National Association of Social Workers
Michigan Chapter

2016-2017 Annual Report
The National Association of Social Workers (NASW) is the largest membership organization of professional social workers in the world with 125,000 members. It promotes, develops, and protects the practice of social work and social workers. NASW also seeks to enhance the well-being of individuals, families, and communities through its advocacy.

The Michigan Chapter has over 5,700 members who live and work in the state of Michigan. NASW-Michigan helps shape legislation that affects the health, welfare, and education of all people. The Chapter works with many allied organizations to promote causes and services that improve society, address injustice, and fight oppression.

The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession’s history, are the foundation of social work’s unique purpose and perspective:

- service
- social justice
- competence
- importance of human relationships
- integrity
- dignity and worth of the person

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>23000+</td>
<td>Licensed Social Workers in Michigan</td>
</tr>
<tr>
<td>7000+</td>
<td>Event Attendees</td>
</tr>
<tr>
<td>6500+</td>
<td>Facebook Followers</td>
</tr>
<tr>
<td>5700+</td>
<td>Members Of NASW For More Than 10 Years</td>
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<tr>
<td>3000+</td>
<td>Members That Hold The ACSW Advanced Credential</td>
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<tr>
<td>2100+</td>
<td>Advocacy Calls &amp; Letters Made To Legislators</td>
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<tr>
<td>1400+</td>
<td>Twitter Followers</td>
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<tr>
<td>1000+</td>
<td>Social Work Jobs Posted</td>
</tr>
<tr>
<td>950+</td>
<td>Social Work Student Members</td>
</tr>
<tr>
<td>900+</td>
<td>Attendees At 2016 LEAD</td>
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<tr>
<td>250+</td>
<td>Hours Of Continuing Education Provided</td>
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<tr>
<td>200+</td>
<td>E-Mail Messages Sent to Members</td>
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<tr>
<td>200+</td>
<td>U-link &amp; SpeakUp! Student Advocates</td>
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<tr>
<td>100+</td>
<td>Work Group/Task Force/Committee Meetings Held</td>
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<tr>
<td>80+</td>
<td>Classroom Workshops Presented</td>
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<td>60+</td>
<td>Michigan Social Work News Stories Posted</td>
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<td>45+</td>
<td>Free CE Events Offered</td>
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<td>40+</td>
<td>Community Events Organized</td>
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<td>25+</td>
<td>YouTube Videos Posted</td>
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<tr>
<td>11</td>
<td>Regions</td>
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<tr>
<td>1</td>
<td>Unified Voice For The Social Work Profession</td>
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Thank You Members!

Welcome to the 2016-2017 Annual Report for NASW-Michigan! As your professional association, your leadership, expertise, and membership dues fund our advocacy, educational efforts, and assure that we can publically highlight social workers as the cutting edge professionals they are. NASW-Michigan is the only organization that advocates for social work across the professional continuum and works hard to ensure that you, as a member, receive up-to-date macro and clinical training. It is through your membership and communication that we learn what is most critical in your practice and set our goals for each fiscal year.

As some of you may know, we have been going through a modernization/revitalization program spearheaded by the National NASW office in Washington D.C. This has resulted in some major changes to NASW chapters around the country. The changes aim to make the association “one NASW,” with all chapters having similar branding and methods of keeping financial records. Thank you to all of the members who have made your opinions heard during this process.

Our chapter continues to be a leader across the country, and another year of hard work and strong commitment has allowed us to strengthen social work in Michigan. This past year NASW-Michigan developed intensive learning opportunities and presented in various geographic locations throughout the state, and will continue this in the next fiscal year. It is our hope that NASW will be able to meet member needs in a more focused manner; to this end, we have piloted two certification programs.

- The Certificate in Core Supervision has trained over 200 professionals to date. In addition to the supervisory training, we have held "Train the Trainers" classes to prepare social workers to become NASW trainers.
- The second certification program, Clinical Concerns & Gender Identity, began as a result of speaking with membership. Hearing from social workers primarily in private practice settings, we became aware of the need for clinical training to work with individuals who are transgender, gender non-conforming, and gender questioning. NASW-Michigan now offers a 2-day training to help standardize care provided to the transgender population, and increase access to services.

