

# THANK YOU SOCIAL WORKERS YOU ARE ESSENTIAL



## Social Work: Always an Essential Profession

By Valerie Arendt, MSW, MPP; NASW-NC Executive Director

As the COVID-19 outbreak continues to exacerbate social isolation, unemployment and underemployment, food insecurity, homelessness and housing insecurity, stress and mental illness, along with familial changes related to illness and death, social workers are there. During a time of heightened anxiety for all, social workers are diligently working to provide mental health and social services, creating and identifying resources to meet the evolving social needs of the clients and communities they continue to serve during this pandemic.

While the world “stops” to flatten the curve, social needs only grow. The need and demand for social workers is high. Social workers have risen to the occasion, learning to quickly adapt to telehealth and other digital ways of providing services, where feasible, to not only protect their own well-being, but also the well-being of the clients and communities they serve. It takes immense determination and bravery to risk your own health and well-being in service to others. That is social work.

The National Association of Social Workers Code of Ethics guides professional social work practice. It states that social workers should provide appropriate professional services in public emergencies to the greatest extent possible. That is exactly what social workers are doing. Social workers always have been, and always will be, on the front lines.

We are proud to stand with and advocate for social workers every day. And we are especially proud to stand with you during this crisis as you tirelessly rise to meet the ever-growing demands for your services. Social work is often a thankless and sobering job, but social workers must be lifted up as a celebrated and essential part of the public health workforce working to rapidly respond to all that COVID-19 entails. We will always be here to lift you up. Thank you for your NASW membership.

Find the most up-to-date COVID-19 Resources and information for social workers here: [www.naswnc.org](http://www.naswnc.org).

# VICTORY!

## AUDIO-ONLY PSYCHOTHERAPY COVERED BY MEDICARE DURING PUBLIC HEALTH EMERGENCY!

**MORE INFO: [BIT.LY/MEDICAREAUDIOONLY](http://BIT.LY/MEDICAREAUDIOONLY)**

### IN THIS ISSUE

President's Message.....2	New Members.....5	Stories From COVID-19 Frontlines.....10
Executive Director's Message.....3	Ethics in Practice.....7	NASW-NC Board Updates .....11
NASW-NC Member Spotlight.....4	Clinical Supervision Schedule.....8	New Normal For People and Planet.....12
	Advocacy Update.....9	10 Tips For Challenging Times.....13

# NASW-NC Board of Directors 2019 – 2020

## President

Carolyn Craddock, LCSW, LCAS, CCS, ACSW

## President Elect

Jason Scianno, BSW, CADC-I

## 1st Vice President

Kat Reach, MSW

## 2nd Vice President

Kenya Miles, MSW, LCSWA, LCAS-A

## Secretary

Rosalie Calarco, MSW

## Undergraduate Student Representative

Jacqueline Henry, BSW Student

## Graduate Student Representative

Kate Culhane, BA, MSW Student

## Coastal District Representative

Margalita Hooper-Vinson, MSW, ACSW, LCAS, CCS, MAC

## Central District Representative

Leslie Cloninger, LCSW, LCAS-A

## Piedmont District Representative

Deborah Moore, MPA, MSW, LCSW

## South Piedmont

### District Representative

Derrick Anderson, MSSA, MNO

## Western District Representative

Vacant

## South Central

### District Representative

Debbie Rhodes, MSW, LCSW

## International Representative

Vacant

## Members at Large

Amanda Flory, MSW, LCSW, LCAS  
Carla MacKenzie, MSW, LCSW, LCAS, CCS  
James Pearce, MSW, LCSWA, LCAS-A  
Natasha Scott, BSW, MSW, Ed.D.  
Rachel Waltz, LCSW, C-SWHC

## Delegates

Derrick Anderson, MSSW, MNO  
Carolyn Craddock, LCSW, LCAS, CCS, ACSW  
Ryan Estes, LCSW, LCAS, CCS  
Tracey Hinds, MSW  
Steve Marson, ACSW, PhD  
Drew Pledger, LCSW, ACSW  
Sonyia Richardson, MSW, LCSW  
Jason Scianno, BSW, CADC-I

## Carolyn Craddock, LCSW, LCAS, CCS, ACSW

Board President



## Reflections on New Challenges and Successes

What a new world we are living today. Hoping that you and your loved ones are well and adjusting during this time of a pandemic. Although I initially felt as if I was adjusting to the changes, I failed this week. I completely missed one of dozens of Zoom calls, fussed at my family, and even got dressed with two different shoes. My words, feelings, and actions reminded me of my humanness. When under stress, I become a serious fixer. Perhaps my struggles are a reminder to judge myself less and practice self-compassion more. Thank goodness I have good friends and colleagues who can remind me to be present, to be real, and to be accepting. And they laugh both at and with me!

Having more time to reflect, I am reminded of all that I have. There are many in our state and across the country who do not have their health, income, access to healthcare, and other vulnerabilities. I am grateful for my spirituality, faith, and well-being, my son and husband, my fulfilling work, and my amazing friends. Our new colleagues who are just about to graduate face some uncertainties and NASW is here for you. Welcome to the social work profession. There is no other quite like it. There will be many gifts: humility, resilience, challenge, kindness, gratitude, and change. Remember: kindness matters and it begins with kindness to ourselves. Be the most compassionate social worker you can be: to yourself, your clients, your colleagues, your loved ones, and your community. Enjoy the journey.

As this will be my last article as the NASW-NC President, my gratitude also includes the past six years of serving with the Board of Directors and the dedicated staff. Valerie is an exceptional leader and I am grateful for our time together. What an incredible privilege to be President as Valerie stepped into her new role and to witness her transform the position in our state and at the national level. Presenting with her at the Association Leadership Meeting on the relationship between the CEO and President was super easy, thanks to her talent in working with others. Thank you also for hosting the NASW-NC Supervision and Leadership Webinar Series over the past year and the presentation you offered to my local community this past fall getting students excited about policy, macro issues, voting, and the impact of political action.

The NASW-NC team and I have hopefully grown together over these past several years. Thank you Kay, Seth, Hope, and Kristen for making North Carolina one of the leading chapters in the country. The Board of Directors is strong and dedicated. Our new members this year have been highly involved. Thank you Jackie, Kate, Debbie, James, Rachel, Carla, and Kathryn! We also have highly skilled leaders who have served much longer and continue to share their expertise. Kat and Derrick have been instrumental in the chapter's equity and inclusion work. Who can forget Derrick's incredible presentation at fall conference? Thank you Amanda, Leslie, Deborah, Margalita, and Natasha for your continued advocacy for social work. Our Executive Committee, Rosalie, Kenya, Kat, and Jason will continue to work hard and support Valerie and her team. Jason, as the incoming President, is the right leader at this right time. In addition to bringing high creativity and business experience in another field, he will bring a fresh perspective to the role. The team will continue to lead and initiate vital conversations, planning and change.

If I can leave with one more plug for the importance of macro social work and advocacy, this will be an important year. Please vote. Please fill out the census. Please remember the vulnerable among us. Thank you for your membership to this association and being part of the exciting and challenging work in your community, your state, and your country. If you are not a member, please consider joining. Our voice is stronger with you.

