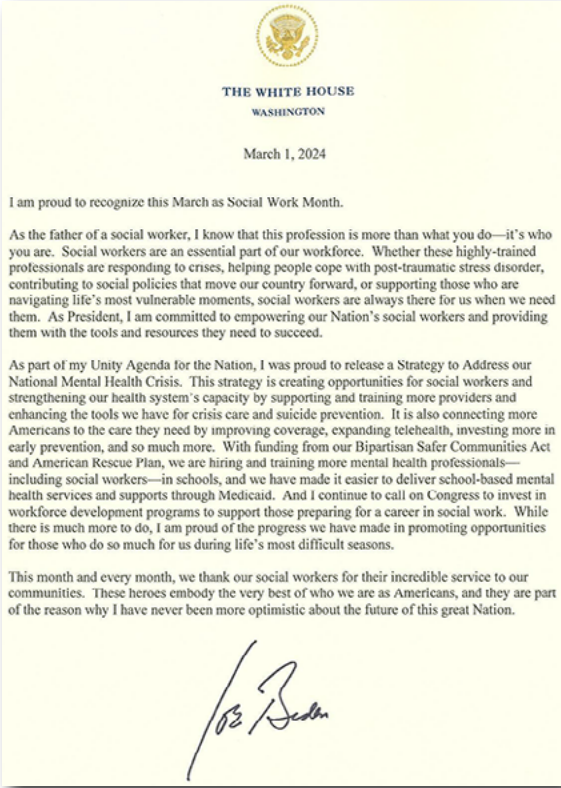
If you're interested in sharing your story check out the [NASW-Michigan's new Op-Ed Toolkit!](#)

You can also reach out to the Workforce Program Manager, Jordan Freeman, LMSW-Clinical, at jfreeman.naswmi@socialworkers.org to assistance. ☒

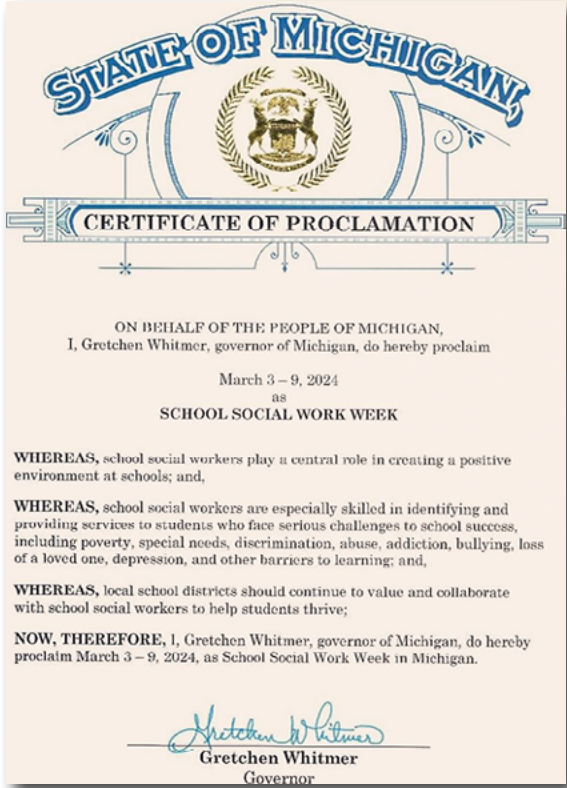
Thank You To Our Sponsors!



Social Work Month Filled With Celebrations Across Michigan!



President Biden recognizes March as Social Work Month! Thank you, President Biden, and Happy Social Work Month.



Governor Gretchen Whitmer has officially proclaimed March as Social Work Month! Thank you to Governor Whitmer for seeing and empowering social workers across the state!

A Social Work Month 2024 message from NASW-Michigan Executive Director, Duane Breijak



“
Social workers provide critical support, services, and advocacy to individuals, families, and communities all across Michigan. This March, we recognize and celebrate the more than 30,000 social workers and 6,500 students in social worker programs across the state. Together, we can all continue Empowering Social Workers through increasing salaries, creating leadership opportunities, reducing professional barriers, and enhancing access to care.
”
DUANE BREIJAK
EXECUTIVE DIRECTOR



RESOLUTION TO RECOGNIZE MARCH AS SOCIAL WORK MONTH
BY COUNCIL MEMBER GABRIELA SANTIAGO-ROMERO

WHEREAS, The primary mission of Social Work is to enhance human well-being and help meet the basic and complex needs of all people, putting a particular focus on helping people who are vulnerable, oppressed or living in poverty;

WHEREAS, Social Workers follow a Code of Ethics that calls on them to fight social injustice, and respect the dignity and worth of all people. They meet people where they are and help people and communities reach their full potential;

WHEREAS, Social Workers work in all facets of our society, including schools, hospitals, community organizations, the military, mental health centers, social service agencies, corporations, and government;

WHEREAS, Social Workers are on the frontlines helping this nation solve pressing social problems, including an increased demand for mental health services, an opioid addiction crisis, and economic inequality, and more;

WHEREAS, Social Workers are in high demand, with some states reporting shortages in Social Work staffing and the Bureau of Labor Statistics predicting Social Work will be one of the fastest growing professions in our nation during this decade;

WHEREAS, Michigan is home to over 31,000 licensed social workers and 6,500 students in Social Work programs;

WHEREAS, Michigan social workers are by way the largest providers of behavioral health services across the state, nearly double the amount of counselors and psychologists combined;

WHEREAS, The 2024 Social Work Month theme, "Empowering Social Workers" embodies the need for society to support Social Workers so they can continue to do the life-affirming work they do and help address societal needs;

WHEREAS, Social Workers in turn empower people, communities, and our nation, helping everyone achieve their full potential; **NOW, THEREFORE BE IT**

RESOLVED, In recognition of the numerous contributions made by America's Social Workers, The Detroit City Council recognizes the month of March as National Social Work Month.



CITY OF YPSILANTI
REGULAR COUNCIL MEETING
Tuesday, March 5, 2024 @ 6:00 PM
Council Chambers
One South Huron, Ypsilanti, MI 48197
[Launch Meeting - Zoom](#)

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. PLEDGE OF ALLEGIANCE**
 - A. I pledge allegiance to the flag, of the United States of America, and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.
- IV. AGENDA APPROVAL**
- V. WORK SESSION - FACILITIES**
 - A. Ypsilanti Facilities Presentation
- VI. PUBLIC COMMENT (3 MINUTES)**
- VII. PRESENTATIONS**
 - A. A Proclamation in honor of Social Worker's Month - Mayor Brown & Council Member King
 - B. A Proclamation in honor of Women's Month - Mayor Brown & Council Member Sweet
 - C. Presentation of the City Audit - Clark Schaefer and Hackett's, Cody Mitchell, Senior Auditor
- VIII. CONSENT AGENDA**
 - A. Resolution No 2024-022, approving the Consent Agenda.
 - B. Resolution No. 2024-023, approving the minutes of the February 6, 2024, City Council meetings.
 - C. Resolution No. 2024-024, approving Ordinance No. 1420 an ordinance entitled "an ordinance to repeal Ordinance 1055, City Code Chapter 114, Vehicle for Hire, Article III Authorized Wreckers, Division 2. License. **(Second Reading)**
 - D. Resolution No. 2024-025, approving Ordinance 1421, An ordinance to amend Ypsilanti City Code entitled An ordinance to amend City Code section 74-126 to remove air



City of Grand Rapids, Michigan
OFFICE OF THE MAYOR
ROSALYNN C. BLISS
MAYOR
PROCLAMATION

WHEREAS, Social Work is a profession truly dedicated to helping people - the primary mission of Social Work is to enhance human well-being and help meet the basic and complex needs of all people; and

WHEREAS, Social Workers put a particular focus on helping people who are vulnerable, oppressed or living in poverty. Social workers meet people where they are and help people and communities reach their full potential. They follow a Code of Ethics that calls on them to fight social injustice, and respect the dignity and worth of all people; and

WHEREAS, the Social Work profession for more than a century has worked to improve this society, with Social Workers playing a role in establishing a minimum wage, Social Security, and Medicare and working to ensure equal rights for women, African Americans and people who are LGBTQIAP2S+ They work in all facets of our society, including schools, hospitals, community organizations, the military, mental health centers, social service agencies, corporations, and local, state and federal government; and

WHEREAS, Social Workers are on the frontlines in helping this nation solve pressing social problems, including an increased demand for mental health services; an opioid addiction crisis; and economic inequality. They are in high demand, with some states reporting shortages in Social Work staffing and the Bureau of Labor Statistics predicting Social Work will be one of the fastest growing professions in our nation during this decade; and

WHEREAS, a public opinion survey from Ipsos said Social Work has a public approval rating of more than 80% with more than half of Americans saying social workers deserve higher pay; and

WHEREAS, the 2024 Social Work Month theme, "Empowering Social Workers" embodies the need for society to support Social Workers so they can continue to do the life-affirming work they do and help address societal needs. Social Workers in turn empower people, communities and our nation, helping everyone achieve their full potential;

NOW, THEREFORE, I, Rosalynn Bliss, Mayor of the City of Grand Rapids, do hereby proclaim as National Social Work Month in recognition of the numerous contributions made by Social Workers and call upon all citizens to join the National Association of Social Workers and Grand Rapids Michigan in celebration and support of the Social Work Profession.



Rosalynn Bliss
Rosalynn Bliss

- **The Detroit City Council recognizes March 2024 as Social Work Month! Introduced by Council Member Gabriela Santiago-Romero - District 6, MSW, the resolution was approved on February 27, 2024.**
- **Ypsilanti area social workers were invited to join for a special social work month recognition at the March 5 Ypsilanti City Council meeting.**
A special thank you to Mayor Nicole Brown (MSW) and Council Member Me'Chelle King (MSW) for officially proclaiming March as Social Work Month throughout the city!
- **The City of Grand Rapids officially recognizes March 2024 as Social Work Month! Thank you Mayor Rosalynn Bliss, LMSW-Clinical & Macro!**

Social Work Month Filled With Celebrations Across Michigan!



