

SOCIAL WORK VOICE

Massachusetts Chapter



Fighting for Social Workers, Improving Our Communities

Advancing Social Work and Social Justice: Unveiling the 2019-2020 Legislative Agenda

NASW-MA's 2018 Annual Report

SOCIAL WORK VOICE

Formerly called "FOCUS"

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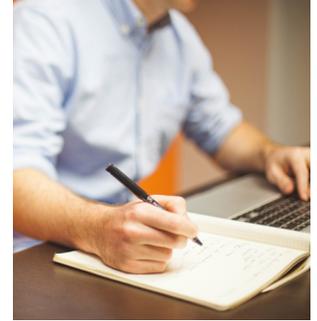
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Fighting for Social Workers, Improving our Communities

Rebekah Gewirtz, MPA
Executive Director

Earlier this year I sat at the kitchen table of a social worker and NASW member named Greg* who specializes in substance use disorder. Greg has a private practice in Lynn, where he has worked as a social worker for more than two decades. We were meeting to talk about a demoralizing experience he was having managing the consequences of an insurance company clawback impacting his MassHealth clients. Sitting at Greg's table, I learned his yearly income was not far above poverty level and that both he and his father were veterans. I learned he became a social worker to give back and to build community. I also learned he was considering retirement because of the challenges of navigating increasingly complicated insurance company requirements.

It turns out Greg was not alone. Over the course of several weeks in early 2018 we heard from hundreds of NASW members who were having a similar experience - all being audited by the same company, all similar minor infractions for which they had never been warned, all having payments clawed back. **One social worker, in the midst of a 40-claim audit and dealing with multiple clawbacks she could not afford to pay, said she felt "broken" by the process.** Like many of our members, we were concerned about the profit motive behind the audit. And we were concerned about not only the impact on social workers but on communities already struggling to access mental health services in the midst of an opioid epidemic. We knew this audit could cause social workers to drop MassHealth not because they wanted to but because they simply could not afford the risk of clawbacks cou-

pled with already low reimbursement rates.

In response, NASW-MA swiftly took action. Our staff worked tirelessly to help answer member questions, to coordinate webinars with the company in question, and to advocate with our allies in the legislature and directly with MassHealth to raise awareness about what was happening. As a result of this advocacy, MassHealth halted the audit and the clawbacks stopped.

Being able to show our members that we had their back has been one of my proudest moments as the Executive Director of the Massachusetts Chapter of NASW. This win reaffirmed to me the impact of our collective voice. Navigating a constantly evolving mental



with you our new 2019-2020 legislative agenda. The agenda follows our mission in that it is organized by its four tenants: advancing professional practice and the profession with activities like reducing clawbacks and advocating for more sustainable reimbursement; standing up for social and economic justice by advocating for children and those living in poverty; advocating for human rights; and ensuring unimpeded access to services for all.

*The more social workers we can count in our ranks,
the louder our voice and the larger our impact.*

health, social services, and health care environment can feel challenging and isolating, but as part of NASW, social workers are banded together. In our advocacy, we also know that when we have victories for social workers they are not confined to the profession. There is almost always a ripple effect. In this case, now someone like Greg can continue to practice and provide much needed services in a city that has experienced devastating consequences from the opioid crisis. More people will have access to his expertise and those people will have a better chance at a more hopeful future.

At NASW-MA, our advocacy on behalf of the profession and the clients and communities served by social workers is at the core of who we are. In that vein, through this issue of the *Social Work Voice*, we are very proud to share

Also in the pages that follow, you will find our 2018 Annual Report where you can review other highlights from the year. This February issue of *Social Work Voice* is delivered to every licensed social worker in the state. It is the one time a year we do this. This magazine and the advocacy work we do are just two of the many membership benefits we offer. You can learn more about all of our membership benefits by visiting: www.naswma.org/membership. If you are not already a member of NASW, I urge you to join today. You can join or renew anytime by visiting: www.socialworkers.org/join. The more social workers we can count in our ranks, the louder our voice and the larger our impact. Onward to the year ahead! 🌱

*Name has been changed for privacy

Social Work Month 2019 Announced



Every March social workers and allies come together to celebrate Social Work Month. **The theme for Social Work Month 2019 is "Elevate Social Work."** The goal of the campaign is to educate the public about the contributions social workers have made to our society and why the profession is so vital to our nation. An additional goal of Social Work Month will be to raise the public image of the profession with a specific focus on exploring ways to boost compensation for the important work social workers do.

public about the contributions social workers have made to our society and why the profession is so vital to our nation. An additional goal of Social Work Month will be to raise the public image of the profession with a specific focus on exploring ways to boost compensation for the important work social workers do.

Social Work Month Exhibit at State House

As part of this year's Social Work Month celebration, NASW-MA is organizing an exhibit at the MA State House from **Monday, March 4 - Friday, March 8**, to highlight the vital roles social workers play in a variety of settings across the Commonwealth. Stop by the State House, 4th floor exhibition space, during business hours to see many of your friends and colleagues featured!

Symposium 2020 Call for Proposals

Submit a proposal to present your area of expertise at Symposium 2020, the largest gathering of social workers and allied professionals in New England. Nearly 1,000 people attended Symposium 2018, including 90+ presenters and dozens of exhibitors. Symposium 2020 will be held April 30 - May 1, 2020, at the Sheraton Framingham Hotel and Conference Center, Framingham, MA. **Proposals must be received no later than May 10, 2019.** Additional details on the back cover of this publication.

Save the Date: Annual Nursing Home Conference & Call for Papers



NASW-MA's Annual Nursing Home Conference will take place on **Thursday, June 13, 2019**, at Bentley University, featuring keynote **Sarah Dereniuk-Dudley, MHA, NHA**, Senior Program Administrator, Healthcentric Advisors. The Nursing Home

Committee is currently seeking papers from social workers working with nursing home populations to highlight at the conference. Write a short paper about your experiences, challenges, rewards, a program, ideas, or an interesting intervention. **Deadline for papers is May 15, 2019.** Mail your paper to: NASW-MA, c/o Nursing Home Committee, 11 Beacon Street, Suite 510, Boston, MA 02108, or email it to Adam: alinn.naswma@socialworkers.org.

Federal Government Shutdown and Impact on Benefits Programs

After 35 days, the US government reopened. During the shutdown, February SNAP (food assistance) benefits were disseminated during the month of January, forcing recipients to make their benefits stretch an extra couple of weeks. **As of this writing, it is unclear what will happen to SNAP benefits and affordable housing programs after the designated 3-week reopening.** It is possible that the dissemination schedule of March SNAP benefits will be disrupted. This is also true for housing assistance programs such as Section 8 Project-Based Assistance and Section 202 Housing for the Elderly. For the



most up-to-date information on this, visit:

www.masslegalservices.org/2019shutdowninfo.

Calling all LICSWs in Private Practice



Are you in need of expertly matched referrals to help fill your private practice? The call volume to Therapy Matcher's referral line is higher than ever. We need clinicians like you to help us meet the high-demand for therapists. **We make growing your private practice easy**

with pre-screened, personalized referrals made by LICSWs, matched for insurance, hours, location, and specialties. You do not need to be an NASW-MA member to join



Therapy Matcher. Learn more by visiting www.naswma.org/therapymatcher. You are also invited to attend the annual **Therapy Matcher Open House on April 7, 2019**, 3:00–5:00 pm in Needham. Contact Barbara Burka, Director of Therapy Matcher, for information about membership options and the Open House: bburka.naswma@socialworkers.org.

Domestic and Sexual Violence Training Requirement Update

In 2020 all licensed social workers (LICSWs, LCSWs, LSWs, and LSWAs) will be required by the MA Department of Public Health to participate in an approved Domestic and Sexual Violence training program. **This training was originally to be completed in 2018, but the MA Board of Registration of Social Workers extended the deadline to September 30, 2020.** NASW-MA will develop an approved training with CEUs available to meet this requirement. Stay tuned for more information in the coming months. For more information on this requirement



see: Acts of 2014, Chapter 260, "An Act Relative to Domestic Violence," Section 9: <https://malegislature.gov/laws/sessionlaws/acts/2014/chapter260>.

Welcome New Members!

