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UPCOMING EVENTS

2012 Annual Conference

Date: October 17-20, 2012

Location: InterContinental Hotel, Milwaukee, WI

For more information, please visit the NOHS website.

Helping Others Across the Lifespan

Date: October 26, 2012

Location: Central Carolina Community College, Pittsboro, NC

For more information, contact Steve Cockerham at sohs@nationalhumanservices.org.

Southern Organization for Human Services

Date: April 3-6, 2013

Location: New Port Richey, FL

For more information, contact Steve Cockerham at sohs@nationalhumanservices.org.

Contact Information:

National Organization for
Human Services

3760 Sixes Road, Ste. 126,
#262

Canton, GA 30114

Telephone: 770-924-8899

Fax: 678-494-5076

Email: admin@nationalhumanservices.org

Association Manager: Heather
Blevins

NOHS BOARD MEMBERS

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Education: James Stinchcomb

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NEOHS Representative: Charles Kelly

NWHS Representative: Sue Fallon

SOHS Representative: Steve Cockerham

WROHSP Representative: Rhonda Morken

MACHS Representative: Benjamin Shepard

MOVING FORWARD IN MILWAUKEE: NOHS ANNUAL CONFERENCE OCT. 17-20, 2012

By Becky Fernette

The past few years have presented many challenges for the Human Services world – nonprofits struggle to maintain programs and services to meet ever-increasing needs, workload overload as agencies don't fill vacated positions, and the ongoing attacks on reproductive rights, immigrants, and the poor may have caused a few of us to question the viability of Human Services in such a hostile environment. Fortunately, Human Services is a merry band of passionate optimists who refuse to wail and moan about what isn't working; instead we choose to "move forward" with resourcefulness, creativity, and can-do spirit to confront the obstacles head on.

Our conference will kick-off on Thursday evening with a welcoming reception in the Zen Room at the Intercontinental Hotel. President Rob Olding and *DeeJay Robbie Oh* will set the mood with a selection of protest tunes to remind us that our Human Services origins occurred during a time of political upheaval and social change. On Friday morning, the *NOHS3*, a notorious band of community organizers, will inspire us to engage in macro-level practice to confront the inequities in the United States. We'll continue to expand our conversation on "Moving Forward" with a presentation about Human Services in a global environment by Dr. Stephen Sharp, University of Phoenix.

Based on comments received in past conference evaluations, the conference workshops are identified by target audience (Educators, Practitioners/Students, or All) and content level (Entry, Intermediate, or Advanced) to assist attendees with workshop selection. However, one does not have to be an educator to gain valuable information from an "Educator" session. Another feature consists of two 30 minute sessions devoted to poster presentations, allowing for increased interaction between the presenters and attendees.

Some attendees may be disappointed that the "silent auction" will not be held this year. The planning committee reviewed the effort involved to organize the auction vs. the funds raised and determined that their energies could be better spent elsewhere. However, Saturday attendees will have the opportunity to win fabulous door prizes! (Must be present to win....)

NOHS hopes that this conference will engage, energize, and inspire you to keep "moving forward" in your commitment "to transform individuals and communities."

Becky Fernette, NOHS Conference Chair

WELCOME TO MILWAUKEE!

By Megan Hrivnak

There is never any harm in mixing business with a bit of pleasure and sightseeing. With the 2012 Annual Conference just around the corner, there is no better time to start planning how to fill those off hours between workshops than now! Located on the Wisconsin shore of Lake Michigan, the bustling city of Milwaukee has a little something to offer everyone.

Sports lovers and aspiring athletes are encouraged to check out the Miller Stadium, located southwest of the I-94 and US 41 intersection. The Miller Stadium is lauded for having the only fan-shaped convertible roof in North America, capable of opening or closing in less than 10 minutes. It is also host to the Milwaukee Brewer's baseball team. Of additional interest might be the Bradley Center, located on the northwest corner of 4th and West States Street downtown Milwaukee. The Bradley Center is an indoor arena and hosts a variety of events, including March Madness for basketball, indoor soccer, and WWE events.



