



SOCIAL WORK

Strengthening the Fabric of Society

NASW-PA ANNUAL REPORT 2010–11

service | social justice | dignity & worth
relationships | integrity | competence



NASW-PA LEADERSHIP

OFFICERS

Chris Rich, LSW, ACSW
Gwen Phillips, LCSW
William Johnston-Walsh, MSW
Sarah Graden, LSW
Mike Fiore, LSW, HSV
Nina Wall-Coté, LSW

President
President-Elect
Vice President
Treasurer
Treasurer-Elect
Secretary

MEMBERS OF THE BOARD

Madeleine Mogle, LSW
Kathy Minnich, LSW
David McCarthy, LSW, ACSW
Brandy Fisher, LCSW
Matt Fino, LSW
Suzanne McDevitt, PhD
Christine Matthews, LSW, MBA, CLC
Ruth McNeil-Whittaker, LSW
Vacant
Nathaniel Morley, MSW
Tony Mastroianni, LSW
Daisi Dumas Eyerly, LSW
Vacant
Michelle Gudknecht

Brandywine Division Chair
Central Division Chair
Lehigh Valley Division Chair
North Central Division Chair
Northeast Division Chair
Northwest Division Chair
Philadelphia Division Chair
Philadelphia Division Rep I
Philadelphia Division Rep II
Southwest Division Chair
Southwest Division Rep
West Central Division Chair
MSW Student Representative
BSW Student Representative

CHAPTER COMMITTEE ON NOMINATIONS & LEADERSHIP IDENTIFICATION

Vacant
Vacant
Philip Arnold, LCSW
Vacant
Lloyd Lyter, PhD, LSW
Amy Gedrich, LCSW, ACSW
Jim Kuemmerle, ACSW
Patricia Savage, ACSW

Brandywine Division
Central Division
Lehigh Division
Northwest Division
Northeast Division
Philadelphia Division
Southwest Division
West Central Division

STAFF

Jenna Mehnert, MSW, ACSW
Amy Sagen, LSW, MSG, ACSW
Justin Fleming, BS
Christina Mortensen, LSW

Rebecca Davis, MSW
Alicia Newkam, AS
Mary Jae Seo
Stephanie Coleman

Christina Mortensen, LSW
Christina Reardon, LSW
Lilo Mueller

Executive Director
Associate Executive Director
Director of Government Relations
Director of Research
& Communications
Director of Membership
Continuing Education Assistant
Administrative Officer
MSW Intern

Editor-in-Chief
Editor
Graphic Designer

ANNUAL REPORT OF NASW-PA Activities 2010–11

The National Association of Social Workers is a membership organization that works to enhance the professional growth and development of social workers, to create and maintain social work standards, and to advance sound social policies.

In 2010–11, the Pennsylvania Chapter of the National Association of Social Workers (NASW-PA) engaged in advocacy on many levels. The purpose of this report is to document the efforts taken by NASW-PA members and staff.



Dear social worker,

Another year has passed, and NASW-PA has achieved a great deal toward our mission of advancing the social work profession and building sound social service systems. The social work community continues to grow and strengthen throughout the Commonwealth. Our growth is evidenced by a number of things, all of which are highlighted within this report.

One example of our community's growth lies within academia. Pennsylvania has the second largest number of Council on Social Work Education accredited programs. This year we added another program when Valley Forge Christian College completed accreditation. NASW-PA has spent much of this year working on partnerships and coalitions with the state's 42 accredited social work programs.

Social workers are a diverse group of professionals. Those differences can either strengthen our collective voice or silence it. This has been a year of strengthening. Several critical partnerships have been enhanced this year, including one between NASW-PA and the Pennsylvania Association of Undergraduate Social Work Educators (PAUSWE). PAUSWE is a committed group of BSW faculty members and students who have worked through their association to ensure the concerns of BSW-level practitioners are not ignored. NASW-PA and PAUSWE share many goals and have formed a strong partnership focused on the future. One of our shared goals is the creation of bachelor-level licensure, which has been one of NASW-PA's legislative priorities for the past four years.

Another strong partnership that developed this year was the creation of the Coalition of School Mental Health and Social Service Professionals. Formed after a rather upsetting political move by the Pennsylvania Association for Marriage and Family Therapy to block legislation to create certification for school social workers, the coalition includes professions already providing social and mental health services in schools. United by many shared beliefs, principles and frustrations, partners include the Pennsylvania Association of School Social Work Personnel, Association of School Psychologists of Pennsylvania and the Pennsylvania Association of Pupil Service Administrators. This coalition has spent the year openly communicating on how to build better supports for children in schools. This work helped to fuel the new classification document released by the Pennsylvania Department of Education, which allows LSWs/LCSWs to work in schools without having to be supervised by a Home and School Visitor. It is not certification, but it is a step forward in recognizing the important role of school social workers.

In addition to partnerships with outside entities, building a stronger sense of a social work community was a key focus in fiscal year 2010-11. Building this community will be an even bigger focus for NASW-PA in 2011-12. The October 2010 annual conference in Pittsburgh had a real sense of unity and friendship. And, this year's legislative advocacy day had 500 registrants — a record for recent years. This was a year for social workers to come together and, hopefully, next year will continue that trend.

The power of our increased unity was evidenced in the passage of House Bill 816 through the Pennsylvania House of Representatives and the State Board of Medicine's much appreciated decision to pull back the regulations for the new behavioral specialist license after advocacy by NASW-PA to seek several necessary changes.

Creating a strong, dynamic community and serving as the advocate for the profession is the heart of our purpose at NASW-PA — a purpose we strive to do better every year so you remain our committed member.

In partnership,

Jenna Mehnert, MSW, ACSW
Executive Director

Chris Rich, LSW, ACSW
Board President, FY 2010-11



PROFESSIONAL ISSUES

Comprehensive Social Work Practice Act – Senate Bill 922

NASW-PA continues to advocate for a legislative measure to achieve practice protection for social workers in Pennsylvania. Introduced by state Sen. Chuck McIlhinney (R-Bucks and Montgomery), **Senate Bill 922** seeks to ensure that only credentialed providers deliver social work services. This bill will protect clients by making certain that only providers with professional licenses or who are otherwise regulated deliver services within their scope of practice.

Because Pennsylvania does not have a practice act, anyone can provide services and call them “social work services.” This is wrong, and more importantly, cheats clients from the opportunity to have services delivered by educated and trained licensed social workers.

Senate Bill 922 would do three important things for social workers:

1. Mandate that social work services can only be delivered by a licensed social worker.
2. Create a bachelor’s level license for social workers.
3. Exempt social workers who received an ACSW credential prior to January 1, 2001, from proving supervision hours before taking the LCSW exam.

Bachelor’s level licensure is particularly important and something NASW-PA has been seeking for several legislative sessions. A bachelor’s level social work license would create a license for degreed social workers to perform front-line social work services like child welfare case management and juvenile justice work.

NASW-PA is certain that the creation of a license for bachelor’s level social workers will improve outcomes for client populations due to the extensive educational and training requirements of Pennsylvania’s 30 accredited Bachelor of Social Work programs.

Senate Bill 922 was awaiting action in the Senate Consumer Protection and Professional Licensure Committee at the end of the fiscal year. NASW-PA continues to work with committee staff, as well as the governor’s office and other stakeholders, to see the bill passed out of committee and eventually to a final vote.

Grandfathering Provision For Seasoned Social Workers – House Bill 816

House Bill 816, introduced by state Rep. Seth Grove (R-York), exempts social workers who received the ACSW credential prior to January 1, 2001, from demonstrating supervision hours before taking the LCSW exam.

Hundreds of ACSWs who fall into this category have contacted NASW-PA to seek this small but important change. Success in getting House Bill 816 signed into law would have a great impact on the professional standing for Pennsylvania’s social workers.

MISSION

The mission of the Pennsylvania Chapter of the National Association of Social Workers is to enhance performance in the delivery of effective services, while advocating for sound improvements to social policy.

House Bill 816 passed the House of Representatives 196-0 and was in the Senate Consumer Protection and Professional Licensure Committee at the end of the fiscal year. NASW-PA will work to ensure that this provision becomes law for the benefit of hundreds of seasoned social workers in Pennsylvania.

Certified School Social Workers – Senate Bill 912

Senate Bill 912, introduced by state Sen. Mike Waugh (R-York), would create a certification for school social workers, define the term “school social worker” in the PA school code and categorize school social workers as professional employees in the school code.

More school districts in Pennsylvania are hiring school social workers to help eliminate barriers so students can achieve their full potential. There are about 150 school social workers in the Commonwealth. However, the licensed social workers employed in Pennsylvania’s school districts either have a Home and School Visitor (HSV) certification or are being supervised by someone certified as a HSV. The challenge is that the HSV certification is like that of a truancy officer and doesn’t fully cover the scope of practice for

licensed social workers. School social workers can visit homes, provide referrals and perform many other duties within their scope of practice.

There are many ways school districts can benefit from hiring school social workers, and unfortunately in these tough economic times, the services to link students and families with resources are desperately needed. In addition, school social workers can draw down federal Medical Assistance dollars to assist in creating individualized education programs for students.

Establishing a certification for school social workers also would allow guidance counselors and school psychologists to focus on their designated roles, rather than having to expend countless hours providing mental health, case management, crisis intervention and referral services for children in need of additional assistance.

Senate Bill 912 was in the Senate Education Committee at the end of the fiscal year. NASW-PA looks forward to working with members and staff of the Senate and House Education committees to allow school districts that choose to hire school social workers and ensure they are properly licensed and certified.

PENNSYLVANIA’S CHANGING ADMINISTRATION



Preparing for changes in the gubernatorial administration, NASW-PA issued a finalized version of its Practice Imperatives in January 2011. This document identified several of Pennsylvania’s most pressing social service practice issues and provided solutions based on the social work perspective. This document was shared with members online and has been widely distributed to members of the new administration.

As NASW-PA continues to support practice improvements, meetings have occurred between NASW-PA Executive Director Jenna Mehnert and the secretaries of the Departments of Public Welfare and Aging. Additionally, meetings with leadership from the Departments of Education and Health, as well as the Governor’s Legislative Affairs Office, have proven to be helpful. NASW-PA continues to reach out to members of the Corbett Administration to offer suggestions and assistance as they work to implement social service system changes.

In addition to reaching out to the Corbett Administration, NASW-PA met with the vast majority of freshmen state representatives to educate them about NASW-PA’s practice imperatives and broaden their understanding of the social work profession.

NASW-PA BOARD OFFICERS



Chris Rich, ACSW, LSW, President • Working in social services since 1990, Chris has worked in a variety of direct practice social work settings. He obtained the ACSW (Academy of Certified Social Workers) accreditation and received specialized training in family systems training with the Philadelphia Child Guidance Clinic through the Catholic Charities Family Based Program. Currently, Chris is the coordinator of health services for the Milton Hershey School. Chris earned a BSW from Messiah College and an MSW from Marywood University.



Gwen Phillips, LCSW, President-Elect • Gwen wanted to help others from a very early age and affirms she was born to be a social worker. Gwen earned a two-year degree from the Community College of Philadelphia prior to earning a bachelor’s in psychology, with a concentration in human services, from Widener University. She received her MSW from Temple University. Gwen served in the United States Army Reserves, where she retired as a Sergeant Major. She has been a licensed social worker for more than 20 years, holding various positions in both the public and private sectors. Gwen was employed with the Philadelphia Department of Veterans Affairs Medical Center, where she was the clinical coordinator for the substance abuse programs. She received several high honors during her tenure with the Department of Veterans Affairs, including Woman of the Year through the Federal Women’s Program and served as a delegate to the NGO Women’s Forum World Conference in Beijing, China. Gwen continues to work in private practice, with more than 15 years at Evergreen Counseling.



SOCIAL POLICY ISSUES

NASW-PA
advocates for
sound social
policies that
enhance the
lives of those
social workers
serve.

In addition to advocacy for the profession, NASW-PA supports legislative initiatives that promote sound social policy issues in Pennsylvania. During FY 2010-11, NASW-PA offered position statements on 41 pieces of social policy legislation.

In 2010, six of the bills that NASW-PA supported became laws:

- **ACT 70** – Protecting abused, neglected and abandoned adults
- **ACT 73** – Education to parents related to sudden infant death syndrome
- **ACT 101** – Recognizing voluntary open adoption agreements and streamlining procedures for receiving adoption records
- **ACT 105** – Enhancing housing opportunities for low-income Pennsylvanians
- **ACT 115** – Procedures for sibling placement and visitation in foster care
- **ACT 119** – A bill of rights for children in foster care.

Additional social policy highlights of FY 2010-11 include:

Providing Quality Mental and Behavioral Health Services

NASW-PA is constantly focused on appropriate and effective ways to deliver mental health services in the Commonwealth. NASW-PA advocates for legislation which will provide quality services to all, but particularly to vulnerable populations who often don't have a voice in legislative or regulatory processes. With increasingly tighter budgetary constraints on state and county governments, we are working to ensure that funding is steered toward proven programs which yield measurable results.

NASW-PA continues to advocate for a Child Welfare Workers Loan Forgiveness program and ensuring that long-term care facilities are adequately staffed. NASW-PA also has supported the Criminal Justice and Mental Health Reinvestment Program, which would require counties to invest in improving the effectiveness of mental health services for those in the criminal justice system.

NASW-PA BOARD OFFICERS



William Johnston-Walsh, MSW, Vice President

- Bill is currently the manager of state operations for the Pennsylvania office of AARP. This position is a key part of the Pennsylvania management team, and he works closely with national and state staff, volunteers and community leaders to advance AARP's vision and presence throughout the state. Bill previously worked at the state office in Harrisburg as a national legislative representative before becoming deputy secretary of Pennsylvania's Department of Aging under Governor Rendell. Bill's extensive experience working with senior issues also includes serving as director of the Public Education and Information Unit for the Pennsylvania

Attorney General, where he was responsible for fraud education and protecting elderly consumers. He has also worked as executive director of the Older Americans Caucus and as professional staff for the U.S. House of Representatives' Select Committee on Aging.



Sarah Graden, LSW, Treasurer

- Sarah is a licensed social worker and project manager at the University of Pennsylvania's Comprehensive Smoking Treatment Program. She is currently working on an academic detailing program aimed at primary care physicians and their work with smokers. Aside from public health social work, her professional background focuses on group work and mental health, and she has extensive experience in public policy and political

advocacy at various nonprofit organizations. She also has served on the NASW-PA PACE Committee. Sarah has her MSW from the University of Chicago School of Social Service Administration.

Child Welfare System Delivery

NASW-PA continually seeks to improve services in child welfare delivery. One of the critical changes that NASW-PA supports is the creation of a children's ombudsperson in Pennsylvania. This role would be charged with examining every level of service delivery in child welfare, as well as receiving, processing, and investigating complaints related to child protection issues. In addition, NASW-PA supports a bill that would give the Department of Public Welfare the authority to investigate how county agencies handle child abuse complaints to ensure proper procedures are being followed and children get the help they need and deserve.

Community Health and Education

The well-being of communities and education systems are key to a successful and prosperous Pennsylvania. NASW-PA supports efforts to promote healthy, thriving communities and schools. We are supportive of legislation that enhances the positive impacts of education and communities, such as mandatory abuse iden-

tification training in public schools, amending the crimes code to provide a definition for ethnic intimidation as a punishable offense, and establishing a task force for the education of homeless children. Passing these legislative items will help build successful schools and communities.

Supporting Those With Mental and Developmental Disabilities

NASW-PA tirelessly advocates for individuals with mental health challenges and developmental delays. We continue to be involved in crafting regulations stemming from the autism insurance mandate law that will establish a license for behavioral specialists working with children diagnosed with autism spectrum disorder. NASW-PA also supports legislation to prohibit the death penalty for anyone who is diagnosed as mentally retarded, as well as a bill that provides a tax credit for businesses that support community based mental retardation services.

