

# LINK

Newsletter for NOHS

Volume 33 Issue 3

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**Editor:** Steve Cockerham  
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### Feature Article: Conference at a Glance

*Hotel bookings are filled at Pier 5. They'll register you at their nearby sister hotel: The Admiral Fell Inn. Please see the NOHS website for more details . . .*

### Section 2: Human Services in the World

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*If not resolved, the ongoing conflict and unwillingness to cooperate or collaborate at a political leadership level will continue to undermine the goals of human services programs, and truly the stability of the nation itself . . .*

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#### *Preventing Hunger*

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### Section 4: NOHS Announcements

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*The NOHS is pleased to announce the appointment of Patton Consulting Group as its new consulting firm . . .*

#### *2013 Nominations for NOHS Board of Directors Open Positions*

*The NOHS Nominating Committee announces the upcoming NOHS Board Positions for the 2013 – 2015 terms . . .*

National Organization for Human Services  
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# CONFERENCE AT A GLANCE

## 2013 National Conference

Sailing into our Future: Expanding our Horizons

Date: October 23-26, 2013

Location: Pier 5 Hotel, 711 Eastern Avenue, Baltimore, Maryland

Conference schedule, keynote speakers, and pricing available for perusal on the NOHS website: [www.nationalhumanservices.org](http://www.nationalhumanservices.org) Online registration is still open. If interested in sponsoring the conference or attending as a vendor, please refer to the NOHS website.



Photo by Dave Ehlers

### THURSDAY—OCTOBER 24, 2013

7:45-8:30 AM	Breakfast, Harbor Club				
8:30-8:45 AM	Announcements/Keynote Introduction				
8:45-10:15 AM 1.5 Contact Hours	Keynote: Riding the Tiger Robert J. Wicks				
10:15-10:30 AM	Break — Visit Posters and Sponsor/Vendor Exhibits				
TIME	HarborWest A	HarborWest B	HarborWest C	HarborEast D	Ruth Chris
10:30-Noon 1.5 Contact Hours	Internships at High Impact Practices	Expanding How We Address the Needs of Military Connected Families	Facing Change: Who's in Your Classroom?	CSHSE: The Accreditation Process	Innovations in Child Protection Training for Human Services Workers
Noon-1:15 PM	Lunch/Business Meeting/ Elections				
1:15-1:30 PM	Break — Visit Posters and Sponsor/Vendor Exhibits				
1:30-2:30 PM 1 Contact Hour	Expanding Student Options for Success through Online HMSV Training	Mental Health First Aid Training and Resources for Rural Communities	Ethics: It's Not Just a Word. It's the Foundation of Our Work; HS-BCP Scholarship Information	Navigating Stormy Waters: Diverse Reactions to Significant Life Events Based on Personality, Religiosity & Spirituality	CARE NOW: Community Outreach Through Service Learning
2:30-3:00 PM	Break — Visit Posters and Sponsor/Vendor Exhibits				
3:00-4:00 PM	The Challenges and Opportunities for Online Human Services Education	The Collaboration of Services Initiative in Newburgh, NY: Agencies, Organizations, Educational Institutions and Community	Expanding our Horizons: The HS-BCP Exam Registration Process	Interdisciplinary Service Learning in Human Services	Starting an Honor Society
4:00-5:00 PM	Annual Meetings — CSHSE, Journal, TUA				
Evening	Dinner on your own — Enjoy Baltimore!				
	ALL LEVELS	ENTRY	ENTRY/INTERMEDIATE	INTERMEDIATE	INTERMEDIATE/ADVANCED

