

## SPECIAL POINTS OF INTEREST:

- Conference 2008
- Certification
- National-Regional MOU
- Member spotlight
- Nominations

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Newsletter of the National  
Organization for Human Services  
Vol. 28, No 1, July 2008

# The LINK

## Taking the Road Less Travelled...

Cheryl Mann, Vice President for Conferences

... to Tucson, AZ for the NOHS 2008 Annual Conference!

Human services principles and practices, as well as public policies for which we advocate, must clearly reflect a belief that each human being has essential dignity. Each human being has essential worth; each person has something to contribute. As human service professionals we act to open opportunities for individual and mutual contribution, growth and development, and we challenge prevailing conditions that limit these. Every aspect of human services affirms these fundamental beliefs. This is seen in what we do and how we do it. This is the focus of

this year's conference.

Ordinary or routine approaches will produce ordinary and routine results, becoming partners with the status quo. If we are to challenge prevailing conditions we need to take a different



Old Tucson Studios

path. We may even create a new path. While this may lead to innovation,

it may also invite us to pursue a course that may be recognized, but difficult. Taking the road less traveled reflects our confidence in ourselves and in those with whom we work. Conference sessions

will address ways to implement these principles.

To be held at the beautiful Tucson Radisson Suites Hotel October 22 – 25, the conference offers the opportunity to network, expand your intellectual and professional opportunities, become further engaged in our professional community, and have some fun. For relaxation, there is a special event at the historic Old Tucson Studios, site of many western films. Additionally, a silent auction will be held again. Please consider donating an auction item and bidding high and often.

For further details visit the NOHS website. See you in Tucson !

## ...Affirming Human Dignity, Value, and Opportunity

## Important Announcement: Human Services—Board Certified Practitioner Certification

We are pleased to announce progress toward the Human Services Certification process. The National Organization for Human Services (NOHS), in consultation with the Council for Standards in Human Service Education (CSHSE), is working with the Center for Credentialing and Education, Inc. (CCE) on this project. CCE will soon offer the Human Services Board Certified Practitioner (HS-BCP) credential.

The organization's plan is to formally unveil the certification at the National Organization for Human Services Conference in Tucson on October 22-25.

The credentialing process is being designed for human services practitioners, including those holding associates, bachelors, and advanced degrees in Human Services and related fields. There will be education and

experience requirements, as well as an examination.

Current NOHS Level I credential holders will automatically be recipients of the HS-BCP certification and will receive a new certificate and detailed information about the changes, as soon as the credential development process is completed. Level I credentialed individuals will receive a letter inviting them to transfer their certificate to the Human Services-Board Certified

(Continued on page 3)



# Message from the President...

## Oh How Far We Have Come!

Judith Slater, President

Several LINK issues ago, I wrote an article entitled, "What's in a Name?" Since that time, I have had the pleasure of watching our National Organization begin to define itself as a strong voice for its members and those people we serve. So, it was no surprise to me when at the Summer Board meeting a board member corrected me, justly, that we must stop calling the National Organization for Human Services "NOHS" but rather the National Organization. How much clearer an indication that we are "growing up!" The National Organization is positioned to truly be the voice that our field has worked toward for many years. You have a strong Board who are committed and passionate about doing the work of the National Organization.

2008 has been an exciting time in the life of the National Organization! The energy for our growth began with the successful fall conference in Atlanta, GA. We had approximately 181 attendees and cleared more than \$28,000.00! We began 2008 by signing a contract (along with the Council for Standards in Human Service Education) with the Center for Credentialing and Education (CCE). This contract put into motion the process for CCE to develop an exam for graduates and educators in human services to earn the Human Service-Board Certified Practitioner (HS-BCP) certification. This is an historical event in the life of the National Organization.

As of July 2008, the certification committees have made amazing progress and are very close to opening up a period of grandpersoning for all students (from both CSHSE accredited and non-accredited programs) and educators to apply for the certification. This group will be the norming pool for the exam. While they will be required to take the exam, doing so will not impact their active HS-BCP status. Level I Human Service Credentialed individuals will be invited to automatically transition to the new certification at no cost and will not be required to participate in the norming pool (please see page 1 of this issue for further detail).

Our summer board meeting was graciously hosted in Milwaukee, WI by Springfield College. Much appreciation goes to Dr. Robert Willey, Dean of the School of Human Services, Springfield College, Dr. Deborah Anderson, Assistant Dean, Milwaukee campus (and all the members of the Milwaukee campus administrative team), and last but certainly not least, Marylouise Rollend who endured my many confusing calls and emails as I thought she was based in Milwaukee and then realized that she was managing our arrangements very efficiently "long distance". This group was so wonderful and made our time in WI a delight! The board met for three days and the outcome was amazing work by a group of individuals full of passion and vision for the well being and growth of the National Organization.

We have accomplished much this year. There are several articles addressing these items in this issue and more information will be sent via membership emails and posted on the website. There will be website announcements and blast emails to keep members updated. The following is a synopsis of our accomplishments and initiatives:

- The Board has interviewed and is negotiating a contract for organizational management.
- We have revised our board organizational structure to allow for growth and more membership participation and will be sending out voting ballots regarding the proposed bylaw changes prior to our annual meeting in October. You can visit the Members' Page on the website at [www.nationalhumanservices.org](http://www.nationalhumanservices.org) to see the proposed new bylaws.
- We will begin putting monthly financial summaries and summaries of all Board meeting deliberations on the membership page of our website.
- The Board unanimously agreed to move forward with formal regional affiliation agreements to strengthen both the regions and the National Organization and move toward joint membership (see page 4 of this issue).
- We have continued to work on, and improve, fiscal stability and growth.
- We are working on developing National Organization for Human Services continuing education units to be used for our new certification.
- Our new honor society, Tau Upsilon Alpha (TUA), has become well established and has begun plans toward national accreditation in the future.



