

February 2013

Editor: Steve Cockerham

Co-Editor: Megan Hrivnak



## Upcoming Events

### Midwest Organization for Human Services Regional Conference

“Connect. Empower. Serve.”

Date: March 14-16, 2013

Location: Harper College, Palatine, Illinois

For more information, email [HMS@harpercollege.edu](mailto:HMS@harpercollege.edu)

### Southern Organization for Human Services Regional Conference

“Becoming a Community Champion”

Date: April 3-6, 2013

Location: New Port Richey, Florida

For more information, email [sohs@nationalhumanservices.org](mailto:sohs@nationalhumanservices.org)

### Mid-Atlantic Consortium for Human Services Regional Conference

“Grace Under Fire”

Date: April 6-7, 2013

Location: Brooklyn, New York

For more information, email [machs@nationalhumanservices.org](mailto:machs@nationalhumanservices.org)

### 2013 NOHS Annual Conference

“Sailing into our Future: Expanding our Horizons”

Date: October 23-26, 2013

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

For more information, visit the NOHS website.

## Inside this issue:

<i>Letter from the President</i>	2
<i>Announcements &amp; General Information</i>	2
<i>Conference Information</i>	5
<i>Response to Gun Violence in American Society</i>	9
<i>“A Picture is Worth a Thousand Words.”</i>	11
<i>The Catalyst Conference</i>	11
<i>Ethical Decision Making</i>	12
<i>References</i>	15

## NOHS Board Members

**President:** Rob Olding

**VP for Conferences:** Jennifer Waite

**VP for Prof Dev and Education:** Judith Slater

**VP for Regional Development:** Laurie Craigen

**VP for Public Relations:** Richarne Parkes-White

**Secretary:** Kathleen Livingston

**Treasurer:** Franklyn Rother

**Past President:** Judith Slater

**TUA President:** Lauri Weiner

**Membership Chair:** Larry Kegler

**Advocacy Chair:** Benjamin Shepard

**Ethics Committee Chair:** Linda Wark

**MWOHS Representative:** Erin Jenkins

**NEOHS Representative:** Charles Kelly

**NWHS Representative:** Sue Fallon

**SOHS Representative:** Steve Cockerham

**WROHSP Representative:** Rhonda Morken

**MACHS Representative:** Benjamin Shepard



## *Letter from the President*

*By Robert W. Olding*

The National Organization for Human Services (NOHS) represents a diverse membership that shares a common set of interests and values in the development of human services professionals and programs and in the provision of human services to people in need. As an organization and a movement, NOHS represents the progression of these interests and values as well as the promotion and translation of what is valued for human services, into manifest strategic positions and defined courses of meaningful action. It is a tall order and we pursue these goals through many avenues, to include education, professional literature, conferences, and communications reflected in our Web presence and publications such as the LINK.

NOHS currently is seeking strategic partners that are prepared to align with the values and goals for the promotion of human services and provide vocal support of what we are attempting to achieve, as well as financial support that will provide much needed resources to further those initiatives that translate our values into strategic actions.

It should be made clear that strategic partners commit to aligning with the values held by NOHS. While we as an organization will provide public representation of these partnerships, there is no compromise as to those points and issues that NOHS maintains as critical to the human services movement. NOHS will continue to pursue the strategic goals that are in the interest of human services and ultimately the provision of human services to a diverse "client base" that requires short term interventions, long term services, and advocacy for social justice that is sorely needed within our contemporary society.

I encourage each of you to communicate within your own educational and practitioner organizations and advocate for support of our values, initiatives, and programs. To the extent that we can foster such support, we will be providing a foundation for greater impact through our efforts. Each strategic partner we can recruit to our cause gives us increased resources to accomplish new goals in promoting human services.

Robert W. Olding, Ph.D.  
President  
National Organization for Human Services

***"I encourage each of you to communicate within your own educational and practitioner organizations and advocate for support of our values, initiatives, and programs."***

## *Announcements and General Information*

### *Awards, Scholarships, and Grants*

**The deadline for submission of awards, scholarships, and grants application packets for 2013 is May 1st!**

NOHS offers eight opportunities for professional recognition. To see which option is best for you, log on to the NOHS website and click "Services" in the selection bar at the top of the homepage. Then select "Awards, Scholarships, and Grants" from the pull-down menu. You will be directed to a list of the possible honors. Select each one to obtain a full description, including necessary qualifications and instructions for application. In the past, several honors have not been awarded due to a lack of nominees or applicants. Don't let this happen to you!

Winners will be announced at the 2013 Annual Conference this coming October in Baltimore, Maryland.

Tammi F. Milliken, Co-Editor of the Journal of Human Services



## *Journal of Human Services*

By Tammi F. Milliken and Ed Neukrug

The *Journal of Human Services* is the flagship journal of NOHS. This leading source for the latest research in the profession is currently accepting manuscripts for the 2013 Edition.

Submit an article, brief note, or critical review today! Submissions may address topics including teaching methods, models of internships, faculty development, career paths of graduates, credentialing, accreditation, models of undergraduate and graduate study, clinical issues in human service treatment, and supervision of human service practitioners.