Central

Heather Jean Miller

Greater Boston

Amanda Kuron
Ashley O'Dell
Elizabeth Beaulieu
Elizabeth Speakman
Gwen Kolb
Holly Elizabeth MacPherson
Katherine DiFillippo
Kellie Anne Murphy
Kiersten Michaela Anderson
Lindsay Heightman
Liz D'Amelio
Molly Elizabeth Rose
Nakisha Parillon
Natalia Bracamonte
Paige Burke
Ryan Jay McElhose
Sally E. Johnson
Sophia Heselton-Clements
Tashi Lhamu
Thanh Nguyen

Northeast

Heather Strauch
Alexandre Ilene Conway
Jessica Cooney
Krissie J. Burnham
Kristen Kleine Janjar
Rhina R. Houston
Shannon Larson

Pioneer Valley

Abbey Lucey Tenczar
Leah Cantler
Phuong Loan Do

Southeast

Eden Abrams
Francisca Silva Pires
Julia Fay Levine
Katherine French
Kelly Graham
Mariel Meserve
Mikayla T. Riley
Mona Chung
Rebecca Ober
Susan Schumann

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Johnnie Hamilton-Mason

Johnnie Hamilton-Mason, PhD, has a lot to be proud of. Consistently bridging the gap between micro and macro practice, Johnnie is an innovator, pioneering meaningful initiatives through her teaching, research, and advocacy. **For Johnnie, social work is about influencing systems and working in collaboration with others to overcome challenges and make change happen.** She first became deeply invested in systems-



level change when she realized that the types of change she wanted to see happen could not be achieved working as an individual. Whether it be working to help children with lead exposure, or reducing stigma around HIV/AIDS, Johnnie has always taken a two-pronged approach to her work.

It is because of this approach Johnnie was the recipient of NASW-MA's Social Work Educator of the Year Award (2013) and the Greater Boston Association of Black Social Workers Sankofa Community Development Award (2016). Johnnie is incredibly proud of both of these accolades because of the organizations they come from. She states that both NASW-MA and GBABSW have supported the professional development and growth of her career while providing her with a vehicle to engage and make change happen.

In addition to elevating the connection between micro and macro social work practice, a central theme of Johnnie's career is anti-racism work. Johnnie co-founded the Pharnal Longus Academy for Undoing Racism in 2005, originally housed at the Simmons University School of Social Work where she is a faculty member. Through this work she mentors social work faculty on anti-racism coursework, trains social workers at the Department of Children and Families, engages students through social action, and hosts community trainings. Most recently, in 2018, Johnnie co-authored a book titled, *Systemic Racism in America: Its Perpetuation through Scaffolding*.

In March, Johnnie will be NASW-MA's keynote speaker at its annual Legislative Education and Advocacy Day (LEAD). During this talk she will build on her passions for social change and anti-racism work, while incorporating key teachings from the Political Strategies for Clinical Social Workers Practice course she helped launch at Simmons. With a focus on health policy, this course gives clinical social work students a transformative experience, learning to advocate on both state and federal levels. She hopes to inspire social work students at LEAD to overcome challenges faced by social workers and the clients and communities they work with by instilling a sense of hope and a passion for political advocacy work. 🌱



Advancing Social Work and Social Justice

Unveiling the 2019-2020 Legislative Agenda

Sophie Hansen, LCSW
Political Director

January 2, 2019 marked the start of a new legislative session, and a new opportunity to advance social work practice and social justice. **One of our Chapter's main functions is state-level advocacy for social workers and the populations served.** Each legislative session we create a legislative agenda to guide our work throughout the two-year session. **We are proud to unveil our 2019-2020 legislative agenda, which you can view on page 7.** To get to this



Sophie Hansen, LCSW

final list of 11 priority bills, I sought your input in a variety of ways: through visits to our many member-led committees and shared interest groups, a membership survey, and conversations with our Board of Directors. I also worked with other staff and members to get feedback from many of our coalition partners to ensure that our agenda would be comprehensive and reflect the mission of our organization and the social work profession more broadly.

More than 8,000 bills are filed each legislative session. Given the large number of bills and the breadth and diversity of the social work profession, it is challenging to land on a legislative agenda of just 11 priority bills. Although we support and agree with many other important pieces of proposed legislation, it is important that we limit our focus in order to be most effective in our advocacy work. **Last session, six**

of our priority bills were signed into law, demonstrating the effectiveness of our targeted action. While you are examining the 2019-2020 priorities, I wanted to share how the agenda is developed, to give you a framework for how these bills were selected.

Development

1. Legislation that fell short during this past session (2017-2018) is examined, which includes entire bills that were not successful, or provisions that were left out of bills that did get signed into law. Bills that have been Chapter priorities in the past are carried over to the initial list to be discussed with our Legislative Advocacy Committee (LAC).
2. Data and input is then gathered from stakeholders (NASW-MA members, Board of Directors, and coalition partners) to prioritize existing legislation and discuss ideas for new legislation.
3. When considering new or existing legislation, it is important to consider the following:
 - a. **Who the bill's legislative sponsors are.** Some champions may have passed away, retired, resigned, or not been re-elected.
 - b. **How "moveable" the bill is.** In order to ensure we are able to gain the support and momentum needed to get as many of our priorities over the finish line as possible, we need to carefully consider the subject matter of the bill and anticipate how likely it will be to get taken up by the legislature.
 - c. **What, if any, appropriations are needed.** Bills that require appropriations (funding), are notoriously harder to move.
4. Using the above data and feedback, I draft a proposed legislative agenda to fit within the four components of NASW-

MA's mission statement: Professional Social Work Practice, Human Rights, Social and Economic Justice, and Access to Services for All. **We are careful to match priority legislation to our mission so that we do not inadvertently dilute our message when talking with legislators.** This also ensures that the Chapter can put its full weight behind key issues and hone advocacy efforts, increasing likelihood of passage.

5. The draft agenda is then brought to LAC to discuss and make edits to ensure that it is comprehensive and will enhance social work practice and the lives of those with whom we work.
6. Using the LAC-approved legislative agenda, I then carefully review each priority bill using a racial equity lens to ensure that the legislation we are advocating for is rooted in racial justice. **In the Chapter's 2018-2020 strategic plan, we made a commitment to integrate racial justice into all internal and external areas of work.** The following questions, adapted from Race Forward, are used to guide this process:
 - a. Which racial groups may be most affected by and concerned with this policy?
 - b. What factors may be producing and perpetuating racial inequities with this policy and can we address it in the language of the bill?
 - c. Will this policy reduce inequities and discrimination?
 - d. What adverse impacts could result from this policy and could negatively impact racial and ethnic groups?
 - e. How is this policy proposal going to be presented so that it is palatable to the legislature this session, have mo-

mentum, and be adequately funded once implemented?

7. The legislative agenda final draft, including the racial justice supplement outlined above, is then brought before the Chapter's elected Board of Directors for final approval.

Utilization and Your Involvement

The legislative agenda serves great purpose both inside and outside of the State House. Inside of the State House, we disseminate our agenda, making it clear to legislators what NASW-MA's priorities are and what we would like to see accomplished. **By having a few key priority issues, our asks of the legislators become much simpler, and paints a clear picture of what our Chapter and the social work profession stands for.** Outside of the State House, the agenda guides how NASW-MA staff prioritize time spent in coalition and strategy meetings. It is also what we use to mobilize our members to advocate alongside us, strengthening our collective voice.

Is a topic or specific piece of legislation you care about missing from our priority list? NASW-MA often lends its support to other legislation throughout the year by providing oral or written testimony when asked by legislators or coalition partners, and by sending email action alerts to our members.

We are ready to tackle the new legislative session, determined to accomplish as many of these priorities as possible before the session ends on July 31, 2020, and we cannot do it alone! **To stay in-the-know about all legislative action opportunities, contact me to be added to our Legislative Alert Network (LAN) email list.** I also keep the advocacy section of the NASW-MA website up-to-date with easy ways to take action. Have questions or looking for other ways to get involved? Please do not hesitate to contact me at shansen.naswma@socialworkers.org or 617-227-9635 x112. 📞



LEGISLATIVE PRIORITIES 2019-2020

PROFESSIONAL PRACTICE

- SD1498-HD2323** **Limiting Clawbacks on Mental Health Providers**
(Sens. Friedman & Rodrigues, Rep. O'Day)
- SD1521-HD2698** **Eliminating Insurance Company "Ghost Networks"**
(Sen. Friedman, Rep. Barber)
- SD1325-HD662** **Loan Repayment Program Benefiting Social Workers**
(Sen. Lesser, Reps. Roy & Pignatelli)
- SD1493-HD1417** **Mental Health Parity & Transparency of Provider Rates**
(Sen. Friedman, Rep. Balser)

PROMOTE HUMAN RIGHTS

- HD2848** **LGBTQ Conversion Therapy Ban**
(Rep. Khan)
- SD926-HD1520** **Protecting Immigrant Communities**
(Sen. Eldridge, Reps. Balser & Miranda)
- SD579-HD827** **Healthy Youth Act**
(Sen. DiDomenico, Rep. O'Day)

SOCIAL AND ECONOMIC JUSTICE

- SD1452-HD3043** **Lift the Cap on Kids**
(Sen. DiDomenico, Rep. Decker)
- SD1709-HD3300** **Fair Share Amendment**
(Sen. Lewis, Rep. O'Day)
- SD530-HD3394** **Raise the Age of Juvenile Jurisdiction**
(Sen. Boncore, Rep. O'Day)

ACCESS TO SERVICES FOR ALL

- SD1501-HD791** **Closing the SNAP Gap**
(Sen. DiDomenico, Rep. Livingstone)

Exploring the Evidence

For Evidence-Based Practice

Kate Robinson, LICSW

My client Don began therapy for help managing anger and was approved for twelve visits for Cognitive Behavioral Therapy (CBT). In the assessment, he talked about having problems with personal relationships and disclosed that his sister also believed anger got in his way in a lot of situations. Within the assessment process I also learned Don had a cancer diagnosis that would shorten his life yet was not imminently terminal.