If something resonated with you or if you would like to get more involved, please let us know. I can be reached at [carolyngraddock@gmail.com](mailto:carolyngraddock@gmail.com). ●





## Valerie Arendt, MSW, MPP

Executive Director

### Social Workers Give Me Purpose

This is a wretched time. As I sit here at home, like most of you, I am thankful for my health, my family and that I have shelter and food. I am thankful to be alive. But this is so hard. Managing work, homeschooling children, stressing about our future, worrying about economic inequalities and racial disparities in how COVID-19 disproportionately impacts communities of color. I mourn for the loss of two North Carolina BSW students, Eric Pittman, Jr. and Benson “Ty” Atkins who passed away from COVID-19 months away from graduation. A great loss to our profession and community.

But you give me strength, hope and purpose. I have never worked harder in my life because I know social workers lives and livelihoods depend on NASW-NC’s advocacy and support.

The NASW chapters have really taken the lead in the COVID-19 response and I am very proud of my team and how we have responded in support of our members. Thank you Hope, Kay, Kristen, Seth, and Mary for your support and strength.

**To social workers on the frontlines:** I thank you. We see you and your bravery to risk your own health and well-being in service to others. Please know we are advocating for you. Both at the state and the national level, we are advocating for hazard pay, access to PPE and with legislators to make sure you have the resources and support you need to remain healthy and can continue to serve.

**To social workers at home:** I thank you. We see how quickly you managed to move your entire practices and classes online so your clients and students could continue to receive much needed services and education. Please know we are advocating for you. We immediately reached out to Governor Cooper, DHHS Secretary Cohen and to insurance companies to advocate for telehealth reimbursement. We moved all our conferences online and have been producing free webinars to ensure you get your much-needed access to CE for licensure renewal. And we made sure you could continue to renew your license during this time by advocating for temporary rule changes with the Licensure Board.

**To graduating social workers and students:** I thank you. We see you and thank you for choosing the social work profession. North Carolinians need you now more than ever as we face a growing vulnerable population that you will serve. Please know we will advocate for you for your entire career. We continue to support you with webinars on job searches, licensure, and virtual meet-ups across the state so you will be prepared to enter the field in this new virtual norm.

Thank you to our amazing interns who stuck with us and adapted quickly during these unprecedented times. Thank you Molly Andrews, Olivia McCain and Autumn Yates. Your work ethic and resilience inspire me.

Thank you for being a member of NASW. Thank you for supporting us as we work tirelessly to support you. Please take care of yourself. Let us know how we can help. We need you. We will face these uncertain times together.



We all need a little fun right now! NASW-NC has created four different Zoom Virtual Backgrounds (you can see one to the left) for you to download and use at [www.naswnc.org/page/COVID-19](http://www.naswnc.org/page/COVID-19). ●

# NASW-NC Chapter Staff

## Executive Director

Valerie Arendt, MSW, MPP  
[director.naswnc@socialworkers.org](mailto:director.naswnc@socialworkers.org)

## Director of Advocacy, Policy & Legislation

Kay Castillo, BSW  
[advocacy.naswnc@socialworkers.org](mailto:advocacy.naswnc@socialworkers.org)

## Director of Professional Development

Hope Venetta  
[education.naswnc@socialworkers.org](mailto:education.naswnc@socialworkers.org)

## Director of Membership and Communication

Seth Maid, MSW  
[membership.naswnc@socialworkers.org](mailto:membership.naswnc@socialworkers.org)

## Operations Manager

Kristen Carter, QAS  
[operations.naswnc@socialworkers.org](mailto:operations.naswnc@socialworkers.org)

## Communication Assistant

Mary Choe, Psy.M.

919.828.9650

[www.naswnc.org](http://www.naswnc.org)

## NASW Mission

Founded in 1955, the National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world, with more than 120,000 members. NASW works to enhance the professional growth and development of its members, to create and maintain standards for the profession, and to advance sound social policies. NASW also contributes to the well-being of individuals, families, and communities through its work and advocacy.



## Social Work Voice in the Epicenter of the COVID-19 Pandemic

By Mary Affee, LCSW, RPT-S, CHC  
NASW-NC Member

**N**ASW-NC asked member Mary Affee to write about her experience on a two-week assignment to provide mental health support for the hospital staff in a Long Island, New York hospital.

**“You have not lived today until you have done something for someone who can never repay you.”**  
– John Bunyan

This is social work, and this is how I do social work. People question why I have chosen to commit to serving our medical staff in New York during this time. I never thought twice about it. Had it not been for the hearts, time, and selflessness of the doctors, nurses, and technicians working around the clock to save my daughter from cancer, I am not sure what life would look like today. As I see it, serving others (regardless of the environment) is the least I can do to pay it forward and give back.

Curiosity and fear are ubiquitous. I was asked to write, to share, and perhaps capture the lived experience of being a social worker in one of New York’s hospitals providing services to our front-line workers. I was hired to represent the hospital’s EAP program to provide crisis and wellness resources and psychological first aid as needed. My shifts take place each day in a small space - a space that was once a waiting room for the public. My set-up is the same each day. Fresh coffee, fresh fruit, snacks, and mental wellness pamphlets are abundant.

I am the stranger, and small conversations connect us. Any conversation provides a moment’s respite from the battle they fight. Eye contact is all we have. The masks are tight, very tight. The masks muffle our tones of compassion and fear. Our masks hide our mouths and facial expressions. Our eyes tell our stories and our pain. Our eyes are filled with tears trapped in every part of our masks and goggles. Our faces are itchy from tears, and we can’t rush to wipe our tears for fear of touching our own faces. Our eyes are our hands, our hugs, our thoughts, and our connections. Our eyes are left to discover and interpret everything. Our ears must be sharp. We must rely on them for the vital information we need to do our work. The sound of automatic doors opening signals awareness - for now only staff go in and out of the lobby doors; and any person entering the lobby doors becomes an instant and impulsive curiosity. The sounds and code announcements in this space remind



NASW-NC member Mary Affee (center) with staff members of a Long Island, NY hospital where she was volunteering.

me of the dangerous place in which I sit each day. Some days I am consoling staff, while other days I only serve them and clean up coffee tables. Sometimes my space is quiet and sometimes my space is filled with heartbroken staff wanting to unload their death stories. Either way I am here providing space for them to share their exhaustion and anguish. Some days I cannot wait for my shift to end, so I can begin my drive home to cry in solitude-for this has become my normal.

They are amazing people. Their hearts are filled with love, bravery, pain, fear, and so much gratitude. Textbooks do not prepare you for days like these. Resilience and reliance are therefore held within us and around us, reminding us we are human. I am not a hero. I am human. I am a social worker. I chose to do this and I would choose this again.

*Mary L. Affee, LCSW, RPT-S, CHC, is a Licensed Clinical Social Worker in New York, North Carolina, and Connecticut. She is also a Registered Play Therapist Supervisor and a Holistic Health Coach. Mary earned her MSW from Fordham University. Mary is currently pursuing her Ed.D in Organizational Leadership in Education from Gardner-Webb University. Mary also earned a second masters in Educational Leadership from Gardner-Webb University. She is a Licensed School Administrator and has spent more than 12 years in public education serving as a School Social Worker. Mary has extensive clinical experience in trauma informed practice, and earned an award of excellence from the National Institute for Trauma and Loss in 2014. She is also a frequent guest speaker locally and nationally, and she is the owner and Clinical Director at Horizon Integrated Wellness Group, PLLC, a private practice that specializes in expressive therapies for children, teens, families, and adults. ●*

# Congratulations!

2020 NASW Lifetime Achievement Award Winner

## Dr. Iris Carlton-LaNey

 **NASW** NORTH CAROLINA CHAPTER  
National Association of Social Workers



# Welcome New Members!

NASW-NC would like to welcome the following new members who joined during the months of February, March, and April! Thank you for choosing to support your profession and advocate for social work values by joining NASW.