For consideration in the upcoming edition, please submit your manuscript by July 1<sup>st</sup>, 2013. See the NOHS website for a full description and author guidelines: [www.nationalhumanservices.org](http://www.nationalhumanservices.org)

Tammi F. Milliken and Ed Neukrug, Co-Editors of the Journal of Human Services

## *Tau Upsilon Alpha: The Honor Society*

### *Purpose*

The purpose of Tau Upsilon Alpha National Organization for Human Services Honor Society is to honor academic excellence; to foster lifelong learning, leadership and development; and to promote excellence in service to humanity.

### *Affiliation*

Tau Upsilon Alpha is a program of the National Organization for Human Services (NOHS).

### *Code of Ethics*

Tau Upsilon Alpha members abide by the code of ethics established by the National Organization for Human Services (NOHS).

### *Slogan*

"Excellence in Service to Humanity."

### *Meaning of the TUA Emblem*

The emblem symbolizes the efforts of Human Services professionals in their work to empower people through education and service.

The circle surrounding the figures in the center of the emblem indicates the focus that Human Service professionals place on attending to the needs of the whole person and the communities in which that person interacts. The figures within the circle, in varying sizes and colors, indicate the work done with diverse populations.

The dominant colors are Royal Blue (intelligence, stability, and unity), White (purity of thought and goodness), and Gold (wisdom).

The three Greek letters are an expression of the ideals of Human Services: Tau meaning life, Upsilon meaning foundation for everything that comes, and Alpha meaning first.

Together, these symbols indicate our desire for excellence in our profession of Human Services.

### *Membership*

There are five categories of membership in TUA:

1. **Student** (undergraduate & graduate) is for students who are currently enrolled in a college or



university that has an existing chapter of TUA.



2. **Faculty**—for faculty members who are employed at a college or university that have an existing chapter of TUA.
3. **Alumni**—for students who have graduated from a university that starts a chapter after the student graduates.
4. **At-Large**—for students who are at a college or university where a chapter does not currently exist and where one will not be started.
5. **Honorary**—to recognize outstanding professional achievement and service to the Human Services field by persons not eligible for student, alumni, or faculty membership.



## *CCE Connection Winter 2013 Newsletter*

Dear CCE credential holders and associates,

[The CCE Connection Winter 2013 Newsletter](#) is available now online. The Center for Credentialing & Education (CCE) is pleased to offer news and information you can use in your career, including the following:

### **The Question of Billing**

At some point, many professionals wonder if it would be best to process their own billing, hire someone, or outsource. This is a big question with serious consequences. [More...](#)

### **The Need for Distance Services**

Modern technology is taking us in directions we could never have imagined, one of which is the rapid expansion of distance counseling and distance facilitation services. [More...](#)

### **Interested in Volunteering for CCE Committees?**

The Center for Credentialing & Education (CCE) is currently seeking volunteers for a number of committees. [More...](#)

Having trouble with the links? You'll find this issue (and all of the archived issues) on our Web site: [www.cce-global.org/current\\_newsletter/](http://www.cce-global.org/current_newsletter/).

Please tell fellow credential holders who may not have received this issue to e-mail [cce@cce-global.org](mailto:cce@cce-global.org) with their name, updated e-mail address, and the name of the CCE credential they hold.

Thank you for your dedication to your profession and to CCE.

Best regards,  
The CCE Editorial Staff



# Conference Information

## *MWOHS Conference*

*CONNECT. EMPOWER. SERVE.*

Midwest Organization for Human Services  
Regional Conference  
March 14-16, 2013  
Harper College, Palatine IL



THE MIDWEST ORGANIZATION FOR HUMAN SERVICES ANNUAL CONFERENCE IS COMING TO HARPER COLLEGE, PALATINE, IL MARCH 14-16, 2013

The Midwest Organization for Human Services encourages you to **connect** with colleagues and peers to **empower** yourself to **serve** individuals and communities by attending the MWOHS Regional Conference, hosted at Harper College in Palatine, IL on March 14-16, 2013.

The theme **CONNECT. EMPOWER. SERVE.** provides the framework for stimulating discussions about collaboration, engagement, advocacy, client-directed advocacy, community activism, culturally proficient practice, and effective interventions at the micro, mezzo, and macro levels.

Join practitioners, educators, students, and leaders from across the Midwest to participate in this valuable and timely professional development event. The MWOHS Regional Conference provides an integral quality opportunity to participate in **professional development**, expand our **networks**, experience **service learning**, and **empower** others through the helping professions. Sessions, roundtables, panels, and service experiences will address best practices for using our **connections** to **empower** and **serve** diverse communities.

Success stories about our relationships with persons in need, our organizational work with communities and colleges, and our own accomplishments and well-being as helping professionals will be collected and shared prior to and throughout the conference.  
(See *Call for Proposals* on the MWOHS website for more details.)

Professional development sessions will be relevant to helping professionals in human services, education, health care, and public service fields. CEU's for LCSW, LCPC, HS-BCP and ICDVP practitioners will be available; additional CEU's pending.

Please see the *Call for Proposals* and *Call for Stories* to learn more about the professional development opportunities that will be available. Additional information about the National Organization for Human Services ([www.nationalhumanservices.org](http://www.nationalhumanservices.org)) and the Midwest Organization for Human Services (<http://www.nationalhumanservices.org/midwest-organization-for-human-services>) is available on the organization websites.