We continue to build strong relationships with Michigan’s 35 schools of social work and have engaged students and faculty in many chapter activities. This year NASW-Michigan hosted the second largest Legislative Education & Advocacy Day, with just under 1,000 people present. Our U-Link program continues to be a phenomenal success, addressing student needs and exploring collaborations on various campuses. In 2016 U-Link members formed a new group, SpeakUp!, which aims to increase political engagement across the state. NASW-Michigan also continues to offer career services, student scholarships, regional networking, a licensure preparation course, opportunities to get published, and much more. Additionally, we provide regular meetings with policy faculty to inform them of current legislative initiatives impacting the field and provide over 80 workshops in classrooms across Michigan.

Advocacy is a cornerstone of our profession, and NASW-Michigan has been actively engaged in legislative and policy concerns. We continue to send a bimonthly Michigan policy update that informs members of legislative activities and highlights specific calls to action. The National office also leads in guiding our lobbying with regard to the potential changes to health care, immigration, the refugee crisis, and the threats to many of the safety nets our clients depend on.

Please take some time to review this snapshot of our last year and feel proud of what you helped accomplish. It is only because of your membership that we are able to do this important work. Thank you again for your membership.

In partnership, Maxine Thome, PhD, LMSW, ACSW, MPH. Executive Director, NASW-Michigan
Chapter Overview

2016-2017 Michigan Membership Snapshot [5,700+ Members]

Regular = 3,699 (65%)
Student = 994 (17%)
Transitional = 622 (11%)
Retired = 316 (6%)
Associate = 76 (1%)

General Rules Changes - The Board of Social Work - General Rules had not been revised since the licensure process was first implemented in 2005. Early in 2016, public testimony was given on proposed rule changes, leading to alterations and additions to some of the rules that govern all licensed social workers in Michigan. NASW compiled and developed resources, and thousands of social workers attended the in-person and webinar trainings to help better understand the changes.

### Chapter Revenue (Year Ending 2016)

<table>
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<th>Revenue Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Membership Dues</td>
<td>$396,320</td>
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<tr>
<td>Programs/Events</td>
<td>$180,978</td>
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<tr>
<td>Continuing Education</td>
<td>$141,655</td>
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<td>Collaboration Income</td>
<td>$44,508</td>
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<td>Advertising</td>
<td>$11,279</td>
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<td>Miscellaneous</td>
<td>$6,399</td>
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<tr>
<td>Total Revenue</td>
<td>$781,139</td>
</tr>
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</table>

**Net Assets at the End of Year**: $36,321

### Your Dues At Work – Chapter Expenses

- **Legislative Programming**: 8%
- **Social Work Events**: 27%
- **Membership Communication**: 13%
- **Regional Programming**: 13%
- **Continuing Education**: 15%
- **Management/Office**: 15%
Program Services & Collaborations

**Ethics Consultations** - A tangible and important benefit NASW-Michigan staff offers members is legal and ethical consultation. NASW-Michigan staff members and the Chapter Ethics Committee (CEC) spend a significant amount of time helping members navigate through difficult ethical dilemmas each week. The CEC is also responsible for providing education and training to NASW members in coordination with the National Ethics Committee and Office of Ethics & Professional Review. The CEC is composed of volunteer NASW members from across Michigan.

**Professional Review** - Professional review is a collaborative process between chapters and the national office to provide a peer review of members’ alleged unethical conduct. The process is designed to correct and improve the practice of individual social workers as needed.

**Licensure and Exam Preparation** - Annually, NASW-Michigan trains new social workers on the licensure process at roughly 40 workshops across the state. Additionally, the chapter offers members discounts on both in person and online licensure preparatory classes. The goal is to make the licensure and new professional transition easier, reduce test anxiety, and to provide new professionals with accessible resources when taking their exam.

**Career Center** - NASW-Michigan’s job bank allows agencies to advertise employment opportunities directly to social workers in Michigan. Despite the challenging economic climate, NASW-Michigan has been able to secure an increased number of job advertisements from year to year. Over 1000 jobs were posted in the last year, making it the largest social work job database in the state. Resources on student loan forgiveness, salary negotiation, and resume/cover letter support is also available for NASW members.

**Responding to School Based Hate** - Since the November 8th election, there has been an uptick of hate related incidents around the United States. In Michigan, we have seen anti-black, anti-Muslim, anti-immigrant, anti-Semitic, and other forms of harassment in both K-12 schools and on college campuses across the state. A resource list was compiled through collaboration by NASW-Michigan, the Association of Black Social Workers-Michigan, the Michigan Association of School Social Workers, and the Organization of Latino Social Workers-Michigan.