## **Coastal District (A)**

Keniko Andrews  
Macie Bateman  
Vanessa Bruno  
Donnetta Cordon  
Ashley Dower  
Sheresa Elliot  
Brianna Fly  
Carolyn Grizer  
Janice Harvey  
Shenita James  
Olympic Jones  
Ann Kearney  
Marion Linton  
Heather Luther  
Ashley Machado  
Daquaris McCullough  
Gwendolynne Noonan  
Shelby Nuckols  
Alexanderia Peavy  
Tina Rodgers  
Daphne Santiful  
Erica Schnepf  
Samantha Scott  
Michelle Shields  
Kaleesa Turnage  
Rochelle Walton  
Fallon Williams  
Macy Wood

## **Central District (B)**

Heather Akers  
Rachel Albright  
Maria Aleman  
Aleida Alfonso  
Celest Anderson  
Antoinette Burch  
Asia Caldwell  
Bailey Carver  
Amanda Comer  
Nukenya Cox-Smith  
Dolores Cruz  
Danielle Curley  
Jasmine Diaz  
Carolyn Ebeling  
Megan Englebretson  
Kevin Fauntleroy  
Stephany Flowers  
Elizabeth Francis  
Edith Galvan Lopez  
Erin Garrett  
Jessica Garza  
Kendall Gibbs  
Rebecca Godfrey  
James Goldberg  
Hannah Hardy  
Ta'Jhaneya Hines  
Tia Holmes  
Alexis Jackson

Kiva Jordan  
Kara King  
Zachary Knowles  
Samantha Kubik  
Kelley Lenker  
Stephanie Lucas  
Salona Lutchminarain  
Baseer Maroof  
Timothy McDonald  
Lauren McNamara-Clement  
Lindsay Mendez-Peer  
Karen Moen  
Tory Moore  
Christine-Evette Ngeve  
Kayla North  
Anne Olivar  
Aishah Omotosho  
Estelle Osment  
Meghan Palmer  
Tara Pawlyk  
Mary Catherine Penn  
Chethana Perera  
La'Shanda Person  
Blair Pietrowski  
Joseph Polich  
Juana Rivera  
Leslie Roach  
Natasha Rouse  
Quinny Sanchez Lopez  
Karina Santibanez  
Summer Scardino  
Sarah Schreyer  
Anna Smith  
Victoria Snow  
Julia Springer  
Molly Sweetser  
Mary Tayloe  
Marley Toben  
Ashley Toscano  
Elissa Tubergen  
Bernadette Vereen  
Rachel Wakeford  
Joy Wall  
Kevin Walsh  
Bethany Wichman-Buescher

## **Piedmont District (C)**

Stephanie Allen  
Erica Andrews  
Cristen Bailey  
Madeline Bonner  
Regina Brown  
Jocelyn Bumpers  
Vickie Casey  
Tawana Cherry  
Stacey Cleveland

Ann Coward  
Haley Curry  
Elizabeth De Hostos-McLaughlin  
Emily Fields  
Philippian Flowe  
Wysheka Glover  
Fraser Gray  
Sylvia Hairston  
Rachel Hefner  
Teyara Hudson  
Grace Ligon  
Laquanna Lucas  
Misty Nickowski  
Lisa Peaty  
Darrian Price  
Jessica Smith  
Stacy Wareham  
Shantell Williams  
Christian Wrobeh

## **South Piedmont District (D)**

Kaba Alabi  
Carla Alexander  
Ashleigh Alexander  
Michelle Anthony  
Sydney Barnes  
Paulina Chin  
Katelyn Duckworth  
Irene Duker  
Tracey Evrard  
Frances Ferrante-Fusilli  
Natalie Forouzad  
Allison Garay  
Janelle Gillis  
Niesha Gowens  
Laqnda Hammonds  
Erin Haverkamp  
Cawetha Hayes-Mitchell  
Dana Heinrich  
Jennifer Hilton  
Tony Jackson  
Cynthia Kandaya  
Brandon Kasza  
Natalie Kjoelen  
Helen Mantis  
Amy McDonald  
David Menhinick  
Haley Meyers  
Kimberly Miller  
Carolynn Moore  
Elise Morin  
Megan Mulhall  
Lydia Nyamisoa  
Geraldine Oyoo  
Kimberly Parker  
Abaigeal Peck  
Hannah Pegram

Juanita Pharr  
Samantha Reinier  
Kenia Rios  
Katheryn Rios  
Samantha Samson  
Courtney Shepherd  
Amber Sigmon  
Anita Slaughter  
Tashayla Smith  
Jennifer Sullivan  
Tamara Thomas  
Jerrold Tiggett  
Maxine Valencia  
Hannah Walker  
Tracey Webb  
Sheronna White  
Maritza Whitsell  
Lee Wilson  
Madalyn Wise

## **Western District (E)**

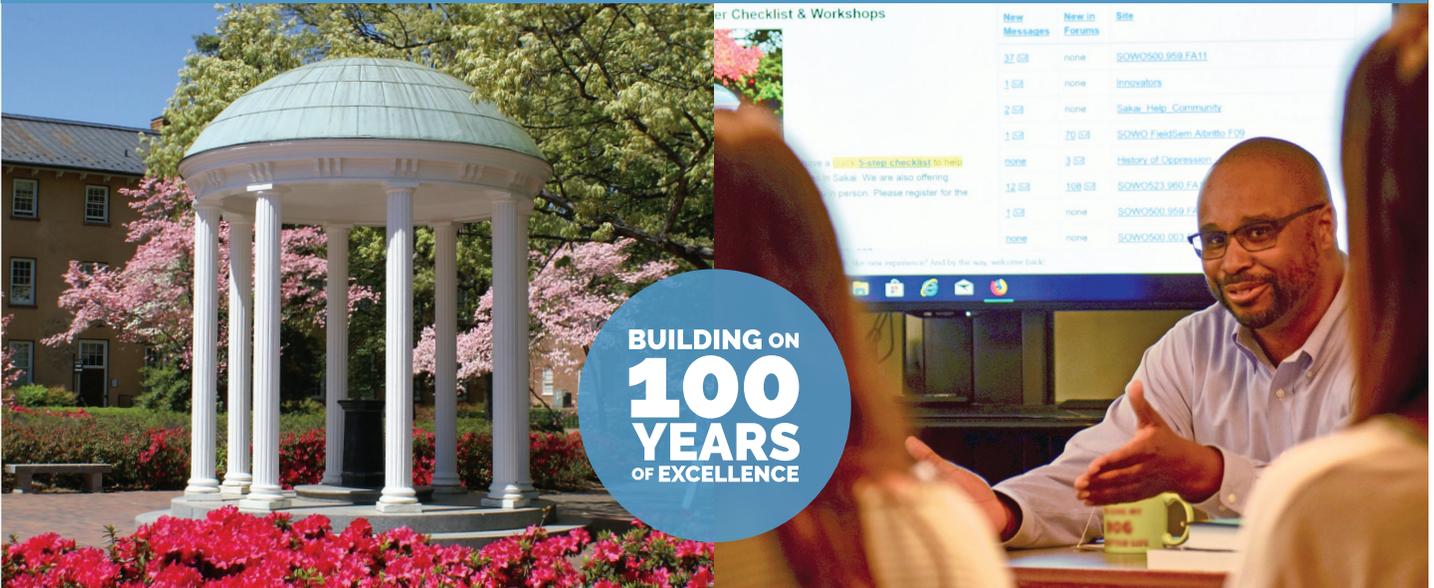
Margaret Anixter  
Lisa Astin  
Elizabeth Baker  
Amber Beidler  
LB Brier  
Abigail Carlson  
Elizabeth Chappellear  
Mercy Dennison  
Regan Early  
Julie Evensen  
Itiyopiya Ewart  
Kayla Forliti  
Bailey Hanagan  
Sasha Jumper  
Lauren Macdonald  
Laura Martin  
Joshua May  
Jessica Morgan  
Valerie Parker  
Sara Ross  
Stephen Schaeffle  
Melissa Shelton  
Kristie Sluder  
Ashley Smith  
Hannah Stampe  
Stephanie Stroupe  
Alishia Timmons  
Haley Tullish  
Sarabeth Verhaeghe  
Justin Wiet  
Kelsey Wilson  
Melissa Zazzeri