FRIDAY — OCTOBER 25, 2013					
7:45-8:30 AM	Breakfast, Harbor Club				
8:30-8:45 AM	Announcements/Keynote Introduction				
8:45-10:15 AM 1.5 Contact Hours	Keynote: International Rescue Committee: Helping Refugees Ruben Chandrasekar				
10:15-10:30 AM	Break — Visit Posters and Sponsor/Vendor Exhibits				
TIME	HarborWest A	HarborWest B	HarborWest C	HarborEast D	Ruth Chris
10:30-Noon 1.5 Contact Hours	Field Placements: Navigating the Choppy Waters of Experiential Learning	Mentoring in Online Graduate Education: A Panel Discussion	Shake Up Your Brain: Exploring Creative Thinking Strategies	Forward Motion: The Joys and Challenges of Growing a Human Services Program in the Midst of Fiscal Uncertainty	Unlearning Oppression: Safe Space Training for Allies
Noon-1:15 PM	Lunch/Awards Presentation/TUA Induction				
1:15-1:30 PM	Break — Visit Posters and Sponsor/Vendor Exhibits				
1:30-2:30 PM 1 Contact Hour	Service Learning Partnerships: Utilizing Interactive Websites to Help Teens	The Impact of Death Education on Death Anxiety among Human Services Students	CSHSE Accreditation for the Small College Challenged	Job Burnout in Human Service Professionals	The Journal of Human Services: Commentary from the Editors
2:30-3:00 PM	Break — Visit Posters and Sponsor/Vendor Exhibits				
3:00-4:30 PM 1.5 Contact Hours	Creative and Novel Approaches to Empathic Responding	The “TMI” Aspects of International Human Services	The Impact of Theory- Based Trainings on the Level of Creativity	Sources of Strengths	Understand Military Culture as a First Step in Working with Military Families
4:30-5:30 PM	Regional Meetings and Networking				
Evening	Dinner on your own — Enjoy Baltimore!				
	ALL LEVELS	ENTRY	ENTRY/ INTERMEDIATE	INTERMEDIATE	INTERMEDIATE/ ADVANCED

SATURDAY — OCTOBER 26, 2013				
8:00-9:00 AM	Breakfast, Harbor Club			
TIME	HarborWest A	HarborWest B	HarborWest C	HarborEast D
9:00-10:00 AM 1 Contact Hour	Inter-Professional Responses to Elders	Perceptions of Ethical Dilemmas By Human Services Professionals	Assessing the Relationship Between Sexual Minority Employment Discrimination Protections and Human Development: Implications for Human Service Practice	Preparing Human Services Professionals: Lifting the Veil
10:00-10:15 AM	Break — Visit Posters and Sponsor/Vendor Exhibits			
10:15-11:45 AM 1 or 1.5 Contact Hours	Restorative Justice Mediation for Resolving Elder Disputes  1.5 Contact Hours	Have You Had Breakfast Yet: Perception of Mental Health in India  1 Contact Hour	Student Perspectives on the Revision to the NOHS Ethical Code  1 Contact Hour	Multicultural Education in the 21st Century  1.5 Contact Hours
11:45-Noon	Wrap Up			
	ALL LEVELS	ENTRY	ENTRY/INTERMEDIATE	INTERMEDIATE/ ADVANCED



# HUMAN RESOURCE NEEDS IN TURBULENT TIMES

BY ROB OLDING, PHD

I was a bit slow in completing my article for this issue of the LINK. And for once, I am glad for that because today is the day, in the midst of political divisiveness, our federal government “closed down,” leaving major questions in the minds of many American citizens who have various issues that involve some sort of human services assistance or relief. Without federal dollars now locked in the dispute over healthcare, the future of many programs in the areas of mental health, criminal justice, and education may be disrupted. As we know, the needs of the larger human services clientele are both diverse and extensive. What they all have in common is that moving forward to healthier, independent functioning will be harmed by any extended loss of services.

We have all witnessed the dwindling resources for human services programs over the past five years. We have also witnessed a concurrent, substantial expansion of people presenting those diverse profiles of personal characteristics and needs. Disruption of programmatic activities that take place in federal buildings or depend on federal dollars for cash flow is a high risk in the current political situation. The question is how much of it will be political posturing and what aspect of this national situation is likely to extend into such time as to bring about the types of disruption that can have harmful effects for a prolonged period of time. For the human services advocate, case manager, or administrator, there are many matters to ponder as you view the human “landscape” while resources are frozen and the very environment of divisiveness interferes with both the spirit and operations of what human services education and programs are supposed to be about.

