NASW-MD Chapter Member, Senator Barbara Mikulski Celebrates NASW’s 60th Birthday

By Greg Wright, NASW Director of Public Relations

NASW-MD Chapter member Sen. Barbara Mikulski (D-MD) recently met with NASW officials to discuss various issues, including mental health, poverty, and health care, and to congratulate the association on its 60th Anniversary.

“The fact that it’s been 60 years is pretty incredible – I really wish you a happy anniversary,” Mikulski told NASW President Darrell Wheeler, PhD, ACSW, MPH; CEO Angelo McClain, PhD, LICSW; and NASW Deputy Director of Programs Heidi McIntosh, MSW. “...We have so much more to do, but I think America needs us and we need to be the ones who talk about and also pull together the other disciplines.”

NASW commemorated its anniversary on October 23 with a special live streamed forum where leaders in the social work profession discussed how social workers can lead national efforts that improve family well-being, ensure liberty and equity for all, and develop ethical responses to new technologies and globalization.

Mikulski is co-sponsor of the Improving Access to Mental Health Act of 2015 along with fellow social workers in Congress Sen. Debbie Stabenow (D-MI), and Rep. Barbara Lee (D-CA).

The bill would align Medicare payments for clinical social workers with that of other non-physician health care providers, such as nurse practitioners and nursing assistants, by increasing the reimbursement rate from 75 percent to 85 percent.

The new payment structure and change in reimbursements for clinical social workers at skilled nursing facilities will encourage trained and licensed professionals to care for more seniors in their communities. The legislation will also give older Americans, no matter where they live, access to the full range of behavioral assessment and intervention services that clinical social workers provide.

Sen. Barbara Mikulski is a member of the Congressional Social Work Caucus (CSWC), which was created in 2011 with support from the National Association of Social Workers. The purpose of the CSWC is to create a platform on the Hill representing the interests of more than 600,000 social workers throughout the United States who positively impact the lives of the elderly, the disadvantaged, children, veterans, or other individuals in need of guidance and direction in their lives.

Coppin Social Work Faculty and Students Domestic Violence Symposium and Graduate School Fair

By Pia Watkins

Social work is alive and well at Coppin State University. On October 7, Coppin’s social work department had two noteworthy events. The first was the Domestic Violence Symposium, which was created and coordinated by the Social Work Association under the Presidency of Pia Watkins and the advisement of Dr. Errol Bolden. The Social Work Association’s objectives were to spread awareness about intimate partner violence and inform everyone about another subject matter, aside from breast cancer, to recognize during the month of October. The guest speakers included House of Ruth representatives Faith Savill and Latrina Gilliam, and Miatta Sandy of Just Stand, Inc. In attendance were social work students, faculty, and staff. Also in attendance was Dr. Beverly O’Bryant, Dean of Coppin State University’s College of Behavioral and Social Sciences. Department Chair, Dr. Keslyn Brade-Stennis made a statement which epitomized the entire domestic violence affair, “You always see pink in reference to breast cancer, but you seldom see purple. We need more purple.”

Coppin State University’s second event deserving of much recognition was the Social Work Department’s Second Annual Graduate School Fair. This year, Dr. Jeronda Burley dedicated much of her time and effort in coordinating and directing an opportunity for Coppin State’s social work students to be proactive in the process of obtaining their master’s degrees and beyond. Attendees of this year’s Graduate School Fair were Coppin’s current students at skilled nursing facilities will encourage trained and licensed professionals to care for more seniors in their communities. The legislation will also give older Americans, no matter where they live, access to the full range of behavioral assessment and intervention services that clinical social workers provide.

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By Chris Garland, MSW

Fall Abounds with Awareness!

Autumn is a time that is significant for many reasons. There are more than 20 concerns where October and November are the official awareness months including, but not limited to, the following list; and professional social workers are working to make a difference in all these arenas and more:
- Alzheimer’s Awareness
- National Breast Cancer Awareness Month
- National Bullying Prevention Month (USA)
- National Disability Employment Awareness Month
- National Domestic Violence Awareness Month
- LGBTQ History Month (USA)
- Adoption Awareness Month

This fall is also significant because our professional association, NASW, celebrates our 60th Anniversary, and hosted a 60th Anniversary Forum in Washington, DC on October 23rd. Although we at NASW members are celebrating a remarkable 60 years, there is a lot of important work happening currently at both the national and chapter levels to prepare NASW for the future. As I have shared in prior columns, my 10+ years.

As I read the articles excerpted some key parts his article here. Dr. Angelo McClain, NASW CEO. I’ve excerpted some key parts his article here. The board of directors decided in June to take action to modernize and revitalize our association structure. Its vision includes:
- Realigning resources to allow more focused attention on maximizing the value of membership for our members;
- Enhancing local and national programs and benefits offered for our members;
- Creating administrative and operational efficiencies by aligning resources for increased effectiveness and sustainability;
- Streamlining our governance functions; and
- Creating a more unified and consistent approach to engagement locally and nationally for our members.

Since the board decision, chapter executive directors and national office staff have begun to operationalize the board’s vision. The implementation planning process involves 15 functional teams, composed of chapter and national office staff, charged with designing the operational details.

The planning process employs a participatory leadership approach that is indispensable in obtaining the critical insights needed to proceed with implementation. The board’s vision for a more vibrant and sustainable association embodies the very best of the charismatic leadership, and the ideological and social justice values of social work.

The vision includes an association with increased sustainable capacity to provide transformational leadership and advocacy, individualized attention, intellectual stimulation and professional growth for our members.

We are fortunate that our own Daphne McClellan is on one of the 15 implementation teams, and our President-Elect, Charles Howard, represents us on calls with Chapter Presidents where the association’s modernization is regularly discussed. The NASW-Maryland Chapter’s Board Members are optimistic that with the input of Chapter leaders like Daphne and Charles from around the county, the proposed changes will be implemented successfully so that NASW can continue to thrive and continue to effectively represent over 100,000 professional social workers for many years to come. Socrates is attributed with saying, “The secret of change is to focus all of your energy on not fighting the old but on building the new.” I feel this quote applies to all NASW members as we deal with the challenges implementation brings.

Lastly, I want to commend the Chapter staff for another excellent Clinical Conference, another successful Macro Social Work Conference, and a fruitful First Annual Film Festival in September. To stay up-to-date with the Chapter’s abundant continuing education training offerings around the state, visit and ‘like’ our Facebook page, join our NASW-MD group on LinkedIn, and visit our website regularly at www.nasw-md.org. Thank you for all you do every day to help people. Thank you for choosing social work, and thank you for choosing NASW.

By Daphne McClellan, Ph.D., MSW

Please Step Up!

I love the Fall and the sense of anticipation it brings. It has always been my favorite time of the year. School starts up again and people get back to work after a somewhat slower summer pace. At NASW-MD, it means that we have our annual leadership retreat, our fall conferences and a myriad of workshops to help people achieve their CEUs for license renewal. Our chapter committees get revved up and consider what they would like to accomplish during the new program year. I must admit that my anticipation this year has been mixed with a certain amount of trepidation. Our organization is experiencing some major changes and I am personally facing more uncertainty in my role as Chapter President than any previous time in my 10+ years.

In addition to my role as chapter director, I am also an adjunct at the UMBC Social Work program. I normally teach policy courses, but this semester I was invited to teach a course I have not taught before: Social Work Practice with Communities and Organizations. How fortuitous to be asked to teach this particular course at this time. As I read the articles suggested for the course I had to critically think about organizations, management, leadership, and change, then apply what I read to my own experience and consider how it relates to NASW. I am not sure exactly how “Modernization and Revitalization” will play itself out, but I feel confident that it will shake things up, and that is almost always a good thing. I am as resistant as the next person to change, but have realized that change is just another word for opportunity.

I am excited about all of the new things we are doing in our chapter which are detailed in the front-page article and includes: Social Workers Respond, a new committee for Military Social Work, an initiative for New Professionals, our Supervisory Leaders in Aging program and our efforts to learn more about social media and online continuing education! I am grateful by the leadership which has stepped up and taken on these new initiatives, and look forward to developing good programming in each of these areas.

Now we need your involvement. NASW-MD Chapter consists of two people trying to staff an organization of thousands of Maryland social workers. This is a volunteer organization. Please step up, join a new or existing committee, run for a position on the board, or write an article for our newspaper. You have invested your money in NASW; follow up now by investing a small amount of your time. There is something here for every social worker, so come forward and partake of the opportunity!
10th Annual Fall Clinical Conference and Third Annual Macro Conference: A Successful Pairing

By Jenni Williams

This year, the 10th Annual Fall Clinical Conference and the Third Annual Macro Conference occurred simultaneously at the Maritime Institute in Linthicum. The clinical conference was held on September 24-25 and the macro conference on September 25. Clinical conference attendees had the opportunity to attend part of the macro conference on Friday morning at the workshop, Business Essentials for Social Workers, and this clinical/macro crossover proved to be successful, with 30 people from the clinical side and 34 from the macro side attending. Holding both conferences during the two day span added a wonderful synergy to each event and both groups seemed to enjoy the day immensely. There were over 300 social workers, LCPCs, psychologists, counselors, and social work students who attended both conferences. We are especially grateful to the 28 presenters along with the vendors, advertisers, board and committee members, and the staff and volunteers at NASW-MD.

