



Individuals and communities
transformed through human services

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Editor: Steve Cockerham
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Newsletter for the National Organization for Human Services

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"How May I Help You?"

By John Paulson ACSW, LCSW, LCAC

My Zen teacher directs me to ask him a question. "Ask me what truth is," he says. "What is truth," I reply. "I am having a conversation with you," he answers, highlighting that "truth" is not some distant concept but the reality of our current experience. "Ask me what the true nature of Zen is," he says. "What is the true nature of Zen," I ask. "How may I help you," he replies. His answers were meant to emphasize being aware of and open to the present moment, especially in a way that affirmed the dialogue he was having with me, as well as his immediate aspiration to be of service to me, in any way that he could, at that moment.

The Zen lineage with which I train uses *Koan* study as part of its practices. *Koans* are sayings, descriptions of events or interactions between people, or questions that are meant to confuse and off balance the intellect. They are used as a tool to help practitioners relinquish overly conceptual, intellectual thinking and to come back to the "reality" or "truth" of the moment.

Coming back to the present is seen as skillful because getting lost in and becoming over identified with discursive, analytical, conceptual thinking often creates and perpetuates our psychological suffering. The Indian Sage Siddhartha Gautama, known historically as Shakyamuni Buddha, is perhaps one of the world's first Cognitive-Behavioral Therapists. Almost three millennia ago he highlighted this dynamic when he taught that when we are not present to the moment, when our thoughts, words and actions function out of habitual conditioning, that we are more likely to experience psychological suffering.

This is especially true, he noted, if that conditioning is driven by a sense of "ignorance." By ignorance he meant not seeing dynamics "as they are," such as hoping that pleasure will never cease, or that unpleasantness can always be avoided, and the psychological suffering that results when these wishes and expectations cannot be fulfilled and are disappointed. Through recognizing and ceasing to hold on to these mistaken views and by cultivating habits that supported "awakening" to the reality of the moment, he suggested one could be liberated from suffering. Perhaps the 21st century wording of this would be to recognize maladaptive patterns of thinking and behavior, to refute cognitive distortions, to develop more effective coping skills, and to establish new, more healthy and productive core beliefs and behavioral patterns.

This practice of relinquishing the roots of suffering, of coming back again and again to the present moment, and cultivating skillfulness is easier said than done. Sadly, I am all too familiar with creating and perpetuating my own psychological suffering through generating and holding onto mistaken views and expectations that are driven by overly intellectual, analytical, and discursive thinking. This creates stress in my role as a professor. I often find myself doubting my capabilities. "Am I doing a good job? Am I doing enough?" Am I competent enough? This self-doubt has always plagued me as a psychotherapist as well. "Am I a competent enough therapist?" "Am I doing therapy right?" "Am I failing to successfully adhere to and implement evidence-based practices?"

Individuals who suffer with hoarding struggle with not being able to prioritize because everything carries the same amount of significance. Over the years, I have struggled in a way with hoarding theories of psychotherapy (or at least books about them). At first I was looking for the "right" or "best" theory or treatment approach. Even once I realized that there is not a definitive model, I would still ruminate on which one I should be pursuing and cultivating. "What is going to be the most successful approach for me, my career, and my clients?" Over the years, I have thrown myself into studying a particular theory and approach, and then I would begin to experience doubt and believe I was neglecting another...would study that one until it lead to another, on and on. This continued fool's errand has often left me experiencing theory-driven torment in evidence-based hell.

"The Indian Sage Siddhartha Gautama, known historically as Shakyamuni Buddha, is perhaps one of the world's first Cognitive-Behavioral Therapists."

FEATURE ARTICLE

The helping professions are at a crossroads with regards to “evidence-based practice.” We realize the function, importance, and necessity of utilizing established modalities generally shown to be effective, but most practitioners continue to struggle, like me, with never feeling fully informed, fully skilled, and fully competent with the model. This is only complicated by experiences of frustration and failure when it doesn’t quite work “like they say it should.” Then when the criticism kicks in, we tend to start with ourselves. “What am I not doing right?”