At the start of therapy sessions each week, Don launched into a compelling story from his life. From a clinical perspective, Don had several factors that pointed to a need and desire to share his stories. Developmental theory supports that persons at retirement or beyond often want to review their life and make sense of it. Similarly, clients with limited life expectancy are often compelled toward meaning making. Uniquely, Don was limited in the audience with whom he might share his stories as many related to confidential information from his work life.

As the weeks went by, I found myself not only challenged to remain on track with CBT for anger management due to Don's desire to tell his life's stories, but also due to believing that Don would benefit from life review. Having learned about this practice from working with a group of elders, I thought it would be a useful tool and would help Don come to terms with his stage in life and cancer prognosis.

In supervision with a senior clinician in the office, I discussed this difficult treatment situation. She agreed with my assessment of life review as suitable for Don yet cautioned me against altering treatment not only because it could be fraudulent to bill for CBT when really performing life review, but also because that had been Don's stated intent and life review is not a practice developed for anger management. I agreed that while I might believe life review could benefit him, it did not address Don's desire to manage his anger. Additionally, I knew that approval for services would have to be altered or anger management would need to remain the focus. At the next therapy session, I shared my observations with Don, and we worked together to use his stories as the foundation for him to develop awareness of the thoughts behind his feelings and behaviors in the situations he presented and connected those to his present feelings of anger, thoughts behind those feelings, and his behaviors as a result. Billing was able to remain for the approved practice protocol, and while life review may have helped Don overall, focusing on anger management helped him make changes that he reported made a significant difference in his relationships. It is likely that life review would have failed to meet that need.

Evidence-based practices (EBP) are those that have demonstrated intended outcomes through randomized, controlled trials and peer-review of results. Typically, theory is the foundation for EBP, and the practice provides procedures for use along with recommendations for specific populations and guidance related to which populations are not recommended as benefiting from the practice or that might even possibly be harmed through its use. As I considered which practice would help Don, and was drawn to the use of life review, I asked what the best choice was for him in this specific situation and considered ethics around billing, as well.

When I explore interventions and methods to work with clients, whether they have reached evidence-based status or not, I apply the same principles in determining ap-

propriateness. Just because something is evidence-based is not a reason to use it without investigating its potential for success with a specific client. I also do not reject promising or newly emerging methods but rather explore them from the same lens to evaluate their likelihood for success. It is also important to align treatment choice and ethical billing practices. Often in training, we think research class is for those who will pursue doctoral training. In fact, those skills of evaluating studies may help us choose among best practices to find those most helpful treatment for individual clients.

About Kate:
Kate Robinson, MA, LICSW, is the Clinical Director for Community Counseling of Bristol County's Adult Community Clinical Services program. Kate can be reached at krobinson@comcounseling.org.



Kate Robinson, LICSW

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Bay Cove
Human Services

Meet the 2019 Social Work Award Honorees

Lifetime Achievement



Bet MacArthur

Bet has contributed to the practice of social work for many years through her private practice, supervision of clinicians, writing, and support of community and professional organizations.

Greatest Contribution to Social Work Practice



Levin Schwartz

As the Assistant Deputy Superintendent at the Franklin County Sheriff's Office, Levin has developed and implemented an innovative, evidence-based, and nationally recognized treatment program.

Beverly Ross Fliegel Award



Nazda Alam

Nazda is a tireless advocate for the rights of women, refugees, and immigrants, and is committed to registering 1.5 million Muslim Americans to vote through the Muslim Voter Registration Project, which she leads.

Public Citizen of the Year



Ivys Fernández-Pastrana

Ivys is a lawyer and Family Navigator at Boston Medical Center where she is a fierce advocate for patients. She was also instrumental in developing the Family Preparedness Plan, helping those facing possible family separation.

Future of Social Work



Carla Monteiro

Carla is a graduate student at the Boston College School of Social Work, a Care Transition Specialist at Brigham and Women's Hospital, and the Founder & President of the Cape Verdean Social Workers Association.

Advocate of the Year



ACLU of MA

In 2018, the American Civil Liberties Union of Massachusetts led "What a Difference a District Attorney Makes," a first-of-its-kind campaign focused on the role DAs play in determining the fairness of the legal system.

Annual Awards Celebration: Elevating Social Workers and Social Justice

Tuesday, March 19, 2019 | 5:30 - 8:30 pm

Concord Colonial Inn, Concord, MA

Tickets are \$55/person and available at www.naswma.org/event/awards2019

For sponsorship and advertising opportunities, contact stfoster.naswma@socialworkers.org



www.naswma.org/2019Awards
#SWawards2019



Berkshire

Contact: Jeff Schrenzel, 413-782-1757,
jschrenz@wne.edu

March 6, 5:30–7:30 pm

Social Work Networking Night

Hilton Garden Inn, 1032 South St., Pittsfield
Please RSVP: www.naswma.org/events

March 13, 12:00–1:30 pm

"Risk and Safety in Community Mental Health Settings" 1.5 CEUs

with Candace Wall, LMHC, Private Practice MA Dept. of Mental Health, 333 East St., 4th Floor, Pittsfield

Greater Boston

Contact: NASW-MA, 617-227-9635,
chapter.naswma@socialworkers.org

February 15 & March 15, 9:15–11:30 am

Private Practice Meeting

Our Lady Help of Christians,
573 Washington St., Newton

Northeast

Contact: Beth Morrison, 217-649-3535,
bethoshaffer@hotmail.com

March 1 & April 5, 9:15–10:45 am

Private Practice Meeting (Nashoba Valley)

Cameron Senior Center, Westford Council on Aging, Main Floor Conference Room, 20 Pleasant St., Westford

March 10 & April 14, 5:00–7:00 pm

Regional Council

Tewksbury-Andover Holiday Inn,
4 Highwood Dr., Tewksbury

Central

Contact: Jessica O'Neill, 508-688-4536,
jessicaoneill9@gmail.com

February 25 & March 22, 10:00–11:30 am

Private Practice Meeting (Worcester)

61 Harvard St., Worcester

March 4 & April 1, 5:30–7:30 pm

Regional Council

Pat Strong's Home, 43 Wilbur St., Worcester

Pioneer Valley

Contact: Jeff Schrenzel, 413-782-1757,
jschrenz@wne.edu

April 5 & June 7, 9:00–10:30 am

Private Practice Meeting

Baystate Franklin Medical Center, Conference Room B, Greenfield

March 14, 7:30–9:00 pm

"Social Media: The Good, the Bad, and the Ugly from a Social Worker's Perspective" 1.5 CEUs

with Qur-an Webb, MSW, and Marcus Stallworth, LMSW, Welcome to Reality LLC Dewey Common Room, Smith College, Northampton

March 28, 5:30–7:30 pm

Social Work Networking Night

Packard's, 14 Masonic St., Northampton
Please RSVP: www.naswma.org/events

Southeast

Contact: Melissa Dawson, 617-803-0718,
melissabdawson@comcast.net

February 22 & March 22, 9:30–11:15 am

Private Practice Meeting

East Side Counseling Services,
1311 Bedford St., Fall River

February 25 & March 25, 7:00 pm

Regional Council

East Side Counseling Services,
1311 Bedford St., Fall River



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May 3 • Catherine Steiner-Adair

Engaging Difference: Meeting Race, Culture and Identity Effectively
June 14 & 15 • Deran Young & Jory Agate

Trauma and the IFS Model: Releasing Personal and Legacy Burdens
July 30 & 31 • Richard Schwartz

Illness, Disability, and Loss: Helping Couples & Families Live & Love Well
August 2 • John S. Rolland & Froma Walsh

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Monthly Master Series in Couples Therapy

November to May
Corky Becker & faculty • Wed. evenings

MOVIE & DISCUSSION NIGHTS

Thursday evenings
March 21: **Eight Grade**
April 25: **Three Identical Strangers**
June 6: **Skate Kitchen**

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REGISTER

Spring Film Festival: First Reformed
Sunday, March 3 | 2:00 - 5:30 pm

Earn 3 CEUs!

The Studio Cinema, 376 Trapelo Rd., Belmont

Join us for a screening of the 2017 film *First Reformed*, followed by a discussion centered on spirituality in social work and working with clients with severe mental illness.

Discussant: Christopher O'Rourke, LICSW, Director, Social Work Practicum Training at the Danielson Institute, BU

REGISTER

Changing the System: Social Workers in Public Office
Wednesday, March 13 | 5:30 - 7:00 pm

Earn 1.5 CEUs!