Our clinical keynote speaker this year was Dr. Leana Wen, Baltimore City’s Health Commissioner, and her address, entitled Public Health in Civil Unrest and Beyond: The Role of Social Work, elicited comments such as, “Inspiring leader; …she tackled the difficult topics head-on; and what a fantastic choice for the keynoter!”

The macro conference keynote speaker was Samara Stone*, LCSW-C, MSW, Founder and CEO of the Stone Foundation, and her speech, The Business of Social Work, garnered many praises as well, including “very engaging; and I really enjoyed the content of her message!”

There were 18 workshops during the clinical conference, which included topics such as: Supervision, elder issues, sexual dysfunction, SBIRT, substance abuse, faith convictions and communities, digital resources for private practice; group work; divorce; psychopharmacology; experiential work; clergy sexual abuse; and 4 ethics courses. The nine workshops at the macro conference included topics such as: business essentials; activism; advocacy; international social work; and leadership.

In 2016, the clinical conference will be held on September 29-30, and the macro conference will be on September 30. Be sure to mark your calendar now, because you will not want to miss these opportunities!

*We are very sad to announce that Mr. Bert Goldberg, MSW passed away on Oct. 9. Mr. Goldberg, Executive Director of the Center for Leadership and Management at Rutgers, was originally scheduled as our keynote speaker for the Macro Conference. He had to step down from his commitment to our conference at the last moment due to illness.

Military Social Work Committee Call for Members

Being at war for greater than a decade has created a unique set of circumstances for our active duty service members, veterans, and military families. National attention has been directed to the unmet mental health needs of veterans, veteran suicide rates, and veteran homelessness, and unemployment. Already social workers are in the clinical and policy trenches with all of these issues. In addition, we are working in military family advocacy, substance abuse, military sexual trauma response and prevention, program development, veteran-specific non-profit leadership, and military social work education.

It’s a Long List, but We Can Do More

The Institute of Medicine, the Department of Defense, and RAND have all released reports noting critical under-preparedness for providers of clinical and vocational resources for our returning veterans. NASW-MD seeks to assemble a dynamic and motivated cross section of social workers with a demonstrated professional interest in serving our military and veterans. Together we can assemble and prioritize an agenda including policy, clinical education, and guidance for military social work ethics.

Our first meeting will take place Monday November 16 at 6 pm. Please direct any inquiries to Crystal Shelton via email CShelton@sempermentor.org or by phone at 512-468-9789; or Daphne McClellan at nasw.md@verizon.net.

First Sunday Matinees at UMBC: Coming this Spring!

Go to www.nasw-md.org for details
Some Social Worker: One Social Worker’s Personal Journey

By Dionne Brown-Bushrod, LCSW-C
Co-Chair, Private Practice Committee, NASW-MD

“Some social worker.” I heard that phrase while watching a documentary. I can’t remember the name of it, but it had to do with union members who developed an Employee Assistance Program (EAP) for people who struggled with alcoholism. This EAP was unique because it was staffed by employees of the company who were recovering from alcohol addiction. It was a great piece; the kind of thing a social worker loves. It showed a sense of community, self-determination, mission, and assistance to the vulnerable. At one point in the documentary, one particular gentleman said something like, “The guys in here know they can come to work with us and we’re there for them. They know we’ve been through the same thing. Not like some social worker…”

I think that statement is what made me forget the name of this beautiful documentary. My mind trailed and raminated on the phrase, some social worker. The words circled in my head like someone had just told me devastating news, or like someone had called me a dirty name. Why would those three words jolt me so forcefully? Because the profession that I feel so right for me, with its abundance of compassion, fortitude, commitment, and advocacy was whittled down to some social worker.

Secretly, I admit that I understand why this guy dismissed my profession. He probably assumed that social workers are heartless people who take children from their homes, give handouts, or recklessly handle people and sit in judgment of them. That’s how we are portrayed in the media. It’s even how we portray each other at times. I won’t go into lamenting over the media’s irresponsibility or even our own responsibility for our public campaign. This is about social workers standing up for social workers. I was taught in my senior year of high school well before I thought that psychology was my ticket to its discovery. and thought that psychology was my ticket to its discovery. and thought that psychology was my ticket to its discovery.

I knew about social work. My goal was to be a psychologist, a shrink, a nurse, something like a social worker or worse than that, more like a social worker. I’ve called myself many things professionally, guilty of not commanding the presence of a certain presence. In the past, I have been disparaging about the media’s portrayal of social workers. I was taught to hide the whiteness of my profession and pretend to be interested because I didn’t think so.” However, I took the information and pretended to be interested because I wanted to impress the psy chair. I thought, “No need to upset the man when I may need him as a reference one day.” I returned to my dorm and I mentally prepared my list of all the reasons I would give the psy chair about why social work would not be for me. I figured within those reasons I should amaze him with some key words, so I dug out the social work literature. Surprise! I was impressed. The social work and psychology courses were so similar… and then something else happened. I started to reflect on my life to that point and how core social work values seemed to appear throughout my life.

Social Justice and Dignity and Worth of the Person

I was always the child who questioned injustice as I listened to my parents talk about discrimination in the workplace. I was intrigued by their childhood stories of family bickering, segregation, and their grown up challenges with racism, parenting, and the drive to do better than the last generation. I benefited from all of their foresights and mistakes and appreciated their journey and the journeys before them. I was that child who did not fear my grandmother’s friend who had elaborate manic episodes which included yelling and threatening others in church. I just saw her as the nice lady who gave me a dollar for ice cream; she was a little loud, but nice to me.

Importance of Human Relationships and Service

I was the kid who listened intently to my grandmother and her friends as they talked about raising chickens “in the country.” I never got bored hanging out with them; they made me laugh and made me feel included and loved. I didn’t look at giving my clothes to others as charity; I just thought someone else could use that cute outfit once I had outgrown it. I didn’t stare at the blind man my grandmother would pack me up from the rehabilitation center on the way to church, and I didn’t question why he was the only white worshipper in our African-American congregation.

By Pat Childs

Social Work is a profession that demands a commitment to the values of social justice, dignity, and worth of the person. It is a profession that is dedicated to serving others and working toward social change. Social workers must be committed to these values in order to effectively serve their clients and communities.

NASW-MD and SSWIM Host Successful Conference

School Social Workers in Maryland (SSWIM) and the Maryland Chapter of NASW held their annual conference on Friday, October 16, at the Meeting House in Columbia, Md. The 75 attendees included school social workers from around the state and students from the University of Maryland and Morgan State University schools of social work. Attendees engaged in discussions centering on the theme of Advocacy: Back to Our Roots.

Presenters included Myrna Mandelwitz, Director of Government Relations for the School Social Work Association of America (SSWA); Bebe Verdry, Education Reform Director for ACLU of Maryland and co-chair of the Maryland Education Coalition; Reverend Glenn Huber of Baltimore Church of Christ; and Roxanne Allen of Elev8 Baltimore and the Baltimore Education Coalition.

After an inspirational morning session, school social workers met in focus groups to discuss district issues, issues for social work students, promoting the profession, and responding to breaking issues. SSWIM also celebrated its tenth anniversary of incorporation.

I had great friends. During one altercation with a peer, I actually quoted Martin Luther King, Jr. and demanded that we have peace in our friendship! I was passionate as I would listen to my friends’ stories about suffering through their own parental and broken homes. I think I was the only kid who missed curfew because I was trying to help a friend solve a problem. My mother reminded me of how my brother and I were very generous with our treats, opening our cabinets and indulging the other kids’ requests. I was the kid in high school who counseled friends and felt easy talking with grown-ups. I appointed myself as my family’s mediator and spokesperson. My parents allowed me to express my opinion as long as I showed respect in the forefront of my argument. They raised me to have a voice, and humored me through all of my soliloquies on why I should have certain freedoms.

With all those thoughts circling my head as I read the literature, I thought to myself, “I’m becoming something that I didn’t know existed.” I realized I was becoming a social worker. The more I read, the more I knew that I was not only interested in the mind, but was also interested in the human condition.

The next day I headed to the registrar’s office and declared my new dual major. The academic knowledge poured into me and how core social work values seemed to appear throughout my life.

Integrity

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Part I in a Five Part Series

Want To Live Long and Prosper?