## **South Central District (F)**

Hannah Allen  
Michael Belay

Lashonda Bostic  
Christina Brown  
Hannah Byrd  
LeAnn Cain  
Denise Coffey-Joseph  
LaKenya Conner  
Pamela Corr  
Sarah Crump  
Erin Cunningham  
Gregory Daniels  
Shannon Davison  
McKayla Demulling  
Olivia Denson  
Alina Doyle  
Chloe Fedor-Locklear  
Niamh Fitzpatrick  
Melinda Frederick  
Amara Gore  
Ricque Hardin  
Jamie Haywood  
Michelin Henderson-Maldonado  
Nathaniel Hill  
Kennise Jones  
Jerrica Jones  
Elizabeth Kampa  
Kierra Keaton  
Melanie Lawson  
Lora Locklear  
Jennifer Marinellie  
Danielle Mohlhenrich-Thompson  
Marilea Moore  
Charise Ngo  
Marfa Nicanor  
Andrea Quirk  
Nancy Ramos  
Erica Rich  
Clare Rolquin  
Valerie Russell  
Kristy Scott  
Katelyn Sink  
Alice Smith  
Jimmy Smith  
Khalif Smith  
Chyna Spencer  
Cameron Staley  
Hillary Stevens  
Brianna Taylor  
Lauren Troxler  
Elisabeth Troy  
Kristina Waden  
Tynicia Walton  
Stormy Westbrook  
Shequetta White  
Khiana Wyatt  
Kristen Zavracky





## ADVANCE YOUR CAREER WITH YOUR ADVANCED STANDING MSW

If you have earned a BSW degree from a Council on Social Work Education accredited program, one of our Advanced Standing MSW Programs may be a great option!

With your MSW, doors will open to new career opportunities, including the LCSW and other credentials.

**NEW!**

**Choose the best option for you:**

**20-MONTH ADVANCED STANDING MSW**

**Applications due October 13, 2020  
Program begins January 2021**

**12-MONTH ADVANCED STANDING MSW**

**Applications due January 12, 2021  
Program begins May 2021**

Applicants who are currently employed in social work-related settings and/or those interested in advancing their macro social work skills are strongly encouraged to apply to the 20-month Advanced Standing Program.

**For more information, contact:  
mswadmissions@unc.edu**

**ADVANCING  
EQUITY**

**TRANSFORMING  
SYSTEMS**

**IMPROVING  
LIVES**





**Ravita T. Omabu Okafor,  
MSW, LCSW**

NASW-NC Ethics Committee Chair

## COVID-19: Practical Tools for Ethical Practice

Overnight, the essential business of social work became 100% virtual for most practitioners. In his article, “Ethical Exceptions for Social Workers in Light of the COVID-19 Pandemic and Physical Distancing,” Allan Barsky (2020) notes:

Code of Ethics says that we should not provide services unless we are competent to do so (NASW Code of Ethics, s.1.04)—yet, social workers who have not been trained in using videoconferencing and other communication technologies for working with clients are abruptly being required to do so. If the workers had time and other resources, they could learn best practices and skills for using these technologies (cf., National Technology Standards). But they do not have time. If they do not use the technologies right away, they may be violating ethical standards by abandoning clients in need (s.1.17(b)).

Since President Trump proclaimed COVID-19 to be a national emergency (effective March 1, 2020), and North Carolina Governor Roy Cooper announced a stay-at-home order (on March 27, 2020), social workers in all settings faced uncharted territory regarding safeguarding loved ones (including themselves), continuing care to clients in need, earning money to be able to continue supporting themselves and/or their families. Kudos to Valerie Arendt, Executive Director of NASW-NC, and the chapter staff for equipping North Carolina with the knowledge to become competent, their advocacy, and the inspiration to maintain professional, ethical practice while facing a deluge incessant, life-threatening news.

To help you offer your much-needed social work skills during the COVID-19 pandemic, please review these FREE resources:

1. NASW-NC has compiled a comprehensive list of resources for social work practice during this COVID-19 time. Visit [this page \(bit.ly/3f9r9MC\)](http://bit.ly/3f9r9MC) daily for updates. Also, you can post questions/share your knowledge through [NASW-NC's COVID-19 Forum for Social Workers \(bit.ly/3fbPNfC\)](http://NASW-NC's COVID-19 Forum for Social Workers (bit.ly/3fbPNfC)). YOU MUST SIGN IN AS A MEMBER to access this forum.
2. The North Carolina Social Work Certification and Licensure Board has several documents posted on their website ([www.ncswboard.org](http://www.ncswboard.org)) with answers to questions regarding continuing education credits, renewing a license, serving clients located in other states, emergency rules, etc.
3. Penn State University and the University of Texas at Austin created a state-by-state guide to the rules/laws about telehealth services for mental health professionals (listed by discipline) across state lines that you can access by visiting [this website \(bit.ly/2KSe6So\)](http://this website (bit.ly/2KSe6So)). Half-way down the page, you will find a hyperlink to the database. Click the “US State Laws” tab (located on the bottom of the frame), then scroll down the page to find information on out-of-state providers serving clients in a particular state. Always make sure to verify the information with the licensing boards in the identified states.
4. To view NC AHEC’s webinars, visit [this website \(bit.ly/2WgcV4b\)](http://this website (bit.ly/2WgcV4b)). See the “Webinars” option on the left-hand side of the page to see a list of weekly webinars that offer a wealth of information on practical aspects

of telehealth services. I have found all the webinars I attended to be helpful. I would especially encourage participation for the NC AHEC and the Office of Rural Health (ORH) Telehealth Webinar Series that meets on Mondays from 12:00 to 1:00 p.m. Through the website, you can access archived recordings, slides, and transcripts.

5. To participate in the FREE Capitol Broadcasting Company Webinar Here To Help Series for Local Businesses, visit [this website \(bit.ly/2SrHUsH\)](http://this website (bit.ly/2SrHUsH)) to register. They have one more webinar scheduled for May 7, 2020.
6. To view information and/or receive FREE consultations on all questions telehealth, visit the [Mid-Atlantic Telehealth Resource Center \(bit.ly/35ogfyn\)](http://Mid-Atlantic Telehealth Resource Center (bit.ly/35ogfyn)). Some of the questions they answer on their website: Getting Started with Telehealth/Behavioral Health, What Do I Need to Know about Telehealth Technology?, Best Practices for Conducting a Telehealth Visit, Helping a Patient/Client Understand Telehealth, Telehealth Policy and COVID-19, Telehealth Reimbursement and COVID-19, and What Happens When The Pandemic Is Over?
7. To access sample consent forms regarding telehealth:
  - a) [NASW Assurance Services \(bit.ly/2ygzX1D\)](http://NASW Assurance Services (bit.ly/2ygzX1D))
  - b) [Joint Task Force for the Development of Telepsychology Guidelines for Psychologists \(bit.ly/2WjI3PY\)](http://Joint Task Force for the Development of Telepsychology Guidelines for Psychologists (bit.ly/2WjI3PY)): Scroll down the page to find the link “Informed Consent for Telepsychology.”
  - c) [American Telemedicine Association \(bit.ly/2SpfmQP\)](http://American Telemedicine Association (bit.ly/2SpfmQP)): Click on “Consent to Participate in a Telemedicine Consultation.”

