



Individuals and communities
transformed through human services

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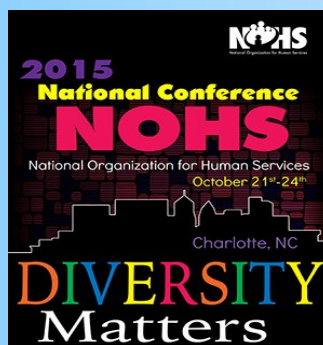
Newsletter for the National Organization for Human Services

The Spring Conferences are almost here!!!

With all the snow and cold weather this winter, we'll welcome the advent of Spring...and what better way than a regional conference. With all we have to do and with all the catching up that might occur, it is important to gather together. Even though due dates keep coming and meetings get postponed, the best way to get it done is to do it together. We don't have to keep re-inventing the wheel; we have much to create. We can share ideas, perspectives, information, research, field experiences, presentations, thoughts, and conversations.

Getting together is important, and none of us can come to all the meetings, all the time, but we can go as much as possible. Like the seasons, we go through changes, yet we keep coming back. We're family. We endure the hard times and relish in the good ones, and we stay together. We may cajole and remonstrate, yet the aim is helping. We are the helping professions—Human Services. Your presence and participation is truly appreciated. Let us know how we can help.

Please consider attending a spring conference from wherever you are! What better excuse to travel than to attend one of your conferences. You can earn CEUs and meet with people doing and teaching human services in other places. The reward of learning and interacting with others is what keeps us and the field alive. And of course, be sure to start making plans for the annual NOHS conference in Charlotte, NC, this coming fall. It will be an event to remember!!!



This year's NOHS conference focuses on celebrating diversity whether with clients, students, colleagues, programs, or communities. Our theme "Diversity Matters" highlights the many facets of diversity in human service disciplines.

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A Time to Laugh

Richard P. Krauss

As a subject, autism is not one that tends to elicit much in the way of humor. As it is portrayed in popular media and culture, several narratives will readily come to mind. The first one is likely the epidemic nature of the disorder. In the past 20 years, autism has gone from an obscure ailment mostly associated with Dustin Hoffman's performance in *Rain Man* to a pervasive condition affecting one in seventy children born. Other thoughts that come to mind are the heroic stories of parents struggling to help their children find a place in society, or conversely, an inspirational anecdote about an autistic student achieving some goal (academic or athletic) against all odds. These struggles are most often portrayed as heroic, tragic, or hopeful, but I am not sure I have ever seen a special interest piece highlighting the humor in autism.

This is not surprising as autism is a serious matter, and for the individuals and families struggling with it, nothing about it seems funny. We all wish to be sensitive to the pain that these families endure and not minimize the challenges that they face. In addition to this, there is the risk of reinforcing associated stereotypes that the autism community has long fought against. Thus humor and autism seem to have become two mutually exclusive topics. Google "autism and humor" or "humor related to autism" and you will find many discussions about helping individuals on the spectrum understand humor but little humor related to the spectrum.

I would like to change that! My name is Richard Krauss, and I am the father of Tim, a twenty year old diagnosed with moderate autism. Since we received this diagnosis 17 years ago, Tim, my wife Becky, and I, have faced a never-ending series of situations that have challenged our family, faith, and sanity. Throughout this, we have sought to help Tim adapt to the world around him. This has included seeking the support of countless helping professionals, finding the appropriate educational environments, and constantly pushing against the social constraints that autism imposes upon Tim.

Our noble struggle was defined by unending repetition as day after day, week after week, and year after year, we repeated simple life lessons that most people take for granted. "Talk quietly Tim...don't eat with your mouth open...Tim you need to get that for yourself, etc." While we pushed Tim he pushed back, "Daddy, don't eat that in front of me it will make me sick...Daddy, that's too loud...Daddy, stop touching like that!" I did not know it, but those fateful words, "Daddy, stop touching like that," were going to turn my worldview inside out; they were going to challenge everything Becky and I had done for Tim, and ultimately they were going to become my personal key for coping with the challenges of autism.

Every once in a while you have an "aha" moment. It might be the first time you get the skillet temperature perfect for an omelet or maybe it's the first time you tie a tie without thinking about it. We all have these moments. Some can be grand and world changing like... "The bathtub water overflows when I get in it. Eureka! I have discovered displacement!" Or "That apple just hit me in the head. I wonder why things fall? Maybe everything is attracted to everything else?"