Last month, Jenerations Health Education, Inc. was the proud co-sponsor of actor and social activist George Takei’s presentation to the National Speakers Association in Washington, D.C. 78-year-old George Takei is best known for his character Mr. Sulu in the Star Trek television series and films, his role as announcer on the Howard Stern Show as well as for his tremendous social media following. This article is the first in a series of five on what older adults and their family members can learn from this very active and successful septuagenarian.

Takei is often complimented by how much younger he looks than his 78 years. But more importantly he often shares how good he feels. Here are some tips gleaned from studying the way George Takei embraces his aging process.

Takei’s Physical Health Habits

You probably already know that exercise, good nutrition, getting enough sleep, and not smoking can increase our chances of living a healthy disability-free life.

Be active. Takei is a runner and is known to even do sit ups on talk shows. While you don’t need to exercise in front of a television audience to get the benefits, it’s important to embrace some type of exercise. Exercise is believed to keep diabetes, heart disease and arthritis at bay.

Incorporate healthy foods into your routine. Takei reportedly drinks green tea daily which many studies have suggested boosts both heart and brain health.

Takei’s Psychological Health Habits

Embracing gratitude, authenticity and forgiveness in life can go a long way to boost your psychological health. Psychologist Erik Erikson maintained that men - tal health conditions in later life increase when we hold onto too many regrets.

Don’t hold grudges. As a boy, Takei and his family were famously incarcerated in a Japanese-American internment camp during World War II. When he discusses this traumatic experience, he also focuses on how all Americans can learn from this dark period in history.

Takei’s Cognitive Health Habits

The Alzheimer’s Association recommends staying intellectually active and curious as we age. While doing crossword puzzles, learning new things and remaining cognitively engaged is not linked to reducing Alzheimer’s disease, it may delay the appearance of symptoms if one is predisposed. Further, staying cognitively active may minimize the normal aging declines we all experience.

Working. While Takei was known for a long time to just Trekkies, he reinvented himself over the last decade and has created a whole new fan base via social media. Takei has also been an activist in the movement to secure marriage equality for the LGBT community. Soon he will debut his musical Allegiance, a show based on his early childhood in the internment camp.

Takei’s Social Health Habits

Isolation is highly linked to increased health risks, including cardiovascular disease and many cancers. Maintaining healthy social relationships and laughing are valuable ways to enhance the aging process.

Maintain relationships. In a recent Men’s Health article, Takei described his Star Trek co-stars that he met five decades ago as “family,” counting Nichelle Nichols, Walter Koenig and the late Leonard Nimoy among his closest friends. While new friends are wonderful, it’s powerful to remain connected with old friends who know our history as well.

Maintain a sense of humor. Can you laugh at yourself and find the light side of life? George Takei’s resurgence over the last decade has often been attributed to his role as an announcer on the Howard Stern Show. If you’ve ever listened, there’s no doubt that Takei doesn’t take himself too seriously.

Gerontologist Jennifer L. FitzPatrick, MSW, CSP is the founder of Jenerations Health Education, Inc., an Education Consultant for the Alzheimer’s Association and a gerontology instructor at Johns Hopkins University. She can be reached at jen@jenerationshealth.com or on twitter @fitzpatrickjen.
Protect Yourself! Are You a Supervisor or a Supervisee?

by Daphne McCellan, PhD, MSW

This issue was last addressed in the Chapter newspaper, December 2006. Unfortunately, people are still caught up in this debate. Please read this article and stay informed.

In order to be licensed at the LCSW or LCSW-C level an applicant must complete 2 years as a licensee with supervised experience of at least 3,000 hours with a minimum of 144 hours of periodic face-to-face supervision (100 hours for LCSW) in the practice of social work under the terms and conditions that the Board determines by regulation. Of the required hours of supervision half may be obtained in a group setting of no more than 6 supervisors. All social work experience and supervision must be obtained AFTER the issuance of an LGSW license. For more information regarding licensing requirements, please review Health Occupations Article, Title §19-302 and COMAR 10.42.01 and COMAR 10.42.08. The supervision page of the BSWE website has forms you may need and can be found at this web address: http://dhmh.maryland.gov/bswe/SitePages/Supervision.aspx.

If you are currently a supervisor and you plan to supervise someone seeking advanced licensure, you are responsible for knowing the BSWE requirements for supervision. You could be called before the board on malpractice charges if you hold yourself out as an approved supervisor and you don’t do your job correctly. You MUST be a registered supervisor with the MD Board of Social Work Examiners (BSWE). In order to become a registered supervisor, you must have 18 months of post-LCSW or LCSW-C experience and you must have specialized training which includes one of the following:

1. One social work graduate course in supervision from a master’s degree program accredited by the Council on Social Work Education; OR
2. 12 hours of agency-sponsored supervision training; OR
3. 12 credit hours of continuing education in social work supervision by a Board-authorized sponsor.

When you are able to demonstrate that you have had the proper training and experience you may apply to the MD BSWE to be a registered supervisor. There is a form to complete and a one-time $20 registration fee to pay. DO NOT begin supervision with a candidate for advanced licensure until you are properly registered with the board and until you have completed a contract with the supervisee. Both forms can be found on the webpage listed above.

If you are currently an LGSW and you want to begin supervision for advanced licensure there are very specific requirements in place for the supervisor/supervisee relationship. Under the law, you are responsible for knowing the requirements for supervision. First of all, the person supervising you for licensure MUST be a registered supervisor with the MD Board of Social Work Examiners (BSWE). If the person who supervises you for your job does not qualify under these requirements, you must get ADDITIONAL SUPERVISION from another person who does qualify. This can be someone else at your place of employment or someone you make special arrangements with. Regardless of whether the person supervising you is an employee of your agency or not, YOU MUST HAVE A CONTRACT before supervision begins. On the supervision page of the BSWE website there is a PDF of a Contractual Agreement which you may download and utilize.

It has been disastrous for several social workers, who have applied to take their advanced examination upon the completion of their required hours of experience and supervision only to find that those hours were lost because their supervisors were not Board approved under the current regulations. According to the information we have received in our office, several of these LGSWs have had their situation reviewed by the Board and they have not accepted the hours based on the statute and regulations. The social workers in question have had to start over to obtain their supervised hours of experience. Please check your supervisor’s approval status immediately. Your supervisor should be able to provide a copy of the Board’s approval letter. You may also verify the supervisor’s approval on the BSWE’s website.

If you are currently an LGSW and you hold yourself out as an approved supervisor, you are responsible for knowing the requirements for supervision. On the supervision page of the BSWE website there is a PDF of a Contractual Agreement which you may download and utilize.

Real Reasons to Join NASW Maryland’s Private Practice Committee

Private Practice Committee Corner

We know it’s an awfully big commitment to free up time. We know that generating income and serving clients is a major priority. We hear you and we agree and we at the Private Practice Committee want you to know that your professional self-care is important, too. Join us in person or by phone at our meetings. Drop by for the meeting or for case consultation for some of the time or all of the time. We would be happy to have you!

Real Benefits

1. No matter how long you’ve been in private practice, there’s always something to learn to strengthen your business and clinical practice.
2. Stuck on a case, feeling unsure on how to proceed? The Private Practice Committee offers case conferences amongst clinically diverse colleagues and FREE Category II CEUs for your time.
3. Feeling like no one knows you exist? We share ideas on how to grow your business.
4. Have you found yourself overwhelmed and isolated? The Private Practice Committee offers a network of like-minded and encouraging professionals who love to offer support and share a do-it spirit.
5. Due to the pressures of business, so many of us feel we don’t have time to volunteer and give back. Well, if you join the PPC, you have a chance to speak on vital legislation that will help thousands of people in the public and thousands of your colleagues. Did you know that up until this year, 16 and 17 year olds could consent to their own treatment with many other professionals, but not with clinical social workers? Thanks to the PPC and many others giving voice, the legislation recently changed to include clinical social workers.
6. Ever think that NASW-MD should offer more resources and articles that are relevant to your expertise? The PPC offers a forum to collect our ideas and present them to our Chapter.
7. Getting started in business feels so expensive. The PPC offers FREE business advice from professionals ranging from zero years to a gazillion years in business and from different business types and philosophies.

How to Join

Meetings are typically on the first Friday of each month at 10 am. If you’re not an NASW-MD member, you can still join us for a couple of meetings to check us out.

Upcoming Meetings

• November 6 and December 4, 2015
• January 8 and February 5, 2016
• March, 2016: an all-day open house. You will have a chance to sit in on a meeting, case conference, and earn free Category I and Category II CEUs.

For additional information such as confirming meeting dates, or inquiries on finding your niche with the PPC, call in number, or contact us at NASWMD.PrivatePractice@gmail.com. Thank you and we hope to see you soon.