**Social Work and Nurses Gratitude Event** - On February 13, 2017, the Michigan Nurses Association, the Michigan Chapter of the National Association of Social Workers, and State Representative Stephanie Chang held a gratitude breakfast in Detroit to honor and thank nurses, social workers, and other caring professionals who provide crucial public health services.
New Initiatives & Projects

Virtual Book Club - This February 2017, social workers were invited to participate in the first ever NASW-Michigan Virtual Book Club. Nearly 90 practitioners from across the state jumped on the opportunity and have been busy reading selections like The New Jim Crow and I Am Malala: The Girl Who Stood Up for Education and Was Shot by the Taliban. The group has two months to read each book, while participating in group discussions and resource sharing through a club LinkedIn group. Over the course of the year, up to 18 CEs can be earned.

Lunch and Learn Live Webinars - NASW-Michigan is excited to offer members FREE, one-hour, online social work continuing education (CEs) workshops. These webinars take place on the second Tuesday of each month from 12:00 PM – 1:00pm. Over the last year, more than 750 social workers attended a live webinar. Courses this year included: Avoiding the Ethical Traps of Licensure Supervision, Military & Veteran Cultural Competency, Introduction to Grant Writing, and The Intersection of Social Work & Law Enforcement.

On-Demand CE Platform - This year, NASW-Michigan launched an on-demand continuing education platform, where social workers can complete CE credits from the comfort of home. We hope that this will make your life easier by providing accessible, affordable, innovative, and relevant workshops that will enhance your social work practice.

New Certificate Program - Clinical Concerns & Gender Identity: A Training for Mental Health Professionals - This new 12 CE certificate program educates mental health professionals on the social determinants of health of the transgender community and how to provide ethical, culturally competent, and medically accurate clinical services. There have been two trainings offered so far, with over 50 in attendance. Fall 2017 and 2018 dates will be announced soon with substantial discounts for NASW members.
Advocating for You and Your Clients

This has been another wonderful and successful year for NASW-Michigan. As a Chapter, we continue to grow and make great strides on initiatives important to social workers. Either directly or indirectly, NASW – Michigan has had an impact on much positive movement on the social policy front. We would like to take a moment to recognize some of our accomplishments and extend our personal thanks and appreciation for all of the hard work of our members. It is because of your support through membership dollars and engagement that the work we do here at the NASW - Michigan Chapter is possible.

**Election Work/MPACE** - the Michigan Political Action for Candidate Election (MPACE) Committee continues to work on engaging members in elections and political advocacy. During the 2016 elections, MPACE recruited social workers to volunteer on several campaigns around the state, held a voter registration drive that mailed out over 2,500 forms, and endorsed more than 15 local and state candidates. For the coming election, MPACE is working with nationwide advocacy groups to bring non-partisan redistricting to the ballot for 2018.

**Town Halls** - NASW-Michigan's Director of Public Policy, Allan Wachendorfer, has initiated what’s anticipated to be a yearly ritual of holding “town halls” with members to discuss current policy issues and learn what members feel is most important for NASW to be engaged in both in Lansing and in Washington. Allan plans to visit each region at least once, with regions one (the upper peninsula) and two (west side of northern Michigan) having already met in June.

- 2 Bills Introduced
- 1,400+ Advocacy Letters and Calls Made!
- "Offensive Language" Bills Passed
- 20+ Policy updates sent
- 1000+ hours of lobbying
- 17 Candidates Endorsed
- 400+ bills monitored
- 900+ Attendees at the 2016 LEAD
- Testimony Provided Three Times
- 2500 New Voters Registered
- 2017 SW Month Resolution Passed (HR 41)
Policy Matters

**Right of Burial** - Originating from the Chapter’s Aging/Gerontology Work Group, this issue came about from social workers in hospital settings finding loved ones not being allowed to carry out the post-death wishes of the deceased. NASW-Michigan engaged with legislators and the Michigan Funeral Directors Association to pass a bill that now allows a person to designate someone to carry out their wishes.