Board members at a working breakfast

It is truly an honor and a privilege to serve as your President as we move ahead with bigger and better things for the National Organization!



## IMPORTANT NOTICE

The annual membership meeting will be held at the 2008 conference in Tucson, on Thursday, October 23, 2008.

## IMPORTANT ANNOUNCEMENT... continued

Practitioner (HS-BCP). This invitation will be time-limited; after which, any Level I credentialed individual deciding after the deadline to be transferred will be required to follow the eligibility criteria as others seeking this credential.

NOHS members can help with the development of the certification exam in one of two ways: completing the job analysis survey and/or taking the initial version of the certification exam. The job analysis survey will provide the blueprint for the construction of the examination, as well as detail the activities of the human services profession. Members will receive more information about participating in the job analysis survey in

the near future. Once a "pilot version" of the exam is created, experienced practitioners, graduates of Council-approved programs, and human service educators and administrators from both accredited and non-accredited programs can be grandpersoned into the HS-BCP certification by taking the exam for norming purposes. As an added incentive, pass/fail criteria will not apply. Current Level I credential holders will not be required to take the certification exam but participation in the norming process is strongly encouraged.

NOHS and CCE were in discussion regarding this collaboration for approximately two years before signing a contract and establishing the Human

Services Certification Standards committee. Members of the committee have been working since February to establish the requirements and develop the job analysis. The Human Services Certification Standards Committee consists of eight distinguished members, with subcommittees that include other members of the profession.

Look for updates in the very near future regarding acceptance of applications for the grandpersoning process. Members will receive an email notice and information will be made available on the NOHS website. Please contact NOHS if you have further questions. These are indeed exciting times!

## Announcing a New 'Ethics'

The LINK is pleased to present a new column by the NOHS Ethics Committee. This column is an aspect of the committee's effort to provide ongoing ethics education to NOHS members. Some columns, such as the one in this issue, are more philosophical. Future columns may describe aspects of specific ethical standards, present and explore vignettes, describe current research on ethics, or expand on other ethics topics.

Help us make this column relevant to your work! Send the committee brief scenarios or questions of general interest to NOHS members for potential use as the basis of a future column. The committee is not able to provide individual responses or consultations, but will prioritize writing columns on the ethical standards and issues that you identify most frequently. E-mail your requests to [kerewsky@uoregon.edu](mailto:kerewsky@uoregon.edu) and check out this issue's column on page 5.



Linda Wark, PhD, LMFT, Chair, Professional Development

The focus of the Professional Development Committee has been on the awards, scholarships, and grants that NOHS provides annually. The current committee, Linda Wark, Ed Neukrug, and Tammi Milliken, has streamlined the traditional division of the awards by moving them from three committees to one. They spent several months reworking and clarifying the descriptions and criteria for each grant, award and scholarship. The NOHS board also had input in this process.

The awards, grants and scholarships that are managed by this committee are received by nomination or application and include: 1) the Miriam Clubok Award for outstanding leadership in fulfilling the NOHS mission; 2) the Howard Harris Professional Award for new hu-

man services professionals who show promise in scholarship; 3) the Lenore McNeer Award for distinctive, long-term contributions to the profession; 4) the Outstanding Contribution by an organization that fulfills the NOHS mission; 5) the Outstanding Human Services Student award; 6) the David C. Maloney Scholarship; and 7) the Research Grant for conducting research consistent with the NOHS mission.

Details on each grant, award or scholarship can be found on the NOHS website. The 2008 awards and scholarships will be announced at the annual conference in Tucson, Arizona. In 2009, a new student scholarship, in addition to the Maloney Scholarship,

will be available. Information will be provided in a future issue of the *Link* and on the NOHS website.

The professional development committee interfaces with other committees and activities such as continuing education, the honor society, and credentialing. If you would like to become involved with the Professional Development Committee, please contact Linda Wark at [WARKL@ipfw.edu](mailto:WARKL@ipfw.edu). In addition, if you have information on the history on any of the awards, such as the origin of the award or scholarship, the committee would be interested in your accounts.



## An Open Letter to the NOHS Regions

Vicki Totten, Vice President for Regional Development

As the Vice President for Regional Development, I am pleased to announce that the first Memorandum of Understanding (MOU) between the *New England Organization of Human Services Education* region and NOHS was signed and approved during the Summer 2008 board meeting. The Presi-



Bob Willey (President, NEOHSE) and Judith Slater (President, NOHS) signing the MOU

dent of each remaining region will be receiving affiliation packets which will enable the remaining regions to officially affiliate with NOHS. All regions will need to complete this process by Oct. 15, 2008 to re-

main a region of the national organization.

At last year's annual meeting of NOHS, the membership of the organization voted to formalize the affiliations between NOHS and the regional organizations in order to move forward with mutually beneficial goals for both the national and regional organizations. Included among these goals are the ability to encourage increased membership through joint membership, the ability to share membership information toward the same end, and the ability to utilize other services and opportunities available through the national organization.