Recognizing Family Dynamics

NASW-PA supports legislation that strengthens all families. To that end,

SOCIAL POLICY ISSUES

Bills commented on	41
Bills passed committee	14
Bills passed the House	9
Bills passed the Senate	8
Bills enacted into law	6
Bills favored	40
Bills opposed	1

Table represents data from the 2009-10, 2010-11 legislative sessions.

NASW-PA has lent its support and advocacy to legislation that mandates providing additional financial support to intergenerational families where grandparents are the primary caregivers of grandchildren. We support legislation that would recognize any marriage legally performed outside of Pennsylvania. NASW-PA also supports legislation that would provide an increased tax credit for adopting a child.

Strengthening School Based Services

Schools and educators perform a critical function in shaping a child's well-being and level of confidence. That's why NASW-PA supports several bills that will enhance the educational opportunities of children, including the extension of school day child-care programs, the provision of special education services to nonpublic school students, and the expansion of the list of offenses that would limit public school employment. Support for these bills is in addition to our push to establish a school social work certification in the public school code to enhance the psychological and social well-being of students.



Mike Fiore, LSW, HSV, Treasurer-Elect • Mike came to the Council Rock School District 10 years ago as a social worker for the new CRHS-South, bringing with him 13 years experience helping children as an intensive case manager, juvenile probation officer and social worker. In addition to having developed positive working relationships within the Bucks County law enforcement community and with district parents and partners, Mike has been a member of the board of directors of Big Brothers/Big Sisters of Bucks County and served as president of the Pennsylvania School Social Work Association. Mike also served on the Pennsylvania Department of Education Children's Homelessness Initiative Advisory Board and has been an active member of NASW since 1997. As of the 2011-2012 school year, Mike will expand his role as a social worker within the Council Rock District to cover nine schools, including six elementary schools.

LEGISLATIVE ADVOCACY DAY



On April 6, 2011, NASW-PA hosted social work students and professional social workers for its annual Legislative Advocacy Day. With more than 500 social workers registered for the event, Legislative Advocacy Day 2011 proved to be a huge success.

A record number of 169 legislative visits were scheduled — a growth of more than 75 visits compared to 2010. Furthermore, two major political news outlets, The Pennsylvania Cable Network and Pennsylvania Legislative Services, covered the day's events.

Legislative Advocacy Day 2011 featured remarks from state Rep. Marc Gergely (D-Allegheny) and state Sens. Daylin Leach (D-Delaware and Montgomery) and John Blake, MSW (D-Lackawanna, Luzerne and Monroe). Additional remarks were provided by NASW-PA Executive Director Jenna Mehnert, MSW, ACSW, and school social worker Kathy Minnich, LSW.

There was a strong student presence, with attendees from West Chester University, Shippensburg University, Temple University, Slippery Rock University, Alvernia University, Edinboro University, the University of Pittsburgh, Carlow University, Philadelphia Biblical University, Millersville University, Bloomsburg University and Kutztown University — just to name a few. It is the goal of NASW-PA that representatives of all 41 accredited schools of social work attend this very important day next year. Equally important, NASW-PA will continue to call on its members as we work to pass a practice act that includes BSW licensure and certification for school social workers.





POLICY DEVELOPMENT

Pennsylvania Department of Education Recognizes Role of School Social Workers

For years, Pennsylvania social workers wishing to function in a school setting were required to obtain a certification as a Home and School Visitor (HSV). The certification for HSVs specifically excludes the delivery of mental health services and largely focuses on truancy abatement with the power of arrest.

NASW-PA was focused in the 2009-2010 legislative session on obtaining passage in the General Assembly for a bill to create a certification for school social workers. Obtaining passage in the Senate, NASW-PA struggled to secure final passage for the bill in the House, primarily due to conflicted interests with the Pennsylvania Association for Marriage and Family Therapy. As the legislative cycle came to an end in December 2010, NASW-PA was very disheartened by the political challenges that prevented school social workers from obtaining certification.

With the new legislative session under way, NASW-PA worked with a new Senate sponsor, Sen. Mike

Waugh (R-York), to introduce certification for school social workers. Learning valuable lessons from the 2009-10 legislative session, NASW-PA remained determined to create a clear role for school social workers. School social workers were frustrated by the expectation that they operate under a certification that prohibited them from providing the very services many schools hired them to provide. As approved providers, LSWs and LCSWs are able to bill Medical Assistance for social work services provided to special education children with individualized education programs (IEPs).

The limited role HSVs are permitted to fulfill is not reflective of the dynamic role social workers are licensed to fulfill as either LSWs or LCSWs. As NASW-PA continued to advocate for a school social work certification, the association met with the Pennsylvania Department of Education (PDE). During that meeting, PDE leadership expressed a clear understanding of the inappropriate situation school social workers face with the current lack of a certification. However, NASW-PA was informed that the Corbett Admin-

istration and the new House leadership appeared to be moving away from certification as the standard for employment in schools.

In response to the shift away from certification but in recognition that school social workers needed a clear role in schools that did not make them work under HSVs or even require them to hold an HSV certification, PDE took swift action. In June 2011, the department issued a new staffing assignment for school social workers under the educational specialist code. This new Certified Staffing Policy (CPSG) made it clear that school social workers did not need to function under HSVs and only licensed social workers should be functioning as school social workers. While not a certification, this new CPSG staffing assignment creates a clear and appropriate role for school social workers.

While NASW-PA is still firm in its support of certification for school social workers, this action by PDE is a positive step for a field of social work practice that has long been marginalized in the Commonwealth.

Continued

NASW-PA STAFF



Jenna Mehnert, MSW, ACSW, Executive Director

• Prior to her tenure with NASW-PA, Jenna served as an executive policy specialist with the Department of Public Welfare during the Rendell administration. Her government experience also includes working for the Office of the Mayor in both New York City and Washington, D.C., as director of program management and development in the New York City Office of the Criminal Justice Coordinator, and as chief of staff for the Washington, D.C., Deputy Mayor for Public Safety and Justice. She has also worked in a variety of direct service settings, including as a child welfare worker and a rape crisis hotline supervisor. Jenna has taught social policy and juvenile justice courses at both Temple University Harrisburg Penn State Harrisburg. She earned her MSW from the University of Pennsylvania, a certificate in executive leadership from Bryn Mawr College and an undergraduate degree in women's studies from the University of Southern Maine.



Amy Corwin Sagen, LSW, ACSW, MSG, Associate Executive Director

• Prior to joining the staff of NASW-PA, Amy directed Alzheimer's units in a skilled nursing home, assessing/admitting residents, counseling families, educating and training staff about Alzheimer's disease and related dementias. Amy's background compliments other staff members' as her education and work history focuses on the aging process. Amy has developed education and support programs for caregivers of people with Alzheimer's disease or related dementias while working in Los Angeles and has provided bereavement and grief counseling for families using hospice services throughout the greater Philadelphia area. Amy received her Master of Science in Gerontology and Master of Social Work degrees from the University of Southern California and a bachelor's of education, rehabilitation education and a minor in gerontology from The Pennsylvania State University.

PARTNERSHIPS WITH SCHOOLS OF SOCIAL WORK



NASW-PA is committed to its partnerships with Pennsylvania's schools of social work. NASW-PA recognizes the following schools for allowing staff members to reach out to the Commonwealth's newest social workers:

Alvernia University
Bloomsburg University
Bryn Mawr College
Cabrini College
California University of Pennsylvania
Carlow University
Eastern University
Edinboro University of Pennsylvania
Elizabethtown College
Gannon University
Kutztown University
La Salle University
Mansfield University of Pennsylvania
Marywood University
Millersville University of Pennsylvania
Philadelphia Biblical University
Seton Hill University
Shippensburg University
Slippery Rock University
Temple University
University of Pennsylvania
University of Pittsburgh
West Chester University
Widener University

POLICY DEVELOPMENT (CONT.)

Behavior Specialist Regulations

In 2008, the Pennsylvania General Assembly passed Act 62. This law created a mandate for private insurance companies to pay for autism-related treatment services. The law required the creation of a license or certification for behavior specialists as a requirement for reimbursement for services provided to children with autism. NASW-PA had been supportive of the legislative effort to create an insurance mandate and was also supportive of establishing a professional credential as necessary for private insurance reimbursement.

When the draft regulations were released to the public in 2010, they included a requirement for a certification. While supportive of the intent, NASW-PA found many deficiencies in the original draft regulations and shared its concerns with the Independent Regulatory Review Commission. When the proposed final regulations were released in the spring of 2011, the requirement of a certification had been changed to be a license, and the regulations were drafted in such a way that it was unclear as to the expectation for already-licensed mental health providers. Concerned with the lack of clarity, NASW-PA led an effort to gain greater specificity and to ensure there were no unintended consequences for already-licensed providers.

NASW-PA was surprised to discover that it was the Department of Public Welfare's intent to require already-licensed mental health providers (including LCSWs and LSWs) to secure a

second license as a behavior specialist to bill private insurance for services provided to children with autism. Supportive of increasing competency standards, NASW-PA valued the concept of requiring a certification that demonstrated knowledge of autism. However, NASW-PA did not support establishing a precedent in which qualified individuals already providing a specific service would need to gain a second license to work with a specific population. Had it not been for the advocacy of NASW-PA, such a standard would have been created.

As a result of the strong advocacy of NASW-PA and intervention on the part of some outstanding legislative staff, the State Board of Medicine voluntarily withdrew the proposed final regulations on the day of the public hearing in May 2011 where NASW-PA was prepared to present testimony in opposition.

The proposed draft regulations were re-released only a few weeks later, and while the requirement for a second license was removed, there was still a lack in clarity. The revised proposed final regulations created too large of an exemption for anyone already licensed, regardless of whether that license was to deliver behavior modification services. These regulations were once again voluntarily withdrawn after opposition among stakeholders.

NASW-PA plans to continue raising concerns until regulations are presented that both raise the competency standards and respect the knowledge base of already-licensed mental health providers.

NASW-PA STAFF



Justin Fleming, BS, Director of Government Relations • Justin joined NASW-PA as government relations director in August 2010. For the previous six years, he served in various public relations roles in state government, with his last job as press secretary of the Pennsylvania Department of Agriculture. Prior to state employment, Justin worked at a local television station in Harrisburg as a producer for the weekday morning newscast. Justin is a graduate of Millersville University with a bachelor's degree in speech communication (broadcasting emphasis) and a minor in government.



Rebecca Davis, MSW, Director of Membership • Rebecca joined NASW-PA in March of 2011 as the director of membership. She received her BSW from Elizabethtown College and MSW from Salem State College. Rebecca practiced social work in hospital and medical settings for more than 10 years prior to joining the team at NASW-PA. In addition to hospital social work, Rebecca did marketing for an assisted living facility and a long term acute care hospital. In her current role, Rebecca is committed to addressing social workers' interests' and meeting the needs and expectations of our membership.



PUBLIC RELATIONS

Improving the public's perception of the social work profession is a priority for NASW-PA. Public opinion of the profession greatly impacts the work social workers do, from federal and state funding to opening the door to services. NASW-PA continues to invest significant time and resources in a public relations campaign to confront misperceptions about social workers.

Public relations highlights from FY 2009-10 include:

Billboards

NASW-PA continued to advertise with a billboard along the Pennsylvania Turnpike. This small investment has yielded more than three years of exposure for the social work profession and the "Help Starts Here" campaign. The initial billboard near the Reading area was removed in April 2011, and a newly designed billboard will be posted in FY 2011-12.

Media Advisory Committee Launched

NASW main headquarters in Washington, D.C., formed an advisory committee to help raise public awareness of social work. This committee is made up of Hollywood

writers, award-winning journalists and social workers. Recognized for the volume of media coverage featured in Pennsylvania, NASW-PA Executive Director Jenna Mehnert is a member of this committee.

Political TV Coverage

NASW-PA attracted increased attention from politically based media outlets in FY 2010-11. Pennsylvania Legislative Services covered Legislative Advocacy Day, rallies featuring NASW-PA speakers, the Step Up for Kids Day event and several legislative hearings. Pennsylvania Cable Network also covered Legislative Advocacy Day 2011.

Child Welfare Workforce Press Conference

As NASW-PA completed its child welfare workforce study, a press conference was held at the state Capitol. Several reporters were in attendance, and NASW-PA received astounding media coverage. The Associated Press disseminated an article about the study, and a variety of newspapers and webcasts highlighted the study, including *The Pittsburgh Post-Tribune* and *The Philadelphia Inquirer*. Harrisburg TV stations also covered the event, with reports on evening news broadcasts.

Additional coverage was obtained as NASW-PA moved through the open records process to obtain the study's data. *The Daily Local* and the *York Daily Record* featured articles in which the editorial boards of each paper discussed the need for openness of information in advocating for increased standards.

Social Work Shout Outs

Philadelphia news stations covered the Social Work Shout Out visibility events. The rally at the 30th Street Station was televised on a local news channel, which also featured an interview with Dean Richard Gelles of the University of Pennsylvania's School of Social Policy & Practice.

Awards Coverage

NASW-PA recognizes social workers, legislators and public citizens each year at its annual conference, division events and through those recognized as "social workers of the month" in *The Pennsylvania Social Worker*. These recognitions received media coverage throughout FY 2010-11. Of note, State Rep. Marc Gergely (D-Allegheny) was featured in *The Pittsburgh Tribune-Review* and *The Daily American* for receiving the 2010 NASW-PA Legislator

Continued

NASW-PA STAFF



Christina Mortensen, LSW, Director of Research & Communications

Christina has been active with NASW-PA since 2007 as an MSW intern, followed by a term on the board of directors. Christina assumed her role as the director of research & communications in January 2009, in which she implements a multifaceted communications strategy, guides research processes and assists in the development of NASW-PA's legislative advocacy efforts. Christina received her MSW from Temple University, focusing on community organizing and public policy, with undergraduate degrees in both social work and Spanish from Cedar Crest College. She is near completion of a master's in community and regional planning within Temple University's School of Environmental Design, where she was recently recognized as a Loeben Scholar. In addition to her work with NASW-PA, Christina is a behavior specialist consultant, provides child and family therapy services, and is the vice-chair of the South Central Pennsylvania CAPTA Citizen Review Panel.

NASW-PA also recognizes **Stephanie Coleman, MSW**, for her successful field placement while completing her studies at Shippensburg University.

PUBLIC RELATIONS (CONT.)

of the Year award. Member Jim Kuemmerle was also featured in the *Kittanning Paper* for recognition as a social worker of the month. In addition to speaking about the monthly recognition, Jim offered insight on how state budget cuts could compromise county mental health services. Finally, Erie Together was recognized for its honor as Social Work Program of the Year by the Northwest Division of NASW-PA.

Marcellus Shale Forum

In November 2010, NASW-PA hosted a public forum at Mansfield University to discuss the social impacts of Marcellus Shale development. This workshop featured Pamela Twiss, PhD, of the California University of Pennsylvania,



Photo courtesy of Lorraine Keeler for Pittsburgh Student Environmental Coalition

Tioga County Commissioner Erick Coolidge and Jason Weigle, who earned his PhD in rural sociology and human dimensions by studying the Marcellus Shale impacts. This event garnered media attention from local news stations and was mentioned in *The Wellsboro Gazette*.

Letters to the Editor

Once again, NASW-PA was successful in having several letters to the editor published in newspapers statewide. Writing letters to the editor is a clear and effective tool in educating thousands of Pennsylvanians on the issues important to social workers. Of note, NASW-PA had a letter to the editor published in *The Philadelphia Inquirer* for the first time in FY 2010-11.