It was a great turnout in Ann Arbor on March 6 for the special Social Work Month Proclamation from the Washtenaw County Board of Commissioners!

A special thanks to Washtenaw County Commissioner Justin Hodge for your leadership in elevating social work this month and organizing the proclamation, and to Dean Angell from the University of Michigan School of Social Work for addressing the Commission.

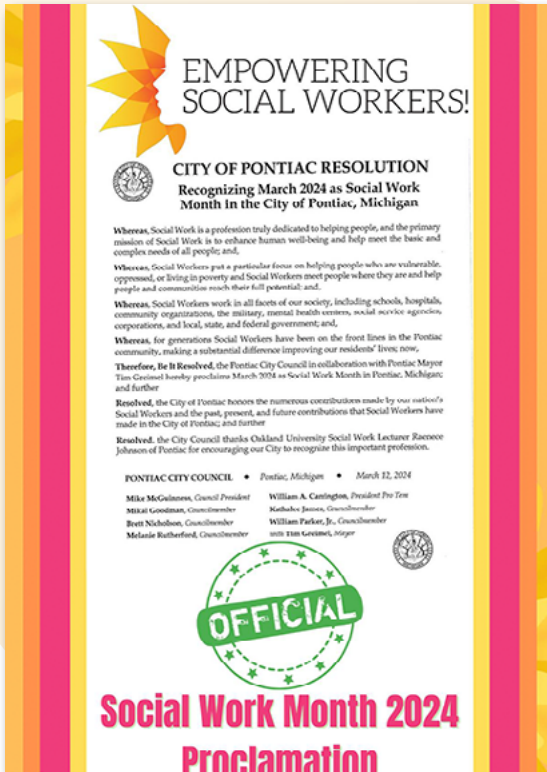
Pictured are Commissioner Hodge, Dean Angell (with the proclamation), NASW-Michigan Executive Director Duane Breijak, NASW-Michigan Board Members Adam Cecil & Sade Richardson, NASW-Michigan intern Silas Ortiz, & social workers & social work students from across Washtenaw county.



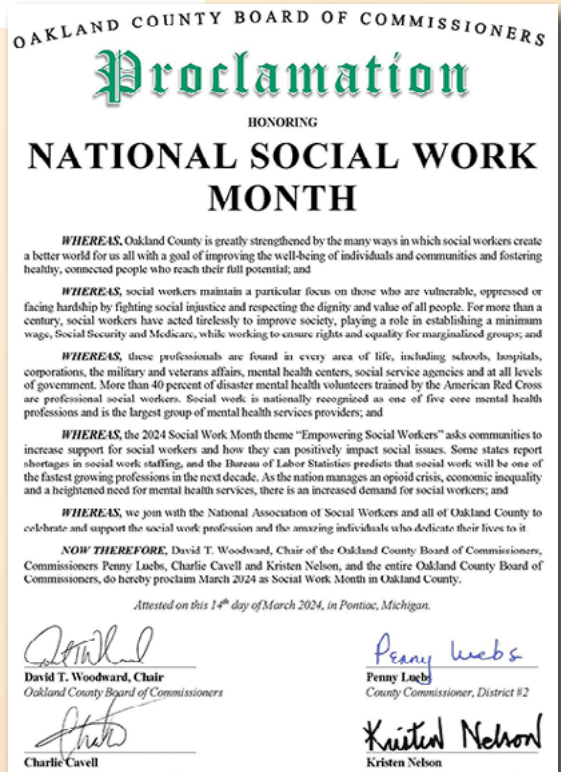
“Social workers at [American Indian Health and Family Services](#) enjoying their catered brunch from Panera Bread!

AIHFS is a non-profit health and wellness center serving American Indian/Alaska Native individuals, families and other under-served populations in S.E. Michigan. We provided a catered meal to a social work agency in each of our 11 regions throughout March, and AIHFS was the Region 11 agency nominated by the NASW-Michigan Board of Directors to be recognized.

Thank you for the vital support you're providing American Indian/Alaska Native Michiganders - we're so happy we were able to celebrate your incredible work in some small way this Social Work Month!”



Thank you to Mayor Tim Greimel & Pontiac City Council for officially recognizing March as Social Work Month across the city! We so appreciate you recognizing the amazing social workers across the city & a special shout out to our Board President-Elect, Rae Johnson.



Thank you to the Oakland County Board of Commissioners for officially proclaiming March as Social Work Month! A special thanks to both Commissioners David Woodward & Penny Luebs, & to Charlie Cavell & Kristen Nelson for issuing the proclamation.

A Social Work Month 2024 message from NASW-Michigan President, Fatima Salman

Before talking about how we can empower social workers, I want to talk about how social work empowers ME! Social work provides me a supportive and understanding environment where I can be my authentic self and openly discuss challenges and societal problems. Being around social workers empowers me to know that there are many kind, just, social justice-oriented, and empathetic people around me that will always stand with me and support me for who I am, even if we do not see eye to eye on things. Social work empowers us to advocate, to speak for the voiceless, to stand up for our rights and the rights of others, and to provide support for those in need. Let us celebrate Social Work Month by remembering all the impact social workers are making in creating transformative change in our society!

FATIMA SALMAN
PRESIDENT



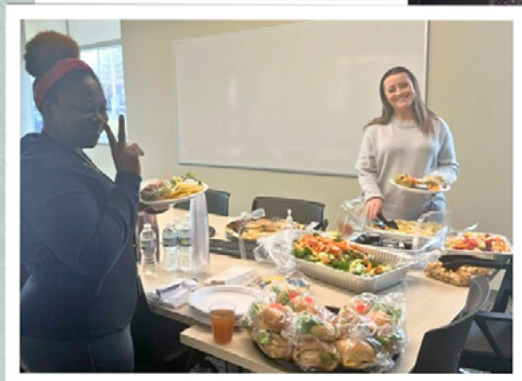
Social Work Month Filled With Celebrations Across Michigan!

Integrated Services of Kalamazoo was the Region 9 agency nominated by the NASW-Michigan Board of Directors to be recognized this Social Work Month.

ISK promotes and provides mental health, intellectual/developmental disability, and substance use disorder resources that empower people to succeed. Learn more about ISK at <https://iskzoo.org>

Thank you for the vital support you provide your community - we're so happy we were able to celebrate your team's incredible work in some small way during Social Work Month 2024!

Pictured below are the Social workers at Integrated Services of Kalamazoo enjoying their catered brunch from The Ample Pantry. 🍽️



“

Just wanted to say thank you so much for providing our team with lunch on Monday. Everyone really expressed how appreciated they felt and bragged to others about how supported they felt by the NASW and how much social workers do to help! Thank you again, it really brightened people's spirits!

NASW-Michigan Launches New Social Work Directories

Are you a recent graduate or limited licensed social worker? Do you know somebody looking for supervision towards their full license? We have you covered!

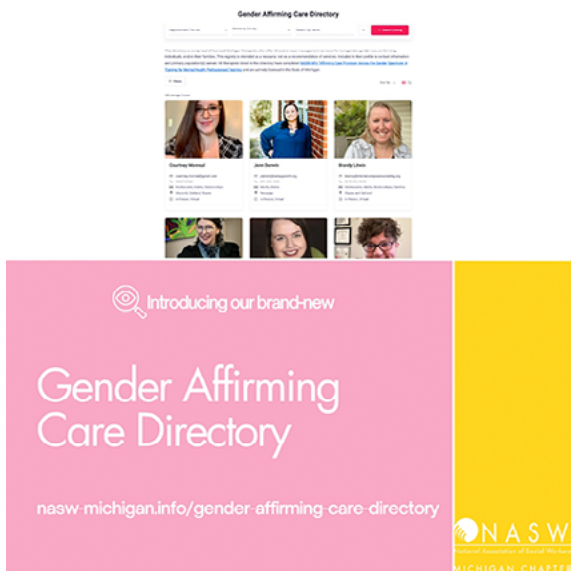
Introducing our brand-new Michigan Social *Work Supervision Directory*! Search for social work supervisors by license designation, supervision format, location, area of expertise, and more.

To be eligible to be added to this directory, you must have completed the NASW-Michigan Certificate in Core Supervision training program. Learn more about this training [here](#). If you believe you have already completed this certificate program, please email pmercer.naswmi@socialworkers.org.

Introducing our brand-new Gender Affirming Care Directory!

Find licensed Michigan social workers and other behavioral health professionals who offer clinical or case management services for transgender, gender non-conforming individuals, and/or their families: <https://nasw-michigan.info/gender-affirming-care-directory>

To be added to this directory, you must have completed the NASW-Michigan Affirming Care Provision Across the Gender Spectrum certificate program. If you believe you have already completed this program, please email pmercer.naswmi@socialworkers.org. Learn more about the certificate program [here](#). 



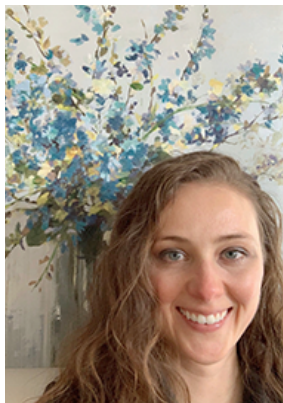
**\$500 SCHOLARSHIPS AVAILABLE FOR
MICHIGAN BSW & MSW STUDENTS
APPLY BY AUGUST 1, 2024**

NASW-MICHIGAN.ORG/SCHOLARSHIPS

Apply Now



Private Practice as a Social Worker: My Story, Getting Started, and What You Should Know



Ashley Carter Youngblood is the owner of her private practice in Kalamazoo, Inner Peace Counseling, PLC, where she specializes in the connection between nutrition and mental health and counseling worrying women and highly sensitive people. Because

of her love of private practice, she also offers consulting services for those who are interested in starting or growing their own private practice.