The past five to ten years of clinical research and writing has tipped us back the other direction towards celebrating, revitalizing, and re-affirming the importance of the clinician and the nature of the therapeutic relationship. The success of Motivational Interviewing has invited all practitioners, even the most seasoned of veterans, to return to and revisit those foundational clinical skills we learned in “Helpers 101” and to continue to develop and refine the utilization of attending and active listening. Dr. Scott Miller has been one of the most influential researchers and authors in this area. He repeatedly reminds us that “therapy models don’t do therapy, therapists do therapy,” meaning that to promote the success of our clients we have to look at what we as clinicians bring to the work. His emphasis on the utilization of systematic feedback from the client to support “practice-based evidence” of improvement for that particular client invites us back into the room, back into a collaborative relationship not with some abstract, distant model or protocol, but with that unique, particular person.

I try to remind myself of this when I am snared by my own doubts, anxieties, and disappointments. When a colleague asks me how I am doing, instead of getting caught in the net of frustration and worry that I might be experiencing in my mind, I answer “I am glad to see you.” That is the truth of the moment, and it reminds me to make contact with my immediate experience and to be present with them. When I am preoccupied with time constraints and deadlines, just wanting to get through and get on to all my other responsibilities and a student asks me for time to address their issue, I attempt to bring my attention to them and their needs at that moment and ask “How may I help you?”

As Human Service workers, we continually walk a “Middle Path,” as the Buddha called it, between developing and utilizing structured interventions and programs while aspiring and attempting to adapt those to the benefit and success of individual clients. How useful and effective is an approach that is generally beneficial yet particularly benefits no one? We can also walk this middle path by cultivating and expressing compassion towards ourselves as practitioners through reminding ourselves that we can both expand our knowledge and skills while also remembering to embrace our own imperfection.

There is no competency “finish line” to cross, and that insight illustrates that as important as “knowing” is “being,” being present to the moment, being active in utilizing this treatment with this person now, being present to the person in front of us in a way that imbues dignity and respect, and being present to whatever suffering that accompanies them. Using my relationships as a type of *Koan* practice offers me the opportunity through my interactions with others, whether that be students, colleagues, clients, or anyone to try and remember to be fully present with whoever I am with at that instance, whether it be a class, a psychotherapy session, an academic advising appointment, or just a conversation. Once present in the moment with the other I also have the opportunity to cultivate, to embody and express in all my interactions a commitment to convey to that person “I am glad to see you. How may I help you?”

“The helping professions are at a crossroads with regards to “evidence-based practice.” We realize the function, importance, and necessity of utilizing established modalities generally shown to be effective, but most practitioners continue to struggle, like me, with never feeling fully informed, fully skilled, and fully competent with the model.”

Ally World: What the United States Can Learn from Ireland's Service Delivery to LGBTQ populations

by Quenika Boston, PhD and Narketta Sparkman, PhD

Interest in competent and effective social service delivery for lesbian, gays, bisexual, transgender, and questioning (LGBTQ) individuals is growing worldwide. As recognition of the human rights of LGBTQ people increases, including the affirmation of same-sex relationships and transgender identity development, the need for social services addressing the basic and unique needs of individuals from these as-yet marginalized populations also becomes more apparent. On the micro or individual level, LGBTQ people report increased risk for mental disorder and suicidal ideation (Cox, Dewaele, Van Houtte, & Vincke, 2011). These factors and other indicators of psychosocial well-being are related to the marginalization and oppression that LGBTQ people still experience, referred in the literature base as minority stress (Wright & Wegner, 2012). Although recognition of LGBTQ individuals' challenges and needs has increased worldwide, socio-political culture continues to act as a barrier to the provision of open and affirming social services for LGBTQ people in many countries including the United States. (Killian, 2010).

Current State of the United States

The attitudes towards the LGBTQ community are steadily improving and the barriers of equality and opportunity are coming down in the US (Richard, 2013). The recent passing of same-sex marriage laws in many states, the trend within the United States is moving to recognizing that LGBTQ rights are universal rights (Richard, 2013). Currently, there are 17 states and DC that allow same-sex couples to marry: California, Connecticut, Delaware, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Minnesota, New Hampshire, New Jersey, New Mexico, New York, Rhode Island, Vermont, Washington and the District of Columbia (National Conference of State Legislators, 2014). In addition, the National Conference of State Legislators (NCSL) also provides a list of states that offer benefits to same-sex partners of state employees, some of which have been in place since the 1990s: Vermont (1994), New York (1995), Hawaii (1997), Oregon (1998), California (1999), Connecticut (2000), Maine (2001), Rhode Island (2001), Washington (2001), District of Columbia (2002), Iowa (2003), New Mexico (2003), New Jersey (2004), Montana (2005), Alaska (2006), Illinois (2006), Arizona (2008), Wisconsin (2009) and Maryland (2009).