**The Call for Proposals and the Call for Stories is due February 8, 2013.**  
**Contact [HMS@harpercollege.edu](mailto:HMS@harpercollege.edu) to submit Proposals or Registrations.**

Mail Completed Registration Form to:  
National Organization for Human Services  
3760 Sixes Road Ste. 126 #262  
Canton, GA 30114

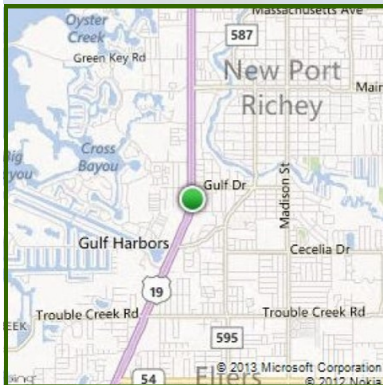
Online Registration is also available. Check: <http://www.nationalhumanservices.org/midwest-organization-for-human-services>  
Or contact [HMS@harpercollege.edu](mailto:HMS@harpercollege.edu)

***“The MWOHS Regional Conference provides an integral quality opportunity to participate in professional development, expand our networks, experience service learning, and empower others through the helping professions.”***



## *2013 SOHS Conference Center and Lodging*

### *Quality Inn & Suites Conference Center: A New Port Richey Hotel*



Map for Conference Site

**5316 US Hwy 19N  
New Port Richey, FL 34652  
April 3, 4, 5 - 2013**

Conference daily room rate: \$59.00 per day. Tell registration you are registering for the SOHS Conference in order to receive your conference rate.

Conference Rates also available for 3 days pre/post event. Please consider extending your stay!

For conference attendees, meals are provided during the event for breakfast and lunch, Thursday and Friday, April 4th and April 5th.

- Please contact Phone: (727) 847-9005 Fax: (727) 844-3360
- Web address: [http://www.qualityinn.com/hotel-new\\_port\\_richey-florida-FL871](http://www.qualityinn.com/hotel-new_port_richey-florida-FL871)
- The Quality Inn & Suites® Conference Center is ideally located within 30 miles from Clearwater beaches and famous attractions like Busch Gardens Tampa Bay theme park and the Tampa's Lowry Park Zoo. This New Port Richey, FL hotel is also close to the University of South Florida and the St. Petersburg-Clearwater International Airport.
- A variety of shops and restaurants are within walking distance. The Westfield Countryside mall, Gulf View Square mall, Tarpon Springs, Robert Crown Wilderness Area, Pasco Palms Reserve, Werner-Boyce Salt Springs State Park, and Weeki Wachee Springs are also nearby.
- The on-site restaurant and lounge, TRIOS, serves breakfast, lunch, and dinner and is open until 2 a.m. most days.
- The hotel provides guests with superior, full-service accommodations and friendly customer service. Guests of this New Port Richey, FL hotel will enjoy many amenities, including free local calls, a free newspaper, and an outdoor pool with hot tub.
- Business travelers will appreciate the convenience of wireless high-speed Internet access and access to copy and fax services. The hotel also features banquet and meeting rooms to accommodate most events, leisure and business meetings.
- Whether traveling for business or pleasure, the Quality Inn & Suites Conference Center is the perfect hotel for luxurious accommodations at affordable prices when visiting the New Port Richey, Florida area.



Check in time: 3:00 PM  
Check out time: 11:00 AM

## *Mid-Atlantic Consortium for Human Services*

**April 6-7, 2013  
Brooklyn, New York**

The Mid-Atlantic Consortium for Human Services (MACHS) is a regional affiliation of the National Organization for Human Services (NOHS). Both were founded in 1975 in an effort to improve Human Service delivery to the areas of service and education.

The Mid-Atlantic Consortium for Human Services includes the following states: Delaware, New Jersey, New York, Maryland, Pennsylvania, and Washington, D.C.

Members who plan to attend the MACHS conference in Brooklyn on April 6th and 7th, and need accommodations, can begin calling the Front Desk at Nu Hotel (718-852-8585) to book by referring to the MACHS Conference rate or they can use this link <https://booking.ihotelier.com/istay/istay.jsp?groupID=960287&hotelID=15335> to book online by February 20th for the MACHS group rate.

The MACHS Regional Conference ***Grace Under Fire*** will be held April 6-7, 2013 in Brooklyn, New York. For more information contact Pam Kaus at [machs@nationalhumanservices.org](mailto:machs@nationalhumanservices.org)

The Call for Proposals is now available online - <http://www.nationalhumanservices.org/machs>



## *2013 NOHS Annual Conference*

*Sailing into our Future: Expanding our Horizons*

**October 23-26, 2013  
Pier 5 Hotel  
711 Eastern Avenue, Baltimore**

NOHS has energized its "Human Service movement"! This momentum mobilizes our growth and energy for our professional future while building on the foundation of our past. This year's theme continues that forward movement.

Change is a constant. From the Dream Act to an aging America, U.S. demographics continue to evolve rapidly. Impacting these changes are our fiscal challenges, threat of cuts in entitlement programs, new service delivery needs (i.e. rise in Asian and Latino populations), and an ever widening border as a result of technology and global initiatives.