Jennifer Klingler, LCSW-C
Dianne Brown-Baithod, LCSW-C Co-Chairs, Private Practice Committee
Maryland Chapter Adds New Programs

BY DAEPINE MCCLELLAN

Each year our NASW-MD Chapter holds an annual leadership retreat to discuss our chapter and its programming. From that retreat we produce the goals and plans for the coming year, which are compiled into a planning document with goals, objectives, and action steps and is then approved at our October board meeting.

Why is this seemingly mundane process worthy of an article in The Maryland Social Worker? There are two reasons: 1) It is important that you, our members, know how and why we plan and carry out the programming that we provide for you, and 2) We have some exciting new programs we want you to know about.

Every year, as we consider the programming for our chapter, we look to our mission statement to make sure everything we do supports social justice, supports and promotes our profession or professional development, or advances professional standards. We review what has happened in the previous year and discuss what needs to be continued, eliminated, or improved.

This year we discussed several new programs. The first is Social Workers Respond which has come about due to the Baltimore Uprising. A diverse group has begun meeting to consider what we as social workers are called to do in response to institutional racism. We can no longer ignore it, so now what? Barbie Johnson-Lewis and Eve Austin are co-chairing this Task Force. For more information see the shaded box, below right.

We have many programs for our professional members with some planned especially for students; but how do we meet the specific needs of new graduates? We are working on an initiative for New Professionals which will include mentoring, resume writing seminars, job search, exam prep, and networking opportunities. If you are a recent graduate, we would love for you to be part of the planning to ensure we are made aware of your needs.

A new Social Media Committee has been created to improve communications with our members and to help us get the social work story out to the public. Dr. Jeronda Burley will be leading this effort, and interested members are encouraged to contact the office.

Every so often a member calls the office and asks, “Have you ever thought about...?” This happened recently when Crystal Shelton called wondering if we had considered starting a Military Social Work Committee. After much discussion, she agreed to head up this brand new committee, and you can read about it on page 3. Our newly revived Behavioral Health Committee has also started meeting regularly, and is actively searching for additional members.

Lastly, our Supervisory Leaders in Aging certificate program will begin offering the first in a series of trainings in early 2016 and we will be reaching out to gerontological social work supervisors for their input in what will become a model program for other specialized areas of practice (see page 16). Join us! Choose from any of our “tried and true” programs or get involved in one of the new programs we have to offer. See the complete list of committees on page 13. We are here for you, our members.

Social Workers Respond Becomes Social Workers Unraveling Racism

In the summer issue of this newspaper a new task force was announced. The purpose of Social Workers Respond was to consider what we could do in response to the Baltimore Uprising. A group was formed and under the leadership of Maryam Elbalghiti, first meetings were held. Maryam has since decided that she does not currently have the time to devote to leading the committee and Barbie Johnson-Lewis and Eve Austin stepped up to be co-chairs.

At the October meeting three decisions were made: 1) The name of the group is now “Social Workers Unraveling Racism.” The group felt that this name better reflects what it sees as its purpose—engaging in purposeful learning and dialogue in order to challenge the very complex issues of racism. Ultimately, we want to use our roles as social workers to challenge structural and institutional racism. 2) Several members of the group have decided to attend a 3-day “Undoing Racism” event produced by the People’s Institute for Survival and Beyond. This event, to be held in mid-November will give us a common experience and common language to begin to address the issue. And 3) the group has chosen to sponsor the Pre-Conference before the Annual Conference in March. This will give focus as we plan a one day event around the concept of “Social workers unraveling racism.”

Anyone interested in joining the Task Force may send an email to nasw-md@verizon.net. We welcome new members of the Task Force, as well as workshop ideas for the pre-conference.

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2016 Social Work Month Annual Conference

CALL FOR PRESENTATIONS

Thursday-Friday, March 17-18, 2016

Maritime Institute of Technology Conference Center
692 Maritime Boulevard
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ANNUAL CONFERENCE CALL FOR PRESENTATIONS!

Audience

The 2016 Social Work Month theme is Fostering Solutions Out of Challenges. Submit your proposal now for our Annual Conference which has attracted approximately 300 social workers from around the state each year.

Our program routinely draws seasoned social work practitioners who are seeking intermediate and advanced training on topics important to their work. Our members are based in a host of practice settings including child welfare, aging, health/mental health, private practice, counseling, and more.

This two-day program will be held at the centrally located Maritime Institute of Technology.

Possible Workshop Topics

We are seeking to touch on a broad array of issues that affect the social work practice today, and our theme particularly lends itself to the diversity of our clients. We seek to address issues around how technology and social media affect the profession and our society. The theme is open for a wide range of workshop ideas. The Chapter would also like to focus on practice tracks such as: health/mental health, macro/community, criminal justice/forensics, education, children and family, aging, etc.

Your proposals and suggestions will help in structuring a day that will be meaningful and practical. Workshops are generally 2.5 - 3 hours long.

How to Apply

Applicants must be graduate level social workers, but not necessarily a Maryland Chapter member. Instructors should submit with this form the following:

- The completed presenter’s application form found on our website www.nasw-md.org (under Continuing Education), which includes a one-page description of the proposed presentation (no more than 350 words) that can be used for publication of the conference schedule, including an overview and educational objectives. Also, please include a breakdown/outline of the presentation.

- A vitae or resume (if two presenters are jointly presenting, please submit a resume for both). Please make note of previous workshops you have presented, including workshop topic, date and sponsoring organization.

- Send everything via USPS, fax (410-747-0635), or email to jwnasw.md@verizon.net.
Renewal of a social worker’s license is contingent on completion and receipt by the Board of Social Work Examiners of an application attesting to completion, within the previous 2-year period, of 40 credit hours of continuing education in programs and categories approved by the Board. At least 20 of those hours must be Category I, with at least three credit hours in ethics and professional conduct.

NASW-MD welcomes your suggestions for future workshops and locations.

ABBRévIATIONS
CE = Continuing Education
Cat. = Category
Cost = NASW Member cost/
Non-member cost. Prices include certificate for continuing education credits.

CONTINUING EDUCATION POLICIES
■ NASW-MD will not honor fax registrations
■ Registration is made on a first-come-first-served basis. You can pay for your registration by check, MasterCard or VISA.

REFUND POLICIES
■ NASW-MD will only refund registrations for cancellations made at least 2 business days/48 hours in advance of the workshops, minus a $10 administrative processing fee. If lunch or continental breakfast is provided, cancellations must be made at least one week in advance and there will be a $20 administrative processing fee per cancellation.
■ NASW-MD is not responsible for refunds if registrants do not attend a program and do not immediately follow-up for refund information or to switch to another course; if registrants do not follow-up on an absence, no refund or switch will be allowed.
■ Please note that continuing education credits are granted based on participation, NOT on payment. All workshop participants arriving late will receive a reduction in credit units granted.
■ If you would like e-mail confirmation of workshop registration, please include your e-mail address on the registration form.
■ NASW-MD reserves the right to cancel workshops due to poor registration.

INCLEMENT WEATHER POLICY
In the event of inclement weather, please call 410-788-1066, ext. 13, for information on cancellation. In general, if schools are two hours late or closed in the area where the event is to take place, the event will be rescheduled. Please notify the chapter office if a refund is preferred.

ACCOMMODATIONS
If you require special accommodations to permit your attendance or participation, please provide a written request along with a completed registration form and conference payment at least 30 days prior to the registration deadline for the workshop or conference. Requests received after this deadline may not be received in time to process or be fulfilled in time for the activity.

DIRECTIONS
Directions to all workshop locations can be found under the Continuing Ed tab on our website: www.nasw-md.org

Thank you!

#1944 Grant Writing and Fundraising for the Emergent Social Worker
Date: Sunday, November 8, 2015, 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital 1500 Forest Glen Road Silver Spring, MD 20910

Please note: Holy Cross Hospital charges parking fees on weekends. Be prepared to pay $5-$6.

Presenter: Ashley McSwain, MSW, MSGD President, Consultants for Change, Inc.
Synopsis: This workshop is a response to the strong call for new leaders with the capability to acquire funding for organizational growth, development, and sustainability. Learning how to write grants and build relationships with funders is vital to acquiring funding. Additionally, building strategic relationships that will lead to individual donors and donations is vital to the success of any nonprofit. This workshop will introduce you to the basics and mechanics of grant writing and the elements of effective fundraising strategies.

Learning Objectives:
1. Understand the basic mechanics of grant writing;
2. Understand the difference between fundraising and grant writing and how the two overlap; and
3. Understand strategies for effective fundraising.

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

#2011 Investigating the Technology in Social Work
Date: Sunday, December 6, 2015, 1:45 p.m. – 5:00 p.m.
Location: The Professional and Community Education Center at Holy Cross Hospital 1500 Forest Glen Road Silver Spring, MD 20910

Please note: Inclement weather date is Sunday, December 13, 2015, 1:45 p.m. – 5:00 p.m.