Despite this increasing recognition and acceptance of LGBTQ individuals, they are still faced with many challenges as the LGBTQ population continues to grow. LGBTQ populations within the United States face many barriers ranging from disproportionate food insecurities to employment discrimination. Gates (2014) reported that 2.4 million (29%) of LGBTQ adults experienced a time within the past year when they did not have enough money to provide food for themselves or their family. In a study conducted by UCLA's Williams Institute (2013), it was found that employment discrimination amongst LGBTQ individuals continues to be an issue in the United States. A new model of service delivery may be just what the United States needs in order to address the needs of LGBTQ individuals in service delivery.

A European Model to Service Delivery of LGBTQ Populations

In Ireland, a local community agency has developed a model to service delivery that involves targeting and providing holistic service to subcultures within the LGBTQ population. In fact, this agency provides safe social outlets for this population as well. Outhouse LGBT Community Resource Center in Dublin, Ireland, established in 1996, provides support services, peer support services, activities, outreach and training to the local LGBTQ community (Outhouse, 2014). The agency is alone in servicing the local LGBTQ population but attempts to have a major impact within the community. The agency provides physical and emotional sexual health support, mental health and well-being support, counseling, social welfare support, legal and housing support services. Crisis intervention is a focus of the agency, and they provide an information hotline for the LGBTQ community; as well as a support hotline for deaf LGBTQ individuals (Outhouse, 2014).

Outhouse provides peer support for transgender, lesbian, bisexual, youth, elderly, and substance abusing individuals. This support extends to married men who indulge in homosexual activities with men. Outhouse has acknowledged those subcultures that often go underserved by community agencies and developed a plan that provides inclusive holistic services. These populations require support services but are often shunned or overlooked. Outhouse has also teamed up with the government to provide many of the mental health services which includes servicing transgendered individuals considering reassignment surgery or in a stage of transformation. The Outhouse model focuses on servicing under represented populations within the LGBTQ community as well as providing holistic resources in the community as a whole. This is seen in activities such as the lending library, coffee house and documentary film club, and youth theatre program which provide social support for developing friendships and creating a familial support network within the LGBTQ community (Outhouse, 2014). The United States would benefit from having community agencies that target underserved populations and providing holistic services that are based on the needs of the population.

There are vast differences in the service delivery focus and strategies in the United States when compared to Ireland. Ireland service delivery has a client centered focus that targets policies and subcultures within the LGBTQ community. Initiatives addressed by community agencies not only provide social service support but also peer support. Peer groups meet to provide support and social outings for various subcultures within the LGBTQ population. Ireland has recognized the need for healthy social activities for the community that allows them to socialize and mentor each other that extends beyond the local gay bars. The approach is proactive in providing service, challenging policy makers and creating a safe space for LGBTQ populations. The targeting of subcultures that usually go under-served creates an inclusive environment for all. It also begins to bridge the gap between those that have been shunned by society as well as shunned by the LGBTQ community. Crisis and information hotlines help members of the LGBTQ community obtain desired services. Crisis hotlines are common in the United States as well; however, Ireland has provided a crisis hotline for the deaf community who identify as LGBTQ. Ireland seems to be at the forefront of creating holistic inclusive service oriented environments for LGBTQ individuals, and United States can easily adapt these approaches to improve service delivery.



HS AROUND THE WORLD

Next Steps

Within the United States, funding to provide holistic services to the LGBTQ community is needed. Human service practitioners, associations, and agencies can adopt the Ireland model of creating change by first advocating for funding to provide more holistic services across the United States. Many agencies rely on government funding, and services are limited due to a lack of funding. More community agencies are needed to service the LGBTQ population all over the United States. Agencies located within service delivery areas of LGBTQ populations should consider going after funding to service these individuals and expanding the community services currently offered by the agency. Local human service agencies should consider collaborating with human service associations to advocate policy changes that result in creating funding opportunities. There are many social agencies that focus on service delivery to specific populations; however, expansion of services will allow them to also address the needs of LGBTQ populations. An example of this can be seen in local domestic violence agencies expanding services to work with LGBTQ individuals who are victims of domestic violence. In addition agencies that currently service LGBTQ populations solely can learn from the European holistic service delivery by taking a more inclusive proactive stance to service delivery. There is a need for peer support groups and services that target subcultures within the LGBTQ population. The facilitation of peer support groups can assist community agencies in meeting the needs of LGBTQ population. Peer groups that address disability, parenting, violence, family issues, transitioning, social interests, and married individuals who have sex with same sex partners would all be of benefit to the community.