"Humor and autism seem to have become two mutually exclusive topics"



Becky and Richard

N This is the story of my “aha” moment. I doubt you have ever heard of “sensory processing disorders,” though if you are reading this article it is likely you are familiar with the concept. If you are not, here is a definition provided by the [Sensory Processing Disorder Foundation Website](#):

Jean Ayers PHD likens SPD to a neurological traffic jam that prevents certain parts of the brain from receiving the information needed to interpret sensory information correctly. Sensory Processing Disorder can affect people in only one sense—for example, just touch or just sight or just movement—or in multiple senses. One person with SPD may over-respond to sensation and find clothing, physical contact, light, sound, food, or other sensory input to be unbearable.

O As I have learned (from painful personal experience), it is not uncommon for people with autism to have sensory processing challenges, and they will often respond to objectionable stimuli in a manner that is atypical (to put it delicately). Here are some examples from my aforementioned personal experience; my son’s response to a bright flash of light is to scream loudly. The response to the thunder that follows is to scream louder! If someone touched him in a gentle, caring fashion to comfort during the storm, he would enter into a violent rage and threaten the offender with imminent death if they don’t “stop touching like that.” As I sit here writing these words in the enlightened year of 2015, I just wish someone had told me about this whole sensory processing disorder thing way back in 2004.

H We were standing in the line for the Scooby Doo roller coaster at Kings Dominion in August of 2004. One moment we were eagerly anticipating the gentle thrills of a kiddie coaster and the next Tim was screaming “stop touching like that” to everyone around us. The reaction was so extreme that I concluded there must be something physically wrong with him, and we needed to remove him from the scene fast. This was further complicated by the 23 middle school students I was chaperoning who had waited an hour to ride the roller coaster, which I might add turned out to be completely unworthy of such a wait. We decided that I and the one other chaperone would stay with the kids while Becky took Tim to first aid. A thorough physical examination revealed nothing, and Tim was too agitated to explain what was going on, so we decided to write it off as overstimulation and not worry about it. A day later it happened again in a restaurant, then in the grocery store. The coup de grace came when he got himself sent home the first day of school for threatening everyone and ordering them to “stop touching like that.”

S We engaged the finest minds available to us and challenged an extensive multi-disciplinary team to do the requisite Bio-Psycho-Social analysis of the presenting condition as well as developing appropriate interventions to address it. (Translation; we talked to Tim’s teachers and his psychiatrist). After extensive testing (the psychiatrist laying his hand flat on a desk and asking Tim “Why does this drive you nuts?”), he reached the inescapable conclusion that Tim hated it when people placed their hands flat on any surface and suggested we should not do that. Really!

Ultimately we were able to get Tim to explain to us that the “flat hand thing” (as it has come to be known) reminded Tim of someone touching him softly. As best I understood, this gave him a sensation similar to the one most people get when you scratch a chalkboard with your fingernails. Armed with this keen psychiatric insight and a burning resolve that my civil liberties included the right to hold my hands in in any way I chose, I spent the next several months fighting the great flat hand war of 04. It usually went like this:

“Daddy, stop touching like that!”

“Tim, you have no right to tell anyone what they should do with their body.”

“Daddy, you are making me really angry. Make a fist, or I will really get mad.”

“DADDYYYYYYYYYYYYYYYYYYYY!!!! AHHHHHHHHHHHHHHH!!!!”

What would follow was an hour or two of screaming, threatening, and pounding of furniture (not all of it by Tim), and it would usually end with an exhausted Tim going to bed and an exhausted Daddy curling up in the fetal position staring at my hand and muttering “Just make a fist; just make a fist.” This went on for months, and slowly, surely, inexorably, I found myself making fists and avoiding conflict.

“One moment we were eagerly anticipating the gentle thrills of a kiddie coaster and the next Tim was screaming “stop touching like that” to everyone around us. The reaction was so extreme that I concluded there must be something physically wrong with him and we needed to remove him from the scene fast.”