NASW-PA had letters to the editor published on a diverse number of topics in every major newspaper in Pennsylvania, including *The Philadelphia Inquirer*, *Philadelphia Daily News*, *The Patriot News*, *The Morning Call*, *Erie-Times News*, and the *Times Leader* (Wilkes-Barre). NASW-PA continues to encourage members to write letters to the editor so the social work perspective is interjected into newspapers statewide.

PROGRAM SERVICES & CONTINUING EDUCATION

Fulfilling a commitment to our membership to make licensure affordable, NASW-PA significantly expanded its continuing education capabilities and membership services throughout FY 2010-11.

As the Commonwealth moves closer toward implementing a practice act and as title protection becomes

institutionalized, there is increasing value placed on licensure. NASW-PA and its divisions continued to offer a substantial amount of continuing education opportunities, with a total of **733 in-person events**. Approximately **3,000 people received continuing education credits** issued by NASW-PA.

It is a goal of NASW-PA to be a leader in providing affordable, appropriate and interesting continuing education opportunities. With that in mind, NASW-PA fostered new agency partnerships, maintained the UPenn/NASW CE Institute and fully developed the Online CE Institute to allow members to obtain credits from home.

NASW-PA STAFF



Alicia Newkam, Continuing Education Specialist •

Alicia holds a high school degree from Harrisburg High School and an associate's degree in human services from Harrisburg Area Community College. She has worked for the past three years at NASW-PA, where she recently assumed the position of continuing education specialist. Prior to joining NASW-PA, Alicia was a child care provider for more than 5 years. She is particularly interested in environmental and cultural issues. Alicia will begin working towards her BSW at Shippensburg University in the fall of 2011.



Mary Jae Seo, Administrative Officer •

Having lived in Maryland for more than 25 years, Mary Jae has worked at several nonprofit organizations, as well as in accounting-related positions for private corporations. The diversity of her professional experiences makes her a valuable member of the NASW-PA team. Mary Jae is fluent in English, Spanish and Korean.

Chapter staff and division chairs have continually sought out new speakers and topics for a diverse range of workshops. Interesting titles and topics from this past year's events include Women in Addiction and Recovery, Educating Homeless Children in Pennsylvania, Engaging Latino Families, and American Red Cross Disaster training. There were dozens of film festivals held where participants could view current movies and discuss social work themes, societal implications and what social workers can do to better educate persons in challenging situations.

This past year also led to **85 new and continued partnerships** to promote the betterment of social work professionals throughout Pennsylvania. Last year, NASW-PA partnered with the Department of Veterans Affairs Medical Center in Philadelphia, the Alzheimer's Association of Greater Pennsylvania, the Center for Juvenile Justice Training and Research, the Pennsylvania Department of Health and the Pennsylvania Coalition Against Domestic Violence — just to name a few. Listings for CE workshops are posted on the NASW-PA website and printed in *The Pennsylvania Social Worker*.

Meeting the Needs of New Social Workers

Significant professional recognition is associated with licensure. To assist new MSW-level social workers in obtaining licensure, NASW-PA conducted discussions on licensure for graduating students at several schools of social work, including Marywood University, Bloomsburg University, Temple University, Millersville University and Widener University. It is critical that students understand licensure options, as well as the application process, upon completion of MSW programs.

Licensure Preparation

NASW-PA offers licensure preparatory courses year-round. In addition to the full-day offering, NASW-PA offered two-day preparatory courses for people who have been out of school for several years or need additional preparation. In FY 2010-11, **18 preparatory courses** were offered, serving **348 participants**. Participants range from those in the second year of an MSW program to social workers practicing for more than 20 years. The goal is to make licensure attainable so it becomes the standard for the social work profession in the Commonwealth.

The Association of Social Work Boards also began implementation of a new licensure exam in FY 2010-11. This test reflects updates in content and organization to ensure examinations reflect current social work practice. To meet the new testing standards, NASW-PA began to update the licensure preparation manual for social workers. Content was finalized at the end of FY 2010-11 and a revised version is available.

Online CE Institute

The NASW-PA Online CE Institute was launched in FY 2010-11. The online offerings are a result of a partnership between NASW-PA and 30 other NASW state chapters. The CE Institute offers comprehensive workshops on a variety of topics and practice issues. The content of each workshop is written by social workers, for social workers. This institute makes licensure affordable and attainable because Pennsylvania social workers are permitted to earn up to 20 continuing education credits through online "home study."

In FY 2010-11, 208 social workers obtained credits through the CE Institute. A total of **1,249 continuing education hours** were provided. In Pennsylvania, the most popular workshops involved ethics.

UPenn/NASW CE Institute

NASW-PA strengthened its partnership with the University of Pennsylvania's School of Social Policy & Practice to provide discounted CEs in Philadelphia. UPenn has proven to be a wonderful host and a great partner. Ten events were held throughout the fiscal year focusing on both micro- and macro-level issues. Of note, NASW-PA and UPenn hosted "An Open Dialogue on Race and the Social Work Profession" in February, 2011. More than **50 professionals** attended this event.

Requests for Professional Review

One new case for professional review was received by the Pennsylvania chapter this fiscal year. Chapter staff interacts with dozens of members weekly to discuss and dissect potential ethics issues, using the NASW *Code of Ethics* as the foundation for these discussions. NASW-PA staff members clearly state that they are there to listen and help members think through issues. While providing legal or regulatory advice is not within the scope of practice for staff members, NASW-PA staff often assists members in contacting their liability insurance providers or accessing other information and guidance on specific ethical or legal issues.

Clinical Supervisor Screening

Once again, NASW-PA expanded its comprehensive list of clinical supervisors. Those on the clinical supervisor list meet the strict qualifications of NASW-PA, which exceed the requirements set forth by the State Board of Social Workers, Marriage and Family Therapists and Professional Counselors. To date, **60 approved clinical supervisors** are listed online and available to members only. Members also can access contact information by calling the chapter office at 717-232-4125. NASW-PA is always adding supervisors to this approved list to help social workers obtain their clinical licensure.

Continued

PROGRAM SERVICES... (CONT.)

LCSW Supervision Groups

To further meet the needs of licensed social workers seeking clinical supervision in working toward the LCSW, NASW-PA hosted a clinical supervision group at the chapter office. This supervision group meets requirements towards LCSW licensure and is offered by a seasoned clinical professional. Given the success of this supervision group, NASW-PA is exploring additional supervision groups to be held statewide in FY 2011-12.

Online Job Bank

NASW-PA's job bank allows agencies to advertise directly to social workers in Pennsylvania. Despite a challenging economic climate, NASW-PA secured twice as many job bank advertisements in FY 2010-11 than in FY 2009-10. A total of **78 job listings** were placed at www.nasw-pa.org in FY 2010-11.

Training Center

NASW-PA has an established training center in Camp Hill. A total of 21 division and chapter events were offered in this state-of-the-art training center, which is located in the Central Division. Several equipment and technology upgrades were implemented in June, 2011, to expand training efforts in the following fiscal year.

Monitoring the State Board of Social Workers, Marriage and Family Therapists and Professional Counselors

Once again, NASW-PA staff members attended every meeting of the State Board of Social Workers, Marriage and Family Therapists and Professional Counselors. NASW-PA firmly believes that attendance at these meetings is critical to advocate for policy change and interpreta-

tion that favors sound social work practice. NASW-PA offered written comments on regulations issued by the board to advocate on behalf of LSWs and LCSWs across the Commonwealth. Of note, NASW-PA was active with the board as the enforcement provisions of Act 68 of 2008 (title protection) were finalized. Additionally, NASW-PA shared legislative updates on pending legislation to the board.

The State Board of Social Workers, Marriage and Family Therapists and Professional Counselors also added a section on professional ethics to the regulations governing social work. These ethics, while not exact, are similar to the *Code of Ethics* set forth by the National Association of Social Workers. NASW-PA informed members of these changes and continues to educate members on how these regulations guide and impact practice.

Child Welfare Workforce Study Completed

In advocating for increased standards within child welfare, NASW-PA finalized an assessment of publicly employed county Children & Youth caseworkers. This study analyzed data provided by Pennsylvania's 67 counties through the newly created Open Records Law process, social work literature, interviews and more. To date, no study of its kind had been completed in Pennsylvania.

NASW-PA found that an average of 84 percent of those engaging in frontline child welfare casework hold a degree in human services. NASW-PA clearly posits that frontline child welfare casework is a challenging role that calls for the professional judgment, independence, and skill of a qualified human service professional. NASW-PA utilized this research in its call for strengthening this workforce and enhancing accountability among frontline service providers.

Associated Organizations

Associated organization members are companies, agencies or organizations that uphold social work values and principles aligned with the *Code of Ethics*. These organizations collaborate with NASW-PA in a number of ways, as well as take advantage of several benefits. NASW-PA thanks associated organizations Extended Family Care, Harmony Hospice and Home Instead Senior Care for their ongoing support of the social work profession.

Shared Interest Groups

Shared interest groups provide NASW-PA members a way to interact with one another for networking, information sharing and professional development. These groups are arranged by members' fields of practice and/or interests. NASW-PA expanded its offerings of shared interest groups in FY 2010-11 with newly established groups in emergency preparedness and the African American community. These offerings are in addition to established groups in aging, children, creative therapy, LGBT issues, religion and veteran's affairs.

Leadership Council

Throughout FY 2010-11, NASW-PA began organizing a Leadership Council. The purpose of the council is to unify the social work profession by creating a presence across all 67 counties in Pennsylvania. Council members will serve as leaders in their local communities and assist NASW-PA in outreach efforts. The Leadership Council will be launched in FY 2011-12.

Emerging Leaders Committee

Another initiative NASW-PA is establishing is an Emerging Leaders Committee. This committee will provide younger social work professionals opportunities to engage with NASW-PA and develop leadership



TOTAL EVENTS		733
■ PUBLIC (NON NASW-PA) EVENTS	472	
■ PRIVATE (NON NASW-PA) EVENTS	120	
■ DIVISION EVENTS	110	
■ NASW OFFICE EVENTS	21	
■ UPENN/NASW CE INSTITUTE	10	

LICENSURE PREP EVENTS

CLASSES	18
ATTENDANCE	348
AVERAGE/CLASS	19
SCHOOLS VISITED	24

skills. At the end of the fiscal year, several members were invited to join the committee. The Emerging Leaders Committee will be launched in FY 2011-12.

PA Association of Undergraduate Social Work Educators

In April 2011, the governance body of the Pennsylvania Association of Undergraduate Social Work Educators (PAUSWE) approved a proposal to have NASW-PA serve as the fiscal umbrella agency for their association. PAUSWE has a rich history of bringing together bachelor-level social work educators and students to address issues unique to BSW practitioners.

The field of social work has long recognized the importance of BSWs in a comprehensive approach to quality social services. Offering infrastructure support to a strong and important group such as PAUSWE is just one of the ways NASW-PA is supporting all levels of social work practice and unifying diverse social work groups to speak in our collective best interest.

Coalition of School Mental Health and Social Service Professionals Established

In the fall of 2010, a coalition was formed among school social workers, school psychologists, pupil services directors, and school counselors. The purpose of this group is to address issues impacting the delivery of

social services and mental health services within schools. The coalition has an established set of principles and has identified a comprehensive list of barriers to academic success. The coalition will explore issues such as child abuse and neglect, cultural diversity, building inclusive school environments and homelessness.

Public Policy Committee

The Public Policy Committee finalized a social work imperative document that serves as a transition document for the Corbett Administration. This document highlighted four core areas of concern to the social work profession, including, (1) funding a comprehensive continuum of services to the elderly, (2) strengthening leadership and increasing accountability in the delivery of child welfare services, (3) expanding access to quality, publically-funded mental health services and (4) ensuring the right to fair, equitable, and safe housing for all Pennsylvanians.

The Public Policy Committee also held an in-person meeting to develop an exciting and engaging agenda in moving both the committee and the social policy concerns of social workers forward.

12 in 2012

In November 2010, NASW-PA lost a great friend in the state House of Representatives when Tim Seip, LSW, lost his bid for re-election. For the past four years, Rep. Seip had

been the only social worker elected to the state House. In the election that resulted in Rep. Seip losing his seat, State Sen. John Blake won his. Sen. Blake replaced Tim Seip as the only social worker elected to the Pennsylvania General Assembly. In a state that ranks 48th or sometimes 47th in the number of women elected to office, NASW-PA launched the 12 in 2012 campaign to identify female social workers to run for office to improve Pennsylvania's ranking.

Social Work Shout Outs

In conjunction with schools of social work and other NASW chapters, NASW-PA led development efforts in the first annual "social work shout outs." These rally-like events were a collective effort for social workers to raise visibility and to positively call attention to the profession. Shout outs were organized in Harrisburg and Philadelphia. The University of Pennsylvania's School of Social Policy and Practice generously supported the effort, with a large turnout in central Philadelphia by both UPenn and West Chester University students.

Social Work Month Galas

NASW-PA held three galas in honor of Social Work Month 2011. Collectively, more than 100 people gathered for food, fun, dance and celebration. NASW-PA continues to explore opportunities for social workers to celebrate the work they do during this month of recognition.

2010 ANNUAL CONFERENCE

Beginning in 2010, NASW-PA ensured conference attendees had the opportunity to earn all 30 continuing education credits needed for licensure renewal. More than 300 social workers attended the 2010 Annual Conference in Pittsburgh, with a large number earning the 30 credits. The 2010 Annual Conference also provided more social networking opportunities than in the past, with division receptions and a hospitality suite offered by the Southwest Division of NASW-PA and the University of Pittsburgh. In total, 25 agencies sponsored, advertised and/or exhibited at the conference.



Each workshop was well received, and attendees recommended most presenters to speak again at future conferences. Highlights included presentations on health care reform, women in the military and child exploitation. Keynote addresses were offered from several dynamic presenters, including:

- Al Condeluci, PhD, chief executive officer of UCP of Pittsburgh, presenting “Building Social Capital for Community Success”
- Bryan Samuels, commissioner, U.S. Administration on Children, Youth, and Families, presenting “Protecting America’s Children by Strengthening Their Families”
- Harriet Dichter, national director of the First Five Years Fund, presenting “The Importance of Community Mobilization”
- Siobhan “Sam” Bennett, president and chief executive officer of the Women’s Campaign Forum, presenting “Who Needs More Women in Government? Everyone”

NASW-PA also honored several outstanding social workers, legislators and a public citizen at the 2010 Annual Conference. Conference awardees included:

- State Rep. Marc Gergely (D-Allegheny), Legislator of the Year
- State Rep. Dan Frankel (D-Allegheny), Legislator of the Year
- Emma Lucas-Darby, PhD, LSW, Lifetime Achievement Award
- Jeff Natalie, LSW, Social Worker of the Year
- Christina Mortensen, LSW, Kristin Bowser Outstanding Young Social Worker Award
- Heather Arnet, Public Citizen of the Year

EXECUTIVE DIRECTOR HONORED

NASW-PA Executive Director **Jenna Mehnert** was honored by the national office of NASW with the Outstanding Executive Director Award in April 2011. This award is given annually to one of the 56 NASW chapter executive directors. This high honor for Pennsylvania shows that the work being done throughout the Commonwealth on behalf of the social work profession is truly outstanding.



Left to right: Betsy Clark, Executive Director of NASW, with Jenna Mehnert of NASW-PA after being presented with the Outstanding Executive Director Award.

MEMBERSHIP

The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective. Members are the foundation and strength of our professional association. NASW-PA would like to thank all of its members, with its longest standing listed below...