Conclusions

Ireland has developed holistic ways to servicing the needs of LGBTQ populations. Killian (2010) notes, "For advocacy toward social justice...simple positive actions can have long-felt consequences" (p.18). The United States is far from adopting Ireland's model; however, in the United States, agencies can become more proactive in taking action towards equality in LGBTQ populations. These actions can be small and have a strong impact. This discussion outlines the need for more community agencies across the United States and human service practitioners to advocate for policy changes that generate funding to service LGBTQ populations in a holistic manner. It is further noted that there is a need for more services and support of LGBTQ populations in the form of peer groups, the targeting of subcultures within the community and the creation of healthy social outlets. Adopting a client centered holistic model of service delivery as the one used in Ireland can be a benefit to LGBTQ populations in the United States.

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"In the US, agencies can become more proactive in taking action toward equality."

Reflections on Service Learning in India: A Beautiful Contrast

By John Paulson ACSW, LCSW, LCAC

I had the unique opportunity and privilege to spend March 2014 in India as a participant in a study abroad class for my school. Over the past several years Ivy Tech Community College has been expanding international study opportunities, and this was the first trip the school has ever made to India. I went along as a faculty participant. The students who went had enrolled in and received credit for Philosophy 101, Introduction to Philosophy. The focus and emphasis of the class was on Indian religion and philosophy generally, and the teachings of Gandhi specifically. In addition to course work we visited many historical and religious sites. We also spent time volunteering at two non-governmental organizations (NGO's) that care for children as a service learning portion of the class.

When we first arrived I wondered what I had gotten myself into with this trip. The culture was so different from the United States. At times it was difficult to process because there were amazing contrasts. From one direction a luxury sports car would pass, and from the other direction would come a camel pulling a cart. We would visit a historic temple, and once we left we entered streets that were littered with trash where roaming goats, dogs and cows were feasting. One minute we would be in a palace, and when we went outside we were confronted with the most significant and pervasive poverty I have ever had to directly experience.

While in Jaipur, India we were granted a tour of a psychiatric hospital and had a chance to talk with the chief psychiatrist. This experience once again highlighted to amazing contrasts. By Western standards, the hospital conditions were deplorable: dirty, no air conditioning, crowded hallways with hundreds of people waiting at various windows for services. On the other hand, however, the chief psychiatrist said that they are able to provide all care, including relevant lab testing (such as liver functioning and blood tests for the mood stabilizers) and psychiatric medications (even the atypical antipsychotics that run in the thousands of dollars here for a monthly prescription) at no cost to the patient. This made me realize that in some ways our care systems here are not necessarily so "progressive."



"One minute we would be in a palace, and when we went outside we were confronted with the most significant and pervasive poverty I have ever had to directly experience."

HS AROUND THE WORLD

Each semester in my classes I talk about the definition of “culture,” but it was an entirely different experience to be directly immersed in one. It was very off balancing to be in a place where you were unfamiliar with the geography and surroundings, the customs and practices, and were not always able to interpret the language or symbols. Since we were the minority, we were constantly on display when we were in public. Many people looked and snickered, and even though I don’t speak Hindi I could still tell that they were talking about us. Occasionally our group would garner some very loud and critical comments aimed at the United States, as if our little group could somehow fully represent and be responsible for the policies of an entire nation.

For the most part, however, we were greeted with respect and appreciation. Many people wanted to take pictures with us, and even more expressed their gratitude that we were there to learn about and to experience the culture. They asked about us, we asked about them, and a beautiful sharing and bonding occurred.

During the trip we visited two NGO’s. The first one was SHRESTHA (www.shresthajaipur.org), “a society dedicated to the health, education and vocational training for slum, street, and poor orphan children.” This organization works with the families of children who live in the slums to encourage them to attend school and receive an education. Although public education is free there, unlike the United States there are no truancy officers to compel families to send the children to school. Many of the families in these slum cities do not send their children to school, instead sending them to work or to beg in the streets. SHRESTHA works with these families and communities to involve the children in academic and vocational training.