The “aha” moment came years later. I was talking to one of our support workers, Cassie, about some random piece of Tim-related craziness when I said, “You know, it is crazy how some of these things affect every part of your life. Just the other day I was in a restaurant, and I caught myself apologizing to the waitress for laying my hands flat on the table. That would have been the end of it except Cassie looked at me and said she had apologized to complete strangers about laying my hands flat, too.” We exchanged a look and something in my head said “aha!”

Over the next several weeks, I talked about this with Becky, Tim’s teachers, his aids, his counselors, his Sunday school teachers, and all of his autism waiver workers, and I learned that each and every one of them had a similar experience. They all found themselves unconsciously making fists all of the time. I am talking about several normal people who had all been conditioned by Tim over time to not place their hands flat on a surface. Not just around him but everywhere they went.

We had spent countless hours with teams of highly trained professionals over a course of years trying to address this problem, and we had all unconsciously reached the same conclusion: make a fist. That moment gave me great insight into the indomitable nature of my son and the malleable nature of the rest of us. What I realized was that over the past 17 years as we have tried to help Tim adapt to the world around him, he was slowly forcing the world to adapt to him! I named this hence to forth-unobserved phenomenon “Timdaptations!”

Since my little epiphany, I have begun documenting the ways in which my wife and I have unconsciously adapted to Tim, all while striving to coerce him to adapt to us. As I related stories of our futile attempts to overcome my son’s indomitable will and personality to friends and family, I noticed a common response: laughter. As I talked to the parents of special needs children, I found my Tim stories gave them permission to open up and share their stories. And although these stories were often heart wrenching, they were also inspiring and more often than not hilarious.

After years of telling these stories, I have finally been convinced (some might say coerced) by friends and family to put them down in writing. In doing so, it is my hope that someday my words will reach others who are raising autistic children. People who are quite likely feeling heartbroken, frustrated, lonely, and hopeless. Thinking crazy things like, “What did I do wrong. How will I survive this? I must be the worst parent in the world because these things don’t happen to other people.” I want to tell them, “No, you are not crazy. This is not your fault. You are not a bad parent, and you didn’t do anything wrong!” I am hoping when they read the stories of Becky, Tim, and Richard, they will say to themselves, “Well, at least I am not as crazy as they are!” Most of all, I want to give them permission to laugh and say to themselves, “I have stories to tell, too!”

Richard Krauss lives in Frederick Maryland with Becky and Tim and hopes that their ongoing story will help others smile.

To watch a short documentary about Richard, Becky, and Tim, please visit:

www.vimeo.com/105258140

“Over the past 17 years as we have tried to help Tim adapt to the world around him, he was slowly forcing the world to adapt to him”



Becky and Tim

Love and Anger

Rosemary Haynes

Love and anger are funny things.

A revolution has risen from anger in the town of Ferguson. The killing of a young man spread anger across the nation. Truths about racism caused anger within the souls of many.

It's a funny thing, though, anger.

I have been in the streets of Ferguson since September. I have seen how a group of protesters went from coming together in mutual anger towards the justice system to coming together because they've become family. It's amazing to see and be a part of the changes that are happening in the St. Louis area. Each night on the front line means coming together with family in a fight for justice—it means protecting each other!

"We have to love and support each other, all we have to lose are our chains:" this chant expresses the truth of Ferguson. People of all races, religions, economic classes, and ethnic backgrounds have come together and become a family.

And this is where love comes in: for even out of the anger at our justice system, love can be found.

I know this personally. I know this because I felt God's love for the first time in the streets of Ferguson. I know this because, since August, clergy have had an amazing part in this revolution; a part in which they put God on the front line to show that He can make a difference, especially through the works of the young people involved.

It's especially amazing to come into an Episcopal Service Corps program that had already set an image of what our program year would look like in Ferguson. I didn't anticipate that I would be one of the millennials standing on the front line in a fight for justice with people who I now consider family. I am thankful for the role that our program has in Ferguson, not only because I am in a year of discernment, but also because having the experience of being on the front line has helped me understand what it means to be a Christian.