40 Plus Years

James Adelman • Patricia Ahadyar • Sonja Alcon • Florence Applebaum • Madeline Armbrust • Nello Augustine, Jr. • Jean Barr • Brenda Barton • William Batchelder • Christina Bauers • Henry Beck • William Bender • Theodora Berlatsky • Phyllis Black • Susan Blue • Michael Blum • Teresa Bohren • Dale Bomberger • Herbert Bomberger • Thomas Bonfiglio • Andrea Boxer • Margaret Boyer • Jane Bradley • Kathryn Brodrick • Marguerite Bryce • Eleanor Bulova • James Calderone • Robert Carone • Carolyn Chandler • Janet Clogston • Camille Cocozza • Lawrence Collura • Patrick Condo • Charles Confer • Anna Cunningham • Norman Danzik • Eustachius Desilva • Michael Destefano • Kathleen Dorwart • Dan Downey • Ralph Eckardt Jr. • L. E. Eisenhard • Richard Estes • John Fantz • Sandra Faulkner • Ronald Ferraro • Anita Fine • Barbara Fishman • Robert Fishman • Kathy Forrest • Virginia Fragale • Adrienne Gallagher • Peter Gariti • Sylvia Gentry • Peter Gillott • Daniel Ginsberg • Anne Glass • Herbert Glazer • Sondra Greenberg • Linda Gruver • Esther Gutin • Edna Hamlin • Deborah Hammond • Richard Harris • William Haussmann • Marilyn Hayes • Helen Heeren • Carol Heintzelman • Mary Himmer • Edna Hollimon • Neddie Hollis • Elizabeth Hopkin • James Hopkins • R. K. Hough • Eleanore Huddy • Carol Hughes • Peter Izzo • Ellen Jackson • Ellin Jaeger • Inderjit Jaipaul • Carole Johnson Phillips • Ernest Josar • Walter Junewicz • Ernest Kahn • Myrna Kaplan • Linda Katz • Howard Kaufman • Gerri Kay • Kathleen Keen • Rhonda Keller • Richard Kerchner • Toba Kerson • Christine Kessen • Patricia Kolar • Ronald Kottler • Kathryn Kreider • George Krizenoskas • Thomas Kruse • Edward Kuhlmann • Robert Langer • Dale Laninga • Natalie Leckerman • Carolyn Lee • Norma Lehman • Cecile Levenson • Renee Levine • Roberta Locke • John Loeb • Ann Lyon • Robert Majcher • Gordon Mathers • Ruth Mcavoy • Myles McDonald • Guy McGee, Jr. • Betty Mellor • Debrah Merlin • Arthur Moffa, II • Jean Moore • Joyce Morgan • Sidney Moss • Jerry Moye • Edward Mullen • Joan Munns • Jack Murray • Edward Newman • Dorothy Ohrenstein • Eugene O'Neill • Irene Pagonis • Belle Parmet • Yvonne Peiffer • Ralph Perrone • Sallye Puryear • H. K. Ratner • Kathleen Reese • Ruth Richardson • Raymond Rife, Jr. • Elizabeth Rivers • William Rivers, Jr. • Chang Roh • E. Joy Rosenbloom • Kathryn Rosse • Sandra Rotenberg • Helene Rudnick • John Saweikis • Isabelle Scaran • Joyce Schlag • Robert Schoenberg • Audrey Schoenwald • Marie Schoppet • Gwyneth Seay • William Shelton • William Shoemaker • Barbara Shore • Catherine Sillins • Frank Sisko • Edward Sites • Sarakay Smulens • Albert Solensky • Gunnel Sterner • Peter Stollery • Walter Stump • Ernest Stump • Joan Tannebaum • Daniel Taylor • Eleanora Thomas • Alvin Thomas • Patricia Thompson • Lillian Thornton • William Tietjen • Angela Tortorello • Audrey Tucker • Ruth Valentine • Dianne Valentino • Ione Vargus • Mary Vergotz • John Wachter • Robert Waddington • Linda Walker • H. Gene Wallace • John Wallach • John Webber • Nancy Weikert • Bette Weinberger • Harvey Weiner • Deborah West • Charles Williams • Richard Williams • George Wismer

35-40 Years

Ann Abbott • Edmund Abdo, Jr. • Bernice Adams • Sylvia Aiello • Deborah Anderson • Sherie Angstadt • Dennis Babik • Katherine Bagwell • Joseph Baillie • Charlotte Batcha • Caroline Beale • Heidi Becker-Share • Gail Beidler • Vivian Bergel • Sandra Block • Joyce Block • Susan Blumenthal • Larry Breitenstein • Carol Brick • Peter Bridge • Frances Butts • Anthony Capone • Doris Chechotka-McQuade • Sheila Collins • Laurel Coppersmith • Mary Cowan • Sandra Craig • Scott Davis • Deborah Davis • Neil Donahue • Caroline Donohue • James Duffy, Jr. • Donald Durand • J. Michael Dzuba • St. U. Egan • Jack Enco • Steve Farina • Donna Fiedler • Mahlon Fiscel • Audrey Fleming • Tovia Freedman • Martin Frick • Harvey Friedrich • Kilian Fritsch • Norman Furgieue • Sarah Garman • Karen Gelston • Doris Gilestra • Susan Golec • Patricia Gordy • Lois Greenberg • Susanne Groenendaal • Gerald Grygo • Bonnie Hancock • Edward Hanna • Wilburn Hayden • Judy Heller • Barbara Hemmendinger • William Henderson, Jr. • Daniel Hess • Wendy Hovey • Lynn Hubschman • Samuel Imler • Joyce James • Lawrence Jones • Michael Joseph • Beth Kammer • Ruth Kaplan-Kramer • Carol Kasoff • Karen Katz • Margaret Kearney • Joan Keller • Wesley Kerlin, Jr. • Mary Kerner • Thomas Knackstedt • Robert Kocent • Janice Kopelman • Marguerite Kropinak • Joan Krueger • Cynthia Larkby • Leslie Lenox • Phyllis Lochiatto • Jane Lowe • Dolores Lynch • Harriet Magoon • Evelyn Mahairas • Susan Mahoney Beckman • Charles Martin • Katherine Maus • Inez McDonald • Virginia McIntosh • Larry McKinney • Leonard McNabb • Jill Mcvey • Tsipora Melman • Linda Miller • Lois Millner • Arthur Miron • Audrey Moody • Richard Morycz • Robert Musser • Eileen Myers • Christina Newhill • Donald Nicoll • Mary O'Brien • Marilyn Lee Olds • Olga Padilla • Karen Paris • Robert Pears • Jennifer Pianta-Orbanick • Paula Popp • J Douglas Price • Kathleen Progar • Nancy Quaglia • Kirk Reider • F. Reilly • Susan Richards • Barbara Robinson • Claude Robinson • Joyce Rocks • Myung Roh • Paula Rosen • Myra Rosenberg • Stuart Rothman • Rosalie Rudegeair • Nicholas Sacchetti • Patricia Savage • M. Angela Delazio Schell • Theodor Schwartz • Deborah Shain • Lynne Shampain • Mary Elsie Sheldon • Ellen Singer Colmen • Virginia Smith • Brenda Spells • Beverly Steinfeld • Carol Sukitz • Stephen Taggart • Mary Takahashi • Kathleen Tanaka • Thomas Tomkiewicz • Rodney Torbic • Jane Turkel • Virginia Vayda • Philip Villone, Jr. • Thomas Vinca • Virginia Wagner • Edwin Walter • Judith Watman • John Weaver • W. Wesley Weidenhamer • Anita Weinberg • Joseph Williams • Susan Wilson • Judith Zanger • Bonnie Zetick

30-35 Years

Charles Bacinelli • Andrew Balluffi • Christine Baloh • Anne Barnes • Jane Barr • Carol Berger • Barbara Bernhardt • Susie Birenbaum • Peggy Black • Laura Black • Nancy Blaha • Carol Blank • Cheryl Borck-Hadley • Veronica Bowlan • Dawn Brennan • Diana Brody • Janet Brookfield • Patricia Buck • John Bukovac • Ellen Burbano • Anthony Butto • Tonie Buttrey • Robert Buzzell • Carolyn Callahan • Nadine Carpenter • Victoria Castro • Alice Chilcote • Stephen Christian-Michaels • Sharon Ciocca • Anthony Clark • Margot Clark • Joseph Collins • Cynthia Comiskey • John Conahan • Betsy Conston • Kathleen Coyne • Faith Crosser • Edward Curran • Anthony Cuttiita • Julia Danzy • Larry Davis • Linda Deere • Elizabeth Delaney • Diane Dewart • Immaculata DiBenedetto • Gregory Dillensnyder • Terrence Dillon • Arless Dodson • Elisabeth Doolan • Kathy Durrwachter • Linda Ehrenpreis • Kathleen Elliott • Nancy English • Josefa Ernest • Jolene Ewing • D. James Ezrow • Christine Fahey • Caroline Ferrara • Saverio Feudale • Larry Fiebert • Jay Finestone • Joan Finger • Marlene Finkelstein • Gail Fimmel • Lee Fischler • Dale Fisher • Sally Fisher • Susan Fiske • Susan Fitzpatrick • Debra Flint • Joseph Foderaro • Janet Forse • Joanne Fossett • Frances Fox • Sandra Fox • Marsha Frank • Diane Frankel • Lois Frey Gray • Sondra Friedman • Kathleen Frye • June Ganley • Anne Gerber • Jeanne Goldberg-Leopold • Marcia Goldstein • Luke Good • Peter Goodman • Thomas Gorka • Elizabeth Gorski • Joyce Gray • Sharon Green • Kathleen Green • Sunny Greenberg • Ann Greenberg • Ericka Greenstein • Joanne Griffel • R. Kevin Grigsby • Linda Grobman • Helen Grosky • Aviva Gross • Sandra Grotola • Sharon Hadley • Frances Handman • Julia Hanson • Joyce Hart • Mary Hartzell • Linda Harvey • Joan Hatcher • Arleen Hawk • Beatrice Heck • Darla Henry • Emily Herold • Tod Herrick • Cheryl Hodgins • Charlene Holub • Reva Horn • Judith Howard • Deborah Jacobs • Irene Jacobs • Nancy Jaquette • Barbara Johnson • Marjorie Johnson • Candace Jones • Diana Kalenga • Ron Karolski • Robert Katof • Mary Keegan • Cheryl Kellar • Helen Kelleher • Mary Kelly • Lisa Kelshaw • Andrea Kepler • Karen Kern • Mary Knapp • J. R. Koch • Paul Koehler • Robert Koller • Ann Kopec • Janie Kowarsky Rosen • Paul Kowatch • Joan Krechmer • Martha Kreimer • William Krowinski •

Service

Social workers' primary goal is to help people in need and to address social problems.

Core Values and Ethical Principles



Social Justice

Social workers challenge social injustice.

Lynn Kucharski • Dreamalee Lamberti • Vivian Lane • Harold Lederman • David Lee • Marie Levand • Regina Levin • Seth Levy • Carol Lightfoot • Arlene Lishinsky • Joseph Loftus-Vergari • Jean Logan • Lawrence Lukin • Marianne Luquet • Dorothy Lynch • Paulette Lynch • Mary Lytle • Irene Macchia • Denise Macerelli • Burroughs Mack • Bernard Makos • Anita Mallinger • Susan Malone • Myrna Marcus • Mary Martin • Donald Martini • Robert Mason • Camille Matthews • Linda Mauro • John McCall • Margaret McFarland • Joan McFarland • Kathleen McGrann • Joan McGuire • Karen Merrick • Jay Miller • Charles Miller • Michele Miller • Randi Mocenter • Patricia Moore • Michael Murphy • Diane Murray • Ann Narkiewicz • David Naugle • Susan Navish • Juanita Nealer • John Nicely • Maripat O'Donnell • A. M. Ohringer • Rachel Oram • Ronald Osche • Ellen Parris • Nancy Pellegrini • Marcia Peterman • Sherry Peters • Susan Phillips • Pauline Pittinos • Ann Poffinberger • Harcharan Punia • Catherine Rakow • Raymond Ramos • Ron Reinig • Beth Resko • Gerald Ressler • Patricia Ricci • Gloria Ricks Carter • Loretta Rittle • Jeffery Robbins • Joan Robbins • Richard Robison • Rayann Rohrer • Gerald Ronan • Teena Road • Pamela Root • Helen Rosan • Rhonda Rosen • Debra Rosenberg • Deborah Rubin • Ilise Rubinow • Ronald Sain • Mary Saras • Angela Sarneso • Larry Satinoff • Wayne Schantzenbach • David Schlegel • Stephen Schuch • Cathy Schuster • Suzanne Seelaus-Kimball • Diane Seibert • Nancy Shade • Donella Shaffer • Jill Shepler • Eva Siegel • Barry Siegel • Dorothy Simmons • Pearl Simpson • Barbara Simpson • Priscilla Singleton • Linda Slaby-Dindak • Ann Smith • Margaret Smith • Maddi-Jane Sobel • Rachel Sobel • Socorra Solis Wilson • Rhoda Sommer • Eleanor Sowa • Susan Spencer • Judith Starr • Carla Staub • Janet Staub • Loretta Stefanovage • Sandra Steiker • Wayne Stevenson • Sharon Stoeckert • Cheryl Stoneback • Don Stovall • Michael Stowe • Diane Stowe • Betty Surbeck • Lisa Sweeney • James Syphers • Chris Taylor • Ellen Tepper • Patricia Tierney • Giovanna Tonelli • Symme Trachtenberg • Cynthia Trago • M. Sharon Tucker • Ann Vergales • Frank VonHendy • Dolores Vorters • Carol Wallen • Fay Wanetick • Nancy Weaver • Wendy Weingarten • Lynnette Weisner • Lester Weiss • Lenore Weissberg • Gwen White • Dennis Widdersheim • Deborah Wiley • Lois Williams • Nancy Roberts Willis • Carl Witkowski • Bernadette Wittman • Sandra Woitkowiak • Barbara Wollman • Linda Wright • James Yeakel • Michele Yenish