Our group brought items to donate (clothes, school supplies, etc. but I believe our most significant donation was our time and presence. When we arrived the children took us to their village. Ruby, an eight year old girl, took me by the hand and led me to her “house,” a makeshift structure with a dirt floor made out of tarps and poles. I had the chance to see where she lives and to meet the members of her family. This was a very moving experience; I felt honored to meet them and to be in their home. When we returned to the school the children recited stories for us and danced. We then spent time dancing, coloring and talking with the children. Their excitement and kindness despite their difficult circumstances was impressive. I never would have expected to meet such beautiful people in the midst of such harsh conditions.

The second NGO we visited was the Bal Basera Transit Shelter Home operated by the organization TAABAR (www.taabar.org). This organization engages homeless and orphaned children. One of the main places they find children is at the railroad stations. Often families in the outlying communities and provinces will put their children on the train and send them to larger cities, or the children jump the train to run away. The Bal Basera Transit Shelter Home is a temporary orphanage. The staff tries to return the children to their families. Many are successfully reunited, but those that are not are eventually moved on to a more permanent orphanage. While at the Bal Basera Transit Shelter Home they receive food, shelter, and education.

“I never would have expected to meet such beautiful people in the midst of such harsh conditions.”



LINK

HS AROUND THE WORLD

As with SHRESTHA we provided a donation of supplies. We then sat through a recital of talents from the children, followed by our attempts to dance and perform for them. I have to say the children were much more talented than we were! We then spent the remainder of the time coloring, playing and talking with the children. They were very interested in us and wanted to hear about our homes and families. I thought this was very wonderful and special. Luckily most of us had pictures of our families, pets and homes with us to share with them.

As Human Service Workers we interact with a multitude of individuals from a variety of cultures. My experience in India illustrated and reminded me that every culture, including our own, has its strengths and its limitations, and that the magic is in connecting with the human being behind the veil of culture. Although they dressed differently than we did, spoke a different language and had a different history and customs from us, I saw mothers caring for their children, I witnessed children playing in the street, people going about their day, working, trying to make the best of their lives. I saw neighbors greeting one another and people extending a helping hand to relative strangers, even ones from a different country on a tour bus.

International human services programs and international social work programs are growing areas of practice. As we increasingly realize the interdependence between peoples and countries and economies, looking at how professionals across cultures can intervene with societal needs is a fast growing area of our work. My hope is that each person who reads this will consider traveling to another country and culture not just to see the sites, but to utilize their human services training to serve the noble citizens of whatever community they might visit.

Although it was wonderful to visit the historic forts and palaces, interacting with the people was the most profound teaching I experienced from this class. The Taj Mahal is truly magnificent, but its beauty pales in comparison to the love we shared with those children and the staff at those agencies. The experience reminded me that no matter where you go in the world people are beautiful, that their ability to adapt and persevere is amazing, and that the human spirit is a lighthouse guiding us into interactions and relationships with others. Smile at everyone; respect the dignity of all, embrace and be inclusive of differences, and freely offer bows, hugs, and expressions of endearment.



“My experience in India illustrated and reminded me that every culture, including our own, has its strengths and its limitations, and that the magic is in connecting with the human being behind the veil of culture.”