Please note: Holy Cross Hospital charges parking fees on weekends. Be prepared to pay $5-$6.

Presenter: Jule Gillam, D.Sc. Candidate
Senior Instructional Technologist
University of Maryland School of Social Work
Synopsis: In this workshop the presenter will help attendees become familiar with electronic standards, mobile tools, and approaches that can be implemented in order to enhance social work practice. The mission is to help social workers bridge the gap between social work and technology.

Learning Objectives:
1. Understand the current policies for technology use in Social Work;
2. Acquire the mobile technology etiquette and how it affects social workers; and
3. Discover technology tools applicable to possibly enhancing social work practice.

CE: 3 Cat I
Cost: $45 for members; $65 for non-members

Please note: If the attendee has a certificate from Part I and Part II, MD BSWE’s 3-hour ethics requirement will be met.
Synopsis: Attendees will watch a feature-length film followed by a social work-based discussion.

Movie Synopsis: After their village is destroyed and their parents killed by Northern militia, Sudanese orphans Theo, his siblings and other survivors make a difficult journey to a refugee camp in Kenya. Thirteen years later, the group gets the chance to settle in the U.S. They are met in Kansas by Carrie Davis (Reese Witherspoon), who has been charged with finding them jobs. However, seeing how adrift they are in 20th-century America, Carrie endeavors to help them in rebuilding their shattered lives. 2014. PG-13. 110 minute.

Director: Philippe Falardeau

Cost: $30 for members; $40 for non-members; $10 for guests (no CEUs for guests)

#2015 Mastering Content and Ethics of DSM-5 Diagnostic Criteria and Diagnostic Formulation

Date: Friday, December 11, 2015; 9:30 a.m. – 4:45 p.m.

Lunch on your own; 12:00 noon – 1:00 p.m.

Location: NASW-MD Chapter Office 5750 Executive Drive Suite 100 Baltimore, MD 21226

Presenter: Carlton Munson, Ph.D., LCSW-C

Synopsis: Mental health professionals face a significant challenge related to the changes in delivery of mental health services that accompany conversion to use of the DSM-5, which was released in May 2013. This seminar provides mental health practitioners information needed in implementation of the DSM-5 in a range of practice settings. Dr. Munson participated in the clinical trials for the DSM-5, and he will present what practitioners need to know and do as in transitioning to the new diagnostic system. Dr. Munson will review changes in how diagnoses are recorded and changes in the organization and content of specific disorders. His presentation covers major and minor changes in the DSM-5’s 20 categories of disorders including explanation of new disorders, and revision of DSM-IV-TR disorders retained in the DSM-5. There will be an explanation of the new “case diagnostic formulation” for recording diagnostic information that is part of the DSM-5. This methodology replaces the DSM-IV multi-axial recording system. Apparent and subtle ethical issues in performing diagnosis generally and specifically applicable to the DSM-5 will be covered with special emphasis on clinical significance and clinical judgment. Dr. Munson will explain conversion to DSM-5 through use of updated visuals from his book, The Mental Health Diagnostic Desk Reference. There will be a Q&A session.

Learning Objectives: Participants in this workshop will:
1. Acquire understanding of the history leading to the changes in the DSM-5;
2. Become familiar with the changes in the definition of mental illness;
3. Learn the changes in how diagnoses are recorded including a non-axial recording method devised by Dr. Munson that is compliant with the DSM recording system;
4. Become acquainted with DSM-5 “other” and “unspecified” diagnoses and the reorganized severity measures;
5. Become familiar with changes in subtypes in DSM-5;
6. Become acquainted with new criteria for the most used and most severe disorders. (Neurodevelopmental, schizophrenia, bipolar, depressive, anxiety, trauma, dissociative, substance, and personality disorders). There will be brief review of the other DSM-5 categories;
7. Learn ethical use of DSM-5 regarding clinical significance and clinical judgment as well as other diagnostic issues;
8. Develop knowledge of DSM-5 case recording through review of sample diagnostic formulations; and

CE: 3 Cat I

Cost: $30 for members; $40 for non-members

Please note: Three of the 6 hours of this workshop qualifies for the Maryland Board of Social Work Examiners’ 3-hour ethics requirement for licensure renewal.

#1995 Introduction to Special Education for School Social Workers

Date: Every Monday from April 11, 2016 through June 13, 2016

Location: NASW-MD Office 5750 Executive Drive Suite 100 Baltimore, MD 21226

Presenter: Mary Ellen Lewis, Ed.D.

Synopsis: This class presents the scope of special education services, the collaborative nature of special educators with related service providers and general educators, and the challenges of implementing instruction for children and adolescents with special needs in the era of IDEA, NCLB, and the Common Core. Included in the course will be a session dedicated to ethics and social workers as they provide services in school settings. The hybrid nature of the course allows the participants to learn at their own pace while having class sessions designed to draw all course content together. It is approved by MSDE for three continuing professional development credits toward certification or renewal of certification.

CE: 3 Cat I

Cost: $300 for NASW members; $400 for non-members

Ethics Hours note: Successful completion of all 15 hours of the face-to-face classes also yields the 3-hour ethics requirement of the BSWE.

Registration Form

Fall 2015

Please mail this form with your check made payable to NASW-MD, 5750 Executive Drive, Suite 100, Baltimore, MD 21228. Lunch is not provided for day-long workshops unless otherwise stated. If you would like to receive an email confirmation of your registration, please include your email address on this registration form. NASW-MD reserves the right to cancel any workshop for poor registration. Refunds for workshops canceled by NASW-MD shall be mailed within three weeks. Registrations MUST be received two business days/48 hours prior to program date or a late fee of $10 will be charged. Please see full refund/cancellation policies on the first page of the continuing education schedule. Workshop fee includes certificate.

PLEASE NOTE: WE DO NOT ACCEPT FAX REGISTRATIONS. Thank you for your cooperation. NASW-MD reserves the right to cancel workshops due to low registration.

Make check payable to NASW-MD Chapter

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Signature: ____________________________ Today’s date: ___________

Total $__________

Check amt. $__________ (Make check payable to NASW-MD Chapter)

Register online to save time & postage! NASW-MD offers a secure online registration procedure for its continuing education courses! Go to www.nasw-md.org and click on Continuing Education for more information or the Register Online icon on our homepage which will take you directly to the 123 Sign-up online registration area. Directions to workshops can be found online as well.

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REMEMBER: You are ethically responsible for accurately reporting the number of continuing education hours that you have earned. If you are attending a NASW-MD workshop and you are late, or have to leave early you are responsible for notifying the workshop coordinator. Your CE certificate will be adjusted to reflect the actual hours of attendance. Completing this registration form implies that you have been informed of this policy and your responsibility.

QUESTIONS CONCERNING REGISTRATION? Call 410-788-1066
Legal Issue of the Month

BY ELIZABETH M. FELTON, JD, LICSW, ASSOCIATE COUNSEL & CAROLYN I. POLOWYS, JD, GENERAL COUNSEL

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Social workers’ therapeutic relationships with their clients eventually come to an end. However, the way they end and how the social worker handles terminations can have ethical and legal implications. This article will address some of the more common issues that may arise during termination and ways to enhance client care while avoiding allegations of abandonment.

Termination

Social workers should assess a client’s ongoing treatment needs prior to initiating termination. The NASW Social Work Dictionary defines termination as: “The conclusion of the social worker—client intervention process; a systematic procedure for disengaging the working relationship. It occurs when goals are reached, when the specified time for working has ended, or when the client is no longer interested in continuing. Termination often includes evaluating the progress toward goal achievement, working through resistance, denial, and flight into illness. The termination phase also includes discussions about how to anticipate and resolve future problems and how to find additional resources to call on as future needs indicate.”

There are many reasons why therapy ends. A client may terminate at any time for any reason. Ideally, termination occurs so that cases are routinely closed after a certain amount of time without any contact from a client, for example, “If I do not have contact or communication from you for a period of ___ days, I will assume that you no longer intend to remain active in this therapeutic relationship and your case will be closed. You can return to therapy in the future if you decide to continue treatment.” One way to establish that timeframe is to think about how long you want to be the therapist of record without seeing a client.

• Non-payment of agreed upon fees:
  Before a social worker terminates for non-payment, the following criteria should be met:
  1. The financial contractual arrangements have been made clear to the client, preferably in writing.
  2. The client does not pose an imminent danger to self or others.
  3. The clinical and other consequences of the non-payment (i.e., disruption of treatment/interruption of services) have been discussed with the client. NASW Code of Ethics, 1.16c

Certain circumstances may support a delay of the termination. For instance, it is not recommended that a therapist end treatment with a client who is in crisis at the time termination is being considered. A social worker has a responsibility to see that clinical services are made available when a client is in crisis. Postponing termination is preferred, if possible, until steps are in place to handle the crisis.