**Policy Faculty Roundtables** - NASW-Michigan continues to hold roundtables for policy faculty and other interested faculty and staff of schools of social work. These roundtables allow social workers to come together for networking, updates on important policy issues, and work on common advocacy projects. Over the past year, many students have engaged in common advocacy efforts that are incorporated into their curriculum by faculty who participate in the roundtables. Additionally, several faculty have been working on improving the admissions and licensing processes for students with criminal backgrounds.

**Social Work Month Resolution** - On March 16, 2017, Social Work Month was officially declared in the state of Michigan! HR 0041 was introduced by Rep. Stephanie Chang, MSW, with about a dozen social workers present in the Capitol gallery for recognition by the chamber and a picture with Rep. Chang.

**Deaf, Deafblind, and Hard of Hearing (DDBHOH)** - Several years ago NASW-Michigan established a task force with a mission to improve behavioral health services for the DDBHOH population. Since then, the task force has worked tirelessly to bring state policy makers, advocates, and other stakeholders together to find solutions to shortfalls in the system. Over the last year, task force members, with the help of grant funding, have provided trainings to over 400 providers from almost 50 counties in Michigan.

Furthermore, NASW-Michigan has been working on legislation that brings the issues to light and addresses them. In the last legislative session bills were passed to remove offensive language from statute, including the terms “deaf and dumb.” This year, we have bipartisan support for legislation that would create a special office within the Michigan Department of Health and Human Services to coordinate services, train providers, and educate the public about DDBHOH behavioral health. HB 4713 and 4714 have been introduced in the Michigan House of Representatives; hearings are expected in the fall.
**Event Highlights**

**Legislative, Education & Advocacy Day** - On Tuesday, October 25, 2016, over 900 social workers from around the state gathered at the Lansing Center for the second largest ever gathering of social workers in Michigan history. Professionals and students alike came together for the all-day event, which aimed to educate, activate, and provide advocacy opportunities on important social justice and civil rights issues.

**Certificate in Core Supervision** - With over 6,500 students currently enrolled in Michigan Schools of Social Work, the demand for social work supervision has increased tremendously. In order to meet this demand, NASW-Michigan has developed a comprehensive, ethically-based training that will prepare you to step into the role of supervision. In addition to this training, over 80 licensed social workers have been added the **Supervision Registry**.

Thank you to the Battle Creek Veteran’s Hospital for hosting our June 2017 training.

**Business of Social Work Conference** - This April, over 100 social workers gathered in Lansing to participate in the inaugural Business of Social Work Conference. This one day event educated attendees on the intricacies of starting a practice, guidance on growing an agency, and honing leadership skills within the field. We would like to thank our keynote speakers Janet Joiner and Robert Sheehan for sharing your wisdom, and to the University of Michigan School of Social Work for their breakfast sponsorship.
Advocacy, Education & International Exploration

**Women’s March** - On Saturday, January 21, 2017, millions of women, men and children joined marches across the world as part of the Women’s March on Washington. The National Association of Social Workers was proud to be a partner in the marches in Washington, D.C., Lansing, and in many cities across the country. In Lansing, social workers played very prominent, and visible, roles throughout the day. Social workers were not just present as ralliers, but as organizers (Sarah Eisenberg), sign-language interpreters (Leslie Pertz), and as speakers (Zoe Steinfield and Rep. Stephanie Chang). Additionally, NASW-Michigan had a table at the event and handed out over 125 rally signs, buttons, and stickers to social workers present.

**Hunting Ground Screening** - Thank you to the 150 social workers and community members who came out to the film screening and panel discussion of The Hunting Ground at the State Theater in Traverse City on April 23rd. This event was cosponsored by the Grand Traverse County Prosecuting Attorney’s Office, the Traverse Bay Children’s Advocacy Center, and NASW’s Specialty Practice Sections (SPS). Be on the lookout for a film series of events in the next year.

**Social Welfare in Cuba: A Holistic View of Sustainable Environmental and Human Development** - This April, NASW-Michigan facilitated a special 11-day international learning trip to Cuba. Over 20 social workers traveled across the Island from Havana to Santiago, stopping in rural communities and towns along the way.