Feel free to use pieces of these documents to craft the consent that works best for your practice.

8. To review “Frequently Asked Questions” posted by NASW Assurance Services, the manager of NASW’s malpractice insurance, visit [this page \(bit.ly/2SsU84i\)](http://this page (bit.ly/2SsU84i)). Questions they answer include: How do I begin online sessions? What are the guidelines I need to be aware of to assure ethical practice? My client will only see me in-person and refuses any other communication option, what should I do? Does the use of technology create challenges to obtain fees? What are the issues with jurisdiction for military personnel, who are your clients, then deploy, and want to stay in contact through technology services? If the social worker leaves the state (maybe on vacation?) but is licensed in the same state as the client is located, is this acceptable? What about treating clients who are traveling internationally? So if my client goes on vacation out-of-state and feels they have an emergency and needs to talk to me to get settled, I cannot talk with her over the phone because she is temporarily in another state?
9. North Carolina Department of Health and Human Services published a April 20, 2020 memo that includes COVID-19 reporting guidelines. Many social workers have concern that employers attempt to conceal diagnosed COVID-19 cases associated with their

Ethics Continued on Page 10



## NASW-NC Virtual 2020 Clinical Supervision Certificate Training Schedule

### June 15, 2020

What is Clinical Supervision? and The Basics of Providing Clinical Supervision

Presenter: Dayna Guido, MSW, ACSW, LCSW

### June 16, 2020

North Carolina Social Work Certification and Licensing Board Supervision Update

Presenter: Elizabeth Pope, Executive Director North Carolina Social Work Certification and Licensure Board

Technology-Based Clinical Supervision:  
Extending the Supervisory Reach.

Presenter: M. Theresa Palmer, LCSW, LMFT, and AAMFT Approved Supervisor

Diversity and Cultural Competence  
in Clinical Supervision

Presenter: Bonita H. Porter, MSW, LCSW

### June 17, 2020

Targets in Clinical Supervision:  
Lessons from an Integrated Model

Presenter: James McCracken, MSW, LCSW, Certified Emotionally Focused Therapy Supervisor

Register today at [bit.ly/naswncsupervision](http://bit.ly/naswncsupervision)!

A graphic showing a top-down view of a workspace on a green surface. It includes a silver laptop, a black smartphone, a white coffee cup with brown liquid, and two pens (one black, one orange).

FREE FOR  
NASW MEMBERS!  
**EARN CE  
HOURS ONLINE**  
NASW-NC  
RECORDED  
WEBINARS  
[www.naswnc.org/webinars](http://www.naswnc.org/webinars)





## Kay Castillo, BSW

Director of Advocacy, Policy & Legislation  
Registered Lobbyist

## North Carolina Legislative Short Session Update

**W**hen legislators adjourned the 2019 legislative session, they set April 28, 2020 as the date to return to Raleigh for the short session. Legislators returned to Raleigh for a short four day session to address COVID-19 related matters. Entry to the legislative building was limited to staff, legislators, and credentialed press. Temperatures were taken before those individuals could come into the building. Bills were ready to go by the 28th, they were heard in committees that were live streamed on YouTube (the first time this has ever happened!) After House and Senate members passed similar bills, leadership met Friday and presented two final bills on Saturday, May 2. The bills were passed unanimously and sent to the Governor Cooper, who signed both bills into law. Here is a quick overview of both bills:

### Senate Bill 704: COVID-19 Recovery Act

[Senate Bill 704 \(www.ncleg.gov/BillLookUp/2019/S704\)](http://www.ncleg.gov/BillLookUp/2019/S704) covers policies related to COVID 19. They include:

Requires a Strategic State Stockpile plan for creating and maintaining a stockpile of personal protection equipment (PPE) and testing supplies. This stockpile would be accessible by public and private facilities including long term care facilities, health care providers, non-healthcare entities, etc. The planning for this stockpile would require anticipating a five-year budget for establishing and maintaining.

Directs North Carolina AHEC to study the state's workforce during this pandemic and the aftermath. A report is due November 15, 2020 to the NCGA.

Gives the Department of Health and Human Services (DHHS) flexibility to respond to the pandemic as needed.

Extends providers who were to connect and submit data to the state starting June 1, 2020 to October 1, 2021. This is HUGE for clinical social workers who needed to be connected by June 1, 2020.

Waives the 72 hours of child welfare preservice training until December 31, 2020 or until Executive Order 116 is rescinded. The Division is authorized to identify and use web-based training as an acceptable equivalent.

Allows for telehealth of the first and second exams for involuntary commitments as long as the examiner is sure a different result would not be had with an in-person visit. Expires 30 days after Executive Order 116 is rescinded.

Urges the Centers for Medicare and Medicaid Services to cover audio-only telehealth for Medicare. This is an NASW-NC request and something our National office was pushing as well. At the end of April, CMS announced this approval!

### House Bill 1043: 2020 COVID-19 Recovery Act

For the funding measures in [House Bill 1043 \(www.ncleg.gov/BillLookUp/2019/H1043\)](http://www.ncleg.gov/BillLookUp/2019/H1043), all funds are nonrecurring and come from the Coronavirus relief fund from the CARES Act. Legislators agreed to spending \$1.57 billion.

Funding highlights:

\$10 million to the Department of Public Instruction for school health support - including mental health. This money can be used to support the work of school social workers.

\$20 million to support local health departments, rural health providers, and behavioral health and crisis services.

\$20 million to support behavioral health and crisis services, divert from emergency departments. \$12.6 million to LME/

MCOs for I/DD facilities on per diem basis.

As of March 1, 2020 through the duration of the public health emergency, all fee for service Medicaid rates will be increased by 5%.

\$25 million to DHHS to expand public and private testing, tracking, and analysis to build capacity for widespread testing, increasing research, and infrastructure to develop better models.

\$19 million to provide funding for food banks, support for residential settings, adult and child protective services response, support for homeless and domestic violence shelters and housing security, child care response, and costs to expand NCCARE360.

\$6 million to the state's six food banks.

Supplemental payments for foster care: \$2,250,000 million is allocated to assist children in foster care. Families should receive \$100 per child per month from April-June 2020.

\$65 million to rural hospitals - grants to eligible hospitals within thirty days of application.

\$1,500,000 million grant from NC DHHS to NC MedAssist for providing prescription assistance.

Legislators plan to return on May 18th for their next COVID-19 related legislative session. ●

*For up-to-date information on what is happening at the legislature, check your twice a month EnewSWire that comes to your inbox on Tuesdays! Further, visit our website and check out Updates for Members at the bottom of the homepage and [sign up for North Carolina advocacy updates \(bit.ly/2Zamul7\)](http://bit.ly/2Zamul7)!*



Vanguard Professional Staffing, Inc. is recruiting for BSW, MSW, LCSW, and Child Welfare Social Workers for temporary, temp-to-perm, and potential permanent placements.