There has not been a more exciting time in the history of NOHS. The following are some of the benefits that come through affiliation with and membership in the national organization:

- Opportunity to sit for the exam to become a Human Services Board Certified Practitioner
- Opportunity to receive nationally recognized CEU's
- Opportunity to offer nationally recognized CEU's at regional conferences
- Subscription to the *Link* newsletter and to the *Human Services Education Journal*
- Access to updated information about changes in the field through the *Link*
- Access to the Members Only portion of the NOHS

web site

- The ability to utilize the on-line membership renewal through the NOHS web site.
- The ability to serve in leadership positions in the national organization.
- Reduced fee for the annual conference

As soon as NOHS receives your signed memorandum, each region will be contacted to negotiate specific details of joint national/regional membership. This will be followed by the distribution of a letter to all regional members and local NOHS members who are not members of your regional organization informing them of the formal affiliation and the how and why of joint membership.

I look forward to working with each region in the months ahead.



## A Positive Approach to Professional Ethics Training

Dr. Shoshana Kerewsky, Co-Chair, Ethics Committee

Once we start looking, we find that ethics issues are everywhere. Ask a group of human services providers what “ethics” means and they will probably tell you about ethics *problems*, or *unethical behavior*. We certainly encounter this negative side of the ethics in our professional lives. However, when I say that ethics issues are everywhere, I am referring to the fact that most of the time, most of us behave ethically and make positive choices that reflect the standards of our field. To put it another way, professional ethics is mostly about what we do right.

What have you done in your professional life this week that was ethical? If you're a student, you may have kept your eyes on your own paper during an exam, let your supervisor know that your case notes were complete and ready for review, and continued to expand your competence by paying attention in class and at your practice site. If you're an instructor, you may have evaluated your students accurately and taught up-to-date course content. Practitioners probably have provided informed consent and maintained privacy and boundaries. These positive aspects of ethical behavior are important to highlight because most of us forget that doing right, and doing no harm, are our primary ethics-related activities. However, ethics trainings that focus solely on positive ethical factors may not seem sufficiently engaging or profound. A training about the commonsense things we already do may be too bland to command our attention or lead to deeper exploration.

In fact, ethics training and consultation are often focused on the negative: The things we've done wrong or failed to do, whether intentionally or accidentally. There is certainly a place for training that focuses on problems. Even on the physiological level, our brains are structured to perceive quickly and pay close attention to discrepancies and missing information. We are drawn to, and tend to focus on, alarming stimuli and unfinished business. Descriptions of professional omissions and errors, as well as egregiously bad behavior, are compelling and, when used appropriately, serve as a jumping-off point for discussing the reasons and ways that we may compromise our professional values. It becomes very clear very quickly how our behavior affects our clients, agencies, communities, and the public's perception of human services as a profession.

Though we may feel compelled by negative stories, there are some good reasons not to present ethics from a solely negative perspective. Anyone who has ever been in a stressful situation (in other words, all of us) knows that adrenalin is not conducive to learning. Many professionals don't like to go to ethics trainings because they emerge from the session feeling frightened, ashamed, and hopeless.

*Continued on page 6*

## MWOHS Report—Human Service in the New Millennium...Serving the Underserved

Becky J. Fernet, MWOHS Regional Director

An enthusiastic gathering of Human Services students, practitioners, and educators convened in Grand Rapids, MI in late March for the annual regional conference. Baker College of Muskegon hosted the event under the guidance of conference coordinator Sheri Goik-Kurn, and a dedicated group of her students. Dr. Rick Amidon, President of the College warmly welcomed the audience on Friday morning, and then Marilyn Calbert set the tone of the conference with her inspiring keynote address. Although Ms. Calbert served as President of the Muskegon Heights Public School Board and is a member of the Muskegon County Child Abuse Council, her message arose from her work as founder of Ladies in Pain Speaking (LIPS), a support group for women who are victorious or seeking victory over life situations that cause physical and emotional pain. She spoke candidly about her experiences as a full-time caregiver for her father who is diagnosed with Alzheimer's disease. Her heartfelt talk underscored the conference theme, *Serving the Underserved*, by reminding us that many adults are struggling to provide care to aging parents without training or compensation, while attempting to meet their other responsibilities of work, family, and community service.

*Continued on page 6*

The theme, *Serving the Underserved*, yielded a wide variety of workshop topics that included: services for gay youth, self-injury, animal-assisted therapy, immigrant victims of domestic violence, as well as many others. Workshop attendees were enthusiastic about the topics and were frequently heard to state, "I wish the session had been longer!"

Also featured at the conference was an invitation to join NOHS, given by Linda Wark, NOHS Professional Development Chair and Co-Chair of the NOHS Ethics Committee. Linda was also recognized for coordinating the proposal reviews for the conference. Becky Fernette facilitated the annual membership meeting and encouraged everyone to visit the newly updated website [www.mwohs.org](http://www.mwohs.org) developed by Michelle Broton, MWOHS Webmaster. The conference concluded with an induction ceremony for Tau Upsilon Alpha; eleven students and faculty joined the Honor Society. Next year's conference will once again be held in Evansville, IN and hosted by Ivy Tech Community College with Mary Hess as conference coordinator. Be sure to visit the website for updates about the region and the 2009 regional conference!