Community Catalyst 1 Federal Street, 5th Floor, Boston

Social workers are uniquely qualified to run for public office. As adept relationship builders, listeners, and social justice advocates, you can effect change at the local, state, or national level. This discussion will be moderated by **Kimatra Maxwell, LICSW**, former candidate for State Representative. Bring photo ID.

Panelists:

- **Tami Gouveia, MSW, MPH**, State Representative
- **Jen Lemmerman, MSW**, Alderman, Melrose
- **Barry Sanders, LICSW**, City Councillor, Taunton

REGISTER

Spring Film Festival: Leave No Trace
Sunday, March 17 | 2:00 - 5:30 pm

Earn 3 CEUs!

The Studio Cinema, 376 Trapelo Rd., Belmont

Join us for a screening of the 2018 film *Leave No Trace*, centering on a homeless father and daughter who are taken into custody after being found living off the grid outside of Portland, Oregon.

Discussants: Dennis Balcom, LICSW, private practice

REGISTER

Spring Film Festival: A Fantastic Woman
Sunday, March 31 | 2:00 - 5:30 pm

Earn 3 CEUs!

The Studio Cinema, 376 Trapelo Rd., Belmont

Join us for a screening of this 2018 film following Marina, a young transgender woman who is bowled over by the death of her older, live-in boyfriend, grappling with grief and complicated family issues. A review of this film is on page 14.

Discussants: Sebastian Barr, PhD, a psychologist who specializes in transgender mental health and trauma, and **Gerardo Moreno-Serrano, MS, LMHC**, Bilingual Psychotherapist, Fenway Health

REGISTER

NASW-MA Annual Awards Celebration
Elevating Social Workers and Social Justice
Tuesday, March 19 | 5:30 - 8:30 pm

Concord Colonial Inn, 48 Monument Square, Concord

Join us for our 46th Annual Awards Celebration as we honor and celebrate the incredible work of our social work colleagues and allies during Social Work Month 2019.

Honorees:

- **Bet MacArthur, LICSW**, Lifetime Achievement Award
- **Levin Schwartz, LICSW**, Greatest Contribution to Social Work Award
- **Nazda Alam, MSW**, Beverly Ross Fliegel Greatest Contribution to Social Policy and Change Award
- **Carla Monteiro, BSW**, Future of Social Work Award
- **American Civil Liberties Union (ACLU) of Massachusetts**, Advocate of the Year Award

Learn more about each of these inspiring honorees on page 10 or by visiting www.naswma.org/2019awards.

Tickets are \$55/person and include a networking reception and dinner. A cash bar will be available. Register early as space is limited. You can register by mailing in the registration form on page 13 or by visiting www.naswma.org/events.

REGISTER

Legislative Education and Advocacy Day
Monday, March 25 | 8:30 am - 3:00 pm

Faneuil Hall and the Massachusetts State House, Boston

LEAD is an annual opportunity for social work students and professionals to lobby with state lawmakers and advocate for legislation that is important to our clients and the profession.

- **Special Guest: Senator Sonia Chang-Díaz** (D-Boston)
- **Keynote: Dr. Johnnie Hamilton-Mason**, Professor, Simmons University School of Social Work

REGISTER

Social Work Professional Lobby Day
Wednesday, April 3 | 11:00 am - 1:00 pm

Earn 1 CEU!

Massachusetts State House, Room 437, Boston

Together, we will hear from legislators and fellow social workers about two bills that could positively impact social work practice: 1) Loan Repayment Program Benefiting Social Workers, and 2) Limiting Clawbacks on Mental Health Providers. No experience necessary. An introduction to lobbying will be provided by NASW-MA's Political Director **Sophie Hansen, LCSW**.

REGISTER ONLINE: WWW.NASWMA.ORG/EVENTS

or mail in the registration form on page 13

REGISTER

Sexual Victimization of Males Over the Lifespan

Friday, April 5 | 9:00 am - 12:30 pm

Earn 3 CEUs!

Courtyard by Marriott Boston Natick, 342 Speen St., Natick

Most of the research and public discourse on sexual victimization has centered on females. As a result, males have not been recognized for support and various interventions/services needed to protect them from perpetrators and a life of victimization. It is important for providers to understand male victimization and the prevalence of psycho/social issues of abuse on male development.

Speaker: Steven Procopio, LICSW, ACSW, private practice

REGISTER

Fall Film Festival: The Rider

Sunday, April 7 | 2:00 - 5:30 pm

Earn 3 CEUs!

The Studio Cinema, 376 Trapelo Rd., Belmont

Join us for a screening of the 2018 film *The Rider*, based on a true story, following a rodeo cowboy from South Dakota who fell off his horse and suffered a traumatic brain injury. This film was named one of the best films of 2018 by *The Atlantic* and a "film to savor" by the *New York Times*. A review of this film is on page 15.

Discussant: Bet MacArthur, LICSW, private practice

REGISTER

Treating the Rise in Alcohol Use Among Women

Wednesday, May 22 | 9:00 am - 12:30 pm

Earn 3 CEUs!

Sheraton Needham Hotel, 100 Cabot St., Needham

Alcohol use by women has doubled from 2002 to 2013, causing researchers to state that current drinking trends are a public health crisis. Come learn effective strategies to treat AUD in women.

Speakers: Karen Kantor, LICSW, McLean Hospital, and **Molly Van Wert, LICSW**, McLean Hospital

REGISTER | SPONSORED BY THERAPY MATCHER

Changing the Cycle of Anger: A Model for Treating Anger Control Problems in Adults

Friday, May 31 | 9:00 am - 12:15 pm

Earn 3 CEUs!

Parish of St. Michael, 90 Concord Rd., Bedford

We will look at how an individual can monitor their anger, and will also offer specific anger regulation techniques that can be used to develop a range of choices when experiencing feelings of anger.

Speaker: Joe Pereira, LICSW, CAS, Co-founder, Outlook Associates of New England, a practice focused on anger control problems

REGISTER

Shame, Longing, and Courage in Psychotherapy with Anne Hallward

Friday, May 10 | 9:00 am - 4:30 pm

Earn 6 CEUs!

Sheraton Framingham Hotel & Conference Center, Framingham



This day-long workshop will re-examine therapy as a relationship to foster courage. Whether our work is to support the courage to bear the feelings that have been unbearable, foster the courage to name and address reality, or recognize the courage that is absent from narratives of trauma and victimization; therapy is an incubator for courage. We

will examine how shame and longing shape courage, looking at both the psychological and political dimensions of shame and longing. We will mine our own experiences of courage, or its absence, to understand in a deeply personal way the forces that foster our own courage, as a window into how we can support it in our work. This presentation is informed by the principles of IFS, but will be accessible to those without prior exposure to Internal Family Systems Therapy.

Speaker: Dr. Anne Hallward, psychiatrist and host and founder of Safe Space Radio. Anne speaks internationally on stigma and shame, traumatic silence, and voluntary vulnerability as a form of leadership.

REGISTRATION FORM | CUT ALONG THE DOTTED LINE

- 3/3 - Spring Film Festival: First Reformed - 3 CEUs**
 NASW Member \$35 Non-member \$50
- 3/13 - Changing the System: SWs in Public Office - 1.5 CEUs**
 NASW Member FREE Non-member \$15
- 3/17 - Spring Film Festival: Leave No Trace - 3 CEUs**
 NASW Member \$35 Non-member \$50
- 3/19 - Annual Awards Celebration**
 \$55 (Chicken Vegetarian)
- 3/25 - LEAD**
 \$25 (no CEUs)
- 3/31 - Spring Film Festival: A Fantastic Woman - 3 CEUs**
 NASW Member \$35 Non-member \$50
- 4/3 - SW Professional Lobby Day - 1 CEU**
 FREE
- 4/5 - Sexual Victimization of Males Over the Lifespan - 3 CEUs**
 NASW Member \$60 Non-member \$90

- 4/7 - Spring Film Festival: The Rider - 3 CEUs**
 NASW Member \$35 Non-member \$50
- 5/10 - Shame, Longing, and Courage - 6 CEUs**
 NASW Member \$90 Non-member \$120
- 5/22 - Treating the Rise in Alcohol Use - 3 CEUs**
 NASW Member \$60 Non-member \$90
- 5/31 - Changing the Cycle of Anger - 3 CEUs**
 NASW Member \$60 Non-member \$90

Contact Information:

Name: _____

Email: _____

Phone: _____ NASW Member #: _____

**Mail registration form with check made payable to "NASW-MA":
 NASW-MA, 11 Beacon Street, Suite 510, Boston, MA 02108**

MOVIE REVIEW

A Fantastic Woman

See the Film March 31, 2019

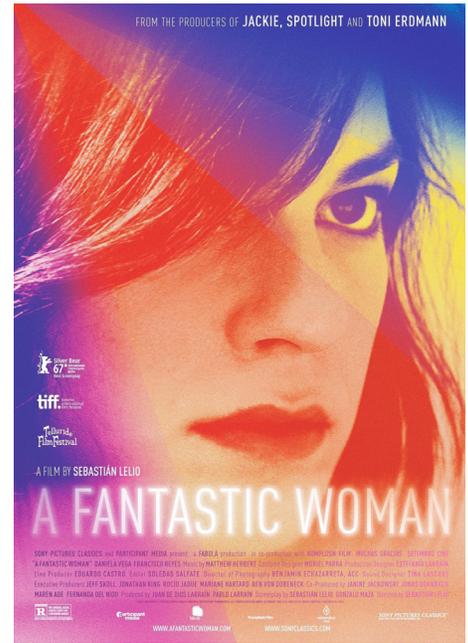
Goldie Eder, LICSW, BCD

In *A Fantastic Woman* (Directed by Sebastián Lelio, 2018) we meet Marina and Orlando, a couple living in Santiago, Chile. Orlando is a 57 year old businessman and Marina, a transgender woman, played to perfection by transgender actress Daniela Vega, is a 28 year old waitress and nightclub singer. Looking like a happy couple very much in love, we watch them celebrate Marina's birthday and that night, Orlando suffers an aneurysm. Marina rushes him to the hospital and waits anxiously, but Orlando does not make it.