NASW-Michigan is planning two more trips for 2018. Find more information about our April 28-May 6 or December 2-14, 2018 delegations at ecocubanetwork.net/2018delegations. A special thanks to former NASW-Michigan President Marjorie Ziefert for organizing these wonderful experiences.
Social Workers Are Experts Across the State

298 Behavioral Health Reform Efforts - Since January of 2016, NASW-Michigan has been at the table working hard to fight back against efforts to undermine the public behavioral health system in Michigan. In early 2016, advocates were successful in staving off major negative changes to community mental health. What followed was a year-long dialogue and public input process that led to a report that was submitted to the legislature. In early 2017, the effort continued and was somewhat successful again, although there will be several pilot programs initiated that may set the stage for an eventual semi-private system. The **biggest concern** is disruption or elimination of services for people with intellectual and developmental disabilities, severe mental illness, and substance use disorders.

Policy Director and WCSO Community Engagement Officer Present to House Committee - In March of 2017, NASW-Michigan’s Director of Public Policy, Allan Wachendorfer, LMSW, and the Washtenaw County Sheriff’s Office’s Community Engagement Officer, Derrick Jackson, MSW, presented to the Michigan House of Representative’s Children, Families, and Seniors Committee. Mr. Jackson’s presentation highlighted the work the WCSO is doing to implement innovative approaches to law enforcement that are guided by Mr. Jackson’s unique lens of social work and law enforcement training combined. Committee members were impressed and looking forward to developing legislation that drew upon the unique methods used in Washtenaw County.

Sign On Letters
- Advocates Letter to Gov. Snyder Re: 298
- NASW Writes Letter to Conferences Re: DHHS Budget
- NASW Writes Letter to Gov. Snyder Re: DHHS Budget
- NASW Responds to Joint Custody Bill
- Policy Director Gives Senate Judiciary Testimony
- Supporting Restorative Practices in Schools
- Supporting an End to Zero Tolerance School Policies
- Supporting “Good Samaritan” Law expansion

Lawsuit to Protect Case Closures - NASW-Michigan was included in a federal appeals case involving the Michigan Department of Health and Human Services as an Amicus. In August of 2016 the federal appeals court in Cincinnati upheld a 2015 decision that requires MDHHS to stop denying food assistance to people in need based on a computer match with a list of people named on outstanding felony warrants. MDHHS must now make a case-by-case determination, which will hopefully eliminate wrongful case closures.

Testimony given by NASW member Erica Schmittiel on a family custody bill (HB 4691) in June 2017
Snapshots from the Membership

Region 8 learning event at the Holocaust Memorial Center in Farmington Hills

2017 Southwest Michigan Social Work Students of the Year at Madonna University

2016-17 U-Link Advocates meet to plan a year of action

NASW member Fatima Salman helps organize the protest at the Detroit Airport against President Trump’s travel ban

Duane Breijak with our phenomenal interns Chelsea Julian and Rhiannon Thayer

Board member Cherie Elahl joins the voter rights campaign

100 turn out at Michigan State University to understand the issue of sexual assault on campuses
Member Communication

Updated Website!

This year NASW-Michigan has continued to make our chapter website more user-friendly. New features include: an advanced career center, new continuing education opportunities, updated legislative action center, student resources, social work news & press, chapter photo gallery, and much more.

The Bridge Newsletter

NASW-Michigan continues to publish The Bridge newsletter, which members receive electronically bi-monthly and can opt in to receive print copies. NASW-Michigan will continue to use The Bridge to inform members of the work the chapter is doing, spotlight social work achievements, highlight legislative priorities, and provide opportunities for involvement.

Social Networking

Social media is becoming a powerful component of NASW-Michigan’s visibility campaign. By using technology, social workers from across the state can network, share and learn from one another.

Facebook: NASW-Michigan’s Facebook page provides up-to-date information about upcoming events, current legislation, social work news, and CE workshops.

Twitter: Join the conversation and retweet one of our 3,000 chats! Follow us @NASWMI.

LinkedIn: NASW-Michigan’s over 2,000 member LinkedIn group provides a way to connect with the organization while building your professional network.

Blog: The Social Worker Perspective: The Social Worker Perspective is a blog dedicated to the opinions and stories of Michigan social workers.

YouTube: Visit NASW-Michigan’s YouTube Channel to see practice updates, social work interviews, legislative messages, and more.

E-Mail Communications

Email correspondence often supplement The Bridge content by providing tools, research, news and other important or interesting information. Each month members will receive:

- Michigan Job Bulletin
- Legislative/Action Alerts
- Social Work Practice Updates
- Policy Updates
- Bi-Monthly Community Post
- Regional Events/Updates
- Members in the News
- National Advocacy Initiatives
Working for YOU!

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