Private practice is not usually the first thing people think of when they think of a social worker. However, it is an area of clinical practice that is growing rapidly in popularity, with some students entering their social work programs having private practice as their specific career goal. Given this, more information on the topic, particularly for students and new graduates, can help illuminate what one should know about this aspect of social work practice and how to get started if, in fact, private practice feels like the right place for you.

As we would tell our clients, each social worker needs to do what is right for them. This article series on private practice will hopefully help you to decide if private practice is right for you. We will explore what exactly private practice is, things to consider, and pros and cons. I will also include a bit of my story of how I became a private practice owner (and why I think it is the best thing in the world!). Balancing this enthusiasm will be an article by my colleague, Malinda Dobyne, a fully licensed social worker who has been working with clients in private practice at her own practice for over 20 years, reminding us of things to be wary of if one does feel drawn toward private practice.

My Story

Starting with myself, I am a fully licensed social worker and a fully licensed marriage and family therapist in the state of Michigan who has been doing counseling since 2010. Both of my parents are also business people. So, although my clinical life started at a substance abuse

treatment facility, where I practiced for five years helping support those with often severe addiction and mental health disorders, I have always felt comfortable blazing my own trail.

You should also know that I lovingly refer to myself as a “nerd” given that I am constantly curious, trying to make things better, and cannot seem to shut off the entrepreneurial part of my brain. I am also the over-achiever in the office who has their tasks done ahead of time, is annoyingly detailed, and who everyone tends to go to for resources or updates relevant to the work being done. Yep, I’m “that person”.

Now that you know a bit about me, it may seem logical that I struggled in an agency setting. I loved my clients, co-workers, and the actual clinical work. However, my analytical and business brain was constantly thinking about how I could make things better and what new systems I could put in place to streamline things. As you know, in an agency setting, one rarely has influence on such things. In addition, working with a variety of clients with a variety of issues only clarified who my “ideal client” was and the kind of work I really wanted to do.

I also grew up in a house where being holistic was the norm. In my home, it was always lifestyle changes and supplements before medication in order to honor the part of the body that is innately willing to heal itself. This may go without saying, but agency work is not exactly the environment where I could best express this philosophy of wellness as a provider. Therefore, there came a time where I said, not only within my agency work but also at the private practice at which I was an intern and working as a limited licensed provider, “I can do better than this.” So, I did.

Defining Private Practice

Even when I was interning as a social worker in private practice, I was constantly clarifying my professional vision. I had an active Facebook page, created and constantly updated a website with a blog, made flyers and brochures, and held events (e.g. free meditation groups) that helped to find and market to my niche. I even proactively attended networking events on my own time. So, the transition to private practice ownership was not a large leap for me. It was organic given how much work I was already putting into my professional reputation.

That, in a nutshell, is what private practice is: Working for yourself. The thing I love most about private practice is that I have the freedom to create the vision, policies, and physical atmosphere in my office that most reflects who I am as a clinician and human. Being a private practice owner also allows me to easily communicate what I can offer others because I can market how I want. For some people, though, the nicest part about private practice is that they can simply do the clinical work while someone else worries about the office policies, billing, marketing, and other “business stuff”. **So, private practice offers two choices:** 1) you can work for yourself owning your own business, where the buck always stops with you or 2) you can be a therapist simply working for yourself while a practice owner oversees all of the business considerations you do not want to deal with.

NASW’s Recommendations

In case you are unaware, the NASW did publish formal standards in January 2011 in their Leadership Ladders series about who is “ready” for private practice. While these standards are for private practice ownership specifically, they remain relevant for all social workers to consider.

These standards include a Master’s degree in social work from an accredited school of social work and a minimum of two years/3,000 hours of post-graduate experience “in a supervised clinical setting”. Regardless of such standards, one thing to note about private practice is that, if you have a limited license or are an intern, you will still have to practice under a fully licensed provider (most likely who also offers services as your physical location per various legal and insurance requirements). In addition, you will still have to fulfill all of the licensing requirements through Michigan’s Department of Licensing and Regulatory Affairs (i.e. LARA), which includes additional supervision.

I will admit that, because business ownership came so naturally to me, I struggled to honor these standards put forth by the NASW. I was already acting like a business owner. I was just not getting paid for it. So, it was in combination with my two social work license supervisors, who were both in private practice, with one being a practice owner, that I decided I was

ready to move forward into a private practice of my own.

Variations

What does this look like, exactly? Good question. Private practice has many different models. The popularity of certain structures also seems to vary based on region. For example, in my area of Southwest Michigan, having clinicians be paid a percentage of what they earn as independent (i.e. 10-99) contractors is most common. However, on the east side of Michigan, it appears more common for clinicians to be paid as employees and, therefore, enjoy the benefits of being an official employee (e.g. health insurance coverage, paid time off, FMLA).

For those who are independent contractors, “splits” between 40%/60% and even as high as 30%/70% (i.e. where 70% of the earnings goes to the clinician and 30% gets diverted to the business to sustain the practice) are common. However, just like any other field, two businesses that offer the same service are going to do things very differently. So, the key is to find a fit and culture that is best for you. (More on what questions to ask a practice for whom you are considering working later, so stay tuned!)

The Future

With the global pandemic of COVID-19 creating both a mental health crisis and an expectation for telehealth services, I suspect we will only see more people looking to go into private practice and more private practices wanting to add clinicians. For me, the future looks like a blend of doing clinical social work and also continuing my consulting business that helps people to start and grow their private practice. This consulting business is one I started after successfully starting my own private practice in 2017 in order to share my passion about how empowering private practice can be. For me, I will forever get to enjoy the beauty of private practice, whether it is offering mental health services or helping others to start and grow their own practices. And, I would not have it any other way.

Watch for these upcoming op-ed articles:

- The Pros & Cons of Private Practice as a Social Worker
- Private Practice as a Social Worker: Things to Ask (to not be taken advantage of) 

Thank You For a Successful 2024 Capitol Action Day

Hunter Young, BSW

On Thursday, March 21st, the NASW-MI hosted the annual Capital Action Day. Being hosted within the Michigan State Capitol building, Capital Action Day represents a time in which both professional social workers actively in the field and the future generation of social work students come together to participate in a series of lobbying regarding issues facing the profession.

This year, the highlighted bill being advocated for was the Social Work Licensure Modernization Act (HB 5184 & 5185). In brief, the act's purpose is to reduce barriers to entry into the social work profession and to increase the number of licensed social workers in Michigan to help address workforce shortages by restructuring the current licensing tier system to align it with the majority of other states and to eliminate the examination requirement.

The event began with an introduction to the attendants regarding the purpose of the act, as

well as relaying the importance of making such purposes understandable to the politicians who will soon be casting their votes for the act itself. Following this, the event proceeded to break out into different groups for the attendants to meet with various representatives and senators for the lobbying to begin.

Students and professionals met with members of the House Behavioral Health Subcommittee, including Representatives Brabec, Pohutsky, Glanville, MacDonnell, Rheingans, Edwards, Thompson, St. Germaine, and Schmaltz, as well as Senators including Sen. Chang, Huizenga, and Daley. Most legislators were supportive of the bills.

Overall, Capital Action Day created the opportunity for the social work community to come together and recognize the significance of advocating for our profession, and in doing so, advocating for ourselves. ☒

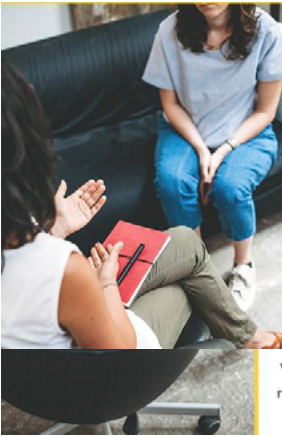




Join a New NASW-Michigan Workgroup/Committee!

NASW-Michigan membership includes the invitation to join our robust, member-driven Chapter workgroups and committees. From legislative action to clinical case studies, these groups provide a unique opportunity for both new and experienced members of the profession to connect, network and discuss important topics related to a specific area of practice to help shape the way social work looks for years to come.

We invite you to join!





**Michigan Social Work
PRIVATE PRACTICE
WORK GROUP**

**The first Friday of
each month
10-11:30am**

advocacy group for social
workers in private practice
to share information,
network, explore cases, and
advocate for issues
affecting their practice.







**Michigan Social Work
AGING/GERONTOLOGY
WORK GROUP**

**The first Friday of each month
1-2:30pm**

The Aging Work Group is composed
of gerontology social workers from
many fields of practice including
hospitals, nursing homes, mental
health, care management, private
practice, law offices and more.
Members pool their knowledge to
promote sound social policies, share
the latest trends in the field and
provide valuable connections across
agencies and regions.







**SOCIAL JUSTICE & ANTI-
RACISM COMMITTEE**

**Meets the 2nd Tuesday of
each month from 5:30-
7pm.**

The committee works to
deconstruct, disrupt, and
dismantle racism within the
social work profession in
Michigan.





**Click the
image to
join!**




**Michigan Social Work
WORKING CONDITIONS
AND WORKFORCE
COMMITTEE**

**The fourth Thursday of
each month
12-1:00pm**

To educate, empower, and support social workers to improve their working conditions. To gather data and worker experiences pertaining to our working conditions and share that information with social workers, law makers, and the general public.