Courtesy of Wikipedia

"People of all races, religions, economic classes, and ethnic backgrounds have come together and become a family"

N To me, being a Christian is about spreading the word of love. It's about being involved in a community. It's about standing firm in your beliefs. I am trying to do all of these in the St. Louis area. I am praying with my feet firmly in the street each week. I am praying for those who have to live in fear, especially those who have given up their careers and social lives to be an active part of this revolution. I am praying for the people who aren't featured in the images the media is showing. Many millennials (among others) have quit nearly everything to be activists. That is something to be proud of. The media, however, haven't shown the world what it has been like for many of the peaceful protestors. Instead, they have focused almost exclusively on those who have looted and burned our city to pieces. They have failed to mention that on the night of November 24th, when the non-indictment was announced, the police allowed pieces of Ferguson to burn for 45 minutes just as they let Mike Brown lay in the street for 4 hours and 32 minutes.

Maya Angelou says it best; "The night has been long, the wound has been deep, the pit has been dark, and the walls have been steep." Changes aren't going to happen overnight: this revolution is a marathon, not a sprint. St. Louis, meanwhile, is so deeply rooted in racism that it's difficult to describe what it's like to live here. I've experienced it, I've witnessed it, and it just goes to show that the past 140 days are only the beginning. The tear gas, riot gear, and arrests each night haven't gotten us out of the street. The killings of unarmed black men have kept us there. We will continue this fight until justice is served.

O Those of us out here share a common dream for this city and the world: that the ones who do wrong will be held accountable, that justice will be served, and that we can look past skin color and only see the souls of one another. Though this dream came in part from anger, it is sustained by love. Now it's time to act on the love which has developed from that anger.

We love our city. We love each other.

"Changes aren't going to happen overnight: this revolution is a marathon, not a sprint."

Sheltered Workshops: The Business of Employing People with Disabilities Clinton Counts

H I currently work at a local human service organization. I have been working there for about two and half years. I provide job skills training to individuals with intellectual and developmental disabilities and assist individuals in overcoming their personal barriers to achieving their workplace goals. Our workshop facility bids on contract jobs from other local companies and provides our clients a place to earn money in a Monday thru Friday, 6-hour-day environment. In addition, our non-profit organization also helps many of our workers to obtain jobs in community settings such as restaurants, department stores, government buildings and other various locations while still providing the transportation and assistance needed to maintain their employment.

S There is an issue arising in my profession that is poised to bring about the eventual end of the type of workshop facilities that I work in, even though strengthening the community-based aspect of what we do. Within the past few years, the US Department of Justice has been involved in lawsuits against certain states regarding these facilities, and in 2012, Oregon became one such state (Denson, 2013). More recently, Rhode Island has made an agreement with the DOJ to change the structure of their facilities to avoid such a lawsuit (Barry, 2014). Many other states are expected to follow, including Tennessee. The issue concerns the perceived segregation of disabled individuals. The complaint against Oregon was that these workshop facilities were keeping disabled individuals segregated from working in community settings and having them work for wages far below minimum wage (Denson, 2013).

It is easy to understand why this is such an important issue, not just to me, but to society as a whole. It may appear that the disabled individuals working in these facilities are indeed being segregated. I agree that their wages can be very low compared to jobs sought in the community. Indeed, there is a 1938 federal law permitting individuals in sheltered workshops to receive less than minimum wage due to lower productivity (Hananel, 2014). However, there is more to this problem that should be addressed. First, there are many people that I work with who do not want a job in a more integrated community setting. Also, there are people that I work with who do not possess the skills necessary to do jobs in a “for profit” work environment. These individuals need to be in an environment that allows them to earn money without the threat of losing their job, should they not be as productive as their co-workers. If the worst case scenario happened, and the workshops closed completely, there would be a lot of people without any opportunity to work at all.

The National Council on Disability has recommended the elimination of sheltered workshops, and some states have already made the transition (Hananel, 2014). Fortunately, it appears that the workshops in question will not shut down completely (Barry, 2014). However, there will most likely be changes made and resources shifted to community employment services in Tennessee. This is not a bad change, so long as the state continues to provide the funds needed for this shift. Societies’ evolution of moving disabled individuals from segregated environments to inclusive ones is ongoing, whether it be in residential, educational, or occupational aspects. The effort to move individuals out of psychiatric hospitals and other facilities to private residential settings has been happening for a long time. Also, schools have begun to include special needs students into regular classrooms. It only makes sense that the segregated work environment will follow suit and move more toward inclusion.