Miller Stadium,
Milwaukee, WI

**"Fortunately,
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Bradley Center,
Milwaukee, WI

WELCOME TO MILWAUKEE! (CONTINUED)

By Megan Hrivnak

For those more inclined towards the fine arts, the Milwaukee Art Museum is the perfect place to explore. With over 30,000 works of art and 40 exhibits, this museum boasts works of German Expressionism, Haitian art, and American decorative arts, as well as many others. The featured exhibition at this time is the *Rembrandt, Van Dyck, Gainsborough: The Treasure of Kenwood House, London*, which lasts until mid-January. The museum is located on Art Museum Dr., on the very edge of Lake Michigan, and is also easily accessed by a pedestrian walk from the downtown area. For the more casual venue, check out the downtown area on the evenings of the 19th and 20th for the Fall Gallery Night and Day. This world-class art event features new arts and artists for the interested perusal.



Milwaukee Art Museum, Milwaukee, WI

For dance and classical music enthusiasts, the *La Bohème* ballet will be performing at the Marcus Center for the Performing Arts, located on Water Street downtown Milwaukee. Complete with a live orchestra, this is the first time *La Bohème*, a touching Parisian story of love amidst poverty, has ever been produced as a full-length ballet. Tickets are available online.

History and science buffs should schedule a trip to the Milwaukee Public Museum. Containing over 4.5 million specimens, exhibits ranging from natural to human history, a planetarium, and an IMAX Theater, finding a suitable interest will not be difficult. The Museum is located on West Wells Street in the downtown area.

For those who prefer a less structured retreat, there are plenty of shops and restaurants to investigate. The Milwaukee area also possesses 136 parks to escape to should the need for a spot of peace and greenery arise. Besides, sometimes all one needs is a scrumptious picnic by the lakeside or a brisk jog through the nearest park. Well wishes to all those attending the 2012 Annual Conference this year!

Megan Hrivnak, Co-Editor of LINK

GETTING POLITICAL: THE HUMAN SERVICES MOVEMENT IN THE NEXT POLITICAL CHAPTER

By Robert W. Olding, Ph.D., HS-BCP

We are almost to the next U.S. General Election, including a Presidential Election, so it is perhaps time to ask ourselves what this means for Human Services? The past five years have seen increased demands for Human Services while budgets and resources to meet those needs have continued to shrink, or at least to become so specialized as to limit our abilities to help many that are obviously having substantial needs. Poverty in America continues to grow. Hunger and homelessness do not present as isolated issues in remote locations. Rather these issues are common to urban, suburban, and rural environments around the United States. Unemployment continues to float around the double digits, and now we hear that there are jobs, but not enough people of sufficient education and training to qualify for these positions! Military veterans are returning from overseas duties and attempting to reintegrate into our American society at a time when civilian employment is more difficult to obtain than it has been in many decades. In addition, the much touted “Baby Boom” generation is now entering into elder years in mass (oh gosh, and that includes me). Finally, the Mental Health System of the United States of America is at an all time stress point and insufficient to meet the many needs that the various life challenges listed above tend to feed into.

Human Services as a vocation and profession has never been needed more in our contemporary society. Even at the time when the seminal works of individuals such as Dr. Harold McPheeters sets

“Located on the Wisconsin shore of Lake Michigan, the bustling city of Milwaukee has a little something to offer everyone.”



Marcus Center for the Performing Arts, Milwaukee, WI

GETTING POLITICAL: THE HUMAN SERVICES MOVEMENT IN THE NEXT POLITICAL CHAPTER (CONTINUED)

By Robert W. Olding

us on the road towards a Human Services Movement, one might argue that the challenges of de-institutionalization and other matters are overshadowed by the seemingly “perfect storm” we face at these early stages of the second decade in this 21st Century. The Great Recession has been with us some years now and despite the media claims that “things are getting better,” those of us with a more direct contact with communities we live in have to question “better for whom”? You cannot listen to a radio, read a newsfeed webpage (or if you’re old-fashioned, a newspaper), and certainly cannot watch a television without being exposed to a raging political debate over what direction will bring about substantial improvements in national employment, provide for the well-being of our citizens, and move America forward into a viable and healthy society for decades and decades to come. Based on the values that most Human Services oriented people hold, the choices do not seem too difficult. However, I would assert here that choosing between two political parties and their platforms, both of which are heavily linked to a cognitive set of elitism, will not be enough! Nor will it suffice to “keep our collective noses to the grindstone” and simply concentrate on the needs of those we serve in an immediate sense. Truly, we cannot serve clients fast enough, educate new Human Services professionals quick enough, and we certainly cannot obtain fiscal resources large enough to alleviate the trends we see today.