**Michigan Social Work
LGBTQ+ SOCIAL
WORK COMMITTEE**

**The first Tuesday of
each month
12-1:00pm**

The LGBTQ+ Committee aims to be a safe, brave and supportive space for LGBTQ+ identifying social workers and their allies. This will be a space for community advocacy, discussion of LGBTQ+ social justice initiatives, and education opportunities for different subsets of the queer and trans and gender diverse/nonconforming community.





**LEGISLATIVE & SOCIAL
POLICY (LSP) COMMITTEE**

**Meets the 3rd Friday of
each month from 12-1pm.**

LSP works to develop positions on social and legislative action, introduce social work policy initiatives, and develop the Chapter's legislative advocacy agenda.

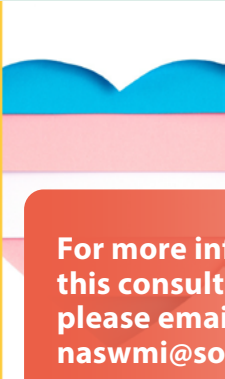




**Consultation Group For
CLINICAL WORK WITH
TRANSGENDER
CLIENTS**

**The third Friday of
each month
3:30-5:00pm**

This group aims to bring together social workers of all experience levels who are currently working with members of the transgender community. Structured in a peer consultation format, allowing attendees to explore cases and questions that have come up in practice.



**For more information about
this consultation group,
please email dbreijak.naswmi@socialworkers.org**

Congratulations to the Class of 2024 Spring/Summer

Regina Addington
Megan Adolph
Ishah Ahmed
Tasneem Alahmadi
AAshahla AlAli
John Allen
Elizabeth Alpert
Mallory Andrews
Andrew Arche
Tiara Armstrong
Gisel Arriaga Barrios
Abigail Austin
Kendra Avila
Ashley Baesl
Oumie Bah
Chris Bannister
Brooklyn Barton
Jonathan Bates
Nour Bazzi
Carley Beattie
Bridget Beckman
Isabel Best
Lindsey Bilkey
Anna Birdsall
Chandal Blackman
Renee Blaze
Karley Blumke
Sean Boatman
Ashley Bobzean
Riley Box
Mollie Brandell
Lauren Bresky
Joelle Brown
Yolanda Brown
Eugenia Bryant
Payton Bucki
Anna Burns
Destiny Burns
Miranda Byl
Tojyanna Caldwell
Eleanor Cavey
Anisa Cekrezi
LaNylah Chavarria

Taara Clarke
Brandy Coates
Tiffany Collier
Haley Conklin
Kayley Corneau
Brian Cornett
Erin Cravens
Teresa Crosby
Lydia Danks
Tracey Davis
Morgan DeRidder
Kaitlin Diekman
Hannah Dimatteo
Jeffra Dittmar
Kellen Dowker
Sam Draves
Olivia Drys
Eddie Dunn
Staci Ellerby
Karen Elsbury
Mercedes Emard
Artavia Epperson
Jennifer Erickson
Michelle Evangelista
Jenise Evans
Tammy Ewing
Syeda Shumi Ferguson
Lori Fletcher
Elainie Fleury
Jacob Foster
Christina Fox
Lydia France
Gabrielle Fusco
Renee Gagnon
Devin Galex
Sydney Garlitz
Alice Gawlinski
Brittany Gehringer
Summer Gillies
Noel Gladding
Aaron Glover
Katelyn Goff
Bonnie González

Chelsea Good
Mallory Gould
Madison Graber
Autumn Gratti
Grace Green
Olivia Green Breanna Gross
Joanna Gunn
Brittany Guyton
Irma Guzman
Lucinda Hahn
Meg Halstead
Noor Hassan-Contreras
Kristen Hayes
Tayler Heath
Alissa Hect
Cathy Hendrix
Claire Henrys
Jessica Hernandez
Lyssa Hill
Kaycie Hill-cassibo
Shannon Hopson
Isabelle Houseman-Harger
Cassandra Huerta
Kathleen Isaac
Emily Jackson
Gillian Jackson
Givaunni Jackson
Katharine Jackson
Stephanie Jamieson
Joy Jennings
Bronwen Jesswein
Dana Johnson
Jacquin Johnson
Victoria Johnston
Domonique Jones
NaQuana Jones
Bethany Karn
Lance Kehr
Amy Kelley
Elizabeth Kjar
Brittany Klemish
Wendy Kopitsch
Marissa Kostick

Sarah Kozminski
Emma LaBarre
Aaron Ladouceur
Katie Lamers
Tabitha Landon
Erin Lane
Isabella Lavorata
Jessica Leacher
Hee Su Lee
Angela Leedy
Rebecca Lewis
Ashley Lint
Lisa
Nicole Lockwood-Womack
Cherie Long
Kara Mahoney
Marcie Maleport
Ellie Maly
Molly Martin
Julie Mata
Amanda McConvey
Alanah McDaniel
Alyssa McPherson
Debra Meier
Jeanne Meyers
Nicholas Middaugh
Elizabeth Mishler
Reilly Mitchell
Deondra Mohead
Catherine Morgan
Anita Mosher
Erika Moss
Alexis Moulton
Naieemah Muhammad
Brian Muir
Kaitlin Mulvihill
Jodi Mundy
Emily Munsell
Katherine Myers
Lisa Neilson
Renee Nelson
Stacey Nelson
Charles Newburry

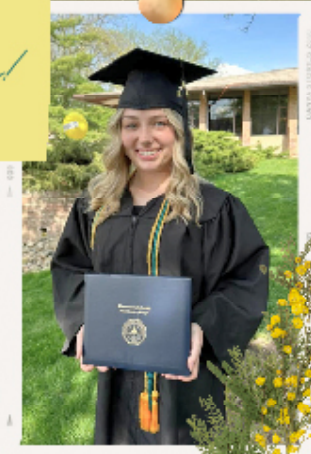
Congratulations to the Class of 2024 Spring/ Summer

Kevin Nguyen
Chloe Nicholls
Sydney Nowak
Samantha O'Dowd
Margaret Odoherty
Samantha Oliver
Rebecca Olivier
Silas Ortiz
Michael Oswald
Madeline Overla
Emilee Owens
Chidimma Ozor Commer
Rebecca Parrish
Anna Pascoe
LeighAnna Passeno
Chapri Paulateer
Emily Pepper
Faith Perdue-Schertzing
Amanda Piglowski
Jolie Piper
Ryan Pishalski
Sara Pitchford
Micah Pratt
Lily Price
Kendra Pyle
James Rawson
Elisabeth Renshaw
Sade Richardson
Caysie Ringkvist
Jordan Rios
Karen Riptoe
Courtney Rivers
Nicole Rodriguez
Cassandra Rogers
Jessica Rumsey
Sophia Salguero
Louis Sarten
Rachel Savur
La'Risha Scott
Eleanore Sculati
Daniel Shadduck
Jennifer Sitto
Kaylin Smith
Carlene Solar
Amber Speedy

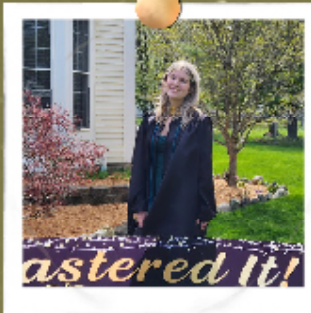
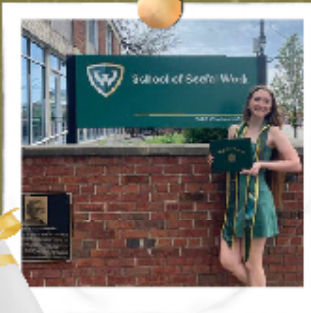
Alanna Sredzinski
Melissa Stephen
Sydney Stilson
Lori Stone
Lauren Strickland
Elizabeth Sutton
Jacob Sykes
Stephanie Tebben
Kyla Termolen
Susan Thompson
John Tiseo
Madlynn Tortomasi
Olivia Trombley
Natalie Trout
Essence Uke
Anna Valdez
Maggie Van Heemst
Dorothy Vandekieft
Megan Vandenboss
Steven VanderBor
Kaitlin Vinnedge
Eva Vogel
Claudia Wacker
Kimberli Wakley
Mikenzi Walker-Jeffrey
Abbie Walters
Ellie Ward
Toby Ward
Madisyn Warner
Alyssa Waters
Victorija Webb
Jessica Weick
Tasha Welch
Grace Weller
Larry West
Colby Whitaker
Kristy Williams
Tara Williams
Elizabeth Wingard
Nick Winter
Ellie Woods
Kau Zong Yang
Alicia Young
Nathan Zarembo
Aunastasia Zsidiewicz



*Happy
Graduation!*
- Class of 2024-



Congratulations



Join NASW-Michigan for the 2024 Election Series

As we move into what will be a whirlwind of an Election year, join NASW-Michigan for the 2024 Election Series.

How to Be Involved in Elections & Social Work Ethics (1.5 Ethics CEs) - Virtual

Voter participation is a social work issue! The NASW Code of Ethics standard states: Social workers should facilitate informed participation by the public in shaping social policies and institutions. Learn how you can help get out the vote in your community.

- Friday, July 12th from 10:30-12pm
- Free for Members | Non Members \$15

Social Work Policy & Advocacy Priorities (1.5 CEs) - Virtual

The social work profession was founded in social change. Throughout the profession’s history, social workers have sought to ensure that all people have equal access to the resources and opportunities that allow them to meet their basic needs. NASW upholds this challenge by

advocating for the association to members of Congress and regulatory agencies that so often hold the authority to influence policy.