One point of assessment that is environmentally-based is the escalation of needs that comes with turbulent times (in this case, political to add to the social turbulence within personal lives). While it is another demand in an already demanding area of vocation, these turns of events must be added into the planning and strategies of each and every human services program impacted by the current political/fiscal crisis that exists in our nation. Human services personnel must recognize their responsibilities for advocacy and begin to communicate with our political leaders as to the devastating potential that political deadlocks, like the “shutdown” of today, represent. It is hurting people and resulting in major setbacks (translatable into fiscal loss) in human services efforts around the nation. I do note that the veterans’ situation was recognized and played on in the media which I am honestly glad to see. However, what about the many other thousands of persons in need that are suffering from the seemingly despicable actions (or non-actions) of a divisive federal government? In essence, it is time to speak up and make it clear what this disruptive path is costing both fiscally to programs and in terms of human capital where many on a positive path to health, well-being, and independence may be sidetracked. The plight of those put at risk because of the discontinuity that the political situation has brought about must be communicated as unacceptable!

Perhaps by the time this reaches print, the current crisis may be over. Yet if not resolved, the ongoing conflict and unwillingness to cooperate or collaborate at a political leadership level will continue to undermine the goals of human services programs, and truly the stability of the nation itself. Speak up and be heard!

Rob Olding, PhD  
President  
National Organization for Human Services



“Disruption of programmatic activities that take place in federal buildings or depend on federal dollars for cash flow is a high risk in the current political situation.”



# ETHICS FOR WORLD TRAVEL

BY SHOSHANA KERESKY

*Dear Ethics Committee,*

*The coming year promises to be very exciting, but also confusing. I'm doing an internship in Botswana, then after I graduate I have a job lined up at a school in Laos! I'll spend the summer in between traveling internationally. Please help me identify some strategies for behaving as ethically as possible.*

*Globe-trotting Senior*

Dear Senior,

Congratulations on your upcoming graduation and thanks for thinking ahead. You are anticipating some important issues that are simpler to resolve than you might think.

Many students and practitioners are confused about the role of jurisdiction in their ethical decision-making. It can be confusing to sort out which standards apply where, especially if your program emphasizes your state's legal requirements. Laws may apply locally, in a state or in a country. Their requirements may also differ depending on your professional status—students, unlicensed professionals in agencies or schools, and licensed or certified practitioners may operate under different legal standards and have different responsibilities. For example, different child abuse reporting standards apply in California and Oregon, and in Oregon the reporting standard may be different for a chemical dependency specialist and a psychologist. It will be important for you to learn about the laws that you and your agency are expected to follow in both your internship and your job.

The NOHS Ethical Standards are not geographically limited. If you have agreed to follow them, you will use their guidance no matter where you are. It would be useful to show these standards to your supervisor or a local consultant in order to learn which are similar to local ethical standards and agency practice, which might be somewhat different, and which may lead to differences between your typical practices and those of the agency or locale. It is important to have this conversation before there is a misunderstanding or problem. For example, the standards may hold you to a higher degree of confidentiality than the country's laws do. It is your job to negotiate these differences with your supervisor.

The Center for Credentialing and Education's Human Services—Board Certified Practitioner Code of Ethics (2009) is also not geographically limited. If you hold this certificate, you are expected to follow these standards, in conjunction with local laws, when you are functioning in your role as a human services practitioner.

During your internship, you will still be a student. If your academic program requires students to adhere to NOHS's Ethical Standards for Human Service Professionals (n.d.), you will be expected to do so. Remember that no matter where you are, your supervisor is responsible for your actions, so make sure you understand the worldview, laws, and ethics relevant to your internship.