I am then proposing that the Human Services Movement must take on a greater voice in being heard and a greater role in advocating and organizing to achieve social justice! I would submit to you that we must all make stronger efforts to communicate the values that are inherent in social justice and to pursue a value of human life and well-being over divisive politics and personal profit! For those that react to such a statement in terms of “it smacks of socialism,” I would respond that such an interpretation is simply a political avoidance of a deeper set of human values that recognizes that we share a common nation on a common planet. Wisdom will hopefully guide us to understand that we cannot “build our penthouses high enough” to avoid the effects of social ills that become too prominent and pronounced to be ignored. For those that truly believe that their life is not and never will be affected by the circumstances of an elderly person living in poverty and presenting with a mental health problem, I would have to say, you are being foolish.

As we approach our national conference and then our U.S. General Election, I would ask that we collectively reflect upon how to be better heard. How can we deliver our message of social justice in a manner that will impact those who are preoccupied with the politics of power and wealth? How can we make the next Presidential Administration clearly know who the National Organization for Human Services is and what are the values we stand for? How can we organize better within our own communities to bring people together and foster values of human concern and compassion? How can we improve ourselves to be more effective in the professional work we do? As we answer such questions, we will be defining the Human Services Movement started so many decades ago, revitalizing our purpose in serving those in need, supporting social justice, and rebuilding American values that were considered of the greatest importance in the time of our Founding Fathers!

Robert W. Olding, Ph.D., HS-BCP

President

National Organization for Human Services



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

**“Human
Services as a
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REVISION TO THE NOHS ETHICAL CODE: A STUDENT PERSPECTIVE

By Ronnie R. McCory

When I asked to join the ethics committee and was subsequently asked to write this article, I was truly honored to be able to address my peers in this forum. As a student in Human Services at the bachelor's level, it is a little intimidating to think that most of you are scores more knowledgeable in the field that I am. Then I got to thinking about the aspects of professional ethics: what does it mean to be ethical? Do we need to have a list of ethical practices written down for others to read? If we do, then why do they need updating from time to time? I realized my responsibility to think through these questions, and it's the basis of the article here.

For me, being ethical means I need to remember that the clients I serve need to come first. That is not to say that we should neglect our families or ourselves. However, we should always ask the question, "How will our decisions affect them?" before we make any final decision on a course of action. Ethics are more than just beliefs and values I think are right. They are a set of standards by which I live my professional life. Making life better for others makes my life better in the end. I believe this value is common in the Human Service field, but should be reaffirmed on a regular basis.

We need to have our ethical guidelines written down for others outside of our profession to be able to see. This lets them know that we are really thinking about the how and why we do the things we do. In this way, clients who seek our services can be assured of appropriate treatment by any of us or an organization who will assist them if not. By having an ethics code, we show the world that we seek to act in ways that are positive for the individuals we serve. It also shows what we collectively agree to be ethical in practice.

This brings us to the question of updating the ethics code from time to time. I think the answer here is undoubtedly yes. By updating the code, we show the public and our profession that we are continuing to think about this subject. Updating also allows us the ability to integrate new ideas and beliefs into the code. We also get the chance to make alterations to language and remove ideas that no longer have significance for the profession. Cultural values, diversity, and societal standards change over time. We must embrace these changes. No, I do not believe that right and wrong ever change. Simply the way society sees what constitutes right and wrong can. For example, U.S. citizens once thought that slavery was right, but now we know that it is wrong.

So, I humbly challenge all of you to really think about what it means to be ethical to you. In my conversations with the chair of the Ethics Committee, I learned that nearly all of the returned questionnaires for the current ethical code revision process have been completed by students. Please take the time to fill out the questionnaire for the Ethics Committee. Let us know what you think should be included or removed from the NOHS ethics codes, and let your ideas be included in what is, in my opinion, the most important public document that we have as a profession. Our ethics codes tell the world what we believe to be good and right, and what ideals we think are important. Why would you not want to have your perspective included?

Ronnie R. McClory, II, A.S.

Mr. McClory is a student member of the Ethics Committee of NOHS. He was a student in the Human Services program at Ivy Tech Community College, Kokomo, Indiana when he began work on this article. He is now a student in the Department of Human Services, Indiana University – Purdue University, Fort Wayne, Indiana.

“By having an ethics code, we show the world that we seek to act in ways that are positive for the individuals we serve.”