## Professional Ethics Training... continued



The use of vignettes about serious ethics violations can have two negative effects: First, extreme examples may be so far from the audience's experience that they don't seem applicable. "I'd never do that" is a laudable attitude, but stopping there doesn't help us to ask why some of us *do* do that, and how we got there. Second, it's understandable that presenters and audience members may express disapproval or surprise about the behavior described in a vignette. However, this disapproval often moves quickly to expressions of contempt and harsh judgment, mocking disbelief, and even laughter. This attitude doesn't encourage professionals to ask for consultation or other forms of help. Instead, it underscores the great vulnerability associated with asking for help from professional peers, and strengthens listeners' resolve to keep their struggles secret. Secrecy about our difficulties is an excellent way to make them worse. This aversive outcome is the opposite of what we hope ethics training will accomplish.

We need to present and discuss our ethics within a positive framework that provides greater recognition of all of the things we do right, with both exemplary and cautionary examples to bring the ethical standards alive. Negative examples should not be presented merely as worst-case illustrations, but should be paired with an invitation to audience members to serve as ethics consultants for their "peer" in the vignette. These examples should be presented and discussed from a perspective of curiosity, compassion, and the recognition that none of us is perfect in our adherence to our ethics, and that all of us need help sometimes. This attitude is more likely to instill hopefulness and encourage appropriate vulnerability in service to our improved professional competence.

A positive framework for ethics training parallels the way we work with clients. People don't come to our agencies because everything in their lives is great and they just want to hire someone to appreciate this with them. People typically seek our services because they have identified a problem requiring intervention. We may clarify the scope and nature of the problem and engage in problem-focused interventions. We may also think in terms of prevention and use solution-focused and strength-based interventions. We don't take a negative approach and say, "Yes, that's a big problem. You're a bad (or weak, or immoral) person. By the way, I'm not at all like you." Instead, we provide help. We're curious, empathic, and collaborative. We use a positive, hopeful framework in working with our clients in our clinical work. We need to do so in our approach to our ethics training and response as well.

## Nominations for the Board of Directors are Open!

Georgianna Glose, Immediate Past President/  
Nominations Chair

The National Organization for Human Services needs a few dedicated members to step up and take on important roles to assist in the development of the organization. Our Bylaws mandate that a candidate will serve for two years with one additional possibility for another consecutive term.

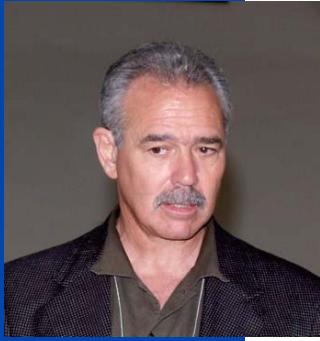
Each year half the executive committee is elected. This year the terms for the positions of President, Vice President for Regional Development, Treasurer and Professional Development Chairperson are open for election.

Judith Slater, our current President, is eligible and willing to serve another two year term if nominated and elected. Linda Wark is also eligible and willing to serve an additional two year term as Chair of the Professional Development Committee. Both Vicki Totten (VP for Regional Development) and Nancy Moke (Treasurer) have completed two consecutive terms and these positions are now open.

We need your help! Our organization is only as strong as the members who want to be involved. I urge you to nominate someone or yourself to assume these important positions. We are depending on your interest and your energy.

Please send your nominations to Georgianna Glose at [dglose@fortgreenesnap.org](mailto:dglose@fortgreenesnap.org) by August 30. The nomination form can be found on page 9. Ballots will be sent out over the summer and the results will be announced at the National Conference.

## Mark Homan: Wave Catcher Extraordinaire



Mark Homan

*"I do see that in human services we are reacquainting ourselves with the importance of changing conditions that affect people and not just changing people who are affected by conditions."*

People discover NOHS in many different ways. According to long-time NOHS member Mark Homan, his publisher first told him about the organization in 1992. Homan, author of two popular books on community organizing "Rules of the Game" and "Promoting Community Change: Making it Happen in the Real World" has been an active NOHS member since that 1992 discovery. The internationally known community organizer has also been an influential figure within NOHS, regularly sharing his talents at conferences, helping jump start NOHS's joint CEU offerings, and offering his time and expertise to a multitude of NOHS members' whose lives he has touched over the years. In recognition of his long time involvement with NOHS, *The Link* spoke with him about his recent retirement from Pima Community College, where he had taught for more than 30 years.

Anyone who knows Homan knows that being an educator at Pima may well have been his "day job" but it was also difficult to separate from the work he did in the community. He is always involved in an amazing array of community engagement work that reaches far beyond the confines of his home in Tucson, Arizona. His expertise has caused him to regularly be sought after by local and state organizations, individuals and groups who recognize his

depth of understanding in helping people develop individual and community assets to become agents of change within their communities.

*The Link* caught up with Homan – in between fishing trips with his grandsons and conference calls with state agencies re-envisioning their work - to ask about some of the changes he has seen within NOHS and human services as he embarks upon this next portion of his own rich journey.

***How have you seen the area of human services education change since you first began teaching at Pima?***

I don't know how much of my perspective is about myself, but one of the things, and NOHS plays a particularly important role in this, is my connection and collaboration with others in the field. There seems to be more collaboration for our own improved excellence beyond going to conferences. I don't know if that is a reflection of my own behavior where I have become connected with people or that I just feel much more of that connection with NOHS than with the other professional organizations I am a member of. Whether it is

exchanging e-mails, attending others' sessions, or working together in other ways, the individuals within NOHS have informed my own learning tremendously. It seems that this collaboration among us is on the rise.