Human Service practitioners, students, and educators are challenged to address these ever shifting demographics in Human Service programs as well as service delivery systems. Our capacity to expand our horizons and adapt to our changing societal needs is critical.

Please go to <http://www.nationalhumanservices.org/baltimore-2013> for information about submitting a conference workshop or poster proposal as well as conference registration forms.

***DUE DATE for the  
CONFERENCE  
PROPOSALS***

***February 18th***

***See NOHS website for more  
information and for forms.***

***[www.nationalhumanservices.org](http://www.nationalhumanservices.org)***



# Conference Proposal Reviewers

By Kathleen Levingston

Reviewers are sought to participate in the proposal review process for the annual conference of the National Organization for Human Services. Applicants will be considered for positions of Senior Reviewer and Junior Reviewer (see following criteria). A mixture of both Senior and Junior reviewers will be assigned to each proposal for blind reviews. Since the proposal applications are due February 18th, we will work to have all of the reviews completed by the middle of April. If you have the time and are willing to assist us in this important component of the conference planning, please submit your application.

Applications to be a [Junior](#) or [Senior](#) reviewer are due on March 1, 2013, emailed to Kathleen Levingston at [klevings@odu.edu](mailto:klevings@odu.edu).

## National Organization for Human Services Application for Junior Reviewers

**Instructions:** Please check off and type a brief explanation in a Word document of how you meet the criteria for Junior Reviewer. Membership in NOHS will be validated by the national office.

- ☐ Current member of regional organization or NOHS for at least one year and/or have worked in the profession of human services for five or more years.
- ☐ Attended at least one NOHS and/or regional conference in the last five years.
- ☐ Prior experience reviewing any conference presentation proposals, manuscripts for professional journals and/or grant proposals or no experience.
- ☐ Previous experience presenting at the NOHS conference and/or regional conferences.
- ☐ Completed a bachelor's degree or higher in human services or a related social science.

### Contact Information

Name:

Email Address:

Affiliation (work):

### Expectations

1. Each reviewer will review up to ten proposals.
2. Proposals will be distributed by March 25, and reviews will be due on April 19.

Reviewers who meet the above deadlines will have their names listed in the on-site conference program.

Return this application with a vitae/resumé and a one paragraph bio to: Kathleen Levingston, Ph.D., Chair, Proposal Review Committee for National Conference 2013 at [klevings@odu.edu](mailto:klevings@odu.edu)

## National Organization for Human Services Application for Senior Reviewers

**Instructions:** Please check off and type a brief explanation in a Word document of how you meet the criteria for Senior Reviewer. Membership in NOHS will be validated by the national office.

- ☐ Current member of NOHS for at least one year and/or have worked in the profession of human services for five or more years.
- ☐ Attended at least one NOHS conference in the last five years.
- ☐ Prior experience reviewing any conference presentation proposals, manuscripts for professional journals and/or grant proposals.
- ☐ Prior experience presenting at the NOHS conference or regional conference.
- ☐ Completed a bachelor's degree or higher in human services or a related social science.

**DUE DATE for the  
CONFERENCE  
PROPOSALS**

**February 18th**

**See NOHS website for more  
information and for forms.**

**[www.nationalhumanservices.org](http://www.nationalhumanservices.org)**



Contact Information

Name:

Email Address:

Affiliation (work):

Expectations

1. Each reviewer will review up to ten proposals.
2. Proposals will be distributed by March 25, and reviews will be due on April 19.

Reviewers who meet the above deadlines will have their names listed in the on-site conference program.

Return this application with a vitae/resumé and a one paragraph bio to: Kathleen Levingston, Ph.D., Chair, Proposal Review Committee for national conference 2013 at [klevings@odu.edu](mailto:klevings@odu.edu)

## Professional Articles

### *A Response to Gun Violence in American Society*

By Robert W. Olding

Episodic violence involving guns and assaults on even the most innocent appears epidemic in American society. Yet the focus of this article is not on "gun control," as there is already massive public debate and efforts to limit the access to at least the most lethal of these types of weapons at the highest levels of government. What I am focused upon is the inadequacy of this one dimensional approach to the "conditions of violence" in our society that plague our national consciousness and have brought horror to so many in recent years.

It is my basic assertion here that we have bred conditions of such episodic violence in multiple ways over the past decade. Gun control is necessary, but not sufficient to curb the type of violent acts we witness on a national scale and that are heavily projected through the news media. There are in fact two other major areas of concern that I would point to that are critical concerns that must be addressed (yet receive minimal voice in the discussions of this issue). Please note as follows:

#### *Mental Health Services*

Despite much rhetoric directed to the rationalization of decreases in available mental health services (and the management of such services on a purely cost basis), it is yet obvious that such critical areas of "outreach" and "prevention" working with those who are isolated and essentially untreated has progressed to serious deficits that increase risk for such individuals to engage in aberrant forms of (frequently violent) behavior. Human Services as a professional field provides for a first level of contact in many ways for this rather invisible, underserved population. I would submit the proposition that we as a society have reinterpreted "individualism" to mean that individuals have no "community responsibility" toward those that we perhaps live next door to. Further, such an interpretation of individualism appears to assume that it is the troubled individual's responsibility to seek assistance through some program by presenting themselves in the agency lobby and navigating through the requirements of insurance coverage, payment plans, and arrangements before any actual "therapeutic actions" are initiated. It is instructive to make a community-based assessment as to what prevention and early intervention efforts are available at local levels.