- Friday, September 13th from 10:30-12pm
- Free for Members | Non Members \$15

Legislative Education and Advocacy Day (6.5) - Virtual

NASW Michigan is committed to working across sectors and advocating policies, legislation, and programs that promote justice and racial justice. LEAD is a day-long conference that educates 800-1000 social workers from across the state on the most critical and current issues in the field.

SAVE THE DATE

Thursday, October 17th from 9am-4:30pm

Election Recap - Virtual

Hear the latest news and results from the 2024 Election.

- Thursday, November 7th - Time TBD ☒

2024 Election Series

July
12



Voter
Engagement and
Social Work
Ethics
1.5 Free CEs

Sept
13



Policy and
Advocacy
Priorities
1.5 Free CEs

Oct
17



Legislative Education
and Advocacy Day
6.5 CE Credits



WWW.NASW-MICHIGAN.ORG/EVENTS

COVID-19 Vaccine Confidence Trainings, Resources & News



Social Workers Support Informed Vaccine Decision-Making

Join NASW's national Connect to End COVID-19 effort, a CDC-funded initiative to support social workers and their clients in informed vaccine decision-making. Complimentary webinars and CEs available.

[Learn about Connect to End COVID-19](#)

Every day many more people are becoming partially or fully vaccinated, but there are many others who have not been vaccinated, despite the demonstrated safety of the vaccines and their high degree of effectiveness in preventing severe illness and death.

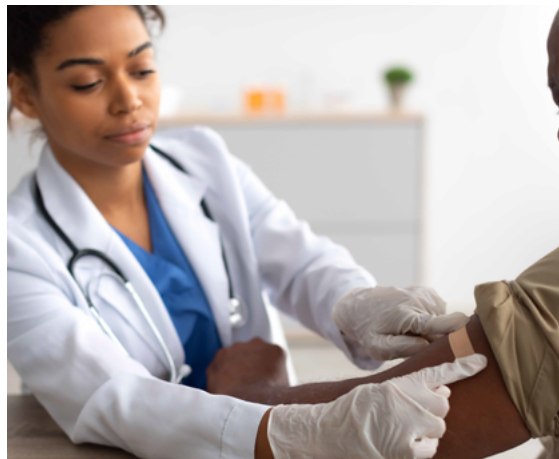
Social workers, as professionals who provide services in a wide range of community settings, and who are trusted messengers, are in a unique position to promote COVID-19 vaccine confidence, access, and uptake — particularly among populations with low vaccination rates and higher vulnerability to severe forms of infection.

NASW and the NASW Foundation are partnering with the Health Behavior Research and Training Institute (HBRT) at The University of Texas at Austin Steve Hicks School of Social Work in a Centers for Disease Control and Prevention-funded (CDC) initiative to support social workers and their clients in informed vaccine decision-making.

New On-Demand Training Opportunity

COVID-19 Year 5: Are We Prepared for the Next Pandemic? 1.5 FREE CE Credits

As we enter the fifth year of the COVID-19 pandemic, which has claimed over 1.1 million American lives to date (most of



them unvaccinated), social workers are understandably eager to put this public health crisis in the rearview mirror. But as experts on the traumatic impacts of these disasters, and the complex psychosocial and related factors in disaster response, social workers have a unique professional obligation to consider: How can we best prepare for the next pandemic?

Dr. Osterholm, founding Director of the Center for Infectious Disease Research and Policy and advisor to the Biden Administration on COVID-19 response, will discuss lessons learned from current and prior pandemics, and the hard truths about what it will take to prevent a catastrophe worse than COVID-19. Importantly, he will discuss the crucial leadership role of social workers in pandemic preparedness and response.

What do these trends this mean for our preparedness—as a profession and as a society—for the next pandemic? How can social workers continue to play a leadership role in preventing further harms and losses due to COVID-19?

Speakers:

- Michael Osterholm, PhD, MPH, Director of the Center for Infectious Disease Research and Policy (CIDRAP) at the University of Minnesota
- Anna C. Mangum, MSW, MPH, Senior Health Strategist, with the Health Behavior Research and Training Institute at the University of Texas/Austin Steve Hicks School of Social Work

COVID-19 Vaccine Confidence Trainings, Resources & News

- Moderator: Gwen Bouie-Haynes, PhD, LMSW, Connect to End COVID-19, Special Populations Coordinator

This webinar was recorded on May 8, 2024.

[Register for this Complimentary Self-Study Training](#)

In the News & Resources

- CDC Recommends Additional COVID-19 Vaccine Dose for Adults Aged 65+.
- The CDC recommends adults ages 65 years and older get an additional updated 2023-2024 COVID-19 vaccine dose, which can provide increased protection to older adults, who are at highest risk of severe illness due to COVID-19.
- Adults 65 years and older are disproportionately impacted by COVID-19, with more than half of COVID-19 hospitalizations during October 2023 to December 2023 occurring in this age group.
- According to the CDC, individuals with underlying conditions, advanced age, or higher-risk circumstances may benefit the most. [Learn more](#)
- COVID-19 Vaccination Coverage, and Rates of SARS-CoV-2 Infection and COVID-19–Associated Hospitalization Among Residents in Nursing Homes.
- During the 2023–24 respiratory virus season, nursing home residents continued to have high rates of COVID-19–associated hospitalization, and up-to-date COVID-19 vaccination coverage remained low.
- Only 41% of nursing home residents were up to date with COVID-19 vaccination by February 2024. [Learn more](#)

Vaccine Resource Hub

Access hundreds of free and accurate educational materials to support vaccination in your community.

Explore the latest trending topics, browse by language or resource type, or create your own targeted research based on your community's needs. The Vaccine Resource Hub is your one-stop-shop for accurate, community-tailored material about adult-recommended vaccines.

[Learn more](#)

2024 Child, Adolescent and Adult Immunization Schedule MMWRs Released

MMWR published two reports summarizing 2024 updates to CDC Immunization Schedules:

- [Advisory Committee on Immunization Practices Recommended Immunization Schedule for Children and Adolescents Aged 18 Years or Younger —United States, 2024](#)
- [Advisory Committee on Immunization Practices Recommended Immunization Schedule for Adults Aged 19 Years or Older—United States, 2024](#)

The 2024 Child and Adolescent Immunization Schedule includes new recommendations for respiratory syncytial virus (RSV) vaccine, RSV monoclonal antibody, Mpox vaccine, 20-valent pneumococcal conjugate vaccine, and pentavalent meningococcal vaccine.

The 2024 Adult Immunization Schedule includes new recommendations for RSV vaccine, Mpox vaccine, and pentavalent meningococcal vaccine.

Both schedules also include updated recommendations for 2023-2024 formula COVID-19 vaccine, influenza vaccines, and inactivated poliovirus vaccine (IPV).

The resources below can help patients understand recommended vaccines for adults and children:

- [English](#) and [Spanish](#) Easy-to-Read Schedules
- [Childhood and Adolescent Assessment Tool](#)
- [Adult Vaccination | CDC](#)



The HHS Bridge Access Program will continue to ensure access to COVID-19 vaccines and treatments for the uninsured through August 2024.

Learn more about the Bridge Access Program below:

- [COVID-19 Resources for Social Workers](#)
- [NASW Supports COVID-19 Vaccination Requirements and Strongly Urges All Social Workers to be Fully Vaccinated Against COVID-19](#)
- [Vaccine Education: CDC Grant will help Train Social Workers to Inform Clients, Communities-Social Work Advocates](#)
- [Shifting the Narrative: COVID-19 and the Trauma-Informed Workplace](#)

- [Social Workers and the COVID-19 Vaccine](#)
- [Vaccine Confidence Resources](#)

CDC/HHS Funding

This project and email are supported by the Centers for Disease Control and Prevention of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling \$3.3 million with 100 percent funded by CDC/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by, CDC/HHS, or the U.S. Government. ☒

Happy Pride Social Workers



LGBTQ+ Committee Seeks Volunteers for Upcoming Pride Celebrations.

Each summer, thousands of Michiganders from across the state joyfully celebrate all of the beautiful

identities of our LGBTQ+ community. Pride events (from rallies, to parades, to picnics, to festivals) create spaces where LGBTQ+ individuals and their family and friends can bring their whole selves to celebrate, advocate and march in the streets and declare: We are here. We are visible. We are proud!

NASW-Michigan's LGBTQ+ Social Work Committee is seeking volunteers to help us table at events across the state starting in June. NASW-Michigan hopes to be present at as many celebrations as possible, and we need your help!

Some of our potential tabling opportunities:

- Ferndale - June 1
- UP Rainbow Pride (Marquette) - June 08
- Motor City (Detroit) - June 8 and 9
- Great Lakes Bay (Bay City) - June 22
- Grand Rapids - June 22

- Lansing - June 22
- Ann Arbor - August 3
- Macomb - August 17
- Up North Pride (Traverse City) - September 25-29

Volunteers should be available for a couple of hours of the day to interact with event attendees, hand out goodies, and represent the social work profession proudly! All materials will be provided by NASW-Michigan.

If you are interested in volunteering, please complete this [short form](#).



NASW-Michigan will be spotlighting members of the Michigan LGBTQIA2S+ social work community through their communication channels throughout Pride Month 2024. [Complete the form](#) for a chance to be featured or nominate someone you admire (*with their consent, of course!*)

NASW-Michigan Hosts Virtual Social Work Ethics Institute

On Friday, May 3, 2024, social work professionals from around the United States and Canada gathered virtually for an enlightening full-day webinar on social work ethics. Featuring esteemed experts and leaders in the social work profession, the training aimed to deepen understanding and provide practical guidance on ethical issues faced by social workers today.