LETTER FROM THE EDITOR

Go West, Young NOHS

By Steve Cockerham

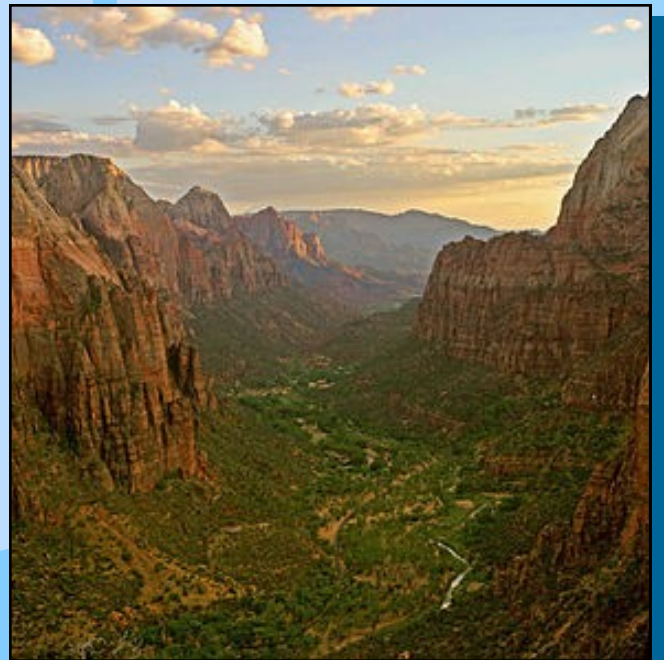
It's almost here...no, not the holidays yet...yes, you guessed it...well, you knew it all along — the national conference for the National Organization for Human Services. In fact, you are likely booked into the resort and anticipating which workshop to attend. Perhaps you have planned other activities to do while in Las Vegas. Of course, shows and gambling may top any list of what to do while there. Nonetheless, you might wish to know about another side to Las Vegas besides CSI, casinos, or consorts. There are several natural areas in the surrounding lands that might appeal to your sense of adventure and wonder. First of all, the Grand Canyon is nearby in Arizona. If you have never been there, maybe this is your chance. Seeing the canyon in the fall is reputedly a marvelous time with less crowds and cooler weather. Speaking of canyons, the Red Rock Canyon rests to the west of Las Vegas. Like the name implies, Red Rock Canyon displays huge red rock formations with mountain peaks and a massive wall of red rock. Hiking and bicycling are popular. Many begin at the visitor's center.

Within this conservation area is Spring Mountain Ranch State Park, which sits in a vast desert sanctuary with a spring-fed reservoir and the most picturesque views. Have a picnic where it's much cooler than Las Vegas and take a tour of the ranch house. This oasis was once owned by Howard Hughes. Nearby, Bonnie Springs beckons a visit to a replica of the old west ghost towns. Once a stop for wagon trains, children and adults both revel in the experience of the wild frontier. Keep going a bit further west to another wilderness area with Mt Charleston as a featured massif along with other prominent peaks. In the winter, several ski resorts dot this national forest. And for the more adventurous, one can keep heading into California for a venture into Death Valley National Park.

Closer to Las Vegas, another national conservation area is the Sloan Canyon National Conservation Area. Within a short driving distance are almost fifty thousand acres of peace and privacy with volcanic mountains, scenic valleys, and unique vistas. The Sloan Canyon Petroglyph Site is one of the best cultural resources of this region with more than 300 rock art panels and numerous design elements from native Americans. Speaking of deserts, the Mojave Desert National Preserve is further south from Sloan Canyon. You might want to stay for the Mojave Fest at the end of the month, a celebration of preservation. Or, you might turn around on I-15 and head into southwest Utah for more national parks, starting with Zion and its magnificent mounts and onward to Capitol Reef and Canyonlands National Parks.

Yes, Las Vegas is in a desert, but there is more water here than in the fountains and pools downtown. Lake Mead is nearby, and there is water, water everywhere, being the largest reservoir in the US. Due to climate change, the lake level continues to get lower, but the natural beauty of the area and the contrast of desert and inland sea is incomparable. Next to the Lake Mead National Recreation Area is the oldest state park in Nevada, the Valley of Fire State Park. You might have already seen it on television or the movies. It has been a favorite site for shows featuring the landscape of Mars or the endless Range. Captain Kirk of Star Trek fame "died" here. The unusual rock formations, entrancing petroglyphs, and vibrant colors make this a motion must-do!

"You might wish to know about another side to Las Vegas besides CSI, casinos, or consorts."



Zion National Park
Courtesy of Wikipedia

LETTER FROM THE EDITOR

There is much to do in Las Vegas and even more in the surrounding lands. Yet, one of the most important reasons for being there is to participate in our national organization – seeing friends, meeting new ones, spending time with colleagues, learning what’s new in human services, recognizing contributions and achievements, reviewing research, getting free gifts, working toward and keeping accreditation, celebrating the honor society, promising to write for NOHS publications, dining with fellow HS-BCPs, encouraging credential seekers, finding what textbooks to use...and so much more. This is what makes Human Services.

Of particular significance is that NOHS is meeting in the West! NOHS is a national organization, having spread from east to west over the years. NOHS represents all the states, including Puerto Rico, yet some areas are more active than others. This year’s conference is an invitation for all members to reach out to our western members. We need and want a wider participation from all regions. NOHS has gone through many cycles of membership participation and leadership. Currently, we have a lot of board members from Virginia, and we deeply owe them our thanks for moving us forward. The East is well-represented on the NOHS board, and all of us easterners truly want more westerners to be active in our association.