2012 NOHS ELECTION OF OFFICERS

By Judith Slater

This year we had 11 nominees for positions as officers in NOHS. It is exciting to see the slate of nominees for this year's election. We sincerely appreciate the willingness of people to serve on the board of the National Organization for Human Services. The following are the candidates that offered their time, energy, and progressive thinking.

President

Rob Olding, Ph.D., NCC, HS-BCP, Associate Dean School of Advanced Studies, University of Phoenix, AZ

Background: Rob Olding has served on the National Organization for Human Services (NOHS) as Vice President for Regional Development and currently as incumbent President. He has been recognized for his work in development of the Human Services Board Certified Professional certification and was a member of the original development committee. In addition to Rob's role as faculty teaching human services and psychology courses at the undergraduate and graduate levels, he maintains human services involvement at his local and regional levels as well as the national level. He works to support programs for youth drug prevention and aging military veterans programs in his local community and serves on the Board of Directors for the Greater Phoenix Family Services Agency (the oldest secular human services agency in the Phoenix area with over a 100 year history). In his role as President, he brings both his academic and practice orientation to the NOHS.

Vision: The National Organization for Human Services represents the premiere organization addressing issues of human services education and practice that is crucial to delivering high quality human services to a diverse population of people having a broad set of human service's needs. We are dedicated to the promotion of values and ideals that recognize and respond to those who struggle within the fabric of our human society to achieve and maintain a quality of life that will sustain both human body and spirit over the course of life's journey. We promote the quality of education for those who engage in human services that will assure a professional and compassionate response to clients being served, and we promote standards of practice that based on evidence and best practice examples will continue to develop the human services field to new levels of excellence. The National Organization for Human Services will continue to grow in representation of its membership to provide human services students and professionals with superior resources and values in support of a better future and a high level of professional recognition that is inclusive of a broad range of human service focused work.

Treasurer

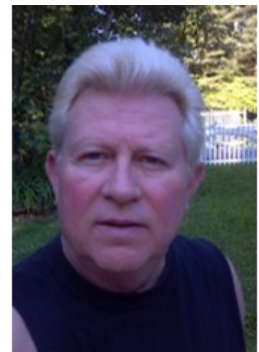
Franklyn Rother, MA, ABD, Dean, Social Science and Education, Brookdale Community College, NJ

Background: I have been a member of NOHS since Fall 1984. I served as MACHS representative and president beginning 1984. I served as NOHS Treasurer from 1985-1988, VP Regional Development 1988-1992, President from 1992-1996, followed by Immediate Past President 'til 1998. I returned to the NOHS BOD as MACHS representative in 2006, and served as interim NOHS Treasurer until the end of that term. I was elected NOHS Treasurer in 2010 and currently serve in this capacity.

Vision: Maintain and promote the fiscal stability of NOHS.



Rob Olding



Franklyn Rother

2012 NOHS ELECTION OF OFFICERS (CONTINUED)

By Judith Slater

Vice-President for Professional Development and Education**Gary Lacy, Ed.D, Dean, State University of New York, Empire State College**

Background: I have been a member of the New England Organization of Human Services and NOHS since 2005. I have participated in regional governance roles and have presented at regional and national conferences over the past seven years. As Vice President of Professional Development and Training, I would hope to be part of a team that would focus on the educational and professional development of its members, the promotion of professional identity with NOHS and human services advocacy. I bring a wealth of experience in the area of professional development and training. For a number of years, I owned and managed an OD firm in Washington, DC that focused on training, development, and executive mentoring. My clients included federal, state, nonprofit, and the foundation sector organizations.

Vision: I have served in the governance role in several national organizations, including the New England Association with primary responsibilities for professional development. The vitality of any organization is dependent on its members being provided opportunities to enhance and build their skills. My focus would be on promoting and enhancing training and educational opportunities for professional development among all members. Professional development means creating organizational vehicles to provide current peer led and timely training/educational opportunities to all members of the organization. I have had experience as the Vice President of NEOSHE as well as the President of the Ohio Counselor Education Association where I served in this capacity. I have served as both a practitioner and educator in the area of Human Services for over twenty years. Formerly, I served as Associate Dean at Springfield College, School of Human Services. I am currently Dean at State University of New York/Empire State College in Hartsdale, New York. My educational background includes a master's degree from Bowie State University in counseling psychology and a doctoral degree in counselor education from Virginia Polytechnic Institute and State University.