Keynote Speakers and Panelists:

- Frederic G. Reamer, Ph.D. Professor, School of Social Work, Rhode Island College
- Judy Krause, LMSW. NASW-MI Ethics Committee
- Shelley Ovink, LMSW, ACSW. NASW-MI Ethics Committee
- Bridie Johnson, LMSW, CAADC, QMHP. NASW-MI Ethics Committee
- Susan Radzilowski, MSW, LMSW, ACSW, IMH II. NASW-MI Ethics Committee
- Janice Firn, PhD, MSW, HEC-C. NASW-MI Ethics Committee
- Ayesha Ghazi Edwin, LLMSW, CLSSGB. Ann Arbor City Council
- Matt Dargay, MSW. Michigan House of Representatives
- Sean Rositano, LLMSW-Macro. Michigan House of Representatives
- Julie Weckel, ACSW, LMSW-Clinical. Geriatric Connections.
- Ashley Carter Youngblood, LMSW, LMFT, CIMHP, CNRC, ADS, NNP. Inner Peace Counseling.
- Adam Cecil, LMSW-Clinical. Packard Health.
- Jordan Freeman, LMSW-Clinical. NASW-MI Workforce Program Manager

Dr. Fred Reamer delivered the opening keynote presentation, "Ethical Challenges in Contemporary Social Work: Essential

Knowledge for Cutting-Edge Issues." He discussed standards across state lines, artificial intelligence, duty to warn, HIPAA disclosure, and documentation standards. Dr. Reamer also explored case studies that illustrated the application of ethical principles in real-world scenarios and news examples, providing attendees with a robust framework and contextual understanding for ethical decision-making.

In the morning panel featuring NASW-MI Ethics Committee Members and moderated by NASW-MI Executive Director, Duane Breijak, LMSW-Macro, the conversation delved into "Navigating Complex Ethical Challenges" such as boundaries and dual relationships, telehealth, practice considerations in rural areas, telehealth platforms, and gender affirming bans. The panelists discussed how social workers can build a support network as they navigate ethical dilemmas, the resources and professional support available, and how to get involved in ethics work.

Followed by a panel discussion on "The Ethics of Advocacy," attendees had the opportunity to engage with the speakers during an interactive Q&A session moderated by NASW-MI Board President Fatima Salman, LLMSW-Macro. Questions ranged from the intersection of advocacy and ethics in their specific macro sphere to campus organizing and advice for social workers wanting to get more involved in the legislative and advocacy space. The speakers offered thoughtful insights and practical advice, making the session highly informative and engaging.

In the closing session, clinically-focused panelists provided social workers with valuable knowledge and tools to navigate ethical dilemmas in their practice, including navigating dual relationships, chronic isolation, and creating networks of ethical support. The event underscored the essential role of the Code of Ethics in social work practice, highlighted the collective responsibility of social workers to uphold the highest standards of ethical conduct, and reiterated the importance of staying connected with professional networks for support and guidance. ☒



SAVE THE DATE

LEGISLATIVE EDUCATION & ADVOCACY DAY

THURSDAY **17** OCTOBER
2024

Virtual

nasw-michigan.org

Upcoming Networking and CE Events

NASW-Michigan is excited to offer a host of networking and educational programs throughout the year, often free or heavily discounted for NASW members! Visit www.nasw-michigan.org/events to view all upcoming events and to register. All NASW-Michigan CE courses also qualify for MCBAP credits.



Region 5 Coffee with Social Workers (Midland)
Monday, July 1, 2024
from 7:30-8:30am

Michigan Board of Social Work Meeting (Lansing, MI or Virtual).
Tuesday, May 28, 2024 from 9:30-11:30am

Social Work LGBTQ+ Committee Meeting (Virtual). Tuesday, June 4, 2024 from 12-1pm



Region 4 Coffee Time
Friday, June 7, 2024
from 9:00-10:30am

Private Practice Workgroup Meeting (Virtual).
Friday, June 7, 2024 from 10:00-11:30am

Aging/Gerontology Workgroup Meeting (Virtual). Friday, June 7, 2024 from 1-2:30pm



June Lunch Series (Virtual) - 1 CE.
Tuesday, June 11, 2024 from 12-1pm.

Social Justice and Anti-Racism Committee Meeting (Virtual). Tuesday, June 11, 2024 from 5:30-6:30pm

Michigan Political Action for Candidate Election (MPACE) Committee (Virtual). Thursday, June 13, 2024 from 1:30-2:30pm



2024 NASW National Conference (Washington, DC & Virtual). June 19-22, 2024

Legislative & Social Policy Committee (Virtual). Friday, June 21, 2024 from 12-1pm

Consultation Group for Clinical Work with Transgender Clients (Virtual). Friday, June 21, 2024 from 3:30-5pm



Region 4 Coffee Time
Sunday, June 30, 2024

Licensure Exam Institute (Virtual). Sunday, June 30, 2024



Region 5 Coffee with Social Workers (Au Gres) Monday, July 1, 2024 from 7:30-8:30am

Social Work LGBTQ+ Committee Meeting (Virtual)
Tuesday, July 2, 2024 from 12-1pm

Michigan Affirming Therapist Clinical Consultation Group (Virtual)
Monday, July 8, 2024 from 3:30-5pm



July Lunch Series -- Disability Pride (Virtual) - 1 CE
Tuesday, July 9, 2024 from 12-1pm

Election Series -- Voter Engagement & Social Work Ethics (Virtual) - 1.5 CEs
Friday, July 12, 2024 from 10:30am-12:00pm



Region 4 Coffee with Social Workers (Ionia) Friday, July 19, 2024 from 9-10:30am

Legislative & Social Policy Committee (Virtual)
Friday, July 19, 2024 from 12-1pm

Social Work Working Conditions and Workforce Committee (Virtual)
Thursday, July 25, 2024 from 12-1pm

Michigan Board of Social Work Meeting (Virtual or Lansing)
Tuesday, July 30, 2024 from 9:30-11:30am

Private Practice Workgroup Meeting (Virtual)
Friday, August 2, 2024 from 10:00-11:30am

Aging/Gerontology Workgroup Meeting (Virtual)
Friday, August 2, 2024 from 12:30-1:30pm



Region 5 Coffee with Social Workers (Gladwin) Monday, August 5, 2024 from 8:00-9:00am



Working with Erotic Differences Couples Face in the Bedroom (Virtual) - 3 Ethics CEs
Tuesday, August 6, 2024 from 10:00am-1:00pm

Social Work LGBTQ+ Committee Meeting (Virtual)
Tuesday, August 6, 2024 from 12-1pm

Michigan Affirming Therapist Clinical Consultation Group (Virtual) Monday, August 12, 2024 from 10:00-11:00am

August Lunch Series -- Topic TBD (Virtual) - 1 CE
Tuesday, August 13, 2024 from 12-1pm

Social Justice and Anti-Racism Committee Meeting (Virtual)
Tuesday, August 13, 2024 from 5:30-6:30pm



Region 4 Coffee with Social Workers (Grand Rapids) Friday, August 16, 2024 from 9-10:30am

Legislative & Social Policy Committee (Virtual)
Friday, August 16, 2024 from 12-1pm

Upcoming Networking and CE Events

Social Work LGBTQ+ Committee Meeting (Virtual)

Tuesday, September 3, 2024 from 12-1pm

Private Practice Workgroup Meeting (Virtual)

Friday, September 6, 2024 from 10:00-11:30am

Aging/Gerontology Workgroup Meeting (Virtual)

Friday, September 6, 2024 from 12:30-1:30pm

Michigan Affirming Therapist Clinical Consultation Group (Virtual)

Monday, September 9, 2024 from 10:00-11:00am



September Lunch Series -- Social Workers Experiencing Suicidal Ideation (Virtual) - 1 CE

Tuesday, September 10, 2024 from 12-1pm

Election Series -- Social Work Policy and Advocacy Priorities (Virtual) - 1.5 CEs

Friday, September 13, 2024 from 10:30am-12:00pm

Legislative & Social Policy Committee (Virtual)

Friday, September 20, 2024 from 12-1pm

Michigan Board of Social Work Meeting (Virtual or Lansing)

Tuesday, September 24, 2024 from 9:30-11:30am

Social Work LGBTQ+ Committee Meeting (Virtual)

Tuesday, October 1, 2024 from 12-1pm

Private Practice Workgroup Meeting (Virtual)

Friday, October 4, 2024 from 10:00-11:30am

Aging/Gerontology Workgroup Meeting (Virtual)

Friday, October 4, 2024 from 12:30-1:30pm

October Lunch Series -- Perinatal Mood Disorders (Virtual) - 1 CE

Tuesday, October 8, 2024 from 12-1pm

Michigan Affirming Therapist Clinical Consultation Group (Virtual)

Tuesday, October 8, 2024 from 5:30-6:30pm

Social Justice and Anti-Racism Committee Meeting (Virtual)

Monday, October 14, 2024 from 10:00-11:00am



Legislative Education and Advocacy Day (LEAD) (Virtual)

Thursday, October 17, 2024

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- Organizational Partnership Opportunities
- Digital Newsletter Advertising (Classified)

nasw-michigan.org/advertising

Private Practice: Students and New Graduates

Malinda Dobyne, LMSW, ACSW, QCSW



In recent years, social work students and new graduates are flocking to the world of private practice. This environment fosters enhancement of clinical knowledge, self-awareness, and most importantly, adequate time for therapeutic rapport

building. In addition, work-life balance with a flexible schedule, choices in clientele, and an attractive salary range are some other perks. My colleague Ashley Carter Youngblood who is a fully licensed social worker and marriage and family therapist in the state of Michigan, and I will be writing a series of articles exploring the cost-benefit analysis of private practice. Our goal is to provide important information to consider when answering the questions, is private practice for me and do I have the necessary knowledge, skills, and abilities to be successful?