Trouble ensues from the first interaction with the doctor at the hospital, who asks her if Marina is her nickname. Marina breaks down sobbing in the bathroom be-

fore calling Orlando's brother on her dead lover's cell phone to inform him, and runs away from the hospital, only to be brought back by police who demand to see her identification. Because she has not yet legally changed her name, she is outed and her ID is confiscated by the officer. Orlando's brother intervenes and thanks her, but the harassment is far from over. Coping with the sudden loss of her partner and the overwhelming transphobia she experiences, Marina struggles through the next few days.

There are many references to "stealing" possessions, and it is more than clear that Orlando's ex-wife and son feel Marina has stolen Orlando from them as they try to exclude her from the wake and burial. Marina insists that it is her right to be part of these services, defying the ex-wife's man-



date to stay away from the wake and funeral. At the wake, she says to Orlando's brother, "Saying goodbye to a loved one when he dies is a basic human right, isn't it?" Finally, guided by her continuing visions of her beloved, Marina gets a private moment with Orlando to say goodbye in person, despite missing the funeral.

The film ends with Marina singing the aria "Ombra Mai Fu," an ode sung by Xerxes to a plane tree in the opera "Serse." This song was likely chosen for its beauty, but a plane tree is a fitting image for Marina's incredibly strong character. We know Marina will live out her vision of herself in the way she sees fit. She seems in tune with her internal world and the connectedness she feels when she allows herself to fantasize and create a resilient self to present to the world. It is her belief that it is someone else's problem if they cannot accept her; she can be tough and vulnerable at the same time. Is this not what we strive to help our patients achieve in our work with them?

Spring Film Festival Speaker:

Our speakers for this Oscar-winning film will be Sebastian Barr, PhD, and Gerardo Moreno-Serrano, LMHC. Sebastian Barr is a Post-Doctoral Psychology Fellow at Cambridge Health Alliance, whose research focuses on transgender mental health issues. Gerardo Moreno-Serrano is a bilingual therapist and staff educator on LGBTQ issues at Fenway Health.

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Advocates Main Office | 1881 Worcester Road Framingham, MA 01701

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The Rider

See the Film April 7, 2019

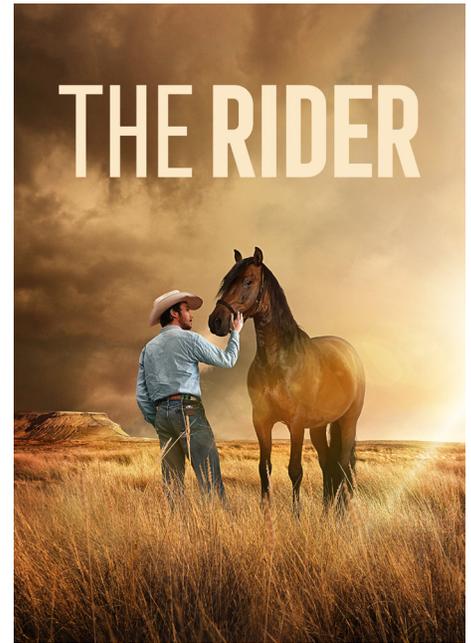
Goldie Eder, LICSW, BCD

The Rider (directed by Chloé Zhao, 2018) opens with a beautiful yet ambiguous scene of a horse in slow motion. It turns out to be the nightmare of the protagonist, Brady Blackburn, played by real life rodeo performer of note, Brady Jandreau, who is of Lakota Sioux descent. We follow Brady as he recovers physically and struggles with how to reconstruct his life status post brain injury. It becomes apparent that Brady's whole life

has been about horses and rodeos, from a very young age. His intoxicated father admonishes him about escaping from the hospital prematurely, his autistic sister comforts Brady and expresses her concern about him riding again, and Brady's first inclination after removing surgical staples from his head is to go see the horse his dad owns. His friends, also riders, persuade Brady to go out drinking with them and we learn how commonplace concussions are in the rodeo world. Brady's friend Cat Clifford tells him to "ride through the pain—make sure you don't get scared." The three friends pray for Lane Scott, Brady's mentor who is at a rehabilitation center for brain and spinal cord injuries, also a survivor of a severe injury while riding the rodeo. Brady's friend sings a song with the lyric "I'm a gambling man," which describes the essential dilemma for the group—gambling your life for your passion: the rodeo. Lane Scott, it turns out, is wheelchair bound and finger spells with Brady, asking about his head, and then spells out, "Rub some dirt in it," smiling as they watch rodeo footage of Lane.

Brady gets practical when the owners of the rental trailer where he lives come calling (his drinking, gambling dad has failed to pay the rent), and gets a job at a local grocery store. He does this with humility. In addition, we see Brady's gentleness and affection for the horses in his life, as well as his competence in training them. He is enormously likeable and sympathetic. Although most of the cast are non-actors, the performances are poignant and note-perfect.

Eventually Brady trains a horse after being sought out by a local horse owner, and states "I'm calmer now that I'm on him." There is physical evidence of the effect of the injury in his "rope" hand, and Brady vomits after riding Apollo, a new horse he buys with his dad. This incident precipitates another hospitalization, and yet Brady continues to have difficulty ac-



cepting the doctor's recommendation of no more riding and no more rodeo. After Brady discovers Apollo's leg injured by a wire fence, he and his dad put Apollo down. Brady then explains what happened to his sister by saying, "I believe God gives each of us a purpose. To the horse, it's to cross the prairie; for a cowboy, it's to ride." Brady's reaction is to decide to ride the next rodeo, and he is disappointed that his dad does not support him in this. Brady confronts his dad about all the times he was told to "grit your teeth and be a man," and angrily tells his dad, "I'm not gonna end up like you." Predictably, though, the father shows up to the rodeo to face what will happen to Brady as he prepares to ride.

To see what happens next, come to our film festival program on Sunday, April 7. This awarding-winning film reminds me of the kind of familiar suspense that we feel with our patients or others in our lives when we cannot talk them out of doing things in life filled with risk. This is a remarkable, beautiful, and painful film which deserves more than the quiet attention it got in 2018 by many critics and those who have witnessed this tale of tragedy and survival.

Spring Film Festival Speaker:

Bet MacArthur, LICSW, is a horsewoman and Cambridge-based social worker whose long career has included work with survivors of traumatic brain injury as well as many other disabilities.

About the Spring Film Festival

Each fall and spring NASW hosts a popular film series, bringing social workers to the theatre to watch and discuss movies about relevant and timely topics. **Each program is worth 3 CEUs.**

Film Festival programs are held on Sundays from **2:00 - 5:30 pm** at **The Studio Cinema, Belmont, MA.**

Spring Film Festival Line-up:

March 3

First Reformed

with Christopher O'Rourke, LICSW

March 17

Leave No Trace

with Dennis Balcom, LICSW

March 31

A Fantastic Woman

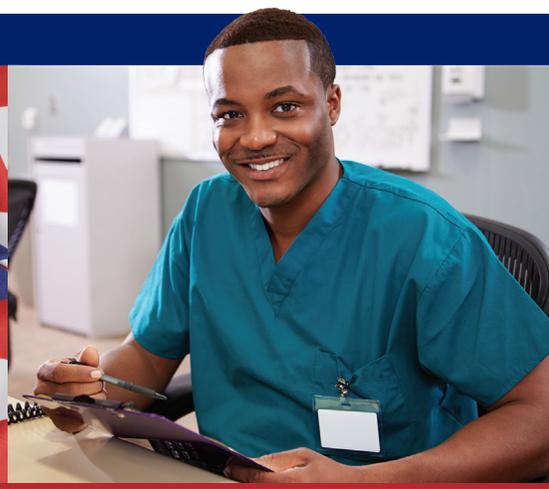
with Sebastian Barr, PhD, and Gerardo Moreno-Serrano, MS, LMHC

April 7

The Rider

with Bet MacArthur, LICSW

www.naswma.org/events



CLINICAL EDUCATION WORKSHOP:

Learn How to Better Serve Those Who Have Served in Your Community

Home Base will be offering a FREE, accredited, clinical training opportunity for health professionals uniquely positioned to improve access to mental health care for veterans and their families.