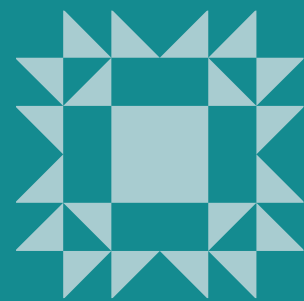
25-30 Years

Sheila Abdo • Elaine Abel • Mary Ammon • Catherine Anderson • Jayne Antonowsky • Floris Armstrong • Ronna Back • Lawrence Badaczewski • Sandra Baldino • Rena Barnes • Sandra Bauer • Elizabeth Bechtel • Amy Beck • Deborah Beck • Thomas Beline, Jr. • Dianne Bell • Nancy Bennett • Carol Berger • Cathy Birkett • Jessie Birkhead • Susan Black • Roberta Bliss • Eleanor Bobrow • Cora Boggs • Neil Bonavita • Robert Bond • Jennifer Bosma • Karen Boyer • Patricia Boyer • Janet Bradley • Mickey Brandon • Karen Brandon • Andrea Braslove • Susan Bridges • Ellen Briggs • Mary Brislin • Susan Brodessa • Amy Brody • Susan Brooks • Mary Brown • Lucy Brown • Donna Bryant • Kenneth Bullock • Kathleen Caceres • Nancy Caldwell • Sara Camberg • Peter Campbell • Maria Campo • Donna Capriotti • Renee Cardone • Kathleen Carns • Karen Carroll • Ellen Catanesi • Lynn Coghill • Helene Cohen • K.J. Collamer • John Compher • Kathy Coogan-Lees • Jane Cooke • Melissa Coopersmith • Justice Darby • Lucy Darlington • Kathleen Davis • Frances Decker • Kathryn DeFrain • Lisa DeJoseph • Linda Delorenzo • Colleen Demorat • Robert Dickey • Paul Dilonzo • Mary Divito • Stephanie Dobroski • Janet Donato • Georgeanne Donovan • James Dunstan • Rosalind Dutton • Frances Easter • Jeanne Edwards • Rhoda Eligator • Mark Enterline • D. Trevor Evans • Mary Faliskie • Anita Feld • Sharon Feldman • Mariah Fenton-Gladis • Justin Fink • Dennis Fisher • Melrena Flowers • Janet Fogle • Nancy Forman • Pamela Freeman • Maria Frontera • Paul Gamer • Jan Garretson • Mary Garrety • Donna Gasiewicz • Adrienne Geiger • Susan Geise • Annarita Gentile • Francine Gerstein • Richard Gladstone • Beverly Goodfriend • Kay Gordon-Brewster • Stanley Gould • Marcy Graboyes • Anne Green • C Rhodes Grindel • Kathleen Gruzdis • Dolores Guarini • Francis Guarnaccia • Evelyn Hampton • Jonathan Harmon • Thomas Hathaway • Stephen Haupt • Richie Hawkins • Michaelene Hawley • Robert Hazlett • James Hendricks • Monica Henkel • Carol Henning-Franczyk • Candance Herrman • Bruce Hersey • Dolores Hill-Glenn • Jean Hjorth • Melissa Holman Belfer • Jean Hope • Lee Horn • Stuart Horowitz • Mary Houghton • Naomi Howard • Patricia Howarth Korb • Margaret Ingram • Bernadette Jackson • Edith Jadick • Lillian Jason • Mark Jones • Susan Kalinowski • Geraldine Karcher • Ellen Kaufman • Michael Kazar • Daryl Kezell • Shirley Kirchner • Amy Klein Keisling • Tasha Knob • Charlene Kolupski • Melinda Koziuk • Mark Kraus • John Kraybill-Greggo • Avis Kremer • Mary Krohn • Rebecca Krol • Mary Kryzanowski • Marietta Kulak • Ula Kulyniak • Thomas Kweder • Hazel Lafleur-Vetter • Marietta Lamb Mawby • Laura Langer • Deane Lappin • Linda Larson • Martina Laurito • Catherine Lavelle • Patricia Lavin • Lauren Leap • Joan Lear • Sheryl Lewis-Ferry • Jean Lichstein • Debbie Lipshutz • Mary Lisowski • Rebecca Loadholt • Dina Lomas • Mary Lotspeich • Maria Luczkow • Nancy Lupton • James Lutz • Rufus Sylvester Lynch • Judith Mancini • Santo Marabella • David Marouchoc • C. Ava Marshall • Kenneth Marzinko • Deborah Massey • Linda Mates • Theresa Matsco • William Maxon • Patricia McAleavy • Harrison McCormick • Judith McCoy • Raymond McGinnis • Robert McGuire • Elizabeth McGuire Houtz • Maryjane Lesnick Mertz • Sharon Metaxas • Karen Miyares • David Monhollen • Thomas Morris • Patricia Mosunic • Patricia Mueller • Susan Nasrani • Wendy Neuhs • Heather Newman-Trivus • Cathy Nobil-Dutton • Margaret Nusser • Edmund Osgood, Jr. • Sharon Owens • Gregory Palmer • Risa Paskoff • Maxine Patt • Karen Paulus • Richard Pearce • Nancy Pendergast-Herbst • Mary Phan-Gruber • Harriet Poehmann • Tamar Port • Marie Pritchky • Judy Puchyr • Agnes Raeven • Wendy Raifsnider • Margaret Rapp • Gregory Ratkoff • Deborah Reed • Ellen Rezek • Francis Riley • Dana Robinson • Beth Rosenbaum • Marilyn Rosskam • Estelle Royte • Randi Rubin • William Russell • Norma Ryan • Joanita Salla • William Sanchious • Mary Ann Saul • Mark Schmidt • Pearl Schmier • Tammy Schoonover • Shelley Schorr • Judith Scott • Rochelle Segal • Naomi Segal • Joseph Sekusky • Carole Serbin • Barbara Shapira • Joel Shaul • Michael Shea • Dorothy Short • Gary Shuey • Sonya Shulkin • Kate Siddiqi • Pamela Siegel • Deborah Sieger • Daniel Signs • William Silver • Suzanne Siroki • Elissa Sklaroff • Catherine Slavics • Rosemary Slegel • William Smith • Judith Smith • Lisa Snitzer • Krista Snyder • Jane Sonnenday • Nancy Speidel • Linda Stager • Nancy Stephens • Christina Stigliano • Paree Stoulis • Susan Sukonik • Judith Sultzbaugh • Joy Sutter • Alma Taylor • Barbara Taylor • June Taylor • Norma Thomas • Robert M. Thornton • Cathi Tillman • Rita Tinsley • Catherine Tolerico • Patricia Tomsho • Allan Turner • Nancy Van Saun • Leslie Vernick • James Veverka • David Vitale • Jean Vogel • Karen Vogel • Beverly Volk • Gregory Volpe • Richard Voss • Linda Wagner • Lonnie Wagner Woomer • Mary Wall • Carolyn Walter • Marliese Walter • Craig Walters • Gene Walters • Bertha Waters • Barbara Weber • Maria Weidinger • Sandy Weingarten • Lori Weiniger • Phyllis Weisfield • Gerard Weiss • Elizabeth White • Susan Whitman • Richard Whitmire • Susan Wilson • Molly Wirick • Patricia Wolf • Joan Wolfson • Susan Yockey • Jaime Yoder • Donna Young • Thomas Young • Deborah Young • Hilary Yuill-Kramer • Linda Zappacosta • Deborah Zelitch

20-25 Years

Audrey Aarhus • Anna Ali • Elaine Alvarez • Gloria Amissah • Sherry Anderson • Juanita Anderson • Sallie Anderson • Susan Anderson-Krieg • Judith Andron • Kay Arthur • Linda Badger • Jessica Bainbridge • Peggy Baldini • Hildegard Balek • Harriet Ball • Cathleen Barlow • Joyce Waltner Barkam • Daniel Barnes • Patricia Barrett • Laurie Barron • Rose Barsotti • Linda Barth • Ladonna Bates • Amira Baum • Richard Beach • Jane Beckmann • Rosemarie Beier • Gary Bell • Sarah Berger • Ellis Berkowitz • Robert Bierman • Mary Gigante • Janet Blair Grossner • Bernadette Bodogh • Carole Boes • Leonette Boiarski • Kathleen Boland • Barbara Bradford • Barbara Breitman • Frederick Bresser • Eileen Bridges-Bibler • Roger Brinkerhoff • Diane Brong • Robert Broudy • Edward Brown • Barbara Brown Kaighn • Donna Brubaker • Dan Bubnis • Judith Buch • Mary Burgio • Kevin Burns • Elizabeth Butler • Barbara Byrne • Elizabeth Caggiano • Irene Campillo • Joseph Canonico • Peter Capper • Hazel Carrawell • Frances Carter • Carol Cashin • Maxine Chalker • William Chancellor • Peter Charuhas • Linda Cherkas • Margaret Christopher • Ellen Chung • M. L. Chynoweth • Michael Cipressi • Russell Citro • Sharon Clarke • Lynn Cohen • Jacquelyn Cohen • Mindy Cohen • Keri Cohen • Robert Cooney • Judith Copeland • Helen Corpew • Stephanie Costello • James Cousins • Kimberly Crone • Joseph Crumbley • Linda Cumiskey • Suzanne Daub • Lorraine Daughtry Colston • Rosa Davis • Geraldine Dawson • Cynthia Debaldo • Richard DeMayo • Gail Denny • Karen DePasquale • Roberta Diamondstein • Jean Diodato • Donna Dire • Kevin Dolan • Hillary Domers • Pat Domzalski • Paulette Donahue • Cheryl Donovan-Nieves • Susan Dooley • Nancy Dorfman • Christopher Doriani • Kalpana Doshi • Patricia Dougherty • Lea Dougherty • Katherine Downes • Richard Drabic • Linda Durmis • Gail Easton • Brenda Edelman • Jane Edgar • Thomas Edmunds • James Dennison Edwards • Terese Egan-Ehrlich • Malcolm Eldredge • Scott Eldredge • JoAnn Ellenberger • Catherine Engledow • Faith Gettes Erkes • Laurie Etzrodt • Marlene Evans • Karen Everhart • Michele Farabaugh • Keturah Faust • Michele Feder • Harin Feibish • Kellee Ferguson • Shirley Feudale • Jill Fiebert • James Foley • Bernice Fox • Elaine Frank • Zoe Friedberg • Jeffrey Friedman • John Friedrich • Patricia Furey • Kathy Furr • Anne Furstenberg • Andrew Fussner • Mary Gardner • Susan Garrett • Nichola Garvan • Janice Gasker • Kathleen Gavin • Christine Getz • Kelly Giannetto • Barbara Gilin • Sarah Gingras • Annette Giovanazzi • Richard Gitlen • Rachelle Goldstein • Hubert Gordon • Pamela Gory • Carol Graybeal • Sandra Greenberg • Shirley Grube • Kathleen Gumieny • Karen Gurmankin • Dorothy Hagan • Barbara Hale-Seubert • Katherine Hanekamp • Mary Hardick • Paul Hardick

Core Values and Ethical Principles



• Patricia Hardwick • Susan Harez • Susan Harper • Carolynn Harrison • Karen Hartt • Patricia Hausman • Mary Hazzard • Gerilyn Henshell • Teresa Hessmann • Frederick Hetzel, Jr. • Carol Hirsch • Donna Hixon • Stephen Hoffman • Robert Hoffman • Flavia Hoffnagle • Clay Holland • Grace Howe • Judith Howells • Kathryn Huff • Cathleen Hulver • Gail Hunter • Patricia Hydock • Jane Ilgenfritz • Barbara Irvin • Betty Jackson • Hannah Jacobson • Michele Jaffe • William James • Cynthia Jeffcoat • George Johnson • Patricia Johnston • Lester Jones • Jane Jones • Mary Frances Joseph • Patricia Joseph • Nicholas Jupina • Elaine Jurs • Monica Jutkowitz • Timothy Kananen • Joseph Kanotz • Charles Karl • Andrea Katin • Cipora Katz • Nancy Kays • Barbara Keaton • Paul Keisling • Marilyn Keller • Valerie Kellom • Mary Jo Kelly • Mary Kelly • Jane Kennedy • Abigail Kerrigan • Terri Keyser • Michelle Kindt • Harold Kirby • Stephanie Kitain • Karen Kleiman • Helen Klein • Jill Knerr • Evelyn Koppel • John Kordish • Kathy Kotler • Brett Kramer • Kristina Krohnemann • Dianne Kuchlak • Rachel Kuhr • Laury Kushner • Kathryn Kutler-Staplin • Doris Kyle • Gregory Landis • Sharon Laskowski • Nancy Lauderemilch • Joanne Leimbeck-Davis • Laurie Lemott • Keith Lentz • Mary Leupold • Wendy Levin-Shaw • Susan Levit • Patricia Lewis • Kala Lilani • Richard Lisbon • Willie Little • Patricia Lowry • Gail Ludwig • Patricia Lupoli • Sharon Lyter • Margaret MacGregor • Michael Madonia • Elaine Magder-Berkowitz • Anne Malone • David Mansour • Carole Maretsky • Robert Marks • Eileen Marnien • Helsel Marsh, Jr. • Joseph Martin • Linda A. Martin • Linda M. Martin • Joan Martini • Dolores Martin-Spallone • Gail Mason • Esther Mathieu • Carolyn Maue • Mary Mazzola • Dorothy McCall • Mary Anne McCormick • Mary McDowell • Marjorie Mckeone • Ruth McNeil Whittaker • Mary Mcsherry • Wendy Mcsparren • Peter Melendez • Sharon Meles • Edward Melvin • Anne Menke • Fran Milarta • Donna Miller • Donna J. Miller • Christopher Minch • Harriette Mishkin • Carrie Moore • Renee Morgan • Merle Morgenstern • Margaret Morrison • Kimberly Morrow • Shari Morrow Cooper • Elizabeth Mulvaney • Patricia Mummert • Bruce Murray • Crystal Myers • Charlene Nass • Toby Needleman • Bernie Newman • Bruce Noel • Glenavie Norton • Diane Novosel • Sonia Nowak • David O'Brien • Diane Olpere • Mary-Alice Olson • Alexandra Orbino • Frances Otto • Susan Paddock • Mary Page • Tiffany Painter • Gayle Pamerleau • Darlene Parisi-Dunne • Dorothy Parker • Sandra Patton Gordon • Sydney Paul • Charleen Pavlik • Daniel Pearce • Bonita Pearsall • William Perry • Regina Phillips • Alison Phillips-Jackson • Daniel Piser • Paul Polinko • Margaret Polito • Deena Pollock • Carol Poorman • Roberta Patsic • Betty Powell • Nathaniel Prentice • Margaret Price-Cummings • Arlene Prince • Jane Prusso • Rebecca Puchy • Margaret Pudup • Christine Rainone • Louisa Randall • Krista Randall-Bly • Karola Ranft • Narda Rathbun • David Reeder • Helen Reese • Dorothy Reichardt • Donna Rice • Georgann Richard • Tracy Richards • Patricia Robinson • Jane Robinson • Lori Ann Rogers • Rita Roitman • Candace Rombousek • Helen Rosen • Georgia Ross • Annjane Ross • Sheila Roth • William Roth • Devera Rothschild Garber • Sherry Rubin • Michelle Ruppert • Joyce Rutledge-Cahill • Joyce Ruzanic • Jetty Sawyer • Marietta Scalise-Warnitsky • George Schaefer • Vicki Schaffer • Kathryn Scheuble • Lisa Schiller • Jay Schively • Susan Schwartz • Andrea Seewald • Ariel Segal • Alexandra Seherlis • Charles Seith • Heidi Shaffer • Olga Sharma • Melinda Shaw • Yvonne Shaw • Winifred Shaw Hope • Karen Shipkovitz • Susan Shuey • Jane Shure • Nancy Sidell • Harriet Sigal • John Sivley • Susan Small • Kim Smith • Donna Snyder • Lilian Solomon • Melissa Sovak • Donna Spalding • Felice Srolis • Julie Staub • Carol Stenger • Doris Sterner • Patricia Stewart • Pamela Stitac • Susan Stipanovich • Krista Strantz • Tina Straub • Mary Strickland • Meryl Sussman • Kathy Swift • Ann Tapman • Della Terris • Heather Teter • Sally Thatcher-Ross • Stephen Tobias • Joan Toborowsky • Rebecca Toddes-Miller • Geraldine Toland • Annette Trunzo • Jan Unneberg • Nanine Valen • Lynn Valencic • Denise Valerio • Julie Van Noord • Abby Van Pelt • Margaret Van Schaick • Caroline Vanstory • Tracey Vawter • Holly Venig-Levenson • Mathew Verghese • Tiffany Volovich • Linda Walck • Robyn Walls-Scott • Richard Ware • Sharon Washington • Deborah Waters • Kathryn Watto • Erma Weaver • Maxine Weiner • Joanne Weiss • Carolyn Weiss • Mary Weller • Jo Wentling • Bradley Werley • William Whitlock • Michael Wiler • Barbara Wilhelmy • Karen Williams • Marty Williams • Nancy Winter • Joy Workman • Nancy Wright Lerch • Patricia Yanek Horvath • Lynda Youngs • Denise Zavada • Carol Ziegler • Barbara Ziff • Rochelle Zimmerman • Rose Zingrone • Cynthia Zollman