Visit our website at [www.vanguardprostaff.com](http://www.vanguardprostaff.com) for more information about our company, our mission, and our current openings, or call us at (252) 265-9033.

**Dedicated to, owned, & operated by social workers.**

# Stories From the Frontlines: Hospital Social Work During COVID-19

By Seth Maid, MSW  
NASW-NC Director of Membership and  
Communication

The COVID-19 pandemic has fundamentally altered almost every aspect of daily life in the United States and around the world, and how social workers practice is no exception. While some social workers have transitioned to working from home and many others have largely moved to providing telehealth services, a large number of frontline social workers are still going into work, seeing clients in-person, and having to reconcile fear or anxiety for their own safety with the requirements of their job.

NASW-NC Board Member Carla MacKenzie is one such frontline social worker. She has worked in Raleigh as part of WakeMed Hospital's Community Case Management Team for the last three and a half years. Before the pandemic, her position focused on providing case management to individuals who are high utilizers of the hospital systems, including uninsured individuals or persons with a behavioral health diagnosis. Many of her clients had a lot of unmet social determinants of health - they were homeless or had troubles accessing transportation, medications, or behavioral health and medical care. Carla and her team worked to meet those needs; taking clients to appointments and sitting with them, helping with medication, working to get clients into a shelter or other temporary housing, and aiding with finances, including obtaining social security and disability benefits.

Since the start of the pandemic, Carla says her job has changed significantly. "We still need to meet those same needs, but the way in which we can do it has changed. It's amplified. Housing and residential treatment are still the biggest needs, but it's become harder. Clients not having the temporary option to go to a shelter while we figure out the next steps for them is really challenging because if we don't



NASW-NC Board Member Carla MacKenzie (right) and her team sort a food donation from the Interfaith Food Shuttle.

have them secure somewhere, we can't find them." Since many shelters and programs are not currently accepting individuals, Carla and her team have been putting clients in motels. While this solves one issue, others crop up. "Clients need a phone and they need access to food regularly. I've been working to establish partnerships with food support agencies to help us, since we have close to 50 people in motels right now."

Access to a phone or other technology is one of the largest issues Carla sees right now. "Technology is the only way many people are able to access behavioral health. If patients don't have phones or aren't able to use them sufficiently, they aren't able to access their needed services." Carla and her team have been providing clients with phones, but often have to meet with them in-person to give them the phone and train clients on how to use it. For those who aren't comfortable using smartphones, she's having to sit with clients during their appointments and use her phone to allow them to access therapists remotely.

**Hospital** Continued on Page 14

**Ethics** Continued from Page 7

workplaces. Visit [this page \(bit.ly/2YodECV\)](https://bit.ly/2YodECV) for related guidance.

Let us prepare for life after social distancing restrictions reduce. The cat (of telehealth) is now out of the bag. Many providers and clients will prefer to continue using telehealth to a greater degree beyond COVID-19. Social workers can take note of why continuing to offer this option is beneficial. Are no show/late cancellation rates reduced? Do clients accomplish goals in fewer visits? Have you noticed a tendency for more candid disclosure with virtual visits? Have we eliminated the distraction of providers/clients possibly infecting each other with COVID-19 when we meet virtually vs. in-person?

Let us also encourage those insurance companies who continue to offer lower reimbursement rates for telehealth visits to make those rates equal to face-to-face reimbursement rates. Whether in-person or through a virtual experience, we are the same professionals offering our time and expertise to clients in need. This work deserves the same rate of pay.

NASW's 2020 theme is "Social Workers: Generations Strong," referencing the importance of reflecting and honoring the positive impact the social work profession has had on our society for generations. During this pandemic,

this generation of social workers has the privileged opportunity to pursue the knowledge and skills needed to help people survive, overcome, and become all they can become no matter the obstacles. Let us rise together, equipping and supporting each other, while we make intentional efforts to smile and laugh.

Please remember that your NASW-NC Chapter Ethics Committee is available for ethics consultation. This service is free only to NASW-NC members with questions about cases in which they have direct involvement. To access this service, send an email to [naswncethics@gmail.com](mailto:naswncethics@gmail.com) or call 919-828-9650 or 800-280-6207/extension 300. ●

#### References/Resources:

Barsky, Allan. (2020). Ethical exceptions for social workers in light of the COVID-19 pandemic and physical distancing. Retrieved from <https://www.socialworker.com/feature-articles/ethics-articles/ethical-exceptions-social-workers-in-light-of-covid-19-pandemic-physical-distancing/>.

Ethics  
Consultation  
for NASW-NC  
Members!

We are  
here for  
you!

NASWNCETHICS@GMAIL.COM



# NASW-NC Board of Directors Meetings

By Valerie Arendt, MSW, MPP  
NASW-NC Executive Director

The NASW-NC Chapter Board of Directors met in the Chapter office on September 14, 2019; December 7, 2019; January 15, 2020; and virtually on March 28, 2020 for regularly scheduled board meetings. Significant actions and discussion are included below. At the December 7, 2019 meeting, the board took steps to fill vacancies on the NASW-NC Executive Committee.

The following actions were taken by the board:

- “I move to appoint Jason Scianno to the NASW-NC Board of Directors President Elect position through June 30, 2020.” Motion made by Amanda Flory. Seconded by Kat Reach. Motion carried.
- “I move to appoint Kat Reach to the NASW-NC Board of Directors First Vice President position through June 30, 2020.” Motion made by Deborah Moore. Seconded by Leslie Cloninger. Motion carried.
- “I move to appoint Kenya Miles to the NASW-NC

Board of Directors Second Vice President through June 30, 2021.” Motion made by Rosalie Calarco. Seconded by Amanda Flory. Motion carried.

- “I move to appoint Logan Keziah-Hamill to the CNLI Committee for 2019-2020.” Motion made by Kat Reach. Seconded by Jason Scianno. Motion carried.

On the March 28, 2020 Board of Directors virtual meeting, the board members discussed the chapter’s response to the COVID-19 pandemic and the support and resources created for members. The NASW-NC Ethics Conference was successfully moved online with two weeks-notice and the NASW-NC Clinical Social Work Institute would be moved online as well.

The NASW-NC Board of Directors will meet on May 30, 2020 virtually for the last board meeting of the 2019-2020 fiscal year. NASW-NC members wishing to attend should contact Chapter Executive Director Valerie Arendt at [director.naswnc@socialworkers.org](mailto:director.naswnc@socialworkers.org). ●

## Call for Proposals for the 2020 Annual Fall Conference

Due July 31, 2020 | Submit Your Proposal at [www.naswnc.org](http://www.naswnc.org)

“I am astounded by where I am today  
versus where I was when I started.”

– Triangle Springs Patient

If you or someone you know is struggling with a mental health or addiction issue, we can help. Triangle Springs offers integrated inpatient and outpatient treatment programs designed to work with individuals through each step of their recovery.

Call **919.746.8900** 24/7 to schedule a confidential assessment or make a referral.