Content will include:

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- How to recognize the invisible wounds of war (IWW)
- Overview of the evidence based therapies for IWW
- Identify referral sources for evidence based treatments in your community, including therapists trained by Home Base

CLINICAL WORKSHOP

Date: February 19, 2019

Location: Cooley Dickinson Hospital
30 Locust St.
Northampton, MA 01060
(Dakin Conference Room)

Time: 12:30 – 2:30 P.M.

Tuition: FREE

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* Lunch will be served

Interested applicants should contact Emma Morrison, Assistant Director of Education, at emorrison4@partners.org



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Training provided by the Massachusetts Department of Veteran Services and supported by a grant to Home Base, a partnership of the Red Sox Foundation and the Massachusetts General Hospital.



Mission

The National Association of Social Workers - Massachusetts Chapter (NASW-MA) is committed to advancing professional social work practice and the profession and to promoting human rights, social and economic justice, and unimpeded access to services for everyone.

2018 at a Glance

- 6300** members across the Commonwealth
- 2350** people attended 43 NASW-MA Continuing Education Programs
- 25** NASW-MA PACE-endorsed candidates elected to public office
- 6** appointments to state commissions
- 6** bills from NASW-MA's legislative agenda passed into law

Member Work Settings

- 34%** private practice
- 32%** behavioral health
- 11%** school or university
- 10%** social services
- 13%** other

Dear Friend,

This past year was one of growth for NASW-MA. We started the year by saying goodbye to our home of over 40 years and moving across the street to 11 Beacon St., Boston. **Our new office allows us to remain close to the State House in order to be effective and powerful in our advocacy for the social work profession and the clients and communities served by social workers.** In 2018, we were on the forefront of passing six important pieces of legislation. You can read more about our legislative wins on the reverse side of this report.

In addition to legislative wins that improve the lives of social workers themselves and the clients and communities served, we successfully advocated to halt harmful audit and clawbacks processes with insurance companies and were the first to inform you about and guide you through new licensing renewal requirements. We also became the Co-chair of the Mental Health Coalition.

As an organization, we began the year by implementing our new strategic plan, guiding our activities and prioritizing our commitment to advancing racial justice. This included the formation of our new Racial Justice Council. **In 2018, we also expanded our membership benefits and continuing education offerings.** In January, we launched our new member magazine, Social Work Voice, replacing FOCUS after 44 years of production. We ended the year by introducing our newest member benefit, a 12-month wall calendar. The calendar makes it easier for you to stay in-the-know about Chapter continuing education programs and events, member group meetings, and important holidays, all while seeing the friendly faces of your colleagues each month.

In addition to providing each of our members with a new written continuing education course booklet this summer, giving you the opportunity to earn up to 6.5 CEUs at your leisure, we held 43 in-person continuing education programs across the state. This program included Symposium 2018, the largest gathering of social workers in New England.

As we work to build on the foundation we laid in 2018 and capitalize on the momentum for political engagement and change, we look forward to the year ahead. **Our strength is our collective voice.** Together, we can elevate social work practice and advance social and economic justice. Thank you for your membership and support. The amazing NASW-MA staff and I look forward to continuing our work with you in 2019.



Onward,
Rebekah
Rebekah Gewirtz, MPA
Executive Director

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Highlights & Accomplishments

Legislative Victories

Successfully Passed 6 NASW-MA Priority Bills into Law

In 2018, **six of NASW-MA's priority bills were signed into law**, creating a more just and equitable Commonwealth for all. These bills included:

- An Act Relative to Criminal Justice Reform
- An Act to Protect Access to Confidential Health Care (PATCH)
- An Act Establishing a Family and Medical Leave and Temporary Disability Insurance Program
- An Act to improve the Commonwealth's economy with a strong minimum wage and a strong tipped minimum wage

Managed Care Advocacy

Led the Charge to Halt Harmful Audit and Clawback Processes

Upon hearing about predatory audit and clawback processes performed by a for-profit insurance company, we took swift action. Utilizing the relationships we built with MassHealth, private insurance companies, legislators, partners, and members, **we successfully negotiated a freeze on these audits and an opportunity for social workers to resubmit paperwork in order to stop the clawbacks**, or retroactive claims denials, entirely. This was a huge victory for clinicians and MassHealth clients served.

Symposium: On the Front Lines

The Largest Gathering of Social Workers in New England

Symposium, NASW-MA's two-day, biennial continuing education event, brings together hundreds of social workers to learn and build community. **This year, nearly 1,000 social workers and allies attended the event**, making it the largest gathering of social workers in New England. We heard from keynote speaker and social worker Jackie Woodside as we explored "Calming the Chaos," empowering social workers with the tools and strategies necessary in order to persevere on the front lines.

Health Care Transformation

Keeping Social Workers at the Forefront of Health Care Innovation

In May 2018, NASW-MA hosted "Health Care Transformation and the Future of Social Work." More than 150 social workers attended and panelists ranged from clinical program directors, to policy experts, to researchers, to executive officials, **offering both the macro and clinical insights on health care and the role of social workers**. This meaningful conversation was prompted by MassHealth's recent change to Accountable Care Organizations (ACOs) and the uncertainty around how this impacts social workers.

Racial Justice Council Initiation

Integrating Racial Justice into all Internal and External Areas of Work

After conversations with stakeholders and our Board of Directors, NASW-MA solidified its commitment to advancing racial justice through its 2018-2020 strategic plan. A key component of this commitment was the creation of NASW-MA's Racial Justice Council. **This group is comprised of social workers and allies of all ages, practice areas, geographic locations, and races and ethnicities**. The group began its work in Fall 2018, strategizing how to integrate racial justice into all internal and external areas of NASW-MA's work.

Launch of Social Work Voice

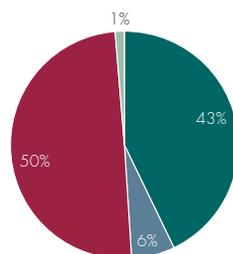
Updating and Expanding NASW-MA Membership Benefits

In January 2018, NASW-MA launched Social Work Voice (SWV), a magazine produced 7 times each year. Through SWV, members receive timely updates about our advocacy work, managed care, and continuing education programming, in addition to articles written by peers on a variety of clinical and macro topics.



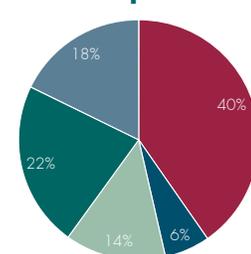
Financial Snapshot

Income



Programs and Symposium
Dues
Publications
Other

Expenses



Programs
Advocacy
Publications
Administrative
Other



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- ▶ **Towards Psychotherapy Integration: Mind-Brain-Genes**
Galway, Ireland | June 3-7, 2019
John Arden, PhD
- ▶ **Summer Symposia for Mental Health Professionals**
Cape Cod, MA | July 8-19, 2019
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Deborah Plummer
Advancing Inclusion:
Turning Us and Them into We
June 24-28, 2019

Molly Eldridge
AEDP: Attachment in Action
June 24-28, 2019

Deborah Korn
Treating Complex Trauma:
Optimal Integration of Treatment Models
July 1-5, 2019

Richard Schwartz
Internal Family Systems Workshop
July 15-19, 2019

Janina Fisher
Healing the Fragmented Selves of Trauma
Survivors: Overcoming Self-Alienation
July 22-26, 2019

Harville Hendrix & Helen Hunt
IMAGO: Helping Couples
Differentiate and Connect
July 22-26, 2019

Bessel van der Kolk
Frontiers of Trauma Treatment
July 29 - August 2, 2019

Paul Foxman
The Anxiety Epidemic in Kids and Teens:
A Workshop for Clinicians
July 29 - August 2, 2019

Edward Hallowell
Unwrapping the Gifts: A Strength-Based
Approach to ADHD Across the Life Span
August 12-16, 2019

Jonah Paquette
Positive Psychology: The Science of
Happiness and Well-Being
August 19-23, 2019

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www.cape.org



Cover Letters

An Essential Part of the Job Search

Elyse Pipitone, LCSW

You have a strong, up-to-date resume and an impressive reference list. Do you really need to add a cover letter to your job search portfolio? YES! While a resume gives a quick snapshot of your work history and skills, your cover letter illustrates how your experience and skills are the perfect fit for a position – while letting your personality and enthusiasm shine through.