15-20 Years

Vivian Acton • Tami Adams • Teresa Adams • Mary Lou Adams • Victor Gerard Alberigi • Lynda Albert • Jacquelyn Albert • Lucia Alfieri • Sharon Altland • Sidney Anderson • Georg-Etta Anderson • Taylor Anderson • Deborah Asper • Gabriela Assagioli • Herbert Bailey • Laurie Ann Balsavage • Lori Barbato-Turrisi • Lawrence Barbera, Jr. • John Bass • Suzanne Bass • Neal Beatus • Catherine Beckhardt • Katherine Behrens • Clare Beichner • Hava Bergdoll • Evon Bergey • Elizabeth Berterley • Rise Bill • A. Linda Blair • Carol Bliss • Edward Bloss • Pat Blumberg • Kathleen Blythe Thomas • Philip Bockman • Brian Bodnar • Joseph Botelho • Rosemary Brant • Jane Branyan • Teresa Brieck • Elinor Brody • Cheryl Broton • Jerrald Brucker • Holly Brundage • Lois Bruno • Gina Buckman • Steffie Buerk • Paul Bukovec • Rhonda Burak • Adana Burke-Hooten • Sheila Burns • Karen Burrill • Carolyn Burrill • Jennifer Cabot Finkelstein • Linda Camberg • Suzanne Caprara • Mary Jo Carlson • Joan Cashin • Therese Cavanaugh • Melanie Chandler • Catherine Charley • Robin Chase-Sittig • Catherine Chesmar-Sheldon • Linda Chismar • Elizabeth Chodella • Jill Chonody • Karen Christman • Michele Chubb • Jeanne Ciocca • Kristie Clark Stockwell • James Cloonan • Carol Cobb-Nettleton • Francine Cochis • Rosemarie Colatiano • Carla Colello • Anne Coleman • Greta Coleman • Barbara Coleman • Winston Collins • Nancy Compton • Patricia Conroy • Lori Cooper • Lisa Cooper • David Cooperson • Linda Crowell • Margaret Cunha • Mary-Elizabeth Cunningham • Rosemary Curwood • Michael Dallahan • Kevin Damitz • David Dan • Lance Daniels • Barbara Davis • Ethel Davis • Mary Davis Harfst • Diane Davison • Rosalee Day • Nancy DeCesare • Nicole Defranco • Eli DeHope • Jennifer Dell'Aquila Maslin • Myrliss Demastus • Claire Dente • Debra Devos • Andrea Devries • Claudia Dewane • Joanne Dinoski • William S. Dinwiddie • Deanna H. Ditter • Armand DiYenno • Richard Dracha • David Droppa • Teresa Duda • Kathryn Duffy • Amy Duffy • D. J. Dunlap • Andrew Dunlap • James Durso • Janis Edwards • Rhoda Ehist-Koch • Russell Elliott • Eleanor Emmons-Apt • Andrew Eppich • Jennifer Erickson • Kathy Erndl • Karin Eyrich-Garg • Michele Ezrow • Jacqueline Falkenheim • Margaret Fay • Debra Fetterman • Vicki Fineman • Michelle Fischer • Florrie Fisher • Deanna Fish-Layton • Judith Flannery • Billie Fletcher-Haines • Mary Flinner • Allen Flock • Elizabeth Focer • Rebecca Ford Auble • Kate Forest • Michelle Fox • Margaret Freda • Michael Friedlander • Judith Frisbie • Diane Friske • Martha Frost • Jacqueline Gammon • Deborah Gaston Fenimore • Richard Gelles • Deborah Gerald • Arlene Gettlin • Mary Anne Giello • Paula Giffin • Christina Gigger • Paul Gildersleeve • Christine Goetter • Dale Goldberg • Michael Goldberg • Maureen Golden • Marian Goldstine • Paul Gombola • Bonnie Good • Jana Gordon • Elizabeth Gotwals • Marsha Grahame • Ellen Greenfield • Gerard Grote • John Grove • Jennifer Grube • Virginia Hamby • Vance Hamill • Zina Hampton • Lisa Hanna Witmer • Suzanne Hannegan • Kimberly Hardin • Ann Hardner • Billie Harlan • Donna Harne • Cheryl Harner • Patricia Harnett • John Hartline • Arnold Haskins • Adele Hathaway • Carolyn Susan Heath • Lucy Heggensstaller • Nikole Heilmann • Emily Heim • Katharine Heisler • Jean Henry • Kevin Henry • Donna Hewitt • Andrea Heyn • Zoe Hill • Christopher Hoffman • Kathleen Hoffmann • Barbara Hogan-Zarro • Ellen Hollinger Kanagy • Julie Holtry • Charles Holtz • Albert Hooke • Cheryl Hoover • Sheila Houghton-Antonucci • Sharon Hovis • Diana Howe • Lynda Hower • Michele Hancsak Howland • Adaire Hoyt • Robert Hudachek • Helene Hughes • Sharon Hulihan • Kerri Hunsberger • Lori Iezzi • Charlotte Iszard • Bernadette Ille Crosby • Carrie Jacobs • Jo Ann Jankoski • Bruce Kacher • Larry Kahanofsky • Linda Kanner • Judith Kaplan • Stanley Kastrava • Sherri Katz • Elizabeth Kaufki • Amy Keiper-Shaw • Pamela Kelberg • Molly Kelllogg • James Kelly • Thomas Kelly • Jennifer Kemmerer • Christine Kephart • Kathryn Kilmer-Austin • Kerry Kimmick • Cynthia King • Amelia Klein • Carolyn Klock • Constance Knee • Christine Knochenhauer • Jean Kolbe • Larry Koppelman • James Kot • Jane Kotler • Tracey Kowal • Catherine Kowalok • Carol Kowitt • Shelli Kranson • Pamela Krause • Martin Kravchick • Susan Kruk • James Kuenmerle • Roccoline Kulka • Jamie Kunkle • Susan Kurtz • Carole Landis • Kathryn Landis • Constance Lappa • Melody Latsha • Janet Lawrence • Sherry Lawson • Anna Leadem • Andrew Lefkowitz • Kathleen Leighaber • Tara Leja • Alexander Lesko • John Levenson • Karen Levin • Melanie Lewis • Robert Light • Anna Lipshutz • Pamela Little • Phyllis Littman • Joan Livingston • Theresa Lodise • Susan Loeb • Jill Loomis • Patrick Loughlin • Deborah Lovewell • Kay Lowmaster • Emma Lucas-Darby • Mary Ann Ludka • Helina Lukens • Maureen Lyons Tashjian • Michele Lyons-Fadel • Lloyd Lyter • Barbara Mack • John MacMillen • Ann Maebius • Mark Magerman • Francis Maguire • John Mansfield • Frances Marais • Dawn Marple Gise • Laura Marshall • Link Martin, Jr. • Kimberly Maser • Theresa Mason • William Massinger IV • Lisa Matteo • Lisa Matthews • Linda May • Diane Mayer • Raymond Maysek • Mary Pat Mazda • Gail McCoach • Wendy McCorkle • Susan McCulloch • Maggie McDonald • Lisa McDonough • Linda McGowan • Elizabeth McKenna • Rhonda McMahon • Jennifer Mehnert • Mary Pat Melvin • Glenda Mendelsohn • Connie Mendoza • Catherine Mericle • Carol Merrick • Velda Mescher • Georgann Metropoulos • Aimee Mickey • Nicole Miele • Judith Miller • Judith Miller • Barbara A. Miller • Mary Miller • Priscilla Miller • Heather Miller • Linda Miller • Geraldine Mills • Sheila Mills • Shirley Mitchell • John Mitchell • Roxane Mongelluzzo • Janice Moore • Rebekah Morris • Kathy Mountz • Stacey Gigous Moyer • MaryClaire Mullen • Louise Muzio • Carol Nagle • Patricia Ncube • Andrea Balick Neal • Kathleen Neff • William Neidig • Stephanie Newberg • Christine Nichols • Donna Nichols • Stacie Nickel • Neal Niznan • Elizabeth Norris • Heiki-Lara Nyce • Richard Oakley • Kathryn O'Connor O'Keefe • Polly Okeefe • Frances Olick • Janie Olsen • Pamela Olson • Ann O'Malley • Andrea Oravec • Geraldine Orton • Susan Padlo • Reynaldo Palacio •

Dignity and Worth of the Person

Social workers respect the inherent dignity and worth of the person.

Core Values and Ethical Principles



Varsha Pandya • Ruth Parzen • Lisa Pass • Julie Pastorius • Charlene Peachey • Marcy Pearsall • Eleanor Peck • Kathy Pecsco • Wayne Pendleton • Grace Penman • J. R. Peters • David Petrak • Jill Petrie • Matilda Petty • John Petulla • Phillip Phelps • Charles Phelps • Sherry Philips • Gwendolyn Phillips • Rochelle Pilzer • Paula Pimentel • Gerald Pitkus • Denise Poirier • Rochelle Polao • Cathy Polen • David Poleno • Sharon Pollak • Fran Hurwitz Pollon • Cynthia Powell • Margaret Preston • Enid Prettman • Roberta Previ • Lucy Raizman • Phyllis Randall • Carolyn Raring • Cheryl Reeling • Emily Reich • Marlene Reiff • Carol Renninger • Nancy Resnick • Maria Reyes • Lisa Reynolds • Kelly Riazzi • Sandy Richner • Kevin Rico • Patricia Riehl • Ilyssa Riley • Caroline Robboy • Elke Rockwell • Gerald Rodriguez • Lorna Rodriguez-Medina • Deborah Rogers • Laura Roman • Steve Root • Jessica Roseborough • Jeannette Rosen • Ann Rosenbaum-Pelberg • Wendy Roth • Carol Roth • Linda Rubinstein • Nancy Ruffo • Cynthia Rutherford • Margaret Ryan • Dyanne Sage • Linda Sall • Sharon Salmon • Beth Ellen Saltzman • Elizabeth Sanders • Peter Sanford • Mary Sarnese • Geraldyn Saxman • James Saylor, Jr. • Kim Scagnelli • Melissa Schaffer • Janet Schmidt • Craig Schollenberger • Janet Schreiber • Michelle Dubin Schwartz • Beth Schwartz • Allean Scott • Emily Scrivener • Melody Sell • John Shalanski • Anne Shenberger • Joy Shivas • James Shoemaker • Lara Shor • Beth Shuman • David Siegel • Barbara Silverberg • Laura Silverstein • Wendy Simmons • Ronald Simon • Rebecca Slyman • Rosalie Smiley • Alphonso Smith • Amy Smith • Mary Smith • Anne Smith • William Snow, III • Ernest Snyder • Suzanne Spohn • Mary Stanley • Betsy Stein-Hoffmaster • Janine Stoffey • Amy Stoner • Carol Strauffer • Diane Stroman • Edith Strong • Karen Subach • Cynthia Suhring • Marilyn Sullivan-Cosetti • Susan Swala • Kimberly Sweger • Kristen Sweger • Jill Tarr • Michele Tavormina • Vonnie Teagarden • Shelley Thacher • Susan Thomas • Kalean Thompkins • Jacqueline Thompson • Sheridan Thompson-Clark • Ronnie Titus-Allison • Lois Tobin • Virginia Trea • Joan Tremain • Shirley Tung • Stephanie Turin • Kielty Turner • Alan Tuttle • Jan Uram • David Urban • Amy Vaccaro • Adrianus Van Munster • Claire Van Ogtrop • Gary Vanscoy • William Victor • Michele Villalpando • Vivian Vogel • Ellen Volpe • Sonia Voynow • Linda Voytko • Thomas Wagner • Ann Walker • Althea Walker • Elizabeth Walton-Phillips • Suzanne Watkins • Suzanne Weaver • Jan Wein • Suzy Weinman • Sally Weinstock • Emily Wells • Will Wenger • S. Beth Wernham • Christine White • Donna White • John Williams • Pamela Wilshire • Glenna Wilson • Rachel Wilson • James Wingate • David Wohlsifer • Samuel Wojnilower • Charles Wolford • Connie Wonder • Anthony Yancey • Kay Yeager • Shirley Zagorski • Lynn Zale • Lorie Zator • Cynthia Zolner