Abandonment

Abandonment is a specific form of malpractice that can occur in the context of a mental health professional’s termination of services. Abandonment, also referred to as ‘premature termination,’ occurs when a social worker is unavailable or precipitously discontinues service to a client who is in need.

In a malpractice case based on abandonment, the client alleges that the therapist was providing treatment and then unilaterally terminated treatment improperly. The client must show that he was directly harmed by the abandonment and that the harm resulted in a compensable injury. The client’s dissatisfaction with the outcome is not sufficient to establish the therapist’s negligence. The client must also show that the termination was not his fault, e.g., that he kept his appointments, complied with treatment recommendations, and paid his bills. It is critical to be able to establish both the reason for termination and the manner in which it was carried out. After beginning a therapeutic relationship with a client, a social worker must not terminate therapy abruptly without referring the client to another mental health practitioner. If the social worker does not properly terminate the client-therapist relationship, the social worker exposes himself to allegations of abandonment which could lead to a lawsuit, a complaint to the state licensing board, or a request for professional review by the NASW Ethics Committee. Proper termination that has been documented is a defense to abandonment allegations, and it supports good client care.

The NASW Code of Ethics addresses the issue of termination of services in 1.16: 1.16 Termination of Services

(a) Social workers should terminate services to clients and professional relationships with them when such services and relationships are no longer required or no longer serve the clients’ needs or interests.

(b) Social workers should take reasonable steps to avoid abandoning clients who are still in need of services. Social workers should withdraw services precipitously only under unusual circumstances, giving careful consideration to all factors in the situation and taking care to minimize possible adverse effects. Social workers should assist in making appropriate arrangements for continuation of services when necessary.

(c) Social workers in fee-for-service settings may terminate services to clients who are not paying an overdue balance if the financial contractual arrangements have been made clear to the client, if the client does not pose an imminent danger to self or others, and if the clinical and other consequences of the current non-payment have been addressed and discussed with the client.

(d) Social workers should not terminate services to pursue a social, financial, or sexual relationship with a client.

(e) Social workers who anticipate the termination or interruption of services to clients should notify clients promptly and seek the transfer, referral, or continuation of services in relation to the clients’ needs and preferences.

(f) Social workers who are leaving an employment setting should inform clients of appropriate options for the continuation of services and of the benefits and risks of the options.

For more information, see NASW Code of Ethics.

Tips for Termination

• Prepare for termination from the beginning. Termination should be discussed early so both parties can have a number of sessions to discuss ending therapy.

• If continued treatment is needed, provide referrals to several mental health professionals, with addresses and phone numbers. Three referrals is the “rule of thumb” minimum. If possible and with the client’s consent, assist in the transition to other health care providers.

• Conduct the final session face-to-face, if possible. Avoid ending with a text, in an email or with a voicemail message.

• Make sure the client understands when, why and how therapy will be terminated.

• Document discussions about termination.

• Formalize the termination with a personalized termination letter (not a form letter).

What to Include in a Termination Letter

It is good practice for a social worker to draft a termination of treatment letter to every client once treatment has ended,
Regardless of the reason, to formally end the therapeutic relationship. This provides clarity to the client, and it helps avoid any implication that the social worker has an ongoing therapeutic responsibility. The termination letter would be in the form of a business letter and include:

- Client’s name
- Date treatment began
- Effective date of termination
- State the reason(s) for the termination. (e.g., treatment goals have been met, client’s needs are beyond the scope of social’s workers practice or area of expertise, non-compliance with treatment recommendations, therapist is retiring/closing practice)
- Summary of treatment, including whether you feel further treatment is recommended
- If continued treatment is needed, provide three referrals to mental health professionals, with contact information
- Present the letter in person during a session or send it with delivery tracking and confirmation of service and/or certified return receipt
- Retain a copy of the letter and delivery documentation in the client’s file
- Mark the letter “confidential”
- Don’t mention confidential therapeutic treatment information

**Conclusion**

Addressing the termination of treatment is an important phase of the therapeutic process. For termination to be handled properly, discussions between the social worker and client should occur in advance and be addressed in a thoughtful and sensitive manner. It is best that clients not feel that they have been abandoned, for the sake of the client as well as the social worker. If continued treatment is needed, the social worker must make an effort to assist the client in obtaining ongoing services to ensure that these needs are adequately addressed. Proper documentation of the termination of the therapeutic relationship with the client will provide support for the social workers’ effort to meet the clients’ needs as treatment ends.

**Resources and References**


“Codes of Ethics on Termination in Psychotherapy and Counseling,” Zuri Institute, Inc.

NASW Code of Ethics (2008)


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**Get involved**

Behavioral Health Committee
Chapter Ethics Committee (CEC)
Children, Youth & Families Committee (CYF)
Committee on Aging (COA)
Committee on Nominations & Leadership Identification (CNLI)
Committee on Sexual Minority Issues (COSMI)
Forensic Social Work Committee
Health Committee
Legislative Committee
Macro Social Work Committee
Mentoring Committee
Military Social Work Committee
Peace and Social Justice Committee
Political Action for Candidate Election (PACE)
Private Practice Committee
Professional Development Committee
Professional Standards Committee
Social Media Committee
Social Workers in Schools (SWIS)
Social Workers Unraveling Racism Task Force
Student-Faculty Liaison Committee

To inquire about, or join a committee call Daphne at 410-788-1066 x16

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The Maryland Social Worker
FALL EDITION 2015
Page 13
This issue, our member spotlight is focused on CDR Malaysia H. Gresham, an active duty social worker in the United States Public Health Service. CDR Gresham was recently elected to the NASW Maryland Chapter Board of Directors as the Suburban Maryland Representative. She is a licensed Clinical Social Worker and is board certified by the American Board of Examiners in Clinical Social Work. CDR Gresham has answered our nation’s call when she was commissioned into the United States Air Force following the tragic events of 9/11. She vowed to serve her country and provide the best clinical care to active duty members, veterans, and their families. She served over seven years in the Air Force before being commissioned a second time in the United States Public Health Service (UPHS) in 2010.

CDR Gresham has gained a variety of experience in her career including corrections, child welfare, family violence, addictions medicine, imbedded behavioral health in primary care, and mental health. She also previously served in the Defense Health Agency, Behavioral Medicine Branch, as the Director of Addiction Medicine and Deputy Director of Mental Health Policy for the Department of Defense. She represented the DoD as a member of the White House Office of National Drug Control Policy Treatment Management Committee as well as the Interagency Coordinated Council for Underage Drinking. In this role, she collaborated with other US Government agencies on the development of worldwide policies and guidelines for renewed emphasis on community-based prevention programs; early intervention programs in health-care settings; aligning policies and public health systems to divert non-violent drug offenders into treatment instead of jail; funding scientific research on drug use; and, through the Affordable Care Act, expanded access to substance abuse treatment. She also served at the Department of Health and Human Services, Office of the Secretary, Office of the Assistant Secretary for Health, Office of the Surgeon General serving as the Special Assistant to the Surgeon General of the United States.

CDR Gresham is currently detailed to the Department of Defense, Defense Health Agency, Human Resources Division, as the Associate Commissioned Corps Liaison where she provides support to over 200 United States Public Health Service officers detailed to the DoD worldwide.

CDR Gresham has a Bachelor in Science in Psychology from the University of Massachusetts at Amherst and a Master of Social Work from the University of Maryland, in Baltimore, Maryland. CDR Gresham is a PhD student at CAPPELLA University where she is pursuing a Doctor of Philosophy Degree in Human Services with a concentration in Public Health. CDR Gresham is dedicated to serving her community and provides mentorship to children, students, and colleagues. Her passion includes helping others reach their greatest heights. She enjoys traveling, fitness, volunteering, and spending quality time with family and friends.

**Nominate Now for the 2016 NASW-MD Annual Awards!**

**Recognize Your Fellow Social Workers and a Local Citizen**

It’s time again to recognize and honor your fellow Maryland Chapter members, student members, and a local citizen who have made outstanding contributions to the profession or the community. The awards, which will be presented at NASW-MD’s Annual Social Work Month conference to be held on March 18, 2016, include Social Worker of the Year, MSW, and BSW Social Work Students of the Year, Social Work Educator of the Year, the Social Work Lifetime Achievement Award, the Public Citizen Award and Social Work Field Instructor of the Year. Please note that, with the exception of the Public Citizen Award, nominees must be a current member in good standing with NASW—Maryland Chapter (it is okay if they join now). Don’t miss this opportunity to say thanks and lift up colleagues who have done so much for the profession and their communities!