As a graduated practitioner, you will be responsible for following the ethics of your professional organization(s) and the laws related to your license, certificate, role, and agency. Since you may not receive supervision, it is very important to have credible consultants who can help you make sure your practice is ethical and legal. This is true whether you have a job or you are volunteering for a day. It benefits and protects you and the people for whom you are providing services if you are as informed as possible.



“...different child abuse reporting standards apply in California and Oregon, and in Oregon the reporting standard may be different for a chemical dependency specialist and a psychologist.”



Finally, you will also be traveling internationally. This probably means that you will not be working as a practitioner and will not have any clients. Both the NOHS and HS-BCP ethical standards can guide your decisions and standards for your own behavior. For example, recalling your ethical standards while someone is telling you about her life may remind you that even though confidentiality does not apply, privacy does. This will encourage you to ask if it is okay to share her story with others. Aspirational standards emphasizing respect, advocacy, and justice may cause you to choose a hotel with an anti-sex trafficking policy or a restaurant that trains rural youth.

Ethical standards may conflict with the law or may not be directly relevant if you are not engaged in professional practice. Ongoing consultation and discussion are critical to support your decision-making. With email and Skype, you can seek input from mentors and colleagues who are not directly involved in order to enhance your local consultation. Remember that electronic media generally are not secure, so you will need to be scrupulous about confidentiality and privacy as you consult. A basic statement to summarize these ideas is that a legal standard may or may not travel with you, but your ethical standards do. I admire your intention to think and behave ethically in the world.

### References

- Center for Credentialing and Education. (2009). *Human services—board certified practitioner code of ethics*. Available: <http://www.cce-global.org/Downloads/Ethics/HS-BCPcodeofethics.pdf>
- National Organization for Human Services. (accessed 9/25/13). *Ethical standards for human service professionals*. Available: <http://www.nationalhumanservices.org/ethical-standards-for-hs-professionals>

Shoshana D. Kerewsky, PsyD, HS-BCP, Ethics Committee

## PREGNANCY AND INFANT LOSS

ORIGINAL ARTICLE BY MARIE NESMITH  
SUMMARIZED BY MEGAN HRIVNAK

“Through the efforts of Footprints on the Heart and Bartow Family Resources, a light is being shined on the issue of pregnancy and infant loss,” so reads Marie Nesmith’s article last May in the Daily Tribune News’s online edition. Her article reflects the emotionally wrenching nature of pregnancy and infant loss, and how such painful experiences can bring a community together.

Down in Cartersville, Georgia, tucked behind the office building on 20 Douglas St., Bartow Family Resources is creating a memorial garden to remember infants lost through abortion, miscarriage, and adoption. The garden will offer a peaceful place for parents and families of the community to come together to mourn and meditate on their losses. Cindy Smith, director of Bartow Family Resources’ Relationship Center, remarks in her interview with Nesmith, “...we wanted a very serene, beautiful little place that we could offer our community to come and know that that garden is in memory of their child.”

Bartow Family Resources does more than plant gardens. The organization also offers classes, support groups, and other needs that those expecting or grieving the loss of an infant through death or adoption might require. Bartow Family Resources reaches over 2,500 people annually since their start as a nonprofit organization in 2007.

Footprints on the Heart, an organization recently created in 2012 through the efforts of Khristie Massey Staines, Lori Cantrell Dowdy, and Ruthie Bohannon Boggs, follows a similar vein. These women, brought together through personal losses in pregnancy and infancy, have set out to spread comfort and information regarding pregnancy loss. In her interview with Nesmith, Staines explains, “...Footprints on the Heart was chosen as our name because when precious babies are born they forever leave ‘footprints on the heart.’ For me, the breath of life is precious, no matter how short lived. At this time, it is our mission to raise awareness and education for pregnancy and infant loss within the first year of life.”



“...we wanted a very serene, beautiful little place that we could offer our community to come and know that that garden is in memory of their child.”