However, there are always challenges that arise with any major change that cannot be ignored. As inclusion continues to expand, the services I provide continue to rise in demand as well. Professions in special education, health care, behavioral therapies, and direct support will continue to be in high demand in the future. It is a rewarding field that is often overlooked and underfunded. I enjoy the work I do and will continue to work in this field after obtaining my Human Services degree.

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Who will hire our people?

How best to help everyone make their contribution toward the success of our communities.



Creating Transparency for Systems that Help the Most Vulnerable

Erika L. Novak

Over the last decade, there has been increasing interest in government transparency. Many people believe that an open government promotes accountability and allows citizens to better understand how their taxpayer dollars are spent. For particularly sensitive government functions – such as the public child welfare system – there is even more interest in understanding whether or not the system is actually doing what it is supposed to do: keeping vulnerable children and families safe and healthy.

Not only can readily available child welfare data help us understand how the system is currently working, but it can also be valuable by informing future practice and policy decisions. [Washington's DSHS Children's Administration](#) is at the forefront of the move toward transparency and effective use of Big Data within public child welfare systems. Through a data-sharing agreement with [Partners for Our Children](#), the Washington State Child Well-Being Data Portal launched to provide access to data about the vulnerable children and families who interact with the child welfare system in Washington State.

The Data Portal has been instrumental in decision-making for many professions across the state – everyone from policymakers to family court judges to advocacy partners have found the tool to be valuable in helping understand how the system is working and what areas may need improvement.

At Partners for Our Children, we believe this level of transparency is absolutely critical in order to improve the system. Data can bring so much to life – how does a particular policy or practice change really affect these children? Are these changes improving outcomes? What areas of the system could be improved?

Further, with today's technology, we can do so much more to help people easily access and understand data – going beyond complex spreadsheets with rows and rows of numbers. Today, we can create clean, easy-to-understand [data visualizations](#) or [custom county reports](#) that automatically update with newly available data. Simply put, there are now countless ways to share data in more meaningful ways.

There are only a handful of other states that have made their child welfare data accessible online, including California, Arizona, Iowa, North Carolina and Colorado. But we know there are many more looking into different options.

If your organization or agency is considering developing an online tool to improve transparency and provide access to meaningful data within the child welfare system, let us know – email us at info@partnersforourchildren.org. We would be more than happy to discuss our development process – right down to our own trials and tribulations. We are very proud the Data Portal and want nothing more than to share our learnings so that decisions – across the country – are based on clear, meaningful data, which ultimately will improve outcomes for vulnerable children and families.



IMPROVING CHILD WELFARE POLICY AND PRACTICES

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forourchildren®

Not only can readily available child welfare data help us understand how the system is currently working, but it can also be valuable by informing future practice and policy decisions."

Service and Leadership with NOHS

Franklyn Rother and Steve Cockerham

The life cycles of nonprofit scholarly and professional associations mean new beginnings as well as traditions and sustainability. Officers and board members transition regularly, some for one or two terms, others for several. The membership changes regularly, for us, more often with students as they transition through the choices of their academic and professional lives. All these activities change constantly, meaning that the structures remain the same, but the parts mix interchangeably. Like most groups with identity, the name remains the same while the people change. For NOHS, we are going through another cycle of change in leadership.

Kathleen Levingston has finished her tenure with NOHS, after serving not only as President but also Secretary of the national group and Secretary for SOHS, along with previous board experience. Many of you know her, of course, and would verify her constant smile and pleasant nature. Never hesitant to voice her ideas and decisions, she always expressed the compassionate, professional direction. Dr. Levingston specialized in play therapy; her presentations on this were delightful and informative. She also spoke strongly to ethics, contributing workshops and policy. Her ideas on governance came at a needed point in our association development. I'll always remember her demonstration of folk dancing in San Antonio! To know her is to love her. She is someone easy to call friend. We deeply appreciate the contribution she made over the years and look forward to more.