Judith Slater, LCSW, HS-BCP, Associate Professor of Human Services, HS Program and Field Coordinator, Kennesaw State University, GA

Background: I have been employed at Kennesaw State University for the past 20 years and am currently the Human Service Program and Field Coordinator. My passion for teaching, scholarship, and service is grounded in my involvement with SOHS and NOHS. As I enter my last years as an educator, I am committed to leaving a legacy for our program by earning our CSHSE accreditation and continuing to serve NOHS to my highest capacity. My years of leadership in both SOHS and NOHS prepares me to serve as your next VP of Professional Development and Education. My service in the Southern Organization for Human Services (SOHS) and the National Organization for Human Services (NOHS) dates back to my first NOHSE conference in 1994 in Seattle, Washington. As a result of that experience, I knew I had found my niche for my professional identity and growth. Since 1994 I have served in many roles in both SOHS and NOHS. For SOHS I served as the GA Representative to the Board (1999 – 2001), Membership Chair (2001 – 2002), Vice-president (2002 – 2004), Conference Coordinator (2003 – 2004), President (2004 – 2006), and Immediate past President (2006 – 2008). For NOHS I served as Southern Regional Representative (2004 – 2006), Conference Coordinator (2007), President (2006 – 2010), and Immediate Past President (2010 to present).

Vision: It is my belief that the National Organization for Human Services (NOHS) has the potential to be the premier human service organization. My vision is to continue to embrace what I believe is the primary driving mission of NOHS which is to serve to those in need. Under my leadership as President



Gary Lacy



Judith Slater

2012 NOHS ELECTION OF OFFICERS (CONTINUED)

By Judith Slater

of NOHS (2006 -2010), a number of significant initiatives were realized, i.e. fiscal stability, growth in membership, four successful conferences, and the development and implementation (in conjunction with CCE and CSHSE) of the Human Service Board Certified Practitioner (HS-BCP). I am excited to present to the membership for election as your next VP for Professional Development and Education. In this position, I will continue to work toward my vision for NOHS. In this role, I will use NOHS members to work with me to develop and implement online CEU's for the HS-BCP credential; work to streamline CEU processes for both national and regional conferences with CCE, NASW, and NBCC; serve as liaison to the Center for Credentialing and Education (CCE) to maintain open communication and support for the HS-BCP certification, and work with various board positions to ensure these initiatives are available to all regions. Thank you for your support to be your next VP for Professional Development and Education. I look forward to serving the NOHS membership.

Glenn West, Doc/philosophy, Associate Professor in Residence, University of Nevada, Las Vegas, NV

Background: Reviewer, Journal of Human Services.

Vision: Successful organizations evolve and adapt. The NOHS was born to address unmet needs and has been evolving and adapting ever since. The organization has come far very quickly since its founding. It seems poised to rise to the next level, building on earlier successes. Still a young association, NOHS can derive benefit from the experience of those who bring expertise in areas needed for continued, successful growth. As a person who has spent most of his career developing continuing education and professional development programs, I think I have learned a few lessons about envisioning education for the future, the future not only of NOHS, but also of the world as we peer over the horizon. Yes, it's a mixed up place out there in which corporations and governments around the world exploit their populations. And yet, there also seems to be a global grassroots movement of all people towards an elevated consciousness that seeks a better existence for all. Responding to the cries of the grassroots, whether in the U.S. or abroad, ought to be our aim. The educational activities of NOHS should in turn respond with programs and activities that prepare all of us to make our best contributions locally or globally.

Vice-President for Public Relations

Richame Parkes-White, Ph.D., MA, Department Chair, Human Services, Baker College, MI

Background: I have worked for Baker College since 2006, starting as an adjunct faculty member for the Human Service program at the Allen Park campus. In 2007, I was awarded the Jewell Grant with the A.C.E.S Scholars (additional certificate and educational support) project; it was specifically created for Human Service students. Men and women were trained in a nationally recognized youth development program and worked at local high schools. I own a private practice for family counseling and relationship issues. I have also worked as an administrator for Head Start in the area of Family and Community Partnership promoting the program throughout the County of Wayne.

Vision: The vision for the organization is national recognition. This can be leveraged with social media and a user-friendly virtual presence. Also, there is a need in promoting the sustainability of hiring someone who is a Human Service Board Certified Practitioner and the direction should come from the National Organization of Human Service. There must be a relationship strengthened among the degree-granting institutions in how to market a student who is board-certified. I believe my vision is viable with social media and marketing workshops. That is why this is self-nomination; see the opportunity to take my ideas to the organization that can make them happen.