To begin this discussion, it is important to reacquaint ourselves with the National Association of Social Workers (NASW) Code of Ethics. On October 13, 1960, the first edition of NASW Code of Ethics was approved by the NASW Delegate Assembly (2024). Since its initial approval, the NASW Code of Ethics has gone through seven revisions, each of which enhances the standards and principles based on our professional organization missions and core values (2024). Now, let's reflect on these values and ethical principles.

In our profession, there is a consensus that asking for mental health and/or substance abuse services is difficult. As social workers, we value human beings and desire to reduce if not eliminate human suffering. We exhibit and take pride in ensuring individuals are treated with respect, dignity, and worth. Addressing human suffering requires compassion and human connection through collaborative and therapeutic processes. This speaks to the social work value of caring for people in a social construct while personally expecting

nothing in return. Those we serve rely heavily on our integrity and competence to provide the assessed and recommended treatment. Our job is to help and not further harm others whether individually and/or collectively.

I have the honor and pleasure to provide clinical supervision for those seeking full licensure and be a field instructor for Master of Social Work (MSW) students. The State of Michigan department of Licensing and Regulatory Affairs (LARA) for social work, require Limited Licensed Master's Social Workers (LLMSW) to complete 4000 hours of relevant work experience and receive clinical supervision from a Licensed Master's Social Worker (LMSW) (2024). For MSW students, the Council on Social Work Education (2024) requires a "minimum of 900 hours of supervised field instruction." Due to the brevity of clinical experience, a new graduate entering private practice must ask, is this enough experience?

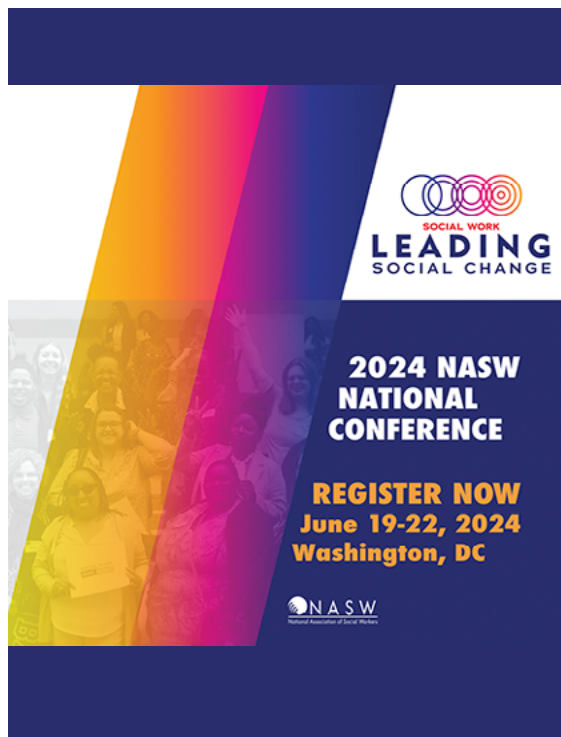
My experience has afforded me the opportunity to observe the dialectics of integrity and competency in students and inexperienced clinicians providing care. This dialectic can be conceptualized in terms of one's intent versus impact on the person(s) being served. For example, the intent of an assessment is to gather information on client needs and make treatment recommendations. A client can walk away from the assessment feeling genuinely heard and understood or interrogated and blamed. The latter is clearly not the intent but the impact. To further illustrate the negative impact, I leave you with some common comments from clients and patients I've worked with over the years: internships are not "real" work, helping me isn't reading a book about my problems and telling me what to do, "I can do a better job" helping myself" using Google and self-help books" and the most poignant a therapist has to "earn their stripes like a barber." Our integrity and competency are an "ART" that takes time to develop and enhance over time. Stay tuned to the next article where I will cover ethical responsibilities to clients, colleagues, and the practice setting.

Private Practice: Students and New Graduates

Malinda Dobyne, LMSW, ACSW, QCSW, has provided mental health care for over 30 years in home and hospital settings, as well as 20+ years in the private practice setting. Currently, she is employed full-time as a Clinical Director and Social Work Supervisor for a partial hospitalization program in Michigan. Additionally, Malinda is the founder and owner of Inner Guidance Therapy and Consultation Services, PLLC and provides psychotherapy, clinical supervision, peer consultation, and mental health awareness workshops. She can be contacted at mdpllc@theanswersarewithinyou.com.

REFERENCES

- Council on Social Work Education (2024, March 16). [Social Work Education at a Glance](#).
- National Association of Social Workers (2024, February 8). [Code of Ethics](#).
- National Association of Social Workers Michigan Chapter (2024, March 16). [How many work hours do limited licensees have to complete?](#) ☒



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www.nasw-michigan.org/networking

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Email Blast Opportunities
Mailing List/Label Rental
Digital Newsletter Advertising (Display)
Educational Event Exhibiting
Organizational Partnership Opportunities
Digital Newsletter Advertising (Classified)



2024 Social Work Students of the Year



Bryce Aguilar, BSW
University of Michigan - Flint



Noemi Mendez, MSW
Western Michigan University



Anna Obi, MSW
Grand Valley State University



Jahne Gollman, BSW
Eastern Michigan University



Briana Lamont, BSW
Siene Heights University



Courtney Winter, BSW
Cornerstone University



Melody Montgomery, MSW
Madonna University



Sara Pitchford, BSW
Madonna University



Carlton Thompson, MSW
Ferries State University



Chelsea Campbell, BSW
Oakland University



Sydney Nowak, BSW
Wayne State University



Tristan Waechter, MSW
Spring Arbor University



Kendra Grafenauer, BSW
Northern Michigan University



Leslie Rodriguez, MSW
Andrews University



Cherie Long, BSW
Saginaw Valley State University



Freddie Baker, BSW
Hope College

2024 Social Work Students of the Year



Givaunni Jackson, MSW
Michigan State University



Eddie Dunn Jr., MSW
Saginaw State Valley University



Abigail Brown, BSW
Kuyper College



Dana Selin, MSW
Northern Michigan University



Chapri Paulateer, MSW
Oakland University



Maddi Mahar, BSW
Michigan State University



Charis Bly, MSW
Eastern Michigan University



Daniela Centeno, BSW
Grand Valley State University



Madison Berwald, BSW
Central Michigan University



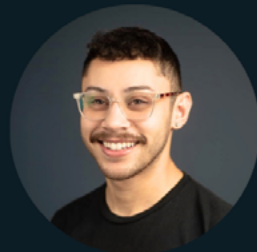
Melanie Parangalan, BSW
Calvin University



Amber Slaby, BSW
Spring Arbor University



Al Alley, BSW
Ferries State University



Kevin Nguyen, MSW
University of Michigan



Morgan Williams, BSW
Andrews University



Dorothy VandeKieft, MSW
Wayne State University



Kristen Hayes, BSW
University of Detroit Mercy

Welcome to the Association

NASW-Michigan welcomes our newest members! The following social workers joined the Michigan Chapter in March, April, and May:

Bryce Aguilar
Diana Albers
Gregory Allen
Alyssa Alley
Yasmen Alsuraïmi
Wesley Arthur
Renee Augustyn
Freddie Baker
Brooke Bandy
Meghan Banfield
Caitlyn Barry
Nick Behnke
Tim Beimers
Jenna Bellows
Kaylee Beltinck
Megan Benkert
Jennifer Benway
Marissa Berry
Madison Berwald
Natalie Blackmond
Anna Boesch
Chelsea Booker
Latoya Bournes
Jamie Braden
Olivia Brandt
Megan Bronstein
Andrew Brooks
Kylie Brown-Pennington
Justin Burk
Samantha Burnett
Maddisen Cardwell
Kimberly Carpenter
Daniela Centeno
Tanya Chappell
Charles Elias
Larissa Clark
Regina Clemons
Laura Clinton

Kennedy Conway
Jamie Cooper
Maleigha Coronado
Leon Cross
Jesus Cruz-Navarro
Mackenzie Dalgord
Scott Darda
Madisyn DeHorn
Susan Depowski
Ireana Destiney
Timzetta Dickson
Autumn Dietzel
Zoe Doss
Robert Dover
Ryan Duff
Emily Dybowski
Lindsay Fernandez
Kristin Fiore
Kelly Flores-Mendoza
Katelynn Foster
Kevin Foust
Margaret Frost
Deena Gelfond
Porche Gilbert
Denise Glenn
Rylee Golas
Jahne Gollman
Tia Golson
Barbara Goss
Kendra Grafenauer
Jennifer Green
Andy Grossmeyer
Mackenzie Hamann
Christopher Hamme
Mercedes Hanes
Hannah Hannachi
Alecia Hardaway
Amanda Harns

Rachel Harris
Felicia Hayden
Jennifer Heath
Tim Held
Laura Huggins
Trista Hylko
Cat Hy Vo
Theodore Jay
Maria Jimenez
Dianna Johnson
Patrice Jonker
Megan Kamerman
Kevin Kaplan
Morgan Kelly
Samantha Kennedy
Dawn Kennedy Murray
Karen Ketterer
Emily Kilpatrick
Lily Kindle
Meghan Klanow
Crystal Knapp
Devon Knechtel
Barbara Krause
Heather Krystecki
Michelle Kujat
Katie Lane-Waters
Samantha Langley
Anna Lauer
Tania Leachman
Angela Leedy
Jennifer LePard
Sarah Lickiss
Mike Lints
Kalli Lockhart
Shaun Lowery
Alexia Lunetta
Lauren Lupinski
Carrie Lutze