**Criteria for these awards include:**

- **Nominees for the 2016 Social Worker of the Year Award, Lifetime Achievement Award, and Social Work Students (BSW & MSW) of the Year Awards must have made significant and outstanding contributions to the profession of social work, displayed leadership in the profession, earned the respect of fellow social workers and represented well the professional ethics of social work. Lifetime Achievement Award nominees should, additionally, be individuals who have a significant span of achievement over their career that distinguishes them and a long legacy of commitment to the profession.**

- **Nominees for the 2016 Social Work Educator of the Year and Social Work Field Instructor of the Year must educate the public about the unique qualifications and diverse professional activities of social workers and must support high standards for training in social work education.**

The Educator of the Year must advance the body of social work knowledge through research and publication. Additionally, nominees for the 2016 Social Work Field Instructor of the Year should be individuals who have demonstrated an outstanding adeptness at providing the professional support, mentorship and knowledge necessary to ensure field experiences which contribute to the development of able, efficient and well-versed future social work professionals, and who have made the field experience a meaningful one.

- **Nominees for the 2016 Maryland Citizen of the Year cannot be members of the social work profession. Individuals nominated must have made specific outstanding contributions to the human services field and have personally represented ethics compatible with those defined in the NASW Code of Ethics.**

Please visit our website (www.nasw-md.org) for the nomination form or contact Daphne McClellan, at 410-788-1066, ext. 16 (or nasw.md@verizon.net), to request a nomination form or further information. Please include a statement of 350 words or less telling us why you believe your nominee deserves the award and those contributions the individual has made that makes him or her unique; attach additional sheets to the form, if necessary. Please also be sure to include a current resume for your nominee.

**Deadline for submission of nominations is Sunday, February 15, 2016!**
HELP WANTED
IMMEDIATE POSITIONS AVAILABLE FOR AN ENERGETIC THERAPIST
for a rapidly growing and well-established group practice in Baltimore or Columbia, MD. Clinical responsibilities include psychotherapy for adults and couples. Flexible hours, Great location. Fully furnished offices. Established referral base. Competitive Salary. Practice provides scheduling, billing, and administrative support. Maryland independent license is required (LPC, LCSW-C or Licensed Psychologist). Evening and/or weekend availability is a plus. Send vitae and cover letter indicating areas of expertise to pump@psychcaremd.com. For more information about the position, call (410) 343-9756.

TOWSON UNIVERSITY
Towson University’s Department of Family Studies and Community Development invites applications for a half-time, renewable non-tenure track lecturer beginning in Fall 2015 and continuing until position is filled. For full position description and application details visit: http://www.towson.edu/proost/proost/facultypositions/clas/famst_lect_2921l.asp

LICENSED LCSW-C
Active, well-established group practice in Rosedale, MD, with a strong referral base seeks energetic, licensed LCSW-Cs to join our team. Billing, scheduling, and administrative support is provided. Flexible hours with immediate referrals and excellent earnings potential. Interested applicants submit a vitae and letter to rosedaley@yahoo.com or fax to 410-687-7702.

UNIVERSITY OF MARYLAND SCHOOL OF SOCIAL WORK: FIXED TERM FACULTY POSITIONS (OPEN RANK)
Applications are being accepted for non-tenure-track, open rank, full time (10-month) faculty positions. All candidates must have an MSW degree from a CSWE accredited School of Social Work. A PhD degree in Social Work or a related area is preferred. Additionally, a minimum of four years post-MSW practice experience is required. Further, the applicant is expected to have the ability to integrate research and scholarship into course development, assignments, and lectures. Knowledge of at least one evidence-based practice is strongly preferred for the clinical position. Candidates should visit http://www.sw.umd.edu/eval/fb/umsw-jobs/ for a complete job description and application instructions. The University of Maryland is an Equal Opportunity, Affirmative Action Employer. Minorities, women, veterans and individuals with disabilities are encouraged to apply.

EMERGENCY PSYCH EVALUATOR
SINAI HOSPITAL OF BALTIMORE
Location: Baltimore, Maryland
Part of LifeBridge Health, Sinai Hospital of Baltimore features state-of-the-art facilities and renowned Centers of Excellence, some with national and international acclaim. As the largest community hospital and the third largest teaching hospital in Maryland, Sinai Hospital's mission is to provide quality patient care, educate medical students and residents, and engage in research to improve the lives of people all over the world. Sinai Hospital is a smoke-free workplace. Sinai Hospital of Baltimore is seeking an Emergency Psychopharmacologist who, as a clinical consultant, is responsible for comprehensive Behavioral Health assessment, evaluation and recommendations for patients in the Emergency Departments and elsewhere as needed, and coordinating health services between the hospital, community and home setting. Sinai Hospital offers comprehensive benefits and a competitive salary including free parking and a 401(k) with employer match. Visit LifeJobs.org to learn more and apply. M/F/E.

OUTPATIENT CHRISTIAN COUNSELING PRACTICE
using clinically sound treatment approach has pt/ft openings throughout MD for LCSW-C/LPCs. To apply, go to www.safetaharbor1.com and email resume to erik@safetaharbor1.com

THE CARE GROUP AT SAFE HARBOR
is seeking LCSW-C/LPCs to work with various populations throughout MD. Flexible hours, billing services and full office support provided. Send resume to kengrie@safetaharbor1.com and erik@safetaharbor1.com

COUPLE AND FAMILY THERAPY PRACTICE IN COLUMBIA, MD
has immediate opening for Associate Therapist. Candidates must hold independent psychotherapy license in Maryland: Howard County’s Best Therapist/Counselor 2014. Go to: www.togethercouplescounseling.com/ contact-us/positionavailable/.

APEX COUNSELING CENTER, LLC,
A Maryland State Licensed (OMHC) is seeking an LCSW-C to join our busy group to provide individual/ group/couples therapy to adult consumers with a wide range of diagnoses. Must be available at least 20 hours per week (flexible hours). Please email resume to apexingrid@gmail.com

COUNTERPOINT HEALTH SERVICES
is recruiting LCSW-C professionals interested in joining a multidisciplinary behavioral health team providing cutting-edge psychological and memory care services in nursing and assisted living facilities. Contact Dr. Frank Schinder at tschindler@counterpointhealthservices.com.

FOR RENT
TIMONIUM
Office to share in professional building. Excellent location on York Road near 83/695. 3-5 days per week. Furnished, storage, elevator, parking, and kitchenette. Contact sashaleazet@gmail.com or 410-627-1200. Pictures available upon request.

GREAT PART-TIME OFFICE
available (days, evenings & weekends) in a busy five-office suite of psychologists in Pikesville. For more info & photos visit: PikesvillePsychologist.com/office-space.

TOWSON
Furnished psychotherapy office (600 sq. ft.) available to rent full or part time in Towson. Office is located across the street from Towson Town Center in building with an elevator, security and ample parking. Office includes waiting room, bathroom and cleaning service. Convenient to 695. Please contact Nicole at 410-494-6668 with questions.

BEAUTIFULLY FURNISHED OFFICE
for rent in very desirable office and shopping complex in Green Spring Station. Multiple days per week available. Email amy@amymazer.com for more information.

PROFESSIONAL OFFICE SPACE FOR RENT
Large Corner Office, Floor ground for easy access, Handicap Accessibility, Utilities Included. Bowie, Maryland. For information, call Diane Pisanos, LCSW-C 301-895-3125 dianepisanos@verizon.net

ELLIOTT CITY
Full time (unfurnished) and part-time (attractively furnished) offices in established, multi-disciplinary mental health suite. Ample parking and handicapped accessible. Expansive, welcoming waiting rooms with pleasant music throughout. Private staff bathrooms, full-size staff kitchen with refrigerator/microwave, dishwasher, Keurig coffees and teas. Staff workroom with microwave, photocopier, fax machine, secondary refrigerator and microwave. Wireless internet access available. Plenty of networking and cross-referral opportunities with colleagues who enjoy creating a relaxed and congenial professional atmosphere. Convenient to routes 40, 29, 70 and 695. Contact Dr. Mike Boyle at (410) 465-2500.

SILVER SPRING
Spacious, part-time office in colegial psychotherapy suite. Each well-appointed office has secure storage and individualized name plate. Convenient to 495/29/650. Contact aregan@verizon.net or 301-989-9145.

SERVICES
KOLMAC CLINIC
The Kolmac Clinic provides outpatient addiction treatment for adults in six locations throughout DC and Maryland. The outpatient program is made up of the three traditional phases of drug and alcohol addiction treatment program: detoxification, rehabilitation, and continuing care. We participate with all major commercial insurance carriers. Visit www.kolmac.com or call 301-589-0255 for more information.

CLINICAL SUPERVISION
through the Clinical Supervisor - Montgomery and Howard County. Extensive experience working with children, adults and families in a school, hospital, and community setting. Please contact Alexis Logue at a8b17@gmail.com or (201)259-7751.