I do see that in human services we are reacquainting ourselves with the importance of changing conditions that affect people and not just changing people who are affected by conditions. We are looking at social and political forces that affect people and we have a responsibility to become knowledgeable about those forces so we can engage change at that level. It is profoundly important so we aren't just helping people adapt to and adjust to circumstances; we are helping them change circumstances. I think we are recognizing more and more our understanding of doing that work. I've seen that in public health and in human services, though sadly I don't see that as much in social work (Homan is a social worker).

*Continued on page 8*



## Wave Catcher Extraordinaire... continued

***As you reflect upon this particular point in history and the activities within NOHS and human services, do you have any concerns about where we are headed?***

I have this image of me being a really bad surfer. I think about how often I would let the wave go underneath me and of me not catching the wave. Two things would happen. I wouldn't recognize that it is an important wave and important to catch it. And secondly, for some good ones I did recognize, I wouldn't respond ready enough to catch it. My hope for NOHS and for human services is that we catch the wave. We have the swelling of this wave around us, but we may let it pass. Here is our chance to say, "We are the people who can produce graduates who know how to do this stuff. We are the people who can lead this wave." There are not a lot of people who are doing this and we could be the ones who can make our mark on this. We can be the ones who develop the expertise to catch the wave and to move this thing forward. Or we can just miss it. And, if we miss it, as waves do, the wave could run out of energy. It is my hope that we don't miss it.

***What are some of the things you are proudest of from your time as an educator with Pima?***

I'm proudest of the confidence my students gained in their abilities and in their belief that they can build their abilities to a greater level. I had a lot of things I did at Pima, helping to set the foundation of service-learning at the college years ago and renaming service-learning to civic learning. Even though we as an institution didn't move that as far forward as I would have liked, we did bring it into our framework and helped our faculty use civic learning. I also feel really good about our community health work and our articulation agreements with the school of social work, which enables

our students to move into the school of social work at Arizona State University.

We also continued to develop new courses to relate to the learning interests of our community, always developing and refining curriculum. I liked the community support around our community advisory committee and also collaboration around community health. But the main thing I'm most proud of is the confidence that our students leave with. I remember one woman in her 40's who could not speak in front of the class she was so nervous. Because of an assignment, she ended up testifying to the U.S. Senate for the demands of caregivers of Alzheimer's. Or I think about two other women who were dealing with water quality in their community, and learning how to organize and to take charge of their conditions and whose work ended up on NPR and Time magazine and had significant outcomes for the health of their community. There were just so many people who gained confidence in what they could do and who believed that things could be different, and saw themselves as playing a significant part of making it so and then acting on it.

***What are your goals and plans for retirement?***

My basic plan is to make no major decisions for a year. I'm not leaving this work; I'm just planning to do it at a less frenetic pace. I'm trying to work around six days a month. I'm working with a group of around 50 people at the New Mexico Department of Health who are gaining expertise in community development. They are growing their own capacity, applying what they are learning, and also changing the culture of their department. They call themselves the C4A's – the Cross-cutting Community Change Advocates. It is crosscutting because it includes people at upper levels, people who are secretaries and people across all of their different programs. This work reflects a growing awareness of the value of com-

munity development. Even though their work within the organization might be as a secretary or an accounts manager, they know what this is about and because of this training, they can support that work within their department and are involved in training others in community development.

I have seven projects I'm working on, some big and some little. I'm working with the New Mexico Community Foundation, and with St. Elizabeth of Hungary Clinic doing community capacity building and to some extent using the community health model we developed at Pima. The other projects give me a good challenge as well. I intend to remain engaged in the community. My classroom has just expanded into the community and I have a different set of students now. I'm continuing to learn more and more. In my retirement, what I'm planning on doing is continuing to increase capacities of communities and continuing with that learning. I may also teach short courses occasionally at other places. And then, of course, there is the fishing with my grandsons and time with my family.

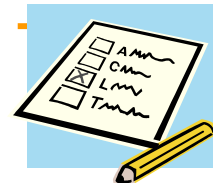
***"My hope for NOHS and for human services is that we catch the wave."***

***Thanks Mark, for being a part of the NOHS family. Your work and your involvement is part of what makes it worthwhile to be involved with this organization. Now, let's all go catch some waves together.***





# NOHS Board Nominations



Please send the following information in an email to Georgianna Glose at [drnglose@fortgreenesnap.org](mailto:drnglose@fortgreenesnap.org) by no later than August 30, 2008.

I nominate \_\_\_\_\_ for the position of (circle one)

- ☐ President
- ☐ Vice President for Regional Development
- ☐ Treasurer
- ☐ Professional Development Chair.

Signed \_\_\_\_\_

Please provide contact information for the nominee, address, telephone number and email.



*Look out for  
proposed Bylaw  
changes ...  
coming to a  
mailbox near  
you!*

*(Ballots for proposed  
changes and Board  
elections will be sent out in  
advance of the annual  
meeting. Results will be  
announced at the meeting.)*

## Board Position Descriptions (as per NOHS Bylaws)

5.2 The President shall perform all duties normally incident to the office such as presiding over meetings of the Board of Directors and the annual Membership meeting and shall select recipients of the annual President's Awards. The President shall be elected in even numbered years.

5.4 The Vice President for Regional Development acts as a liaison between the Organization and its various regions. Such duties may include attendance at regional conferences, technical support to regions as they develop, and other support that regions may desire. The Vice President for Regional Development shall be elected in even numbered years.