Several people over the years have encouraged me to take another leadership position in NOHS. For a while there, we had no nominations for President. Well, it's a thankless job...but someone has to do it! So, I was considering running, in fact, had completed the nomination form. But then I learned that Franklyn was going to run, so I called him and made sure. Now, I am honored to announce that Franklyn Rother is our new President of NOHS! I wanted to make campaign buttons saying, "I'd Rother have Franklyn!" but I was honored to "throw my support" to him. I've known him for years and have had the best discussions with him, lasting well into the evening. Get him to talking about his life story, and it is one of the most fascinating, intriguing histories. His characteristic chuckle and wry comments brightened many a moment in meetings and talks with him. His practical capability, his diverse experiences, his higher ed leadership, his knowledge of association needs and operations, his personable and genial nature...one of the best accolades is his financial knowledge and experience. Having been our Treasurer for years, not to mention his other roles, he knows our financial position and how to keep the organization running smoothly and safely. His experience and contribution to NOHS have been legendary, and it's a true comfort to know that someone with his skills, knowledge, and personage will be at the helm.

NOHS has established itself as the professional society that best defines and represents the field of human services. We have a notable journal, a national honor society, a recognized credential, active regional groups, exciting conferences, an evolving ethical code, a prominent website, and a history of success. We are celebrating our 40th year of existence and seeing a remarkable growth of human service programs, in both education and practice. Please join us in celebrating our progress and development as an established field that identifies and represents the helping professions. Let me begin by offering some words from our new President.



The New NOHS President: Frank Rother

Service and Rationale

I have been a member of NOHS since 1984 when I attended my first Annual Conference in Boston, MA. At that meeting I was elected President of the Mid-Atlantic Consortium for Human Services (MACHS) and served as the Regional Representative to the NOHS Board of Directors. I have been MACHS Conference Director or Co-Director every 8 years beginning in 1985 each time that the MACHS conference was hosted by Brookdale Community College. In 1985, I was appointed then later elected Treasurer of NOHS. From 1988 to 1992 I was elected Vice President for Regional Development and worked to support the new Northwest and West Regions' development and negotiate the first official regional affiliations with NOHS. I served as President from 1992-1996. During that period Pat Kenyon, Dr. Ed Neukrug, and other committee members developed The Ethical Standards for Human Services Professionals, our own Code of Ethics for the Human Services profession. Also, the Community Skills Standards Project under the coordination of the Human Service Research Institute, Cambridge, MA was completed and became the basis for crosswalks with the CSHSE standards and later the Human Services-Board Certified Practitioner credential. I was awarded the Miriam Clubok Award for my long-time service and leadership in the national organization in 1996. I served as Immediate Past President from 1996 to 1998. During the following decade and a half, I have served as Treasurer of MACHS, President of MACHS, MACHS Regional Representative to the NOHS Board of Directors, NOHS interim Treasurer twice, and elected NOHS Treasurer. In October, 2014, I was appointed as Interim President when the position was vacated with no candidate in the 2014 election until a new election could be scheduled.

I am currently the Academic Division Dean for the Social Sciences and Education Division at Brookdale Community College, Lincroft, New Jersey and teach the college's Student Success Seminar and Lifespan Psychology. I am an adjunct professor at Metropolitan College of New York (MCNY) in the School of Public Affairs and Administration-Masters in Public Administration Program. I co-edited the textbook *Human Services: Contemporary Issues and Trends* (Allyn and Bacon) with Dr. David Maloney, another former NOHS president. In 2007, this book became the first Human Services text translated into the Japanese language. That summer I was invited as a guest lecturer at Kanagawa University of Human Services, Yokosuka, Japan. I have served on statewide and community boards focused on alcohol and drug abuse among college students and community services for people with HIV/AIDS.

Vision

During the past several years NOHS has experienced growth, financial stability, and two major transitions to new Association Management companies. I have worked effectively with the past three presidents in the MACHS regional representative role and as interim and elected Treasurer of the organization. We have had two successful external financial audits and continue improvements as recommended. While continuing to manage our resources effectively and efficiently, there is a need to grow our membership, increase our national conference attendance, maintain inter-organizational relationships (e.g. CSHSE and CCE), increase and support our regional organization activities, develop a Board of Directors succession plan, and impact social justice through organizational advocacy initiatives.

**NOHS:
Individuals
And
Communities
Transformed
Through
Human
Services**

N Our next stage beckons with the goal of linkages, of connections with other organizations and with our members. A major change in the past was to open ourselves more visibly to human service providers and practitioners, even creating a change in our name. To expand this, it is time to broaden our connections with other professional associations such as the National Association of Therapeutic Schools and Programs, American Public Human Services Association, National Human Services Assembly, National Organization of State Associations for Children, Child Welfare League, American Society on Aging, among others. A variety of interest groups in state, local, and specialized areas represent the professional positions where we provide human services. Together, we enhance the strength and impact of each other.