Katie Maher
Marcie Maleport
Stephanie Mann
Alicia Mattiuzzo
Conner McCoy
Bridgette McLean-Shepard
Sarah Meeuwes
Riley Mehney
Neeshan Mehretu-Harmenil
Noemi Mendez
Christopher Merchant
Skylar Meyer
Chelsea Middlemiss
Morgan Miller
Michelle Molitor
Melody Montgomery
LeAndre Moore
Timothy Moore
Bailey Morgan
Zachary Mousseau
Megan Mueller
Sarah Murphy
Kyla Murray
Natalie Hammer
Bethany Nichols-LaFave
Janie Nickel
Eliza Orr
Phoebe Ostlund
MarieLuise Otteman
Laura Owens
Rebecca O'Brien
Alec O'Connor
Yianni Pallas
Wendi Paradine
Cassie Patel
Brittain Patton
Jacob Pelzer
Courtney Perkins

Jace Perroud
Heather Phillips
Brandy Pickens
Dylan Pogue
Megan Pomish
Lily Price
Tarah Propp
Kambria Pruitt
Sara Quashnie
Alex Rajewski
Sonya Ramey
Amber Rapelje
Sarah Richter
Leslie Rodriguez
Caitlin Rogell-Jones
Kristen Ryder
Nicholas Saarela
Sarah Scadding
Theodora Schild
Jayna Schmidt
Zoe Sernyak
Meghan Share
Ali Short
Emily Shupp Parker
Allison Smith
Angelia Smith
Kayla Smith
Mary So
Meghan Sobocienski
Renee Soenen
Jamie Soltysiak
Ellie Spitters
RaeAnn Sprague
Roxy Sprowl
Monica Starr
Brandon Stenger
Shelly Stewart
Deborah Stone

Alyssa Strasser
Jasmine Stroh
Christian Sutton
Peter Szymczakowski
Bethany Teague
Ataia Templeton
Alyssa Tetreault
Cameron Thomas
Carlton Thompson
Djinn Thompson
Stephanie Thornton
Madlynn Tortomasi
Fawziyyah Umrani
Reynier Urdaneta-Moreno
Yexenia Vanegas
David Verona
Corissa Wahr
Rhea Walden
Erin Walker
Paige Walker
Hannah Walsh
Cadence Warr
Camilla Watkins
Rachel Watson
Lija Wendt
Madelyn Wierenga
Linds Wilber
Emily Willoughby
Michelle Wilson
Courtney Winter
Kaitlin Witherspoon
Sarah Woodward
Elizabeth Wynne
Shai Ybarra
Lara Zammit
Stephanie Zwart

NASW-Michigan 2024 Sexual Code of Ethics Series



JOE KORT
PhD, LMSW-Clinical

TUESDAY
6 August, 2024

START AT
10:00AM - 1:00PM

**WORKING WITH
EROTIC
DIFFERENCES
COUPLES FACE
IN THE BEDROOM**

3 ETHICS CES | VIRTUAL

www.nasw-michigan.org/events

Working with Erotic Differences Couples Face in the Bedroom (3 Ethics CE)

Friday, August 6th from 10am-1pm ET

Finding agreement in the most sexual, sensitive areas in the bedroom can be challenging for couples. Clinicians are often challenged on how to work with couples around sexual issues due to lack of training and

experiences. Social workers can help couples open up about how their sexual activity is helped or hindered by certain actions or words during sexual encounters.

Presented by Joe Kort, PhD, LLMSW

Members \$45 | Non Members \$60 | Students \$20

From Sexual Trauma To Triumph: Helping Clients with Sexual Health after Trauma (3 Ethics CE)

Friday, December 3rd from 10am-1pm ET

Clients with sexual abuse histories often come to therapy with questions about their sexual expression and the obstacles they encounter in intimate relationships. Even well-trained trauma therapists often lack the language, comfort, and skill set necessary to assist their clients through this process. This workshop will provide concrete strategies to help trauma survivors live more sexually fulfilling lives.

Presented by Joe Kort, PhD, LLMSW

Members \$45 | Non Members \$60 | Students \$20

NASW-Michigan Mind-Body in Social Work Interest Group



The NASW-Michigan Chapter is exploring the idea of forming and hosting a virtual discussion forum/ interest group on mind-body concepts and strategies in social work practice. We are reaching out for your help in assessing the needs and interest of our membership.

The intent of this group would be to provide an opportunity for information exchange and

collegial support to those who are interested in mind-body strategies for self-care and social work service delivery.

This group would not be limited to Michigan social workers – instead, we would open it to all chapters. Positions for leadership in this interest group will be available to those who are interested. Meetings would likely be held quarterly.

Anyone interested in this topic can complete the interest form [here](#). We will follow up with all form respondents regarding the results of the survey.



STUDENT Ambassador Program

NASW-MICHIGAN CHAPTER



About the Program

Help shape the social work profession for students in Michigan by becoming a Student Ambassador! The Student Ambassador Program is an NASW-Michigan initiative that identifies student leaders from each social work program in Michigan who will serve as a link between their respective program and the National Association of Social Workers. It is our hope that through this initiative, a stronger working relationship will be created between the universities and the NASW-Michigan Chapter.

Details and Requirements

Term: September 2024 - May 2025

Time Commitment: Max 2-4 hours/month

- Student Ambassadors must be active NASW members by program start date
- Must be enrolled in an accredited BSW or MSW program
- Must be located in MI

Benefits

- Develop leadership skills by acting as a liaison between NASW-MI and your SSW
- Help shape the future of the SWK profession in Michigan
- Jumpstart your SWK career by networking with SWK students and professionals across the state
- Enjoy complimentary Chapter conference registration
- Be featured in/on Chapter newsletter, website, and social media
- Obtain a Certificate of Service from NASW-MI & more!

[Learn more + apply at bit.ly/naswmisap](https://bit.ly/naswmisap)

APPLY NOW



New Members Elected to the NASW-Michigan Board of Directors!

Thank you to all of our social work community who voted in this year's election. Learn more about the NASW-Michigan leadership at www.nasw-michigan.org/BofD.

The following new officers take their positions as of July 1, 2024:

First Vice President (Policy): Sade Richardson, *LMSW-Macro, MPH*

Member-At-Large: Melinda Holliday, *LMSW- Clinical*

BSW Student Representative: Cami Edmonds

MSW Student Representative: Stephanie Thornton

Region 6 Representative: Julia McClellan Presgrove, *MSW*

Region 7 Representative: Teresa Crosby, *MSW*

Region 10 Representative: Adam Cecil, *LMSW-Clinical*

Region 11 Representative: Jessica Campbell, *LMSW-Clinical*



Congratulations to the eight new members elected to the NASW-Michigan Chapter Board of Directors! We look forward to having your leadership, experience and initiative guide the social work profession in Michigan forward.



Sade Richardson



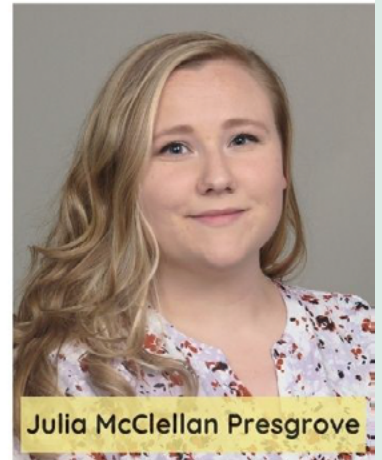
Melinda Holliday



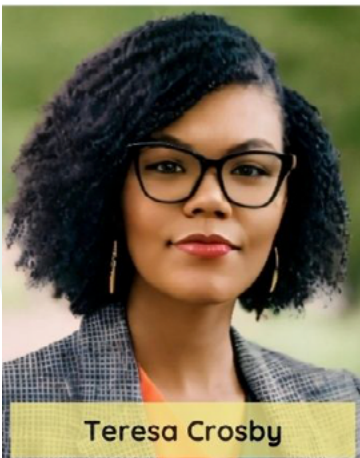
Cami Edmonds



Stephanie Thornton



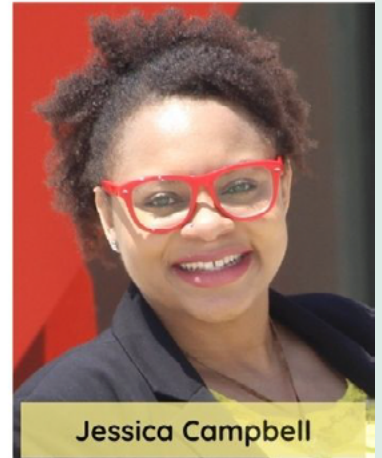
Julia McClellan Presgrove



Teresa Crosby



Adam Cecil



Jessica Campbell

Classifieds

Announcing the availability of a beautiful home divided into clinical offices on W. Grand River Avenue in East Lansing, MI. Equipped with charming offices, waiting rooms, small kitchen, some parking spaces, bathrooms, storage and handicapper access. Had belonged to a group of therapists recently retired. Lovely interior, hard wood floors, professionally painted, fantastic location near the heart of E Lansing and the MSU campus. Perfect as a professional work space and a great investment. Contact Musselman Realty, David Ledebuhr. 517-332-3582

Supervision for licensure by NASW certified CORE supervisor/clinical. 35 years experience in private practice. Reasonable. Kathyprevostacsw@aol.com | 989-792-2811

We invite you to visit the Mid-Michigan Business Charity Directory. Researching 24 Michigan counties, the directory lists all known businesses that offer grants, sponsorships, or donations. Also, the site includes philanthropy tools for your nonprofit that can enhance your organization. Developed by an MSU MSW alumni, it evolved into an expansive resource for the Mid-Michigan area. Visit the Mid-Michigan Business Charity Directory to sign up for free and explore!



National Association of Social Workers

MICHIGAN CHAPTER





nasw-michigan.org/store



National Association of Social Workers - Michigan Chapter

741 N. Cedar Street, Suite 100
Lansing, MI 48906

the Bridge

supporting, promoting, & advocating for professional social work practice & the social work profession