 Triangle Springs

10901 World Trade Blvd. | Raleigh, NC 27617  
[TriangleSprings.com](http://TriangleSprings.com)



# The Urgent Need for Advocacy Work in Creating a “New Normal” for People and Planet

By Meredith C.F. Powers, PhD, MSW  
Dr. Zulfiya Tursunova  
Shantell Williams, BSW Student  
Zack Knowles, BSW Student

Social workers are essential workers in all communities and across all levels of practice. Now, more than ever, we ALL need to urgently advocate as we create a “new normal” with justice for people and planet. In considering what our “new normal” should be, let us consider Sonya Renee Taylor’s poignant challenge, “We will not go back to normal. Normal never was. Our pre-corona existence was not normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, my friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.”<sup>1</sup>

During the COVID-19 crisis, many social workers, including students and educators, are finding renewed hope and vigor through their continued action, be it as frontline workers or through their tireless efforts working remotely. These actions are actually a form of “[radical self-care](#)” ([bit.ly/2YnGGCE](#)), as they alleviate the very problems that create the stress in the first place.<sup>2</sup> Advocacy work may include voting, emailing, calling, and meeting virtually with leaders and political representatives to address issues which are critical for the profession, the vulnerable populations we serve alongside, and the planet.

Students and faculty from UNCG and Guilford College (including this article’s co-authors) joined virtually with about 500 others from across the country on March 29-31 for the FCNL Spring Lobby Weekend.<sup>3</sup> At this virtual event, we learned advocacy skills that are useful for all topics, and honed specific knowledge on the topic of Climate Justice.<sup>4</sup> We were then trained how to write and share our stories during virtual lobbying opportunities with NC representatives. Here are a few examples from NASW-NC social work student members:

“Growing up in rural North Carolina, agriculture has been a part of our everyday lives for many decades and plays a vital role in our state’s and nation’s economy. However, through poor waste management (which has caused devastating physical health issues for my neighbors), deforestation, and changing weather patterns (which has lowered agricultural productivity and food quality), I have witnessed the negative impact that environmental neglect has had on farmers and vulnerable people in my hometown of Willard, N.C. I have learned that agriculture and climate change are interrelated, with both contributing negatively to the other. It is important that we address this issue as soon as possible, to minimize the effects that it will have on the future of agricultural production within our state and on the health of our communities. That is why I am asking Sen. Burr to cosponsor the Climate Action Rebate Act. Thank you.” (By Shantell Williams, UNCG, BSW student, expected graduation May 2020.)

“Hello and thank you for your time, my name is Zack Knowles and I am from Raleigh, North Carolina. My most fond memories growing up are going on family trips where hiking and sight-seeing were the main attractions. That is why, as I grew older and was diagnosed with a substance use disorder, my parents and I looked towards eco-therapy treatment to help me overcome my struggles. I have always believed in the healing power of nature, which is one of the

## IFSW Climate Justice Program



reasons I am passionate about preserving and restoring our climate. Mental health and substance use treatment in eco-therapy settings is what I aspire to do in my professional social work career. My hope is that others, long after me, can also enjoy the beauty of our great state, North Carolina. We are so lucky to live in a state with wondrous mountains, serene coastal plains, and gorgeous beaches - our visitors can testify to this! So, I am asking Congressman Price to co-sponsor the Climate Action Rebate Act, which I believe to be an indispensable step forward. Thank you!” (By Zack Knowles, UNCG, BSW student, expected graduation May 2021.)

Even in times of physical distancing and social solidarity, we can all learn and/or sharpen our advocacy skills. Such critical skills are urgently needed as we come alongside our communities and seek to create a better world with a “new normal” that promotes justice and peace for people and planet. For more on how you can advocate, see NASW-NC’s resources<sup>5</sup> and for more on how you can become involved with other social workers around the world making an impact for Climate Justice, see the IFSW Climate Justice Program.<sup>4</sup> ●

### References/Resources:

<sup>1</sup> Sonya Renee Taylor. [@sonyareneetaylor]. (2020, April 2). We will not go back to normal. Normal never was. Our pre-corona existence was never normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, My friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature. #radicalselflovelessons #Radicalselflove #coronavirus [Instagram photograph]. Retrieved from <https://www.instagram.com/p/B-fc3ejAlvd/>

<sup>2</sup> Powers, M. C. F., & Engstrom, S. (2020). Radical self-care for social workers in the global climate crisis. *Social Work*, 65(1), 29-37. <https://doi.org/10.1093/sw/swz043>

<sup>3</sup> Friends Committee on National Legislation. (2020). Spring lobby weekend. Retrieved from <https://www.fcnl.org/updates/spring-lobby-weekend-739>

<sup>4</sup> International Federation of Social Workers. (n.d.). Climate Justice Program. Retrieved from <https://www.ifsw.org/social-work-action/climate-justice-program/>

<sup>5</sup> National Association of Social Workers, North Carolina Chapter. (n.d.). NASW NC Advocacy. Retrieved from <https://www.naswnc.org/page/316>



# 10 Tips for Challenging Times

By Dr. Lisa Baron  
NASW-NC Member

The pandemic is taking an extreme toll on our energy. Therefore, we are feeling tired, depleted, unbalanced, cranky, depressed, and anxious. We are falling into old patterns in our relationships, some that are not beneficial to our wellbeing. For introverts, this may be an easier adjustment. (That doesn't mean in any way that it is easy). Introverts still need social interaction, activities, exercise, music, etc. For extroverts, the adjustment has different challenges. In my house, we have an introvert and an extrovert. Negotiating the waves of needs has been an interesting trajectory.

We are all anxious about what is happening and what is to come. Questions that run through our minds include "Who in my circle will get this disease?" "How long will this go on?" and "Might I lose people who are important to me?" Living with the uncertainty of these issues is an enormous task.

As a therapist, I have switched to telehealth therapy sessions through Zoom. Who knew I would get to meet my clients' cats, children, grandparents, as well as see the inside of their homes? In some cases, it has led to a new, rich level in our work together that I have not experienced in over 25 years of private practice with adults, adolescents, and families. Many of my clients are talking about the challenges they face including questions like: How do I take care of myself? How do I take care of others in my life? Why is my energy so low? I am having trouble concentrating and sleeping. At times, my relationships are feeling difficult.

Here are 10 tips to keep in mind that I hope can help you to navigate this challenging time.

1. Life was full before this. Our current world is overwhelming, presenting us with multiple levels of uncertainty. We are used to being in much more control. Therefore, people are feeling extremely vulnerable. This enormous event is certainly not the only thing going on in our lives, though it can feel like it is. Life as we all knew it has changed dramatically.
2. Write your self-care playbook. Start by developing a new normal. New routines, consistency, and creating

some predictability during this unpredictable time will help you to feel more in control. Daily exercise, fresh food and air will be helpful.

3. What brings you calm? For me, walking, taking photographs of nature and the coming of Spring, writing, and keeping in contact with friends and family has been key. What brings you joy? Music and art? Reading or writing? Gardening? Maybe this is a time to learn something new. Remember that self-care is not selfish. Self-care is self-preservation.
4. Push pause and listen to what you need. Ask yourself: What do I need right now? How can I tell others in my life what I need? You may need quiet when your partner wants to talk. You may want to text your friend when your friend needs a technology break. Navigating the waters of this challenge is essential during this time. Communicate your needs.
5. Control what you take in. Think about how much media is helpful/unhelpful for you. Can you identify when you need to turn media off or put the newspaper or computer away? When is it detrimental to your mental health to be taking in so much information? I am being mindful of not watching too much news or reading too much about the state of the world. I learn what I need, and when I start to feel overwhelmed, I go to something else. Listen to when you feel overwhelmed and then ask yourself "What do I need to feel less overwhelmed?" "What do I not need?" "What depletes me, affects my mood, sleep? What do I need to dial down on to feel more balanced?"
6. Think about a car analogy. When your car is on empty, you fill it up with gas. Here's the analogy. In normal times you wake up in the morning with a "full tank of gas". In other words, energy to start your day. These days, we are so depleted, we are working with way less energy, to begin with. If you give away your energy to tasks, conversations, and being sucked in by media (in other words, energy zappers) you will get to "empty" in your gas tank, faster than ever. Watch your output of energy, and watch what you take in. A bit of levity – I