At this year’s conference, please try to meet human service folks from across the continent and stay connected to them after you leave. Consider being involved in our efforts by contributing an article to the LINK, conducting research with colleagues, writing a book review for the Journal of Human Services, starting a chapter of Tau Upsilon Alpha, nominating a fellow member for an award, applying for a NOHS research grant, producing a poster for a conference, serving on a conference committee, starting a state group, getting your students and colleagues credentialed as HS-BCP, becoming a sponsor or vendor for NOHS, becoming a reviewer for one of our publications, participating on the board of CSHSE, joining a committee with CCE, becoming a self-study reader for accreditation, contributing a video for the NOHS website...there is much happening and much more to do. There is only one requirement: Do not leave it in Las Vegas. Bring some of it back with you and let others you meet take the rest with them.

This year’s conference is an invitation for all members to reach out to our western members.



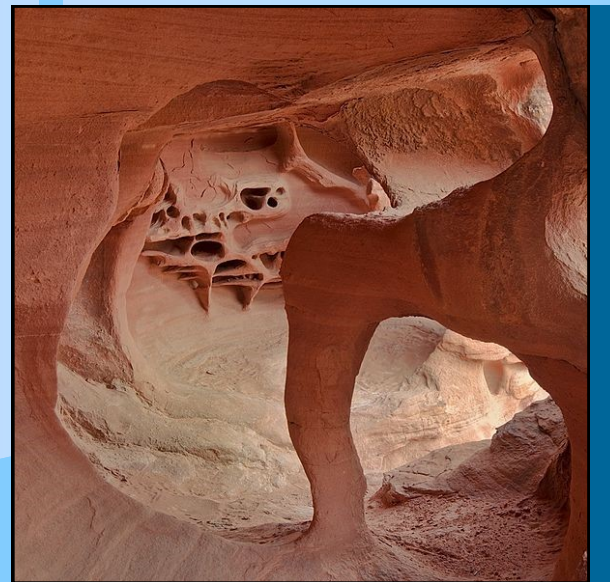
Photo courtesy of Wikipedia

LETTER FROM THE EDITOR

For a final set of considerations, give some thought to how NOHS should move into the future. Here are some ideas to contemplate, and any others are very welcome to be shared during your conversations at the conference.

- Expand connections with other professional and scholarly associations with shared interests to NOHS.
- Organize teams from NOHS and related organizations to visit congressional representatives for advocacy and legislative efforts.
- Have conferences at major recreational sites near larger venues rather than downtown for a change.
- Establish webinars, podcasts, and videos for training purposes and CEUs for credential maintenance.
- Produce more practice tests for the HS-BCP.
- Gravitate toward an Executive Director model for NOHS.
- Support local and state conferences.
- Allow state organizations for human services to officially affiliate with NOHS.
- Expand textbook and publication purchases from NOHS.
- Enable NOHS members to purchase promotional material from the NOHS website.
- Publish additional monographs on Human Services.
- Assign published material from NOHS and its members for study and then test for credentialing credit.
- Pool funds from NOHS members and play baccarat in LV, donating winnings to your favorite professional organization!
- Procure storage capacity for NOHS historical memorabilia.
- Negotiate discounted tuition, fees, or other costs with colleges/universities having human service programs.
- Attend conferences with related organizations as exhibitors to publicize NOHS.
- Put minutes of NOHS Board Meetings online to portray our leadership efforts.
- Invigorate social media for NOHS.
- Provide more scholarships for students to attend NOHS conferences.
- Integrate advanced governance processes for NOHS decisions.
- Encourage regions to enter affiliate status with NOHS.
- Market NOHS to degree programs in HS without faculty or students with members.
- Offer introductory memberships to human service organizations.
- Generate a procedure to vet HSOs and offer them use of our logo.
- Raise (or lower) membership fees.
- Ask Michelle Obama to be our honorary chair!

There are so many ideas and so many directions to take. NOHS is taking us forward. How is up to you. Please be a part of our mission and our movement.



Valley of Fire State Park
Courtesy of Wikipedia

National and Regional Conferences for 2014

NOHS National Conference

When: October 22-25, 2014

Where: Westin Las Vegas Hotel
160 E. Flamingo Rd
Las Vegas, Nevada 89109
(702) 836-5900
www.westinvegas.com

Theme: Strategic Action: Going Beyond the Gamble of Chance

Our work in the Human Services field is not a gamble; rather, it is strategic, intentional, thoughtful, reflective, and informed by research and theory. This approach allows us to be successful and accountable in our work with clients and the community.