CLINICAL SUPERVISION/CONSULTATION IN BALTIMORE
10+ years providing services to families, children and young adults in Baltimore City. Expertise in Trauma-Focused Cognitive Behavior Therapy (TF-CBT), Stephanie Bourreau, LCSW-C, scbled41@gmail.com

PROFESSIONAL DEVELOPMENT
CHESAPEAKE BEACH PROFESSIONAL SEMINARS PRESENTS:
12 CEU
“Motivational Interviewing, an Evidence-Based Training” by Art Hall, JD November 5-6, 2015, Baltimore, MD

6 CEU
“Crisis Care Network: Critical Incident Response Training to be an EAP Provider” by Dennis Potter, LMSW, CAADC, DCS, FAAETS November 16, 2015, Brooklyn, NY www.CBFSeminars.org, click on Calendar tab

THE INSIGHT CENTER
2 Dakway Rd., Timonium, MD 21093. Affordable, insightful and transformative continuing education. BSWE approved for Category 1 CEUS. www.MDSeminarCenter.com, click on Continuing Education.

SOCIAL SECURITY DISABILITY
Getting Social Security Disability benefits is a long, difficult process. You and your clients can learn what it takes to get disability benefits by ordering a FREE COPY of my Unofficial Guide to Social Security Disability Claims. Call my Toll Free Order Hotline at 1-800-681-9821 or visit my website: www.SharonChristelLaw.com

SHARON A. CHRISTEL, Nurse-Attorney
NASW-MD CHAPTER WELCOMES YOUR LETTERS AND ARTICLES.
If you would like to make a submission to a future paper, please contact Jenni at 410-788-1066 x13.
**WELCOME NEW MEMBERS! FALL 2015**

**BRANCH A**
<table>
<thead>
<tr>
<th>Southern Maryland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antoinette Ambrose</td>
</tr>
<tr>
<td>Sherrell Islas-Carr</td>
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<tr>
<td>Jenna Thompson</td>
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**BRANCH B**
<table>
<thead>
<tr>
<th>Western Maryland</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karissa Brennanmen</td>
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<tr>
<td>Rachel Burns</td>
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<tr>
<td>Adam Delaughter</td>
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<tr>
<td>Amanda Gushard-Edwards</td>
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<tr>
<td>Kimberly Nazworth</td>
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<tr>
<td>Nicole Topper</td>
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<td>Jessica Thornton</td>
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<td>Joseph Woodburn</td>
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**BRANCH C**
<table>
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<tr>
<th>Suburban Maryland</th>
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<tbody>
<tr>
<td>Holly Ashley</td>
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<td>Alvin Deskins</td>
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<tr>
<td>Peter Devlin</td>
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<td>Harold DuBois</td>
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<td>Opal Dyson</td>
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<td>Shana Edwards</td>
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<td>Ernest Elliott</td>
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<td>Lakisha Hunt</td>
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<td>Nea Jackson</td>
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<td>Tyah Johnson</td>
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<td>Mercy Johnson</td>
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<td>Adina Katz</td>
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<td>Karin Lee</td>
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<td>Todd Lennon</td>
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<td>Charles Lucas</td>
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<td>Brian Matthews</td>
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<tr>
<td>Eileen McAndrews</td>
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<td>Amber Moore</td>
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**BRANCH D**
<table>
<thead>
<tr>
<th>Eastern Shore</th>
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<tbody>
<tr>
<td>Cheryl Bissell</td>
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<tr>
<td>Veronica Corea</td>
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<tr>
<td>Walda DuPrest-Brandt</td>
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<tr>
<td>Kelly Embert</td>
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<tr>
<td>Amanda Jackson</td>
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<tr>
<td>Laura Kelley</td>
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**BRANCH E**
<table>
<thead>
<tr>
<th>Metro Baltimore</th>
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<tbody>
<tr>
<td>Caroline Arley</td>
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<tr>
<td>Miriam Bennett</td>
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<tr>
<td>Tony Biggs</td>
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<tr>
<td>Sheri Brown</td>
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<td>Blanche Coady</td>
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<td>Michael Collins</td>
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<td>Willie Drayton</td>
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<tr>
<td>Ivashah Escabi Cruz</td>
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<td>Emily Fader</td>
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<td>Lateria Floyd</td>
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<td>Charmel Ghent</td>
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<tr>
<td>Kevin Greene</td>
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<td>Keiana Greene</td>
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**Nasw-md Calendar November 2015-January 2016**

<table>
<thead>
<tr>
<th>November</th>
<th>December</th>
<th>January</th>
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<tbody>
<tr>
<td>3rd</td>
<td>6th</td>
<td>5th</td>
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<tr>
<td>5:00 p.m.</td>
<td>All Day</td>
<td>5:00 p.m.</td>
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<tr>
<td>Committee on Aging</td>
<td>Student Leadership Retreat</td>
<td>Committee on Aging</td>
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<tr>
<td>10:00 a.m.</td>
<td>Private Practice Committee</td>
<td>10:00 a.m.</td>
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<tr>
<td>11:30 a.m.</td>
<td>Private Practice Peer Consultation</td>
<td>11:30 a.m.</td>
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<tr>
<td>6:00 p.m.</td>
<td>Office Closed-Veterans Day</td>
<td>6:00 p.m.</td>
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<tr>
<td>4:30 p.m.</td>
<td>Social Workers in Schools (SWIS)</td>
<td>6:00 p.m.</td>
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<tr>
<td>Legislative Committee</td>
<td>Behavioral Health Committee</td>
<td>Legislative Committee</td>
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<tr>
<td>12th</td>
<td>16th</td>
<td>5th</td>
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<tr>
<td>6:30 p.m.</td>
<td>Military Social Work Committee</td>
<td>6:00 p.m.</td>
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<tr>
<td>6:00 p.m.</td>
<td>Social Workers Unraveling Racism Task Force</td>
<td>6:00 p.m.</td>
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<tr>
<td>Children, Youth &amp; Families Committee</td>
<td>Office Closed - Thanksgiving</td>
<td>Office Closed</td>
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**Applicants Sought for Advanced Training**

In the summer issue of The Maryland Social Worker we announced the new certificate program: Supervisory Leaders in Aging (SLA) which is offered under the auspices of the NASW Foundation and supported by a grant from the John A. Hartford Foundation. The initiative is designed to improve the delivery of health and social services to older adults by strengthening the supervision of social work staff on the front lines of service.

The SLA training program comprises 5 full days of training on specific Tuesdays next Spring: March 8th and 22nd, April 5th and 19th and May 3rd. The training will be offered in the classroom at the NASW-MD Chapter office in Catonsville and will take place from 9:00 a.m. to 5:00 p.m. each day. Participants in the program can expect to gain gerontological knowledge and enhance their teaching skills to guide practice with older adults and their families and strengthen their leadership skills in supporting interdisciplinary teamwork. They will join SLA’s growing network of graduates and will benefit from continued peer support, practice, research, and policy updates and other professional opportunities.

Those eligible to apply are licensed MSW’s who as supervisors or managers provide supervision to social work staff in any setting that serves older adults and their families. Both experienced and novice supervisors are encouraged to seek this advanced training. Their employers must agree to support SLA participants by providing time to attend the 5 full day workshops and paying full or partial payment of the registration fee.

The complete program for the training can be found on the NASW-MD website at www.nasw-md.org. Each person who completes the program will receive 30 hours of Cat. I CEUs, including the three hours of Ethics required by the MD Board of Social Work Examiners. This training will also complete the BSWE requirement for 12 hours of Supervision Training for those who are not yet Board Registered Supervisors. Each graduate will also receive an SLA Certificate. One does not have to be a member of NASW in order to apply for the program but the cost is significantly less for NASW members.

We are now ready to start accepting applications. All applicants must apply online at: www.socialworkers.org/sla. The application deadline is December 31, 2015. If you are selected, the registration fee for NASW members is $450 and $700 for non-members. The chapter welcomes new members at the time of registration.

The selection process involves the following: A chapter SLA committee will meet and from all applicants will select 20 candidates for the program as well as a waiting list. Of top priority is the selection of a diverse cohort group that includes:

1. New and experienced supervisors.
2. Racial and cultural representation.
3. Representation from health care and social services organizations that exclusively serve older adults and those that serve all ages (hospitals, long term care facilities, home care, family services agencies, et al.).

If you have questions, please do not hesitate to contact Daphne McClellan at (410) 788-1066 ext. 16.

**Everyone Has a Story: Tell Us Yours!**

Do you have ‘war stories’ from the field that you would like to share? The Maryland Social Worker is a good place to start. More and more, members tell us how much they would like to know what fellow social workers are experiencing.

We welcome and encourage members to submit articles for publication. Articles should be directed to:

Director of Communications and Continuing Education
NASW-MD Chapter
5750 Executive Dr.
Suite 100
Baltimore, MD 21228

*The committee will also determine scholarship eligibility.*