O NOHS exists not only to support human services but also to serve our members. Our members are pressed to accomplish so much professionally with never enough support. Our student members are overwhelmed with classes and assignments. These two constituencies need to link, to integrate participation with NOHS and its regions. We have so many opportunities with our professional association: publishing, blogging, training, social media, human service clubs and honor society chapters, credentialing, conference presentations, grants, awards, videos, ethics and advocacy, podcasts, mentoring, job searching, and more.

T To vitalize our impact and relevance, we need to require our students and employees to participate in NOHS and its regional organizations. The first step is to put NOHS in our syllabi by asking students to send their homework to NOHS. We have an enormous resource going wasted. The thoughts and actions of our students need to be shared, not stored in a drawer or dropbox and read by few. This is a rich, vast source of knowledge that can help teach our people what they need to be effective human service professionals.

O Our students engage in a massive amount of field experiences. If we were to total the contributions our students make to helping others, the impact would be incalculable. You know this. We need to share those experiences and bring those human service organizations to our table. How can we better connect with providers? One way is by telling their stories and letting the rest of the world know the great good that they are doing. Our students are in unique positions to do this, but they won't be able unless we make it happen. And, this is not difficult. Just a few changes to syllabi and a treasure of information, transformation, and inspiration will emerge.

H How can these organizations resist hiring one of our students who has given them a degree of national recognition? How many resumes can be boosted by a visible contribution to human service knowledge and practice? How better can we get our students involved in NOHS and regions, remaining with us throughout their professional lives? The time is now to come together with our sibling organizations and practitioners along with our students. Send an email to NOHS, and we'll work together to help each other.

S

Send your
work to NOHS!
Let's learn
from each
other.
Share and
Collaborate!



Individuals and communities
transformed through human services

National and Regional Conferences for 2015

SOHS 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 Services professionals is to assist our client 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.

Keystone Speaker: Tommy Lopez

To register, book a hotel room, or purchase your CEU's, please visit:
www.nationalhumanservices.org/sohs

MACHS 2015 Conference

When: April 10-12, 2015

Where: Poughkeepsie Grand
40 Civic Center Plaza
Poughkeepsie, NY 12601

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

Theme: Creating Bridges to the Future; Meeting New Challenges

To register, book a hotel room, or purchase your CEU's, please visit:
www.nationalhumanservices.org/machs



National and Regional Conferences for 2015



March 19 - 21 Midwest Organization for Human Services
Hosted by: Purpose Community Development Foundation, Inc.
Des Moines Area Community College's Ankeny Campus
FFA Enrichment Center, 2006 S Ankeny Blvd, Ankeny, IA 50023

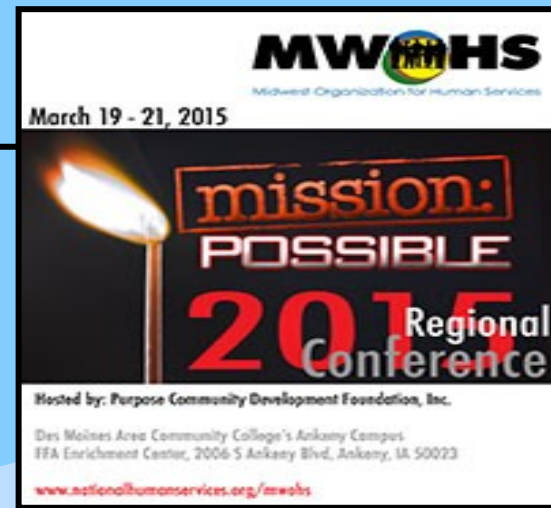
Theme - Mission: Possible
Anything is possible when we all work together

Human services makes the impossible possible! Your mission, if you choose to accept it, is to come to Ankeny, Iowa (suburb of Des Moines, Iowa's capital) on March 19th for the annual conference of the Midwest



NEOHS Conference

The New England Organization for Human Services will hold its annual conference on May 2nd at Goodwin College in East Hartford, CT. The conference theme is "Holistic Practices in Human Services."





Individuals and communities
transformed through human services

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Newsletter for the National Organization for Human Services

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