Westin Las Vegas Hotel, Casino, & Spa

- Check-In Time: 4PM
- Check-Out Time: 11AM
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- Refuel with our 24 hour dining options at the Starbucks Coffee Cafe, Suede Restaurant and Casino Lounge.
- After a long day or night on the town, feel the stress melt away with a relaxing massage or spa treatment at The Hibiscus Spa. Our Westin Workout, suana and steamroom are complimentary to guests. Spend the day with friends at our outdoor heated pool or in one of our luxurious cabanas.
- Try your luck in our Max Casino featuring Blackjack, Texas Hold'em, Bonus Poker and more.
- See the Strip from new heights on the High Roller Observation Wheel, now open at Linq Las Vegas, located just steps from The Westin Las Vegas Hotel, Casino & Spa

Las Vegas: Online Resources

To download the City of Las Vegas Downtown Visitors Guide, please visit:
http://www.lasvegasnevada.gov/files/Downtown_Las_Vegas_Visitors_Guide.pdf

To download the LVCVA Las Vegas Guide, please visit:
<http://www.lasvegas.com/planning-tools/free-visitors-guide/>



National and Regional Conferences for 2015

Southern Organization for Human Services - 2015 Conference

When: April 8-11, 2015

Where: Holiday Inn Charlotte Airport
2707 Little Rock Road
Charlotte, NC

Theme: Molding Minds and Changing Attitudes

Our goal as Human Service professionals is to assist our clients in understanding the relationship between thinking, feeling, and behavior. Furthermore, we must foster and instill in our clients the necessity of change and aid them in discovering their strengths, assets, and personal power. With a different mindset and a change in attitude, clients are enabled to live more satisfying, autonomous, and productive lives.

To register, book a hotel room, submit a proposal, or purchase your CEUs, please visit:
www.nationalhumanservices.org/sohs

MidAtlantic Consortium for Human Services - 2015 Conference

When: April 10-12, 2015

Where: Hosted by Dutchess Community College Human Services Program
Poughkeepsie, New York

Theme: Creating Bridges to the Future; Meeting New Challenges

Please go to www.nationalhumanservices.org/machs for additional info.





Individuals and communities
transformed through human services

NOHS Board Members

President: Kathleen Livingston
Past President: Rob Olding
VP for Conferences: Jennifer Waite
VP for Professional Development and Education: Judith Slater
VP for Regional Development: Laurie Craigen
VP for Public Relations: Richarne Parkes-White
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NEOHS Representative: Charles Kelly
NWHS Representative: Sue Fallon
SOHS Representative: Susan Claxton
MACHS Representative: Nicole Jackson

LINK

Newsletter for the National Organization for Human Services

Contact Us

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 Telephone: 1.800.597.2306
 Email: admin@nationalhumanservices.org
 Website: www.nationalhumanservices.org

Contributions and comments may be
 submitted for consideration to
cockerha@etsu.edu
 or
bergvall@goldmail.etsu.edu
 We welcome your input!

Human Services-Board Certified Practitioner (HS-BCP)



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- Nearly **50** percent of HS-BCPs have graduate degrees.
- Over **60** percent of HS-BCPs earn more than \$50,000 annually.

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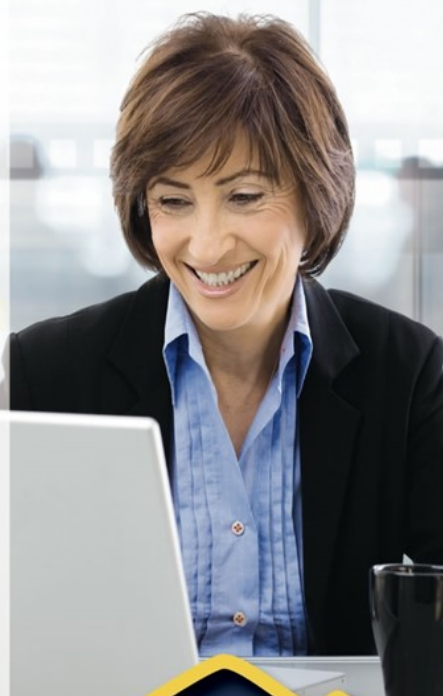
www.cce-global.org/hsbcp



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

Learn more at 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 (ncaahc.org).

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