5.6 The Treasurer shall be the financial officer of the Organization and have responsibility for oversight of the funds and investments of the Organization. The Treasurer will prepare an annual budget, provide an account of all transactions and the financial condition of the Organization at all meetings of the Board of Directors, and shall maintain liability insurance for the Organization as directed by the Board of Directors. The Treasurer shall be elected in even numbered years.

6.3 The Professional Development Chairperson shall oversee the publication of the availability of, the solicitation of nominations for, and the awarding of the Organization's research grants, Howard Harris Award, and other annual awards. The Professional Development Chairperson shall maintain the criteria for all awards as approved by the Board of Directors, shall recommend to the Board of Directors individuals to receive the awards (except the President's Award). The other annual awards are: Miriam Clubok Award, Lenore McNeer Award, President's Awards, Outstanding Contribution by a Human Service Organization or Program Award, and Outstanding Human Service Student Award. The Professional Development Chairperson shall be elected in even numbered years.

# A Call to all Students

**Western Region Conference: When caring isn't enough: Rethinking the role of human services in society. Austin, Texas, April 18 & 19, 2008.—Reflections by Susan Thomas Blaw**

I am a recent graduate from St. Edward's University who attended the Western Region Organization for Human Service Professionals (WROHSP) conference held in April. I left the conference, yet again, charged and ready to take action. There were many facets of shared material I felt I could connect with, although having been a student for more than five years, there was a particular moment in this workshop that I want to relate to other students.

I was thinking about a conversation that took place among the attending students and the president of the Western Region, Bill Oswald. The conversation that particularly stood out for me was how to get students interested and motivated in joining, and how to view this organization as theirs by getting involved and taking ownership on the regional level, which would then branch out onto the national level.

I heard students talk about the difficulty of adding one more meeting or commitment to their already loaded schedules. I heard them talk about missing important events in their family lives. I heard concern over financial obligations and lack of funds to support their membership and involvement. As a student myself, I could relate to all of those concerns.

I left this conference reflecting on my own experience of how I became involved in the national organization (NOHS). I was a human service student with Vicki Totten as my advisor. She was my mentor and the inspiration in the development of the local human service student organization. In this student organization, Vicki spoke of the National Organization for Human Services with words that were filled with such passion and conviction. I remember thinking how incredible it must be to have a connection with something that has such power and energy filtering through you, something that you truly feel moved and passionate about. Because of my own sense of belonging in this field and with this type of work, I knew I wanted to be a part of what Vicki was sharing with me. I was at an advantage in that no sooner had I joined the national organization, the upcoming conference was held in Houston, not too far to travel for those who live in Austin. I soon discovered that the sense of community we as human service providers hope to instill in the work that we do exuberated within this conference. I was welcomed and encouraged to contribute whatever gifts I had to offer. (I can honestly say I felt very inadequate to be participating as a newcomer).

As a soon-to-be graduate in the Master of Arts in Counseling program, I think about one of my instructors having shared her experiences of having had the opportunity to be a part of an Albert Ellis workshop, having sat in the groundbreaking work of Jay Haley, and watched Virginia Satir work her magic. A student just recently attended a conference with Michael White, founder of Narrative therapy, who passed away within a month of that conference. She shared her experience, describing it as powerful and inspiring, and one she is grateful to have been a part of. It made me think about these theorists that we read about in our textbooks and how they got started—they had an idea and it grew from there because they had students that believed in what they had to offer. The Human Service Organization is no different. We have Bill Oswald, Mark Homan, Vicki Totten, and Dan Duncan, to name a few. These are the movers and shakers (if you will) of the human service movement. These amazing contributors are the ones who are at the forefront of the inspiring work connected to human services, similar to what we are reading about in our theories books. Personally, I think we are at a great advantage to be a part of the foundation of what is being developed before our eyes, and a wonderful opportunity to be a part of this "movement." I do believe we are at the beginning of the paradigm shift we spoke about in this recent conference, with the pendulum moving in the direction of rethinking the role of the human services in society. Change is difficult, period. With change we tend to lose an ideal, a pattern, comfort in our routine or schedule, maybe even lost opportunity; however, it doesn't mean we lose hope in the belief of what we are attempting to achieve, and it doesn't mean great things aren't around the corner, or that the lost opportunity was particularly negative. I often wonder if the way in which we view change would support the motivation to continue with the momentum, regardless of what it takes.

I also often wonder, with amazement, how people manage to do what they do with all that they have on their plates. My guess is that they must have a vision, and with that vision comes the energy and motivation to continue. I question my own lack of participation in whatever it may be that I feel strongly about. The main reason is fear. What that fear is connected with no doubt comes from a variety of issues; however it is no longer a good reason. This organization has led me to believe that I do have something to offer, no matter how great or small—every bit matters. In unity, great things happen.

Theorists would not exist without students and practitioners to carry on the work and the belief in their system. We would not have a Human Service Organization without students and members to continue this collaborative work. Needless to say, this is a call to action, a call to encourage students to become an active participant in an organization that truly incorporates the community and its constituents.

## Mid-Atlantic Consortium for Human Services (MACHS) Report

Franklyn M. Rother, President, MACHS

Our Spring conference was held in Poughkeepsie, New York at Dutchess County College to the theme of "Refresh, Replenish and Reboot". One hundred twenty five faculty, students and practitioners attended the early April weekend conference. Thanks to Pat Lamanna, Mareve Van Voorhis and all the conference workers for their hard work and conference success.

The MACHS members reaffirmed their commitment to regional affiliation with NOHS and support of the annual conference in Tucson in October.