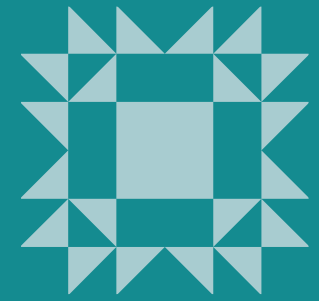
10-15 Years

Kristie Abbs • Areesah Abdus-Shakur • Beth Abriatis • Harlee Abromson • Joanne Adar • Elizabeth Adler-Harrison • Elaine Altoe • May Ambrogi • L. L. Anspach • Harry Aponte • Fari Arbab-Thompson • Richard Armstrong • Michelle Ashbaugh • Robert Askew • Daniel Auerbach • Constance Autumn • Elizabeth Babcock • Nicole Bachman • Margaret Bagnol • Carol Bailey • Lisa Baitzel • Mildred Baker • Cheryl Baldwin • Thomas Bale • Susan Balis • Stanley Barbour • Marcie Barent • Wendy Barnes • Beth Barol • Dana Bauer • Elaine Baus • Robert Beale • M. G. Bean • Rodger Beatty • Sylvia Beiler • Donald Benelli • Deborah Benkovitz • Stephen Bennett • Linda Bernstein • Jan Berry • Xana Bertino • Mildred Bickling • Sharon Bietsch • Ellen Black • William Blewitt • Christine Blondheim • Robert Bogdan • Stefani Bohm • Nancy Bolden • Kathryn Bonach • Kimberly Bonner • Hannah Bookbinder • Susan Bookfor • Kathryn Borrow • Cynthia Borzok • Pamela Bower • Karen Bower • Troy Boyd, Jr. • Paula Boyer • James Bozigar • Anna Braunstein • John Brendler • Danielle Brennan • Sheila Bressler • Cynthia Brin • Troy Brindle • Berta Britz • Nicole Brogna • Martha Brooke • Jean Brown • Sydney Brown • Marge Brown • Karen Brown • Fred Brown • Patricia Bruce • Stephen Brunetti • Elizabeth Brunot • Anita Bryant • Anthony Buchman • Laura Buck • Susan Buckler-Miller • Beverly Burgwin • Stephanie Burke • Susan Burke • Susan Burns • M. R. Butler • Mel Bwint • Paula Byrd • Helen Cahalane • Deborah Callahan • William Camargo • Eileen Carlins • Sharon Carpenter • Marilyn Cartwright • Victoria Caruso • Kimberly Castner • Margaret Catalanotti • Renee Cavallaro • Jennifer Celaya • Ann Cerra Pierre • Mary Chancellor • Leo Chapla • Kathryn Chesshire • Joanne Chimchirian • Lori Chuba • Paul Clements • Mary Jo Cline-Szewczyk • Jill Cohen • Deborah Cole • Marilou Coleman • Jane Collaso • Joseph Colosi • Krista Leigh Compton • Karen Connell • Martha Connolly • Sarah Cook • Christine Cook • Linda Cook • Hilary Copp • James Corbin • Tina Cottone • Julie Cousler Emig • Elizabeth Craft • Wendy Crayosky • Bernadette Dacanay • Danielle D'Aguanno • Melissa Daugherty • Virginia Davidov • Sheila Davidson • Amy Davis • Tanika Davis • Christine DeBerardinis • Evelyn Delaune • Laura Demastus • Verdell Dent • Stephen Denton • Patricia Dershem • Julie Deutermann • Stephen Devcchis • Stephen Devlin • John Dewitt • James Dickerson • Darlene DiGorio-Hevner • Leah Dippold • Joseph Doria • Christine Downs • John Drescher-Lehman • Sean Dwyer • James Eash • Carol Emerson • Mary Alice Emert • Linda Emmerich • Penelope Emmons • Gerald Evans • Heather Evans • Deborah Farber-Bittner • Darla Farr • Shirley Feldbaum • Renee Felder • Glenn Feldman • Sharon Ferry • Carole Fine • Matt Fino • Laura Fischer-Tanczos • Elizabeth Fisher • Lisa Flick • Marilyn Flynn • Judith Fockler • Lisa Forbes • Dawn Foringer • Donna Fornwalt • Debra Frankel • Eric Fringer • Mary Frontino • Melissa Frost • Mary Beth Frye • Deborah Fuss • Lois Fyke • Mary Jo Gallagher • Stephanie Galloway-Maslanik • Ellen Garbuny • Allen Gardner • Ernestine Garnett-Banas • Courtney Gawthrop • Alyssa Generalovich Robb • Susan Giampapa • Dorothy Gibbons • Richard Gibson • Karen Gildersleeve • Carol Gingerich • Carley Glah • Anita Goldenberg • Pauline Gollub • Susanne Gorman • Michelle Gould • Marsha Grabojs • Mary Grace • Angela Grace • Cori Grachek • Valerie Grant • Cecile Grantham • Cynthia Green • Linda Greth • Suzanne Grierson • Carolyn Grim • Amy Grolnick • Robert Groman • Sheryl Gross • Ellen Gross • Andrew Gross • Lisa Grosser • Judy Gustafson • Melissa LaBarte Gutierrez • Julie Gutowski • Theresa Hackenberg • Ruthanne Hackman • Brian Hainstock • Erica Haldeman • Melissa Hale • Ruth Haley • Karen Hamilton-Derry • Renea Hammerman • Victoria Hanchin • Nancy Hanley-Moyer • Kelly Harris • Sarah Hart • Sharon Hartman • John Hartnett • Lee Anne Hartwell • Pierre Hebert • Judith Helsing • Tammy Hendrix • Ruth Hendry • Cynthia Henry • Meredith Henry Geringer • Barbara Hernandez • Elaine Higdon • Elizabeth Higgins • Mary Higgins • Pamela Hill • Ruth Hinkle • Ann Hippely • Richard Hirsch • Marcia Hoffman • Clyde Hoffman • Ronald Hollm • Elizabeth Holman • Nicole Holonich • Cheryl Horsey • Ruth Hoskins • Pia Housel-Allport • Wendy Hovetter • Mark Howells • Suzanne Hraychuck • Mary Jane Hromnak • Ann Hubben • Deborah Hudson • Vicki Hughes • Steven Hulcher • Miriam Hunt • Pamela Hurwitz • Joseph Hvorecky • Holly Ickes • Nicola Ingram • Emily Intelicato • Ethel Jackson • Barbara Jacobson • Caroline James • Erin Jameson • Joan Jasinski • Karen Jaskot • Janice Johns-Engelman • Celeste Johnson • Linda Johnson • Debra Jo Jones • Geneva Jones • Donna Jones • Colina Jordan • Eileen Joseph • Carol Jubinski • Joanne Judge • Janice Judge • Sharon Juli • Callie Kaczmarek • Alisa Kamis • Carol Kardisco • Andrea Karsh • Barbara Kase • Karen Kauffman • Catherine Kawa-Marcinko • David Kearney • Stella Keddie • Patricia Keeler • Kathy Kelleher • Jacqueline Keller • Caren Kelman • JoBeth Kendall • Michael Kennedy • Stacey Kerr • D. Lynn Khan • Helen Kiderman • Brenda Kim • F. Klein • Lori Kleist • Elizabeth Klotz • Ellen Knight • Frances Komisar • Margaret Kough • Linda Koven • Meredith Kramer • Meredith Lisa Kramer • Steffany Kratchman • Marcella Kraybill-Greggo • Linda Kreger • Elizabeth Kriebel • Mary Krieger • Jake Kriger • Corbin Krug • Michelle Kuhn • Alan Kurlansky • Amy Kyriakos • Carol Kyrimes • Pamela Lambert • Kimberly Landa • Kelly Landefeld • Herbert Landis • Judy Landolina • Tricia Langelotti • Jennifer Lasker • Susan Laskodi • Terri Laterza • Dorothea Leicher • Karen Lenchitsky • William Leopold • Selene Letichevsky • Steven Leverich • Marcie Levin • Laura Lewis • Alfreda Lewis-Johnson • Arleen Lieberman • Dawn Linne • Jill Lipschutz Snyder • Justine Liptock • Michael Lobianco • Jennifer Lofink • Ellisa Lofton • Terry Logan • Jeff Longo • Ann-Marie Loose • Beth Lorell • Jay Loy • Thomas Luczkow • Becky Ludwig • Louan Lukens • Mary Macavoy • Denise Maddox-Burton • Kimberly Majcher • Lynne Major • Steven Malowski • Janine Malin • Toni Mandelbaum • Ron Mann • Brenda Manno • Lisa Marchiano • Charles Marcinko • Paul Margulies • Susan Maroto • Sandra Marsch • Jennifer Marshall • Ulla Martz • Rose Masin • Charles Guy Massaro • Margaret Maurer • Alan May • Lynn McAllister • Bernard McBride • Kathy McCallister • Kathy McConaghy • Deirdre McGreevy • Martin McGurrin • Holly McIntyre • Patricia McKinney • Martha Meadows • Sharon Meehan • Gwendolyn Mellott • Stephen Mellott • Janet Melnick • Reita Melvin • David Meneely • Lynn Mercurio • Josephine Mero • Lucia Mettler • Paul Metzgar • Barbara Migliaccio • Virginia Migrala • Faye Miller • James Miller • Tanya Miller • Kurt Miller • Susan Miller • Frances Miller • Patricia Milliken • Deborah Mills • Kathy Minnich • Nanette Missig • Carolyn Momm • Margaret Monaghan Moleksy • Jennifer Mongi • Dianna Montgomery • Janet Mooney • Susan Moore • Gloria Morales • Pamela Moran • Ann Marie Morreale-Lafoa • Jennifer Morrison • Mary Jane Morrison • Virginia Morrow • Judith Moser • Beverly Moss-Oswalt • Alecia Moyer-Basso • Michael Moyeroff • Maria Mulieri • Amy Mummert • Beverly Munsing • Gretchen Murchison • Michael Murray • Alexis Mustin • Meg Myers • Jeffrey Natalie • Rose Marie Nehls • Gwen Neumann • Susan Neville • Mary Neville • Dina Nevo • Karen Neyer • Regina Nicosia • Karen Niles-Parker • Nirmala Nirmul • Tiffany Nolan • Michelle Nord • Alisha Norman • Alyson Gaver Nowell • Janice Nuss • Leonard Ogazalek • Dawn O'Keeffe • Erin Oldt • Jennifer Olechna • Sarah Olsheski • Judith Omerza • Franklin Ortiz • Priscilla Orlip • Donald Page, Jr. • Penelope Parkin • Kathleen Pastore • Lisa Pawlowski • Janine Pawlowsky • Hubert Peck • Colleen Pellegrino • Tami Pellegrino • Audrey Pepe • Ed Perkins • Cindy Perkiss • Laura Perry-Thompson • Patrick Petrarca • Chrissy Petro • Cheri Pfeiffer • Jennifer Piazza • Annette Piazza Vasquez • Marianne Pohl • Victor Poirier • Bonnie Popso • Shirley Portis • James Poulos • Diane Powell • Lucille Powell • Colleen Pretko • Rosa Pye • Denise Quarino • Bonnie Queen • Carol Quick • Susan Radis • Lori Raffensberger • Mindi Raggi • Antonina Ranieri • Sandra Rankin • Megan Regina • John Rehill • John Rehner • Ann Reisinger • Michael Rentko • Carla Rhodes • Betty Rice • Chris Rich • Robin Richardson • Jennifer Rider • Mary Riegel • Ami

Importance of Human Relationships

Social workers recognize the central importance of human relationships.

Core Values and Ethical Principles



Riegel • Brynne Rivlin • Robin Rooth-Fogel • Susan Rose • Andrea Rossi • Leslie Rothberg • Jacquelyn Rothman • Andrea Rountree • Robert Rozman • Lisa Rubin • Jodi Rush • Larissa Russell • Jessie Russell-Nisbet • Elizabeth Rykaczewski • Rochelle S. Sanders • Ellen Sandidge • Robin Santhouse • Evelyn Savido • Christina Schadowald • Kathy Schank • Ann Schelbe • Aviva Schieber • Susan Schlasta • Lynne Schleifer • Julia Schott • Elizabeth Schrage • Barbara Schroeder • Margaret Schwartz • Jill Anastasi Scott • Irv Segal • Jill Seibel • Nannette Sell-Parry • Aimee Senott • Eleanor Sero • Rosemary Shade • Janet Shadid • Jo Shaffucas • Kristin Shatz • Gale Shay • Thomas Sheeran, III • Carol Sherman • Gale Sherrid • Bonnie Shields • Vicki Shinoda • Jeff Sigado • Erica Silver • Donald Simon • Susan Singer-Sfida • Christine Singo • Miriam Sion • Tonya Slawinski • Roberta Smalls • Rosa Smith • Holli Smith • Patricia Smith • Betty Smith • Victor Smith • Susan Smith • Daniel Smith • Christopher Smith • Janet Snellenburg-Kline • Catherine Snyder • Theresa Sobkiewicz-Palaski • Phyllis Solomon • Ayleen Soto-Rios • Eileen Cooper Spaeder • Judy Spahr • Richard Spargo, Jr. • Shelley Spear • Jozef Spiegel • Kimberley St Lawrence • Doris Stapp • Penny Stark • Nancy Stein • Eric Stein • Michelle Stengel • Alan Stevens, Sr. • Mary Stockman-Smith • Julia Stone • Joanne Storer • Kathleen Storer • Bruce Storms • Karen Stubenbort • Marlene Suto-Walters • Dari Sweeton • Genelle Sweetser • Barbara Szymanski • Kimiko Tanaka • Joanne Tarnoff • Tina Taylor • Stephanie Taylor • Anthony Techie-Mensah • Letty Thal • Kristin Thomas • Danielle Thorpe • Anna Tomaselli • Kristina Totin • Eileen Trapp • Deanna Trick • Cara Tripodi • Shanon Turk-Geller • Francis Ullishney • Susan Underwood • Rebecca Uppercue • Lori Vassil • Melinda Vates • Mary Veith • Walter Ray Vernon • Kathleen Verrengia • Carol Vigna • Ruth Walker • Kathleen Wall • Anna Walsh • Patricia Walsh • Susan Walsh-Magoni • Elizabeth Warner • Debbie Warnick • Cathleen Webb • Michelle Weinberg • Luisa Weinstein • Kathleen Weislogel • Mary Beth Williams • Janice Williams • Calvin Williams • Karen Williams • Scott Willson • Carla Wilson • Diane Wilson • Amy Wineman • Elizabeth Winter • Elodie Witkowski • Barbara Wolfgang • Melissa Wombwell-Twersky • Tammy Wood • Paula Wood • Connie Woodring • Benjamin Yaroch • Barth Yeboah • Kimberly York • Kenneth Young • Anita Zaboski • Betsy Zazow • Faithe Zercher • Julie Ziff • Lisa Zoll