Writing an initial cover letter can be a time-consuming process that many jobseekers dread. But once you create a cover letter template using the tips below, you can tweak it to fit the job description of any position. And that is an important point: you need your letter to be personalized and targeted for each position. An employer can identify a generic, one-size-fits-all cover letter a mile away.

Additionally, a cover letter is not a repetition of your resume;

employers want to see how your qualities and accomplishments specifically match their job requirements, and that your personality is a good “fit.” A cover letter should be less than one page long. Here is the formula, using a fictional middle school social worker position as an example.

Step 1: Introduction

Tell the hiring manager what position you are applying for, how you learned about the job, and why you should be considered

“Dear Hiring Manager: I am applying with great interest to your clinician position at ABC Public School that was posted on Idealist.org. I have the skills you are seeking, including strong therapeutic and clinical skills and experience in a school setting.”

Step 2: Describe How Your Skills Match the Qualifications and Requirements Outlined in the Job Description

“I have nearly five years of experience working with middle school-aged children with learning disabilities, including providing art therapy. You ask for experience partnering with families, schools, and the community, and I have done this effectively at the XYZ School, including organizing community meetings.”

Step 3: Provide an Overview of Your Work Style and Personality, as it Applies to the Job Description and Employment Setting

“I am a caring social worker that is passionate about working with adolescents. I have strong oral and written communications skills and I am technologically savvy.”

Step 4: If the Job Description Asks for Salary Requirements/Expectations, Give A Dollar Range

Do this only if requested

“Based on my understanding of the job responsibilities listed in your posting and the value and experience I will bring to your school, I am seeking a salary range of \$50,000-\$55,000.”

Step 5: Conclusion

Wrap up with a statement showing your enthusiasm for the job and your “call to action”

“I welcome the opportunity to join ABC School and to help make a difference in the lives of the students you serve. I look forward to discussing my qualifications in more detail. I can be reached at (857) 123-4567.”

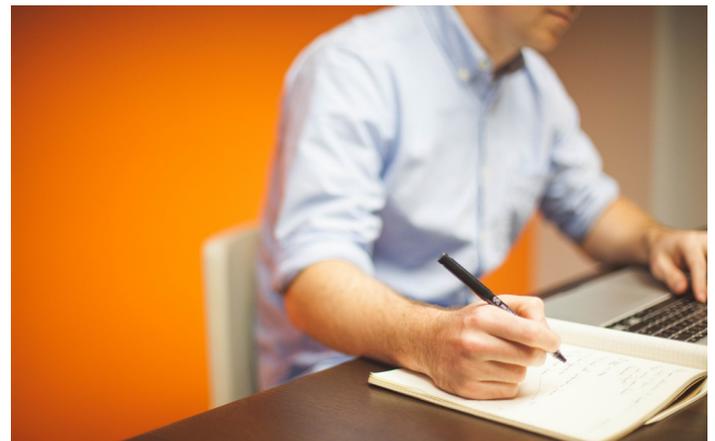
Before You Send the Cover Letter, Stop and Review:

- Do a spellcheck of the document. Be sure to also spell the name of the company, and the hiring manager (if their name is provided), correctly.
- Double check that you have included all information the job description requires. For example, if it asks for salary expectations or a writing sample, include it. Failure to do so could disqualify you from further consideration. 🎯

Do you have a job search question you would like answered? Need help with your resume, cover letter, or job search? What other career topics would you like to see addressed in Social Work Voice? Let me know at epipitone.naswma@socialworkers.org.



Elyse Pipitone, LCSW



Employment

Social Workers, Sr Clinical Therapists, Substance Abuse Counselors - Lifespan.

Lifespan is currently hiring Social Workers at Rhode Island Hospital, Miriam Hospital, Newport Hospital and Bradley Hospital, and Sr Clinical Therapists & Substance Abuse Counselors for Gateway Healthcare. We invite you to interview for opportunities within Lifespan. If you plan on attending please RSVP at <https://lnkd.in/g5k8XV9>.

Licensed Behavioral Health Clinician - Derry Medical Center.

Derry Medical Center is seeking an experienced LICSW to provide behavioral health services to Level 1 referred patients in an integrated, primary care setting. Will independently assessing individuals with behavioral health needs and/or substance misuse issues; and develop treatment plans/interventions. Offers flexibility with hours; 3 - 4 days/week; no evenings or weekend. Apply to Donna Tighe at dtighe@chsgreaterderry.org.

GREATER BOSTON

Senior Director, Behavioral Health - Pine Street Inn.

Pine Street Inn seeks a Senior Director, Behavioral Health. Qualifications • Demonstrated passion for and commitment to advocating for Greater Boston's homeless population • A proven track record providing strategic clinical leadership and effective management of a sizable, complex direct service organization or program, with significant diversity and level/types of experience • Experience working with people with complex substance use, mental health, medical, trauma, and traumatic brain injury issues and with the staff who support them. Ability to work in intense emotionally charged situations. • Significant experience in systems development, government contracts and compliance, budget management, human resources and technology functions; understanding of data management and analytics, specifically regarding clinical work and operations. • Experience effectively preparing for broad organizational change and translating those changes into specific goals and tactics. • Significant experience supervising senior level directors and mid-level managers and developing staff and teams. • Experience building and managing alliances and partnerships that deliver results. • Strong public presence with compelling written and oral presentation skills. • Tenacity, flexibility, resilience, and high-energy personality. • Ability to maintain good boundaries and respond appropriately in crisis situations. Knowledge of effective crisis intervention techniques; practices self-care, exercises kindness and is humble. • Demonstrated commitment to the values of equity, diversity, and inclusiveness. For additional information, please visit <https://koyapartners.com/search/senior-director-behavioral-health/>. CONTACT Cassie Scarano and Shavon Bell of Koya Leadership Partners have been exclusively retained for this search. To express your interest in this role, please submit materials here. Materials should include a thorough resume and compelling letter of interest. All inquiries and discussions will be considered strictly confidential. EOE/AEO Apply here: <http://www.Click2Apply.net/yrxz8dnpqcth4m87P1107033836>.

Elder Protective Services Supervisor - Minuteman Senior Services.

The Elder Protective Services Supervisor provides oversight and guidance to Elder Protective Services Workers who in turn provide intervention for elderly clients facing abuse, neglect by a caregiver, financial exploitation or self-neglect and assists with the overall management of the Protective Services program. Visit our website for additional detail apply: <https://www.minutemansenior.org/join-our-team/employment>.

LICSW - Copernican Clinical Services.

We are a growing, dynamic private practice located in Newton/Lexington that is seeking to hire an energetic, committed clinician who demonstrates excellence in working with college students, children, adolescents, and families. Applicants with experience with high School/college settings in the areas of learning challenges (IEP development), DBT, complex systems coordination, and/or Autism Spectrum Disorders are strongly encouraged to apply. Co-treating patients with senior staff will allow for strong professional development and a sense of collegial satisfaction. Opportunities to participate in our training program as a supervisor of fourth year psychology doctoral students allows for professional development and the ability to mentor trainees. Please send cover letter, CV, and three references to David A. Perna, PhD, at: Perna@hms.harvard.edu. Copernican Clinical Services is a group practice with offices in Newton and Lexington Massachusetts. We provide holistic, systems sensitive clinical services to children, adolescents, adults, and families with a wide range of therapeutic challenges. We have defined ourselves within the Boston metropolitan area as being a leading provider of specialized Anger Management Services and fully integrated College Transition Services by utilizing state of the art clinical intervention strategies.

Resident Services Coordinator - Barkan Management.

Barkan Management Company is seeking experienced resident services coordinator for a 240-unit apartment community in Brighton to provide, organize and supervise services for residents. Candidate must have proven track record working with senior citizens and in a multi-cultural community. Great opportunity to work with a dynamic non-profit focusing on development and outstanding tenant services. Minimum Qualifications: • Three or more years' experience working with senior citizens • Demonstrated working knowledge of supportive services and other resources in the area served by the property • Demonstrated ability to advocate, organize, problem-solve with and provide results for the residents served • Previous experience in property management and knowledge of HUD regulations is a plus, but not required • LICSW is strongly preferred • Ability to attract and supervise students in meaningful internships • Ability to create, implement and supervise programs including services and activities to meet the changing needs of a diverse community • Excellent community building, assessment and communication skills. Please submit a cover letter and resume to BCSStaffing@gmail.com.

Social Worker (LICSW) - Harvard University Health Services.