If you undertake an analysis of the various episodes of gun-related attacks on groups to include children, one common theme emerges. The perpetrators of such horrendous incidents share a common history of instability and a general isolation from their communities and those around them. Often they appear "lost in the crowd" and demonstrate few or no personal relationships with others (discounting social network presence where they may project their rants without personal contact). In an active community where there is a form of shared responsibility for the welfare of

***"Gun control is necessary, but not sufficient to curb the type of violent acts we witness on a national scale and that are heavily projected through the news media."***

members, such isolation would be noticeable.

### *Entertainment Media and the Fascination with Violent Acts*

The other area that must be mentioned here is perhaps the least discussed. I would assert that the contemporary mass media (particularly that which is entertainment oriented, but is harder all the time to separate from what we yet refer to as "News"), has a seemingly obsessive fascination with content that projects the most grotesque images of violence to the intricacies of detail. A content analysis of violent acts involving guns on popular television shows a disturbingly high frequency of occurrence. Video games accessed by even young children allow for the selection of sophisticated weapons including virtual representations of assault weapons that are being targeted for control in Congress currently. It is not difficult to watch programs in prime time that involve living beings being devoured alive by "zombies" while "brave defenders" take out as many as possible with "head shots." Murder is a common entertainment theme with various representations going to the most gruesome detail. Even the "news media" attempts to present highly graphic images of violence in their "reporting" of various incidents.

While these are all matters that the media tends to defend under the First Amendment as protected forms of speech and expression (as opposed to the Second Amendment relied upon by gun advocates), there is yet the question of responsibility in what is being perpetuated as material for public consumption. Is it their position that such representations have no effect upon those that habitually watch such "entertainment"? Unfortunately the media as a whole tends to avoid this discussion and debate. Can you imagine a national debate such as that going on over gun control as to what content is acceptable for movies and television regarding the representations of violence? Think about that when you watch the recently released movie *Bullet to the Head*. An historical analysis of media programming can clearly demonstrate a movement away from censorship to a position of "pushing the limits" as to what graphic representations of violence (often with guns) can be displayed even during hours that were once reserved for "family entertainment." Whatever happened to "self-regulation" of media in the public interest?

### *A Scenario*

Imagine if you will, an individual with a history of mental health issues and instability, isolated within their community, superficially treated (if at all), medication non-compliant, and perhaps self-medicating with alcohol or illicit drugs. In this person's isolation from actual human contact, they may engage in periodic superficial contacts and rants through social media outlets. They may even participate in online "team games" that involve virtual combat with sophisticated virtual weapons. Otherwise, they sit alone and watch television with a preference for such shows as *The Walking Dead* of the zombie genre or even *Criminal Minds* presenting the drama of serial killers of various sorts torturing and murdering innocent victims. They are perhaps depressed and angry, perhaps have some symptoms and tendencies to bipolarize (and become escalated). Even as they watch the news, they see the detailed stories of others not unlike themselves who are being "glamorized" as the "infamous."

Reduced to an equation, it appears as:

Isolated from Community + Emotionally Unstable + Medication Non-Compliance and Self-Medicating + Lack of Human Services (perhaps via outreach) + Media Input focused on weapons and violence + Virtual involvement with gaming involving weapons + Access to Guns = ???

As Human Services proponents and professionals, I will close in saying that we have a responsibility to broaden the discussion and debate beyond basic gun control to the larger scope of the problem in our contemporary society. I urge each of you to engage everyone you can in the discussion from a solution-focused perspective. It is something that we should seek to engage as many as possible in deliberative communication that is solution-focused. I believe it is essential to advocate for a wider scope of services involving prevention and early intervention that are perhaps beyond the realm of "managed care." Finally I would submit that we as Human Services professionals should engage in advocacy and community building at every opportunity. It is something that we have a responsibility to undertake.

Robert W. Olding, Ph.D.  
President  
National Organization for Human Services

***“As Human Services proponents and professionals . . . we have a responsibility to broaden the discussion and debate beyond basic gun control to the larger scope of the problem in our contemporary society.”***



## *“A Picture is Worth a Thousand Words.”*

By Megan Hrivnak

Paradoxically, the humanities disciplines are seen as relatively new to the world, and yet have existed in some form or another for as long as there have been humans. Combined with our creativity and our innate sense of healing, humanity has spent millennia building ingenious coping methods to heal our psychological hurts, coping methods that the modern age is only now rediscovering. One of the oldest, most successful of these methods is art therapy.

The beauty of art therapy is that anyone can use it and there is no wrong way to do so. Simply engaging in a creative process activates parts of the brain that traditional talk therapy alone cannot reach. Tactile stimulations, such as with clay, sand, or textures, trigger innate emotional responses in clients (Lusebrink, 2004). Others find art therapy a soothing, meditative activity that lowers blood pressure and breathing rates (Kapitan, 2012). Art is a form of self-expression, a purely emotive release, opening a window to the client's subconscious.