Footprints on the Heart has stayed true to this statement, hosting a 5K Run/Walk event in Euahlee, Georgia this summer. Over 84 infants were remembered during the memorial balloon release, and parents of infants lost to abortion or adoption were encouraged to participate as well. As Staines says, “We are not here to judge any of the circumstances of past decisions in life. What we are doing is allowing them a place to honor and remember their child publicly, perhaps for the first time.”

In addition to her work with Footprints on the Heart, Staines also serves as a Safe to Sleep Champion and a member of the Q.U.I.L.T. (Quietly United In Loss Together) Awareness Campaign committee. Both campaigns aim to promote awareness of pregnancy and infancy loss.

For more information on Bartow Family Resources, please visit [www.bartowfamilies.com](http://www.bartowfamilies.com) or call 770-382-7224. For more information on Footprints on the Heart, please visit their Facebook page at [www.facebook.com/footprintsontheheart.ga](https://www.facebook.com/footprintsontheheart.ga) or email at [info@footprintsontheheart.org](mailto:info@footprintsontheheart.org). To read Marie Nesmith’s article, *Local organizations highlight pregnancy and infant loss*, please visit The Daily Tribune News at [The Daily Tribune News - Local organizations highlight pregnancy and infant loss](#).

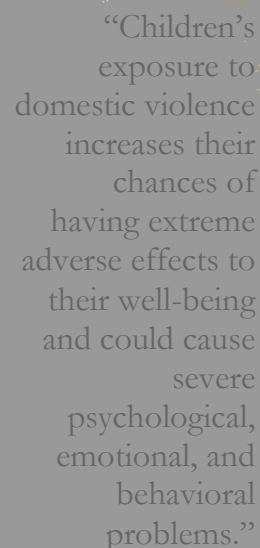
Original article by Marie Nesmith, Journalist of the Daily Tribune News  
Summarized by Megan Hrivnak, Co-Editor of the LINK

## DOMESTIC DILEMMAS: VIOLENCE AND WITNESSING VIOLENCE

BY KIM FARR

Children can be victims of child abuse after having witnessed domestic violence. These innocent children are at risk for not only having their childhoods interfered with but their adolescence and adulthood as well. Children’s exposure to domestic violence increases their chances of having extreme adverse effects to their well-being and could cause severe psychological, emotional, and behavioral problems. Domestic violence has no biases; it affects all social circles from all economic backgrounds. Women, however, are at a much greater risk than men to be victims of intimate partner violence. On average, 1.6 million American women are beaten by their intimate partners every single year (Cooper & Smith, 2012). This statistic is unfortunate, but even more heartbreaking is the approximate 3.3 million children who are forced to witness these acts of violence. In 2002, 3,750 cases dealing with intimate partner violence were filed in state courts. Of the 3,750 cases, 36% had children present who directly witnessed the violent act being committed (Cooper & Smith, 2011).

Abuse is unfortunately a common reason why there will always be a need for the human services profession. Often times, we naively think that abuse means direct physical contact, but that isn’t always the case. Abuse can be psychological and emotional with just as many negative repercussions as physical. Some examples of domestic violence include: name-calling, preventing a partner from leaving of their own freewill, withholding money, stopping a partner from getting a job, threats and intimidation as well as physical harm, sexual assault, and stalking. Children are impacted by witnessing violence comparably the same way that others are by experiencing the violence firsthand; the symptoms and reactions that come along with their burdens mirror those to which it happened directly. This does not even include damage to the parental victim and/or abused children in general (Osofsky, 1995). Residual effects from witnessing such traumatic events could include developing depression, anxiety, being overly fearful and inhibited, becoming disorganized, and having problems with sleeplessness, poor self-esteem, poor academic performance, and a low social competence. All of these symptoms are actually commonly associated with trauma, making these children at a greater risk for being diagnosed with post-traumatic stress disorder or PTSD.