10 Tips Continued on Page 14

## In Memoriam



**BENSON "TY" ATKINS**  
BSW STUDENT  
FAYETTEVILLE STATE  
UNIVERSITY



**ERIC PITTMAN, JR.**  
BSW STUDENT  
EAST CAROLINA  
UNIVERSITY



have a reputation I'm not proud of, of letting my actual car gas tank get to empty. My husband is not happy when I do so, and he is right, it's not a good idea. That said, if I let my own gas tank get to empty, I'd call that BURNOUT. Our chance of getting to burnout is very high during this challenging time. Self-care is key. It's up to us to keep that personal gas tank at least, 1/2 full! If you need support through this journey, most therapists have gone to telehealth (through phone, Zoom, or some other platform). Reach out if you need to. It's only human to feel overwhelmed and sometimes we need support along the way.

7. Let go of the small stuff; there's so much small stuff. This is a time, more than ever, to gain perspective. People are losing jobs, losing their homes, losing loved ones. Things like who is loading or emptying the dishwasher, the fact that the grocery store is out of toilet paper, or that your friend hasn't called you need to be put in perspective. What can you let go of? Let go of perfection. A student of mine said "I usually work twelve-hour days. That's always been my norm. Now I realize that was too much, and I'm not going to do it anymore. I'm teaching people in my life that this has to be the new me." Life will never be the same. Be grateful that you have food, water, and shelter. It's back to the basics. A friend of mine said that she thinks this is happening in the world in part because we all need to get back to an appreciation of the simple things. Maybe she has a point. What are 3 things you are grateful for today? Who can you thank today?
8. Crisis brings opportunity. What opportunities might await you as a result of this crisis? For me, I am walking and writing more. I have reconnected with some of my cousins, who live across the country. I am talking to my siblings more often. I am working on my photography. Maybe I'll try some new recipes. My friend is trying to teach me to knit and crochet. I should take her up on the offer. What opportunities

might await you? Look for the silver lining. A friend of mine said to me recently "Now I can go watch baby goats being born!" at a farm near her home. In past years she has always been too busy and distracted to do so. We can reconnect with long lost friends and relatives. We can start or rediscover a hobby. We can organize, declutter and learn to simplify our lives.

9. Sense of humor. Moments of humor are helping me to get through this surreal time. As you look through the internet, try to find something funny or distracting. Ask your friends and family to share what they find with you, as well. Can you find some humor amid the storm?
10. Keep expectations realistic of people. If your brother only likes to touch base with you once a month, that may change temporarily during this challenging time, but probably won't change overall for the long run. Introverts will not become extroverts. We are who we are. Keep expectations of yourself, and others realistic, especially during this time.

We will get through the numerous challenges of this pandemic. Crisis brings opportunity. What valuable lessons can you learn now that you can bring into your new life? Might this be a wake-up call? ●

*Dr. Lisa Baron is a clinical social worker with over 25 years of experience counseling adults and children. Her psychotherapy practice is currently in Carrboro, NC. In addition, she has twelve years of experience teaching graduate and undergraduate students and supervising social workers in training. Dr. Baron also develops and facilitates workshops on a variety of topics and is a published writer.*

*Two of Dr. Baron's previous publications appeared in the online Social Work Today Journal.*

*These include "Tips for New Social Workers" (2010) and "Living With Uncertainty" (2015).*

*She welcomes your comments: [LisaDBaron@gmail.com](mailto:LisaDBaron@gmail.com).*

#### Hospital Continued from Page 10

It's all part of the "new normal" of the pandemic for Carla; as she puts it, "everything that we do now requires 5-10 extra layers of thinking." And while she acknowledges the safety risk, she says "within our team we have incredible leadership and guidance. Every Monday, we have a team meeting with our medical director and behavioral health director, where we're getting the most up-to-date guidance on personal protective equipment (PPE) and we're being provided regular supplies of masks and best practices on how to keep ourselves safe. We're now required to ask patients about symptoms before we meet with them and we have to check in daily about our own symptoms and check our temperature."

Carla has been continually inspired by her coworkers throughout the pandemic. "One of the things that's been really inspiring with my team is that there's never a 'no.' It's always a 'let's figure it out' in an effort to meet the needs of our most vulnerable patients." She also sees a number of ways for other social workers (and the general public) to help people in need during this time. "I would encourage people to consider donating time or resources to a local nonprofit that's trying to meet the unmet social determinants of health, like food pantries,

food banks, or meal delivery services. I've seen a lot of people donating food to healthcare workers and frontline workers, but there's an entire population of homeless and very vulnerable people that really need food too. I also think that just checking in on your people can help a lot. I have a network of people who just check on me regularly. And even if I don't want to talk about my day, it's helpful that they've reached out." She also stresses the importance of following the guidance that we receive from state and public health officials. "Stay at home, wear masks - ultimately we are all essential in the effort to slow and stop the spread of coronavirus. The more people who follow the guidance, the quicker I hope, we get on the other side of this."

Though she says the first few weeks of the pandemic were somewhat chaotic, Carla and her team have found their groove now. The experience has strengthened her resolve and dedication to the field and her clients. "I've seen a renewed passion and energy within my team and myself. The first couple weeks I was like, 'what are we doing, this is scary!' But now I'm like, 'we're needed.' This is an honor and a privilege. This is what we signed up for. This is what we became social workers for." ●





East Carolina University

Tomorrow starts here.®



College of  
**Health and  
Human Performance**

## School of Social Work

A leader in social work education and research, East Carolina University prides itself on educating students for knowledgeable and competent practice. We encourage the development of high standards of personal and professional achievement, and instill an appreciation for human diversity.

Our nationally recognized faculty utilize traditional, hands-on, and experimental educational methods to ensure that our students are challenged in and out of the classroom.

### Program Highlights

Bachelor of social work  
Master of social work

Advanced standing MSW  
Part-time on- and off-campus cohorts

School social work licensure  
Graduate certificate in gerontology  
Graduate certificate in substance abuse

### Contact Us

School of Social Work  
224 Rivers Building  
Mail Stop 505  
East Carolina University  
Greenville, NC 27858-4353

Phone: 252-328-5650  
Fax: 252-328-1920  
E-mail: [socw@ecu.edu](mailto:socw@ecu.edu)

[www.ecu.edu/hhp/socw](http://www.ecu.edu/hhp/socw)

C. S. 16-1278



**National Association of Social Workers**  
**North Carolina Chapter**   
PO Box 27582  
Raleigh, NC 27611-7582

919.828.9650

[www.naswnc.org](http://www.naswnc.org)

Nonprofit Org.  
U.S. Postage  
PAID  
Raleigh, NC  
Permit No. 816

## NASW-NC Conferences

May 11-13, 2020  
Clinical Social Work Institute  
Online

June 15-17, 2020  
Clinical Supervision  
Certificate Training  
Online

August 7, 2020  
Essentials Conference  
Raleigh, NC

November 20-21, 2020  
Fall Conference  
Asheville, NC

[www.naswnc.org](http://www.naswnc.org)

2020  
ESSENTIALS  
CONFERENCE



## ESSENTIALS OF SOCIAL WORK LEADERSHIP

August 7, 2020

Registration Opens June 2020