There is no limit to the usefulness of art in therapy. Children in particular delight in any imaginative process, be it with masks, finger paints, or clay. Clients who have speaking difficulties thrive when provided an alternative medium for communication (Rappaport, 2009; Rubin, 2010). Art therapy has been used successfully with trauma victims, patients with extensive brain injuries, substance abusers, victims of abuse, sufferers of terminal or debilitating diseases, and many others. One does not even require a physical or emotional problem to engage in art therapy. Often art therapy is used to facilitate personal growth, to manage stress, or to learn coping skills (Bhatnagar, 2012).



Those in the human services field spend large amounts of time studying theories, techniques, legalities, and ethical dilemmas. Occasionally some of the tried-and-true methods for healing are left by the wayside, forgotten in their simplicity. One does not need to be a certified art therapist to draw with a small child during a therapy session or to introduce sculpting to an anger management class. All that is needed is a spark of creativity and a sense of fun. As a counseling tool, a picture really is worth a thousand words.



Cave painting in Lascaux, France, about 15,000 to 10,000 B.C.

*“Art is a form of self-expression, a purely emotive release, opening a window to the client's subconscious.”*

Megan Hrivnak, Co-Editor of the LINK

## *The Catalyst Conference 2012*

By Brandon Carr

I attended Catalyst Conference last October on the 4<sup>th</sup> and 5<sup>th</sup> of the month. Over 13,000 leaders from around the world gathered to hear some amazing speakers talk about how we can grow in our leadership and our walks with Jesus Christ. Catalyst was started 13 years ago by a group of pastors and business leaders who saw the opportunity to combine the Christian walk and the workforce to build a new way to lead. Speakers included Andy Stanley, Susan Cain, Patrick Lencioni, Bryan Stevenson, Perry Noble, Mark Burnett, Christine Caine, Francis Chan, Jon Acuff, Craig Groeschel, Matt Chandler, and Geoffrey Canada. The mix between pastors, financial advisors, and visionaries made this conference an amazing learning experience for me as a current leader at my school and business. The conference theme this year was “MAKE” and it was focused on how we were to pay attention to the next set of leaders in our businesses and churches. The speakers really gave a lot of new ideas and solutions to our struggles and how we can be growing into better motivational leaders in the workplace.

One of my favorite parts about the conference was the sponsors. Their efforts were a huge part of the conference and encompassed human







*"Over 13,000 leaders from around the world gathered to hear some amazing speakers talk about how we can grow in our leadership and our walks with Jesus Christ."*

services. A few of the causes were Land of a Thousand Hills, Hope International, The Giving Keys, Thistle Farms, Plywood People, and Lamon Luther. Land of a Thousand Hills was the one that caught the most attention from me. It is a coffee company that was based out of Africa and South America. There were families in those countries that lived completely off of their income from coffee farms. This company picked these villages up and advertised their coffee. The money made went straight back to the villages. Land of a Thousand Hills has changed these villages into a hope for the future.

Plywood People and Thistle Farms makes something marketable from what villages made on their own. Plywood People sends used billboard canvases to villages and their people make wallets, purses, and other accessories. Thistle Farms sells soaps, lotions, and perfumes made from the thistles that surrounded villages in third-world countries. It was very encouraging and inspiring to see how this conference put so much into making these organizations known even over the conference.

I really enjoyed the conference and would really encourage anyone in Human Services to attend next October because it will help you in your business life as well as your own heart to grow for world causes. For more information on the Catalyst Conference, visit <http://www.catalystspace.com/>

Brandon Carr, a student of Human Services

## ***Ethical Decision Making: A Case Sample***

*By Robert Dice and Tammi Milliken*

Based on several models of ethical decision making, procedural steps for processing and managing ethical dilemmas have been developed by Corey (1998) and Corey and Haynes (2003), and further revised by Corey, Corey, and Callanan (2007). These steps encourage human services professionals to refrain from making "knee-jerk" decisions with regard to ethical dilemmas and instead prompt engagement in a thoughtful process for considering the multitude of factors involved prior to determining the best course of action. The following steps are included in this procedure:

- Step 1: Identify the problem.
- Step 2: Identify the potential issues involved.
- Step 3: Review relevant ethical guidelines.
- Step 4: Know relevant laws and regulations.
- Step 5: Obtain consultation.
- Step 6: Consider possible and probable courses of action.
- Step 7: Enumerate the consequences (positive and negative) of each possible course of action.
- Step 8: Decide on what appears to be the best course of action.

The following is a case in which the ethical decision making procedure is applied as a means to illustrate how a human services professional may engage in this thoughtful process.

### **The Case:**

Brandon, an attractive, 23 year-old gay male entered a substance abuse recovery program and was assigned to Trevor, an attractive, heterosexual male case manager who was close in age. Trevor had successfully worked with other gay clients who had entered the substance abuse program in the past and thus, felt capable of working productively with Brandon. Over the next couple of weeks they worked together as Trevor assisted Brandon in establishing his treatment plan. Brandon was very earnest in his recovery efforts. Trevor assessed that Brandon had been through a great deal of pain and the willingness was there to try a new way of life. They established a very positive bond as case manager and client often do. Then, one day, Brandon shared with Trevor that he felt he was developing personal feelings for Trevor that were outside of the boundaries of a case manager/client relationship. What should Trevor do?