“Children’s exposure to domestic violence increases their chances of having extreme adverse effects to their well-being and could cause severe psychological, emotional, and behavioral problems.”



Children falling victim to violence at such an early age ultimately places an undesired and unavoidable negative stigma on their futures. It is rare that they move past the witnessed events entirely. Children have a tendency to bury and mask their feelings versus openly communicating their fears and frustrations; often, they express their feelings negatively and put up barriers. They are very cautious who is let into their worlds because they have already been betrayed so many times. This makes adjustment to new situations quite difficult; unfamiliar people, places, and things create too many unknown variables. Extra time and patience is required when dealing with children who have been exposed to domestic violence as they are commonly slow-to-warm (Osofsky, 1995).

Children who are exposed to domestic violence also tend to show their confused emotions through means of acting out. Behavioral problems that are commonly displayed include fighting, lying, cheating, and stealing. The psychological effects that witnessing such violence has on the youth directly correlates with social incompetence. They perform poorly in school, act out at home, and have greater difficulty forming and keeping relationships with peers.

Stress, much like what comes from struggling financially or living in poverty, is a consistent trigger for domestic violence. Alcohol and drug dependence are social environmental factors that also play a significant role, as do social isolation and depression. Almost 50% of the women and children who are homeless are living without shelter because they chose to leave an abusive home. According to the U.S. Department of Housing and Urban Development, domestic violence is the third leading cause for homelessness. Children who come from homes that promote, condone, or practice domestic violence are doomed from the start. Domestic violence is often a vicious cycle, for we are all creatures of habit and cannot always help but to imitate what we see. I do not know that there is one “fix-all” solution to this pattern of destruction, but if I had to choose a method that would most likely rid our society of domestic violence, thus eliminating victimized children from witnessing these acts, I would say prevention is key.

If we were somehow capable of preventing people from getting to that dark place in their lives where violence seemed like the only answer to make themselves heard, then we would have to impact, in turn, society’s social and economic problems as well. For starters, the economy would have to improve for lower strands and lessen many problems such as high unemployment rates, low wages, and the stubborn housing market. Domestic violence is directly linked to individual’s financial misfortunes; these problems are not going to just go away.

If the violence itself can’t be stopped, than local measures found within the realm of human services can be taken to shield children from its path. Human services as a profession is so appealing because

everyone everywhere needs help at some point in their life – drug use, financial aid, housing, clothing, food, counseling, advisement, tutoring, companionship, safety, and the list goes on. Human services themselves can be a major force to help prevent and deal with domestic violence.

#### References

Cooper & Smith. (2011). Homicide Trends in the United States, 1980-2008 U.S. Department of Justice. Office of Justice Programs. Bureau of Justice Statistics.

Osofsky, J. (1995). The effects of exposure to violence on young children. *American Psychologist*, 50, 782-788.

“Almost 50% of the women and children who are homeless are living without shelter because they chose to leave an abusive home.”





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# PREVENTING HUNGER

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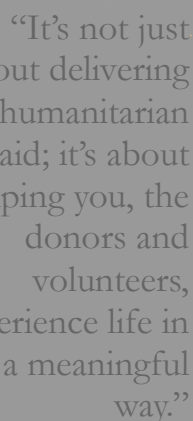
BY CYNTHIA GAEDT

What do you think of when you hear the word “hunger”? Some might think it is almost dinnertime, and others might think that they need to eat because they are bored. Hunger is much more than that. It is a serious issue, not only in other countries, but in our own. With the United States being one of the wealthiest nations, many people do not think that hunger is a problem. It is not caused by a scarcity of food, but rather the continued commonness of poverty. The average international price of food was stable for decades. However, in 2006 prices began to rise rapidly. This also severely affected developing countries.