Counseling and Mental Health Services seeks experienced mental health clinician with background in college mental health and diversity to provide initial and urgent care assessment and follow-up treatment to students and their dependents. This mental health clinic is part of Harvard University Health Services (HUHS). This clinician will facilitate evaluation, diagnosis, treatment, consultation, collaboration and referral of students for appropriate care. Counsels and provides outreach and education to undergraduate, graduate and professional school students and administrators. Maintains quality assurance and improvement activities in compliance standards;

provides outreach and consults with University administrators. Participates in week-night, after-hours on-call and daytime urgent care schedules. Some of the clinician's time will be spent at one of our satellite clinics at either the Longwood Medical Area or Harvard Business School, providing clinical care to graduate and professional school students in Business School, School of Public Health, Division of Medical Sciences, medical and dental school students. This position reports to the Chief of the Counseling and Mental Health Service. Basic Qualifications: Licensed Independent Clinical Social Worker (L.I.C.S.W.) with current Massachusetts license. Additional Qualifications: Familiarity working within a time effective model in a busy clinical practice. Experience working in a college or university setting with a proven focus on outreach and collaboration with university administrators and students on issues of race, sexual identities, first-generation or international student adjustment in a multi-cultural, university setting. Eating disorders experience. Clinical fluency and cultural familiarity with the following languages preferred, e.g. Arabic, Chinese, Hindi, Japanese, Korean, Vietnamese. Additional Information: This is a 10 month 40 hour per week position. This position will include daytime Urgent Care coverage and weekly schedule requires one evening per week until 7:00 PM <https://hr.harvard.edu/search-jobs>.

Private Practice Psychotherapist Position - Clinical Alliance Services, LLC.

Seeking experienced independently licensed (PhD, PsyD, LICSW or LMHC) to join private practice with offices in Cambridge & Boston. Solid psychodynamic and/or cognitive-behavioral training and experience required. Competitive compensation, excellent colleagues & beautiful office setting. 12 to 30 hours/week. Email clinicalallianceservices@gmail.com. Cover letter and resume/CV required for consideration.

NORTHEAST

Social Worker - DaVita Kidney Care. If you love patient-centered health care with real relationships inside a company that encourages fun on and off the clock, then DaVita is the place for you. Here is what you can expect when you join our Village as a Social Worker: A community first, company second culture based on Core Values that really matter, Clinical outcomes consistently ranked above the national average, Award-winning education and training across multiple career paths to help you reach your potential, Performance-based rewards based on stellar individual and team contributions, A comprehensive benefits package designed to enhance your health, your financial well-being and your future, Dedication, above all, to caring for patients suffering from chronic kidney failure across the nation, Licensed or registered in the state of practice as required by state regulations, Master's degree in Social Work (MSW) required with a specialization in clinical practice, Two years of experience as a social worker in a healthcare setting preferred, Demonstrated knowledge of government and private insurance programs, Basic computer skills in MS Word, Excel, PowerPoint and Outlook. Join us as we pursue our vision "To Build the Greatest Healthcare Community the World has Ever Seen." https://careers.davita.com/job/DAVIUS28082/Social-Worker?utm_source=nasw&utm_medium=job_posting&utm_campaign=avanti&utm_term=massachusetts&utm_content=sw_northandover&source=

SOUTHEAST

Overnight Licensed Clinician LICSW/LMHC - Bay Cove Human Services, Inc. Bay Cove Human Services, Inc., seeks an Overnight Licensed Clinician LICSW/LMHC to join us in our mission to provide high-quality services to adults who face the life-long challenges of developmental disabilities, mental illness and drug and alcohol dependency. The Overnight LICSW/LMHC is mission driven, with exceptional interpersonal and relationship building skills who will work with our Southeast Emergency Services Team in Fall River. The Overnight LICSW/LMHC will assess and coordinate stabilization services for adults and children who are experiencing a psychiatric emergency. recruiter@baycove.org.

Office Space

Acton. Nice office with a waiting room. Available for hourly sublet. Solo practice, very busy, will have referrals. Contact: cbrownoffice@yahoo.com, 978-266-1940.

Boston (Back Bay). Charming small Boylston Street office. Beautiful view overlooking Copley Square. Perfect for individuals and couples (too small for groups.) Professionally managed elevator building. \$10-\$12/hr. copleytherapy@yahoo.com.

Brookline. BROOKLINE TIME BLOCKS available now \$10.00-\$12.50/hr In beautiful health care Victorian offering a tranquil, non-institutional office setting for therapist and clients alike on Harvard St between Coolidge Corner and Brookline Village. Multiple part time offices give you plenty of room for expansion. Owner has 30 years experience helping established therapists and those just starting out Happy New Year. Contact: melynsudalter@gmail.com.

Brookline. Lovely psychotherapy office available for sublet days and/or evenings. 4 hour/week minimum. Nicely furnished, ample street parking, T accessible, wifi. Please contact Oona Metz at oona.metz@rcn.com for more information.

Cambridge. Four attractive offices available to sublet starting 3/1 in newly renovated therapist suite in Porter Square. Steps from T and commuter rail, minutes from Davis and Harvard, on main bus lines. Collegial atmosphere with opportunity for referrals, supervision, and consultation. Shared facilities, all amenities included. \$10/hr. Call Marianne at 617-545-5335 or email portersquaretherapysublet@gmail.com.

East Bridgewater. Professional building, conveniently located, offering several fully furnished offices with competitive rental rates and flexible hours. Ideal for established practice or counselors just starting out. Create or expand your practice with the assistance of counselors of this unique collaborative practice. We offer monthly supervision, assistance with referrals and training materials. Everything you need to get started or grow your practice! Please call Karen at 774-222-3196 or email Kpeabody.solutions@gmail.com.

Fall River. Office available Saturday-Sunday-Monday. Monthly rate is 100-300 depending upon number of days needed. Free WiFi and parking. Contact: Kpinter.msw@comcast.net.

Melrose. Share a beautiful, sunlit, furnished office in well maintained building. Waiting area with receptionist; kitchen; laser printer, internet, utilities included. Ideal location in downtown Melrose. alisonschroederlicsw@gmail.com.

Newton Center. Inviting, furnished psychotherapy suite - includes private office, waiting room, clerical space and bathroom. PT/FT options. Contact Chris Gruener: www.crossroads-counseling-services.com, chris.gruener@comcast.net, 617-965-6552.

Newtonville. Beautiful, spacious, sunny office space available full or part-time. In two-office suite with large waiting room. One block from Walnut Street. Contact: awwaters@comcast.net.

Quincy. Space available in beautiful suite. Professional building. Excellent location. Easy access to Rte 93 & 3. Short walk to bus & T. Contact: bmordini@comcast.net or 617-471-6322.

CE Programs & Trainings

PTSDreams: Transforming Nightmares into Healing Resources Through Active Dreamwork. Our clients often suffer nightmares. This interactive workshop provides you with cognitive/spiritual/embodied/dreamwork skills to safely resolve them. Lincoln, MA, Friday 3/8. Contact LindsayYaelSchiller for registration. 5 CEUs. lindsayschiller@gmail.com.

Advancing Excellence in Sexual and Gender Minority Health Conference. "Advancing Excellence in Sexual and Gender Minority Health," will train health care teams in providing competent, confident and affirmative health care for LGBTQ people. It will include didactic presentations as well as case discussions and will be held at the Boston Seaport Hotel from March 22-24, 2019. Contact: lgbthealtheducation@fenwayhealth.org.

Mind and Body: Holistic, Integrated Approaches to Behavioral Health and Significant Health Challenges. This conference will examine the intersection of behavioral and physical health for elders. This is the annual conference of the Mass Aging and Mental Health Coalition, co-sponsored by the Mass Association for Mental Health. Join us Monday, May 13, 2019 at the Hogan Center, Holy Cross College, Worcester, MA. CEUs will be available. Contact Frank Baskin with questions: frankbaskin.gerisocialwork@yahoo.com.

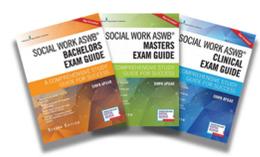
Enroll! 33 hr. Mediation Training begins March 14. 28 CEUs approved. Learn! Customized conflict skills workshops for your staff & clients. Refer! Disputes for mediation: divorce, family, housing & workplace. Sliding fee scale. Got Conflict? Mediate it! Tel: 617-876-5376 www.communitydispute.org.

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800-635-SWAN (7926)
swan.naswma@socialworkers.org

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MASSACHUSETTS CHAPTER

11 Beacon Street, Suite 510
Boston, MA 02108

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Symposium 2020 Call for Proposals

voices of empowerment and justice

The NASW Massachusetts Chapter invites NASW members and non-members to submit proposals for presentation at Symposium 2020, the largest gathering of social workers in New England. Nearly 1,000 people attended Symposium 2018, including 90+ presenters and dozens of exhibitors.

Symposium 2020 will be held April 30 - May 1, 2020
Sheraton Framingham Hotel and Conference Center, Framingham, MA

The goal of the presentations is to advance knowledge and skill in the areas of:
Direct Practice | Administration | Advocacy | Policy | Research | Education | Theory

Receive discounted registration fees when attending the whole Symposium,
as well as great visibility through marketing of the event.

For complete instructions and to submit a proposal, go to: www.naswma.org/symposium

Proposals must be received no later than May 10, 2019

The Symposium Program Planning Committee expects to notify authors of its decisions by October 1, 2019.