**Step 1: Identify the problem:**

The problem is that a gay man in early recovery has expressed feelings for his heterosexual case manager.

**Step 2: Identify the potential issues involved:**

First and foremost, Brandon is an addict in early recovery struggling to stay clean. The impact of this situation on his sobriety is a core issue. Additionally, Brandon is opening himself up emotionally and trusting another human being, possibly for the first time. How to honor that emotional expression while remaining ethical becomes an issue. The emotional confusion often associated with early recovery must also be considered. Additionally, healthy case manager/client boundaries that translate to healthy relationships with others outside of the helping relationship can be an issue pertinent to Brandon's long-term recovery. The personal and professional consequences to Trevor based on his response to this dilemma present additional issues. While these are some of the primary issues garnered through consideration of those involved in the dilemma, it is likely that there are many more that may surface through review of the NOHS ethical standards, relevant policies, and consultation with others.

**Step 3: Review relevant ethical guidelines:**

The following NOHS ethical standards should be considered as Trevor determines how to best resolve the dilemma:

*STATEMENT 1 Human service professionals negotiate with clients the purpose, goals, and nature of the helping relationship prior to its onset as well as inform clients of the limitations of the proposed relationship.* Was this statement addressed with Brandon? How can it be reiterated sensitively now?

*STATEMENT 2 Human service professionals respect the integrity and welfare of the client at all times. Each client is treated with respect, acceptance, and dignity.* Regardless of the manner in which Trevor decides to resolve the dilemma, careful attention to this statement should be made to assure Brandon is addressed with respect.

*STATEMENT 6 Human service professionals are aware that in their relationships with clients power and status are unequal. Therefore they recognize that dual or multiple relationships may increase the risk of harm to, or exploitation of, clients, and may impair their professional judgment. However, in some communities and situations it may not be feasible to avoid social or other nonprofessional contact with clients. Human service professionals support the trust implicit in the helping relationship by avoiding dual relationships that may impair professional judgment, increase the risk of harm to clients, or lead to exploitation.*

*STATEMENT 7 Sexual relationships with current clients are not considered to be in the best interest of the client and are prohibited. Sexual relationships with previous clients are considered dual relationships and are addressed in STATEMENT 6 (above).* Dual and sexual relationships should be avoided to assure that the professional relationship is unimpaired.

*STATEMENT 9 Human service professionals recognize and build on client strengths.* The ability of Brandon to express his feelings and trust Trevor is admirable. How can this be acknowledged?

*STATEMENT 17 Human service professionals provide services without discrimination or preference based on age, ethnicity, culture, race, disability, gender, religion, sexual orientation, or socioeconomic status.* How can Trevor assure that all future work with Brandon is conducted in a non-biased manner?

*STATEMENT 21 Human service professionals seek the training, experience, education, and supervision necessary to ensure their effectiveness in working with culturally diverse client populations.* Trevor will need to consider his awareness, knowledge, and skill level at addressing the needs of his gay client. If additional training is needed, it is his responsibility to assure he gets it.

*STATEMENT 27 Human service professionals seek appropriate consultation and supervision to assist in decision-making when there are legal, ethical, or other dilemmas.* Trevor will not attempt to resolve this dilemma in isolation; he will seek consultation from a colleague or supervisor.

***“These steps encourage human services professionals to refrain from making “knee-jerk” decisions with regard to ethical dilemmas and instead prompt engagement in a thoughtful process for considering the multitude of factors involved prior to determining the best course of action.”***

Step 4: Know relevant laws and regulations:

While there are no known laws related to this particular dilemma, it is still important to review state codes and assess the regulations of the agency in which Trevor works. If assistance in accessing this information is needed, Trevor should ask his employer or supervisor.

Step 5: Obtain consultation:

Consultation is ideally sought from those who typically perceive situations in a different manner than Trevor and may challenge his ideas about how best to resolve the dilemma. In this case, consultation from a supervisor would be recommended. Additionally, Trevor may benefit from consultation with a colleague who identifies as gay who could serve as a cultural informant, assisting Trevor in understanding the complexities of the situation for Brandon and the specific challenges he faces. Insight from both of these individuals may shed light on additional issues to consider as well as provide options for possible actions to take.

Step 6: Consider possible and probable courses of action:

Based on a thoughtful consideration of the issues involved, the relevant ethical standards, the organization's policies, and the input from consultants, the following possible actions can be considered:

- Refer Brandon to a different heterosexual case manager.
- Refer Brandon to a gay case manager.
- Refer Brandon to a female case manager.
- Continue working with Brandon, making sure to operate within clearly stated boundaries.

Step 7: Enumerate the consequences (positive and negative) of each possible course of action.

For each possible course of action, there are positive and negative consequences. Prior to making a decision about how to respond to the dilemma, it is important to assess what the consequences may entail.

Action 1: By referring Brandon to a different heterosexual case manager, Trevor may be subjecting him to feelings of abandonment, breach of trust, and betrayal. This action may dissuade Brandon from opening up to his next case manager. However, by referring him to a different case manager, Trevor is relieved of the burden of the dilemma and it is possible that Brandon could establish a more appropriate professional bond with the new case manager that could contribute to his long-term sobriety.