Malnutrition is a condition caused by inadequate dietary intake or disease. It can occur with both under and over consumption of calories and micronutrients. Malnutrition is the underlying cause of more than one-third of all childhood deaths. With the increase of prices, it is threatening food security and forcing millions of the world’s poorest children into severe malnourishment and starvation. Children with full bellies are still lacking the nutrients and vitamins they need to grow into their full potential. A malnourished child may become very unhealthy, making it difficult to fight off illnesses. It also makes it hard to get the most out of schooling. Malnutrition keeps children trapped in the cycle of poverty.

Non-profit organizations such as UNICEF (United Nations Children's Fund), HTH (Help the Hungry), HHH (Hunters Helping the Hungry), and Bread for the World are committed to preventing hunger and malnutrition around the world. They depend on the generosity of donors for support. Their goal is to help not only children but everyone around the world to have a healthy and more promising future. Food, clothing, medical supplies, and other essentials are distributed to thousands, many of whom are suffering from poverty. These organizations restore their self-sufficiency and renew their sense of hope. They also work to brighten the lives of children, through the simple gifts of toys.

It’s not just about delivering humanitarian aid; it’s about helping you, the donors and volunteers, experience life in a meaningful way. Hunger is a serious problem and will never end as long as there are people living in poverty. Donations are a great way to help these organizations, but hands-on volunteering is special. Visit the websites to get more information to help fight hunger in the nation.



“It’s not just about delivering humanitarian aid; it’s about helping you, the donors and volunteers, experience life in a meaningful way.”

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## THE NOHS ANNOUNCES NEW CONSULTING FIRM

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NOHS is pleased to announce the appointment of Patton Consulting Group as its new consulting firm, effective June 1, 2013. This appointment was the result of an extensive search in which the immediate and long term needs of NOHS were taken into consideration.

Patton Consulting Group specializes in providing evaluation, research, fund development, and individual planning services to schools, public agencies, and non-profit organizations. The group’s president/chief executive officer, Melissa Patton, has significant academic and leadership experience, having held positions in judicial affairs, admissions, student affairs, teaching, and administration, even acting as an Academic Chair of a Human Service department. She received her B.A. in English at Drake University and M.A. in community counseling at Concordia University-Chicago. Patton is currently enrolled in the Ed.D. program at Benedictine University, focusing on Higher Education Leadership and Organizational Change.

In addition to her work done within the higher education arena, Patton has also developed a nonprofit organization





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called The Purpose Group. The Purpose Group acts as a 501(c)(3) human service agency in Des Moines, Iowa. Patton's inspiration for this organization blossomed during the latest economic downturn. She recognized the need for a non-profit that brought hope and purpose to families overwhelmed by their devastating realities. The organization also provided jobs to many displaced workers in the city Des Moines.

In 2012, Patton Consulting Group moved to Melbourne, Florida and now provides services for executive level positions, childcare positions, and internship opportunities to local college students who exhibit an interest in human services, education, and psychology. Patton has extensive experience advising on complex organizational problems and issues within the higher educational community with a focus in organizational development and nonprofit business development.

Patton Consulting Group will provide NOHS with the following services: membership support; communication; general office management; financial transaction support; conference/network gathering, planning, and implementation; CCE credentialing liaison; and organizational development.

For more information on The Patton Consulting Group visit <http://pattoncpg.com/ss/live/>.

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## 2013 NOMINATIONS FOR NOHS BOARD OF DIRECTORS OPEN POSITIONS

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The NOHS Nominating Committee announces the upcoming NOHS Board Positions for the 2013 – 2015 terms. This fall there are four positions: Secretary, VP of Conferences, Member Services Chairperson, and Advocacy Chair. According to the Bylaws:

*"5.1: All officers shall be members of the National Organization, and each, before taking office, must have had a minimum of two years of service to the National Organization and/or its affiliates with the exception of the President who must have had two years of official service on the Board before taking office. Each officer will be elected for a two-year term and may be re-elected for one additional term. Each officer shall provide a report to the membership at the annual meeting."*

Please see the position descriptions and process for nominating oneself or someone else. The deadline for nominations is 5:00 p.m. October 11, 2013. Send nominations to [jslater@kennesaw.edu](mailto:jslater@kennesaw.edu).