5-10 Years

Rebecca Addleman-Rudy • Nana Ajani • Kimberly Altmeyer • Raquel Alvarez • Alix Amar • Dawn Amey • Sandra Ancas • Eric Androschick • M. Angell • Rebecca Susan Anthony • Tina Marie Arendash • Daniel Arkus • Kerry Arnold • Tiffany Marie Arnold • Christie Aronow • Leslie Daria Aronson • Jaelene Danielle Ashford • Jennifer Hope Austad • Melissa Austen • Cathy Bacielli • Karen Baker • Nora Baker • Sara Baker • Marilyn Banks • Alicia Batista • Beth Aileen Baxter • Susan Elizabeth Baybutt • R. Justin Beal • Martha Beamer • Jody Bechtold • Mary Beck • Ronald Beck • Marla Beck • Gina Bellanca • Bari Benjamin • Regina Benner • Shana Bennett • Robin Bennett • Mary Ann Benson • Ann Bergamasco • Barbara Berger • Maureen Bergey • Suzanne Berggren • Merle Berman • Yvette Berrian • Lori Bertanzetti • Shareene Berti • Paula Betts-Redmond • Michele Bickelman • R Leanne Billiau • Cynthia Billisits • Ira Bilofsky • Sharon Bixler • Jamie Bongiovi • Leslie Book • Geeti Borah • Wendy Born • Dana Bortz • Janice Bourdage • Anne Christopher Bowers Paris • Darcia Bradley • Mary Brady • Aileen Brame • Laurie Breda-Kennedy • Roseann Brennan • Elizabeth Brett • Kimberly Brewer • Ruth Kathryn Brewer • Jennifer Britten • John Michael Brookman • Veronica Brown • Karen Brown • Charles Robert Brown • Emily Browning • Kini Bryant • Miriam Buchanan • Amanda Budai • Beth Ann Burgess • Jay Burkholder • Sean Burns • Irene Burrill • Ronald Burton • Evelyn Jones Busby • Mary Buss • Maureen Butler • Philip Buttenfield • Sue Cabrey-Counts • Denise Caldwell • MaryCarol Campbell • Nancy Elaine Campbell • Valerie Carlin • Leigh Carter • Zoe Carver • Andrea Caulfield • Karen Chang • Marilyn Chapla • Leslie Chaundy • Angela Chew • Lillian Chinnici • Bonnie Clark • Irene Clifton • Cynthia Closs • Lauren Coleman • Adelle Collin-Lloyd • Cynthia Conan • Elisabeth Congdon-Martin • Barbara Conniff • Karie Constain • Margo Cookson • Lorraine Copenhaver • Michael Coppens • Meredith Cosgrove • Robert Cosner • Ronald Costen • Mandi Cottle • Kathleen Coughlin • Charlotte Cox • Rita Teresa Coyne • Kelly Craig • Ryan David Cramer • Jill Crawford • Elizabeth Cribb • Rebecca Crissman • Brooke Crowley • Cynthia Cruz • Michael Culkin • Bobbe Cullers • Gregg Culp • Mary Kay Cunningham • Cecilia Cunningham • Jeffrey Daily • Matthew Daley • Lorraine Fusco • Damiani • Eileen Kates Dancis • Dena Dandridge • Patricia Danzik • Betty Davis • Salita Day • Rebecca DeHaven • Tabatha Dean • Argentine Deigh • Bertha Dejesus • DAWN DeVan-Bertrand • Tara Dickinson • Andrea Dickstein • Diana DiGirolamo • Robert Dilbeck, Jr. • Elizabeth Dobbert • Sara Dodge • Mary Ellen Doll • Joseph Donohue • Sandra Donovan • Maureen Doody • Ann Dorocki • Patricia Downing-Rasich • Melinda Elizabeth Doyle • Jason Doyle • Jeanne Drayer • Vivian Marshall Drayton • Donna M. Drennen • Brooke Dumais • Colleen Dwyer • Kimberly Eaton • Thomas Egan • David Einhorn • Susan Laurie Eizen • Lisa Maria Ellinger • Dianne Elsom • Juliana Erali • Daisy Eyerly • Nathan Ezzo • Dolores Faluvegi • Ann M. Farnon • Joseph Fauzio, Jr. • Laura Favin • Lyn Felix • Jennifer Ferrara • Elizabeth Carlton Fiebach • Clifford Finegold • Marcia Fineman • Janis Fink • Michelle Finn • Michael Fiore • Riki Fire • Ray Fisher • Marla Fisher • Diane Flaherty • Joanne Fleisher • Patricia Fletcher • Stacy Foley • Kelly Ford • Marilyn Joyce Frazier • Marlelle Fromuth • Joni Fulkerson • Jennifer Fulton • Katharine Wadsworth Furio • Donald Gallagher • Laura Gallaher • Theresa Lynn Gamber • Jessica Gamber • Sharon Geibel • Sandra Gera • Charles Gilbert II • Jodi Gilbert • Thomas Giovannelli • Richard Glover • Thomas Godfrey, Jr. • Kara Golden • Paul Goldenberg • Kimberly Gora-Buck • Tasha Goshorn • Sarah Graden • Stacy Green • Naomi Greenberg • Ken Greiff • Margaret Griffin • Laura Groves • Arlene Grubbs • Julie Guistwite • Migdalia Azalia Gunoskey • Steve Gursky • Eric Guy • Deborah Guy • Dorothy Hackenburg • Anne Hager • Kathy Hammes • Joyce Hanna • Trond Harman • Jessie Harner • Kerry Elizabeth Harper • Jane Harris • Mary Harris • Heather Hart • Amy Hartley • Christine Hatch • Carrie Heasley • Y. Patricia Helvy • Elizabeth Hemphill • Nicole Herrmann • Lisa Herter • Andrew Hess • Randolph Hess • Elyse Heyman • Eva Heyman • Shirley Hignet • Luceann Hitchman • Christine Hofmann • Cynthia Hohl • Jessica Hollander • Gina Holmes • Anne Hoover-Meith • Susannah Horner • Hope Horowitz • Jill Horvat • Valerie Houck • Elaine Humme • Amanda Hummel • Michele Hurd • Nancy Ignatin • Veddah Irizarry • Elissarh Jackson • Serena Jacobs • Marlene Jacobs Kaplan • Melissa Smiley Jacobson • Norma Jakko • Heather Jay-Boardman • Michael Jeffrey • Lynne Barr Jeffries • Deborah Jesseman • Mia Joelsson • Kristen Johnson • Kimberly Johnson • Douglass Johnston • Tanya Jolley • Janet Jones • Mildred Joyner • Emily Junod • Kathleen Juracek • Dawn Marie Kaisen • Amy Kaltnecker Dixon • Tracy Dara Kardon • Katherine Keene • Cindy Kelly • Jennifer Kenney • Anne Kenyon • Karey Kerns • Sheila King-Miller • Jeffrey Kingsley • Ardie Kissingner • Kathleen Kleinmann • Heather Knickerbocker • Fiona Knight • James Kochie • Diane Koerber-Wycoff • Annette Kolski-Andreaco • Bonnie Koss • Maria Ann Kotler • Gary Kozick • Lara Krawchuk • Kathleen Krol • Julie Krug • Anne Krupa • Shirley Kurtz • Susan Kurtz • Heather LaBarre • Alexis Lake • Dina Lally • Bette Landis • Marge Lang • Rebecca Lankes • Jennifer Larosa • Carol Latsch • Don Lawrence • Maria Lawrence • Carol Leach • Madeline Leach • Ashley Lebo • Amy Lechner • Becky Ledva • Kate Ledwith • Jill Lefkowitz • Saralee Leiber • Judith Lennon • Melinda Leo • Amy Letwinsky • Frances Levin • Amy Elizabeth Levine • Laurie Barnett Levine • Beatrice Lewis • Joan Lewis • John Lichtenwalner • Sonja Lindgren • M. Neelam Lindquist • Stephanie Lindsay • Rachel Lissman • Gayle Logan • Craig Long • Kathleen Long • Shelagh Lowa • Roland Lucas • Paul Lukach • Melanie Rebecca Lundeen • Suzanne Lyons • Sean Lyons • Ruth MacAlister • Raman Mace • Jessica Lynn Mack • Lambert Maguire • Adele Maher • Sara Maloney • Max Maloney • Mary Ellen Maloney • Barbara Manes-Mang • Gina Lynn Manfredi-Zacios • Lawrence Marr • Kelley Marie Marron • Wanda Marshall • Heather Martin • Jocile Martz • Stephanie Marugg • Cheryl Elizabeth Massimo • Richard Dirk Matson • Kristi Mattzela • Maggie Maturani • Margaret Maynard • Jessica McAtamney • Janice McCarthy • Renee McClure • Casey McCollum • Kathleen McDonough • Melissa McElwaine • Mary Ann McIntyre • Jennifer McKeon • Marjorie McNaughton • Joan McTeague • Natasha McVey • Terrie Lynn Means • Sandra Medina-Lopez • Jennefer Meltzer • Bernadette Mendez • D. A. Michaela • Madeline Miele • Todd Milhollen • Jeffrey Miller • Christine Milliken • Allison Miziniak • Madeleine Elizabeth Mogle • Catherine Monk • Angelo Montante • Thomas Moore • Shonda Moralis • David Moran • Nathaniel Morley • Margret Morycz • Marian Moseley • Laura Moyer • Charlene Moyer • Vickie Moyer-Page • Marye Murphy • Jann Murray • Joan Murray • Dale Myrtertus • Marilyn Nadik • Brian Naisby • Wendy Nicholas • Laura Nichols-Virgilio • Jennifer Nickels • Gail Niemann • Maureen Nolan • Melanie Norman • Nancy Nowell • Shelly Oberst • Susan O'Brien • Eugene O'Donnell • Mary O'Donnell • Remilekun Ojumu • Laura Pollard Okerberg • Maleita Marguerite Olson • Nicole O'Malia-Guessford • Mary Onstead • Marci Opalenik • Juel Ormsby • Kathleen Ostertag • Teniola Osundeko • Annette Owens-Johnson • Jessica Packard • Anthony Paglia • Louis Palmeri • Andrea Gabrielle Parise • Jill M Parisi • Julia Paul • E. Diane Pavelchek • Nanet Peterson • Tami Petrucelli • Michael Pfeiffer • Melissa Phillips • Mary Phillips Gryziec • Anna Pierce • Rhonda Pilardi • Naomi Pollock • Edward Polson • Kevin Perneluzi • Ruby Porr • Wanda Portis • Theresa Price • Kathleen Marie Prime • Deborah Sue Quinn-Chivers • Sahana Rajiyah • Katherine Ranck • Kimberly Ray • Melissa Beth Reber • Megan Reddish • Kelly Reed • Alexis Remillard • Kathleen Rentschler • Jennifer Rhodes • Leslie Richards • Timothy Richner • Milagros Rivera-Baez • Dorothy Roach • Michael Robertson • Michelle Robertson • Jill Robinson • Doris Robinson • Nicole Michele Rochon • Dennis Romanoski • Michele Joanna Rosario • Rebecca Lynn Rose • Rebecca Rosenau • Idelle Roth • Lenore Rubin • James Curtis Rude • Linda Ruthen • Kathryn Ryan-Amankwaah • Judith Salomone • Shirley Salmon-Davis • Steven Salomonsen • Karla Sanders • Kimberly Sapolis Lacey • Vivian Legatos Savit • Jessica Schaffner • Michelle Diane Schery • Leigh Scheuritzel • Barbara Schimizzi • Laura Schmidt • Debra Schroeder Thompson • Nancy Schultz Koch • Bethany Schumacher • Veronica Seitzinger • Jennifer Sharp • Corey Shdaimah • Linda Sherrill • Suzanne Shilling-

Integrity

Social workers
behave in a
trustworthy
manner.

Core Values and Ethical Principles



Competence

Social workers practice within their areas of competence and develop and enhance their professional expertise.

Askew • Deborah Ann Siderias • Monique Silin • Paula Silver • Jacqueline Silver • Jonathan Singer • Jennifer Singer • Anita Sinicrope • Cathleen Mallon Sita • Jean Skrincosky • Roland Slade • Allana Sleeth • Colleen Smith • Carolyn Smith • Amanda Smith • Kristin Anne Smith • Ann Smolen • Valerie Smyder • Laurie Snyder • Ann Sorber-Dittmar • Judith Spangenberg • Shirley Spangler • Marie Spinelli • Sarah Springer Frank • Cathleen St. Andrews • Alexa Stacher • Tiffany Stamm • Diane Standish • David Steinberg • Aaron Stepanchick • Carolyn Steppe • Kimberly Sterner-Stein • Dominique Stevens-Young • Cheryl Stewart • Kerri Strauss • Judith Strong • Leona Stubblefield • Mercedes Taylor • Cynthia Taylor • Nicholas Telincho Jr. • Suzanne Tepper • Lois Thomas • Traci Thomas • Catharine Thomas-Brinker • Cynthia Thompson • Megan Thorne-FitzGerald • Pamela Tomko • Dina M. Tommasino • Ryann Toomey • Paul Tripoli • Felice Tucker • Catherine Turano • Robert Twiddy • Pamela Twiss • Stephanie Van Ingen • Shari Vander Gast • Kimberly Vargas • Celeste Vaughan-Briggs • Eveit Vega • Ana Velez • Karen Aubel Verbeke • Robert Vincenti, Jr. • Lisel Virkler • Margaret Vlazny • Rachel Volodarsky • Molly Wagner • Ralph Wahl Battinieri • Heidi Waligora • Lisa Michelle Walker • Dorothy Walline • William Walls • Kathleen Walsh • Ambry Ward • Tracy Weant • Amy Wehr • Jennifer Weigle • Mikelanne Welliver • Catherine Welsh • Jennifer Wermuth • Patricia Wertman • Megan Patricia Whitford • Charles Whitlock, Jr. • Muriel Wiener • P. Joy Wiggins • Lori Wilcocks • Barbara Williams • Judith Willingham Shimm • Claudia A. Wilson • Karen Witter • Judith Woloff • Lisa Woods • Alison Wortman • Kelly Wright • Kimberly Wright • Hidenori Yamatani • Robert Yochum • Michael Zamrin • Gwen Zarkowski • Amanda Zerr • Tina Zimmerman • Nancy Zink • Joshua Zlochower • Judith Zlotowski • Nicole Zmuda



OUR PARTNERS & COALITIONS

NASW-PA collaborated with many coalitions throughout FY 2010-11. Our partners and coalitions represent a diverse group of stakeholders, all of which are important to social workers and their clients. Of note are the Protect Our Children Committee and the CAPTA Workgroup:

Protect Our Children Committee

During FY 2010-11, NASW-PA remained an active member of Protect Our Children Committee's governance committee. With a great deal of POCC's work focused on public education related to preventing child abuse and awareness about the need for a children's ombudsperson, NASW-PA remained a committed partner to getting various stakeholders to sit around one table. POCC leadership has worked hard to create a table where agencies' goals and agendas are not the driving force, but rather the need to protect Pennsylvania's children is the fundamental and uniting force.

Of special note this year was a broad and inclusive survey conducted by POCC on mandated reporters' understanding of their responsibilities. POCC's final report highlighted that:

- 38 percent of the more than 1,200 mandated reporters that responded to the survey had either never been trained (14 percent) or were trained (24 percent) prior to Act 179 of 2006, which altered the law with regard to reporting suspected child abuse.

- 52.2 percent of respondents were trained face-to-face but there was no pre- and post-testing to determine the effectiveness of the training.
- 80 percent of the respondents indicated that the training they received did not qualify for or the person was unaware that the training was eligible for continuing education units

There is no training requirement for mandated reporters in Pennsylvania.

To learn more or read the survey results go to <http://www.protectpachildren.org/files/mrreport3292011.pdf>

CAPTA Workgroup

The implementation of the Child Abuse Prevention and Treatment Act progressed through FY 2010-11. The Commonwealth became compliant with CAPTA in 2006, although it was first authorized by the federal government in 1974. There is still work to be done to ensure compliance and to secure additional discretionary resources related to the Children's Justice Act grant dollars. There are two stakeholder subcommittees, staffed with volunteers, working to implement the remaining areas of reform.

The Citizen Review Sub-Committee has been directly responsible for establishing three citizen review panels (Northwest, Northeast and Central). These panels have worked very hard to develop a direction and

and purpose given that no such groups had existed in the Commonwealth before. They have been true trailblazers- including several NASW members who serve on these panels. Their initial recommendations were part of the annual child abuse report issued by the Department of Public Welfare. Additionally, the staff of the University of Pittsburgh Child Welfare Training Institute have provided the ongoing technical assistance and expertise necessary to support the panels operation. In the coming year, new panels will be created to cover other areas of the state, and social workers are encouraged to join these panels.

The second sub-committee working hard over this past year is the Children Justice Act group led by Dauphin County prosecutor and outstanding child advocate, Sean McCormack. For over thirty years, Pennsylvania has forfeited discretionary grant dollars that were designated to support child abuse investigation and prosecution. These funds were created to ensure that child abuse cases were effectively investigated and prosecuted. Before the Commonwealth could start accessing these dollars it was necessary to do a comprehensive review of the functioning of child abuse multidisciplinary teams. It took over a year, but Pennsylvania is now able to access this small, but critical pot of money.

The first CJA grants have been designated to support the implementation of the Children Advocacy Center model and to bring specialized training from Victor Vieth (an outstanding national expert) to county prosecutors here in the Commonwealth. Both grants are being awarded to bring practice models to Pennsylvania that are proven, professional and truly aimed at building better systems to protect children.

It has been an outstanding year for the CAPTA implementation process, and NASW-PA is delighted to have been a committed and active partner in this year.

Additional partners and coalitions include:

Alliance of Health Care Providers — supports a health care delivery system that promotes quality care and fairness to consumers and providers.

Black Men at Penn School of Social Work Inc. — promotes awareness of the continuing issues and challenges that black men in America face and works toward shaping policy within the University of Pennsylvania's School of Social Policy & Practice.

Coalition for Low Income Pennsylvanians — promotes fair and equitable policies for low-income children and families.

Coalition for Healthy Families and Workplaces — supports the need for policy change to ensure earned sick time for family members in Philadelphia and Pennsylvania.

Coalition of School Mental Health and Social Service Professionals — a coalition of diverse professionals that addresses issues impacting the delivery of social services and mental health services within schools.

Housing Alliance of Pennsylvania — seeks to ensure that all Pennsylvanians, especially those with low incomes, have access to safe, decent and affordable homes.

Pennsylvania Society for Clinical Social Work — advocates for clinical social workers and partners with NASW-PA for the establishment of practice protection.

Pennsylvania Association of School Social Work Personnel — PASSWP and NASW-PA have been working in close partnership for the certification of school social workers. PSEA has also been a strong partner in this effort.

Pennsylvania Association of Undergraduate Social Work Education — dedicated to the education and advancement of bachelor-level professionals, PAUSWE is a partner in advocating for BSW licensure.

Pennsylvania Premature Infant Health Network — is a multidisciplinary group of professionals who promote the health and well-being of prematurely born children.

Value All Families Coalition — promotes legislation that would establish equal rights for LGBT people, provides legal recognition of LGBT relationships and families and opposes legislation that would harm LGBT people and unmarried heterosexual couples.



The National Association of Social Workers (NASW) is the largest membership association for professional social workers. In Pennsylvania, NASW-PA represents more than 6,100 members to enhance the professional growth and development of social workers, to create and maintain social work standards and to advance sound social policies.

NASW members are educated and trained professionals working in fields such as mental health therapy, school social work, child welfare, community organizing, public welfare, policy development, hospice care, substance abuse and prevention, gerontology, health care and crisis intervention – just to name a few. NASW-PA works to unite these diverse professionals to advocate for policy, legislative and regulatory change that best enables professional social workers to serve their clients.



425 North 21st Street, Ste. 401 • Camp Hill, PA 17011
717-232-4125 • www.nasw-pa.org

NASW-PA AT A GLANCE

6,100	MEMBERS
4,817	HOURS OF CONTINUING EDUCATION PROVIDED
3,180	MEMBERS OF NASW FOR MORE THAN 10 YEARS
1,404	MEMBERS HOLD THE ACSW ADVANCED CREDENTIAL
957	SOCIAL WORK STUDENT MEMBERS
592	CHAPTER-SPONSORED CONTINUING EDUCATION EVENTS
348	PEOPLE WHO TOOK NASW-PA LICENSURE PREPARATORY COURSES
43	PIECES OF LEGISLATION COMMENTED ON
9	REGIONAL DIVISIONS
3	PIECES OF LEGISLATION ADVANCING THE PROFESSION
1	UNIFIED VOICE FOR THE SOCIAL WORK PROFESSION