Action 2: By referring Brandon to a gay case manager, Trevor may again be subjecting him to feelings of abandonment, breach of trust, and betrayal. However, the gay case manager may be able to assist Brandon in more healthily managing his feelings and addressing the socio-cultural challenges that he faces. In addition, Trevor would be relieved of the burden of the dilemma.

Action 3: By referring Brandon to a female case manager, Trevor may once again be subjecting him to feelings of abandonment, breach of trust, and betrayal. However, it is possible that Brandon could establish a more appropriate professional bond with the new case manager without the burden of a potential attraction. This could contribute to his long-term sobriety. Once again, Trevor may also be relieved of the burden of the dilemma.

Action 4: By continuing to work with Brandon and making sure that the helping relationship functions within clearly stated boundaries, Brandon would be offered an opportunity to have his feelings acknowledged, gain insight into the impact of his expression of feelings, gain an opportunity to work on appropriate management of feelings, and process how his feelings are related to his substance abuse, and consequently, his sobriety. It may also provide an excellent opportunity for Trevor to grow professionally and culturally. Conversely, Brandon may be unable to manage his feelings for Trevor, which could negatively impact his ability to make gains in his substance abuse treatment. Additionally, Trevor may continually be guarded and uncomfortable with Brandon, thus impacting the effectiveness of his case management.

***“Prior to making a decision about how to respond to the dilemma, it is important to assess what the consequences may entail.”***



### Step 8: Decide on what appears to be the best course of action:

After careful consideration of many possible courses of action and their consequences, both positive and negative, Trevor must determine how he intends to address the dilemma. Ultimately, it is essential that the course of action determined will cause the *least* amount of harm to the *most* involved. With this in mind, Trevor decides to continue to work with Brandon ensuring that they operate within clearly stated boundaries. Trevor will do his best to sensitively explain the nature of the helping relationship and discuss the concept of dual relationships. He will affirm Brandon's feelings and acknowledge the strength it takes to be open and honest. He will assist Brandon in generalizing those strengths to other aspects of his on-going sobriety. He will continually treat Brandon with respect and dignity. Trevor will also seek regular supervision and regularly consult with a cultural informant to assure that his work with Brandon is conducted in a non-biased manner. After fully processing with Brandon what a healthy professional helping relationship entails, Trevor must accept if Brandon chooses to discontinue his case management with Trevor.

While the process for ethical decision making appears to be complex and involved, it is important to consider the alternative: a client's needs are left unmet, a client feels shunned by the human services professional and turns away from mental health assistance altogether, a client internalizes rejection and is ultimately harmed by the human services professional, a human services professional violates the ethical standards, a human services professional breaks a law or regulation, or a human services professional loses her/his job. Ethical dilemmas are complex situations requiring thoughtful consideration to assure the most good. The above case illustrates one method for encouraging ethical practice and sound ethical decision making. How might you apply the procedural steps to your own dilemmas?

Robert Dice and Tammi Milliken  
Old Dominion University

## References

- Bhatnagar, N. (2012). Art therapy techniques. *Savio D'Silva Websites*. Retrieved from <http://www.saviodsilva.net/art-therapy.htm>
- Corey, G., Corey, M., & Callanan, P. (2007). *Issues and ethics in the helping professions* (7<sup>th</sup> ed.). Belmont, CA: Brooks/Cole, Cengage Learning.
- Corey, G., Corey, M., & Haynes, R. (2003). *Ethics in action* CD-ROM. Belmont, CA: Brooks/Cole, Cengage Learning.
- Corey, R. (1998). Case Method Teaching. *Harvard Business School* 9-581-058.
- Kapitan, L. (2012). Does art therapy work? Identifying the active ingredients of art therapy efficacy. *Art Therapy: Journal of the American Art Therapy Association*, 29(2), 48-49.
- Lusebrink, V. B. (2004). Art therapy and the brain: An attempt to understand the underlying processes of art expression in therapy. *Art Therapy: Journal of the American Art Therapy Association*, 21(3), 125-135.
- Rappaport, L. (2009). *Focusing-oriented art therapy: Accessing the body's wisdom and creative intelligence*. London, UK: Jessica Kingsley Publishers.

## Contact Information

National Organization for Human Services  
3760 Sixes Road, Ste. 126, #262  
Canton, GA 30114  
Telephone: 770-924-8899  
Fax: 678-494-5076  
Email: [admin@nationalhumanservices.org](mailto:admin@nationalhumanservices.org)



University of Phoenix®  
College of Social  
Sciences  
The Strategic Academic Partner of NOHS

**You can make  
a difference.  
We can help  
you succeed.**

Learn from experienced faculty — many of whom are published experts. Choose from degree programs in the following disciplines:

- **Human Services** (Associate's & Bachelor's)
- **Counseling** (Master's)
- **Psychology** (Associate's, Bachelor's & Master's)

Learn more at [phoenix.edu/NOHS](http://phoenix.edu/NOHS).



For program disclosure information, click here.

University of Phoenix is accredited by the Higher Learning Commission and is a member of the North Central Association ([ncahlc.org](http://ncahlc.org)).

© 2012 University of Phoenix, Inc. All rights reserved.