The next annual Spring conference will be held at Brookdale Community College in Lincroft, New Jersey, April 17-19, 2009. The Marriot Courtyard, Red

Bank will house the conference attendees and all events will be held at the Lincroft Campus of Brookdale Community College. The theme of the conference: Global Human Services – Think Global, Act Local. Contact information and conference details will be posted on our MACHS conference link at [www.brookdalecc.edu](http://www.brookdalecc.edu).



**Don't forget to vote in the Board elections and on the upcoming proposed Bylaw changes. Check out the proposed changes on the Members' section of our website. NOHS is only as good as its membership. We need you to be involved!!!**

## New England Organization of Human Services Education (NEOHSE) Report

Robert J. Willey, Jr., President, NEOHSE

NEOHSE held its annual conference at the Boston Campus of the School of Human Services of Springfield College on April 4, 2008. A team led by Jennifer Manner of St. Joseph College and Ulric Johnson from Springfield College put together an excellent program of plenary sessions, workshops, and a business session, which was attended by 95 members from throughout New England. The theme of the conference was "Celebrating Multicultural Diversity," with Deborah Stith from the Harvard School of Public Health as the keynote speaker.

The Board of Directors include President Bob Willey, Vice-President Jennifer Manner, Secretary Jan Gearan, Treasurer Eileen Ganong, Membership Chair Millicent Meadows, and Members-at-large: Maxine Elmont, Judy Herzberg, Ulric Johnson, Jean Kennedy, Craig Knapp, Sheila Murphy, Michael Reed, and Michael Rood, student representatives: Gia Coleman, Mindy Kelly, Tammy Reed, and Melissa Scott. Finally, remaining on the Board is Jackie Griswold in the dual roles as Immediate Past President and Newsletter Editor. Check the NEOHSE website ([www.neohse.org](http://www.neohse.org)) for further information and updates.

### Press Release: Springfield College and Health Communications Inc. to Collaborate in Educating Human Service Professionals.

A new agreement between the Springfield College School of Human Services (SHS) and Health Communications, Inc. (HCI), parent company of U.S. Journal Training and "Counselor, The Magazine for Addiction Professionals," will allow persons training through HCI for careers as mental health and addiction services professionals throughout the United States to receive academic credit toward their bachelor's degrees at SHS.

Springfield College will award up to 16 undergraduate credits to persons who enroll in the SHS after earning certificates of specialization through U.S. Journal Training (USJT), which offers distance learning programs and professionally accredited conferences.

SHS offers bachelor's and master's degree programs at its main campus in Springfield, Mass., and at regional campuses in Boston, Mass.; Los Angeles and San Diego, Calif.; Wilmington, Del.; Tampa Bay, Fla.; Manchester, N.H.; Charleston, S.C.; Houston, Texas; St. Johnsbury, Vt.; and Milwaukee, Wis.

For more than 30 years, HCI has been the premiere publisher of pamphlets, magazines and books for recovery and addiction treatment professionals. It also offers continuing education credit and specialized certificate programs. More than 200 lectures are accessible 24 hours a day on the Web.

# **NCHS 2008 Annual Conference** OCTOBER 22-25, 2008 TUCSON, ARIZONA **Registration Form**

Please input your contact information here. Then continue to the registration, guest meals, and payment sections that follow. **IF MEMBER, PLEASE ENTER MEMBERSHIP #.** \_\_\_\_\_

First Name: \_\_\_\_\_ Middle: \_\_\_\_\_ Last Name: \_\_\_\_\_

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

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP: \_\_\_\_\_

Telephone: \_\_\_\_\_ FAX: \_\_\_\_\_ Region: \_\_\_\_\_

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

Professional Information: Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Student Information: College: \_\_\_\_\_

IF STUDENT, EXPECTED GRADUATION DATE: \_\_\_\_\_

**Full Conference Registration includes:**  
 Educational sessions, Wednesday reception, lunch Thursday and Friday, Savoy Opera House Friday evening, refreshment breaks as noted on the schedule, and any applicable conference materials. Breakfast included with room reservations.

**Educator/Practitioner** (including Part-Time Graduate Students)

	Early Bird Registration On or before August 29	Regular Registration Aug. 30- Sept. 30	On-Site Registration After Sept. 30
<b>Member</b> (For members whose dues are paid through Nov. 30 or later., regular and retired)	<input type="checkbox"/> \$275	<input type="checkbox"/> \$295	<input type="checkbox"/> \$315
<b>New/Renewing Member</b> (For Regular members who wish to renew their dues. Registration includes one year Regular membership).	<input type="checkbox"/> \$370	<input type="checkbox"/> \$390	<input type="checkbox"/> \$410
<b>New/Renewing Retired Member</b> (For Regular members that are retired. Includes registration and one-year membership unless dues paid through Nov. 30)	<input type="checkbox"/> \$335	<input type="checkbox"/> \$355	<input type="checkbox"/> \$375
<b>Non-member</b> (Registration does not include membership.)	<input type="checkbox"/> 400	<input type="checkbox"/> \$420	<input type="checkbox"/> \$440

**Student** (Undergraduate and Full-Time Graduate Students)

<b>Member</b> (For members whose dues are paid through Nov. 30 or later.)	<input type="checkbox"/> \$155	<input type="checkbox"/> \$160	<input type="checkbox"/> \$165
<b>New/Renewing Member</b> (For Students who wish to join or renew their membership. Registration includes one-year Student membership.)	<input type="checkbox"/> \$190	<input type="checkbox"/> \$195	<input type="checkbox"/> \$200
<b>Non-member Registration</b> (For non-members. Registration does not include membership.)	<input type="checkbox"/> \$200	<input type="checkbox"/> \$210	<input type="checkbox"/> \$220