**A ballot will be posted on the NOHS website for members to vote between October 14 and October 21, 2013. Results will be announced at the NOHS business meeting in Baltimore, Maryland.**

### **Nominations for Secretary (elected in odd years)**

5.7 The Secretary shall ensure the archiving of Bylaws, records of the National Organization, shall keep minutes of all meetings of the Board of Directors, and of annual Membership meeting. All minutes of meetings shall be published to members of the board within 30 days of the conclusion of a board meeting. The Secretary shall be elected in odd numbered years.

### **Nominations for VP of Conferences for the Organization (elected in odd years)**

5.3 The Vice President for Conferences shall oversee the planning and implementation of the National Organization's annual conference under the direction of the Board of Directors and in collaboration with the regional site coordinator(s) and the conference presentation proposal committee. Duties shall include preparation of a detailed proposed budget as part of the annual fiscal process and a full post-conference report, including a final financial report, which shall be presented to the Board of Directors within 90 days of the annual meeting. The VP will oversee the



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solicitation of nominations for and the awarding of the National Organization's awards, scholarships, and grants. The VP shall maintain the criteria for all awards as approved by the Board of Directors and shall recommend to the Board of Directors individuals and organizations to receive the awards (except the President's Award). The Vice President for Conferences will be elected in odd numbered years.

**Nominations for Member Services Chairperson** (elected in odd years)

6.2 The Member Services Chairperson shall be responsible for fostering the recruitment of new members, the retention of continuing members, awards, member benefits, diversity in the National Organization, outreach to and support of students, and facilitate publication of the Membership Directory. The Member Services Chairperson shall be elected in odd numbered years.

**Nominations for Advocacy Chair** (elected in odd years)

6.3 The Advocacy Chairperson shall be responsible for facilitating all advocacy efforts of the Board, including managing the process by which issues are brought forward for Board consideration, monitoring national and international developments impacting the field, and liaising with affiliated regions on local issues that have national impact. The Advocacy Chairperson shall be elected in odd numbered years.

I, \_\_\_\_\_, nominate  
\_\_\_\_\_ to be a candidate for  
\_\_\_\_\_ position with NOHS.

***Please provide complete contact information for the person nominated:***

Address: \_\_\_\_\_  
\_\_\_\_\_

Office Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Nominees' current involvement/position(s) with NOHS and/or region:  
\_\_\_\_\_

How long has candidate been a member of NOHS? \_\_\_\_\_

Each candidate will be asked to provide a statement about their vision for the organization, a brief history of their work for the organization, and resume/CV. The statement will be published on the NOHS website.



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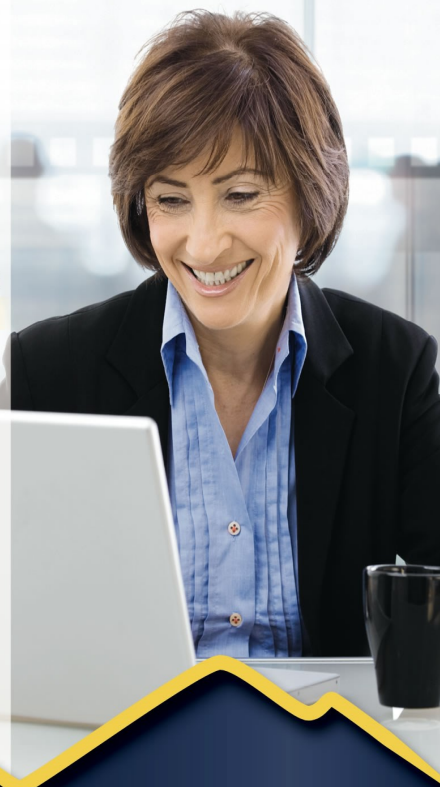
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