**Single-Day Registration**

Thursday Only (Includes lunch and keynote)	<input type="checkbox"/> \$165	<input type="checkbox"/> \$170	<input type="checkbox"/> \$175
Friday Only (Includes lunch/night evening event)	<input type="checkbox"/> \$165	<input type="checkbox"/> \$170	<input type="checkbox"/> \$175

**Cancellation Policy:** All cancellation requests must be received in writing and postmarked or faxed by September 30, 2008. No refunds will be given after this date. There is a processing fee of \$50 for all conference cancellations.

... please complete left column first.

## Guest Meals

If a guest is accompanying you to any meals, please order tickets for your guest here. **You do not need to order meal tickets for yourself.** Insert the number of tickets needed for each meal, calculate the amount, and add the total for Guest Meals. **Guest Name(s):** \_\_\_\_\_

Event	Cost per ticket	Number of tickets	Amount
Wednesday Reception	\$35 per guest		\$
Thursday Luncheon	\$45 per guest		\$
Friday Luncheon	\$35 per guest		\$
Friday Evening ~ Old Tucson Studios	\$50.00 guest		\$
Total Guest Meals			\$

## Special Meal Requests

We cannot meet everyone's request, but we will try to offer foods that meet your dietary needs.

☐ Vegetarian ☐ Low-Sugar / Controlled Carbohydrate ☐ Other (describe below)

**GUEST(S) ATTENDING SAVOY OPERA HOUSE SELECT MEAL:** \_\_\_\_\_

## Membership Renewals for Organizational Members

Organizational Membership Renewal ☐ \$190

## Payment Summary

Your Registration Fee (from Registration above) \$

Guest Meals (from Guest Meals above) \$

Membership Renewal for Organizational Members \$

**Total Amount Due** (Add all items) \$

**Payment Method** ☐ Check ☐ VISA ☐ MasterCard

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Cardholder's Name \_\_\_\_\_ CCV\* \_\_\_\_\_

Signature \_\_\_\_\_ \* 3-digit security code on back of card

**Mail completed registration form and payment to National Organization for Human Services, 90 Madison St., Suite 206, Denver, CO 80206.**  
**If paying by credit card, you may fax this form to 303.322.1455 or register online at [www.nationalhumanservices.org/2008conference](http://www.nationalhumanservices.org/2008conference)**

**NOHS Federal ID Number: 48-0983789/ Questions: Please call NOHS at 303-320-5430.**

**SPECIAL EVENT FRIDAY EVENING! Menu:** Rancher's Salad, Airline Breast of Chicken, Roasted garlic whipped potatoes, honey butter biscuits. Vegetarian alternative. Put on your hat and boots and get on board! Buses will leave promptly at 5:30 and 6:00 p.m. Dress casual.



**HOST HOTEL: RADISSON SUITES TUCSON**  
 520.721.7100, CODE: 1008NO Or reserve at: [www.radissontucson.com](http://www.radissontucson.com)  
 RATES: Double: \$141.06/Triples: \$152.27 (tax included)



# CONFERENCE SCHEDULE AT A GLANCE

Day/Date	Activity	Timeframe
Wednesday, October 22	New member/first time attendee mtg.	5:30 – 6:15 pm
	Reception	6:30 – 8:00 pm
Thursday, October 23	Welcome/Plenary Session (for all attendees)	8:00 – 9:45 am
	Break	9:45 – 10:00 am
	Workshops	10:00 – 11:30 am
	Break	11:30 – 11:45 am
	Regional meetings	11:45 am. – 12:30 pm
	Buffet lunch/Business Mtg./ Elections/ TUA Induction/ Regional discussion reports	12:45 – 2:00 pm (Sponsored by CSHSE)
	Break	2:00 – 2:15 pm
	Workshops	2:15 – 3:15 pm
	Reception/Kick-off of CCE Certification	3:30 – 4:30 pm
	Evening on your own ~ Enjoy Tucson	
Friday, October 24	Workshops	9:00 – 10:30 am
	Break	10:30 – 10:45 am
	Workshops	10:45 – 12:15 pm
	Break	12:15 – 12:30 pm
	Sit down lunch/keynote	12:30 – 1:45 pm
	Break	1:45 – 2:00 pm
	Workshops	2:00 – 3:30 pm
	Break	3:30 – 3:45 pm
	Silent Auction closes items available until 4:30 pm	4:00 pm
	Student/CSHSE & TUA Annual Meetings	3:45 – 4:30 pm
	Free Time	4:30 – 5:30 pm
	Buses leave promptly for Old Tucson Studios/music/Award Ceremony	5:30 pm & 6:00 pm
Saturday, October 25	Breakout sessions	9:00 – 10:30 am
	Wrap-up	10:30 – 11:00 am
<b>Total CEUs available: 11.0</b>		



## **National Organization for Human Services**

90 Madison Street, Suite 206

Denver, CO 80206

Phone: 303-320-5430

Fax: 303-322-1455

E-mail: [info@nationalhumanservices.org](mailto:info@nationalhumanservices.org)

### **NOHS...**

**Strengthening recognition of the unique  
and valued role of human services  
professionals.**



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