Glenn West



Richame Parkes-White

2012 NOHS ELECTION OF OFFICERS (CONTINUED)

By Judith Slater

James Stinchcomb, BS, HS-BCP, CNP, Social Service Program Manager, Cobb Community Services Board, GA

Background: This past year was my first year appointed to the National Board as VP of Professional Development. Now I am looking to run for a position where I believe my talents and vision will be best utilized for our organization.

Vision: I would like to see the National Organization for Human Services continue to grow and develop in becoming the true representation for the professionals in Human Services. We can do this by reaching out and marketing across the nation, using our platform to advance those in Human Services through accreditation and certification.



James Stinchcomb

Vice-President for Regional Development

Laurie Craigen, PhD, LPC, HS-BCP, Old Dominion University, Norfolk, VA

Background: Laurie Craigen is currently a faculty member in the Department of Counseling and Human Services at Old Dominion University in Norfolk, Virginia. Dr. Craigen also works as a Licensed Professional Counselor at Southside Counseling Center in Suffolk, Virginia. Her clinical and research interests relate to women's health issues, particularly self-injurious behavior. Dr. Craigen is currently an assistant editor of the Journal of Human Services (formally known as Human Service Education). For the past two years, she has served as the Vice President of Regional Development for NOHS and as a proposal reviewer for the SOHS and NOHS conference as well as the awards committee for NOHS. Over the past three years, Dr. Craigen has attended and presented at both the regional and national conferences.

Vision: This is perhaps the most exciting time for the National Organization of Human Services. In my current role as Vice President of Regional Development, the Association Manager and I have worked hard to develop Memorandum's of Understanding (MOU's) with the various regions to establish joint or affiliate membership. To date, we have had nearly all regions sign these documents. In my view, this has placed NOHS in an ideal position to grow and continue its momentum forward. I believe that joint and affiliate membership has the potential of propelling the field of Human Services forward and solidifying our field as a legitimate and powerful organization. As Vice President of Regional Development for NOHS, I hope to serve as a support and consultant to each of the regions (NEOHS, MACHS, SOHS, MWOHS, WROHSP, and NWHS). I will also work to increase communication between the regions and the National Organization, especially with respect to the newly signed MOUs.



Laurie Craigen

Ronnie McClory, AS, Human Services Ivy Tech, IN

Background: MWOHS Indiana State Representative (2010-2012) and Member of the Ethics Committee (2011-2012), I have written an article to be printed in the fall edition of The Link (2012).

Vision: We will continually improve the lives of those we serve. Our vision is put into action through programs with a focus on humanity, advocating for benefits to our society, and a genuine commitment to our profession.



Ronnie McClory

2012 NOHS ELECTION OF OFFICERS (CONTINUED)

By Judith Slater

Mark Rehfluss, Ph.D., MA, Program Coordinator- Human Services (online), Old Dominion University, VA

Background: I have served several organizations at the national level and have also served on regional and state organizations within counseling. I have worked as a Human Services professional for close to 20 years and have worked as a faculty member and associate dean at the university level. I love creating and expanding things to reach their full potential and I am currently doing this as the program coordinator of Old Dominion University's online program in Human Services.

Vision: My vision is to expand the reach of NOHS and enhance its reputation as a national resource for students, faculty, and professionals. This means developing local, regional, and national leadership that is committed to enhancing the lives of others and our profession. I believe that team work and thoughtful guidance should serve as the foundation of our organization as we enable each other and those we serve to be successful in their work, careers, and lives. This vision reflects my approach to leadership and my commitment to the development of others in all areas of their lives.

Bradley Schweda, MA, Adjunct Instructor, Baker College, MI

Background: While I have not been an active board member of the regional Midwest Organization of Human Services, I have nonetheless been very active and supportive. I have taken it upon myself to be the Photographer at NOHS and regional events, and shared pictures with both the national and the regional associates where desired. This past year I volunteered to host the Midwest Conference for HUS here in Michigan. While in this position, I feel that I put together a very good conference and, as noted in the reviews, it was extremely successful with the over 250 attendees and ran like a "well oiled machine." I am very active in getting Board Certification to all graduating HUS students at all 12 of our college campuses. I believe I am only a year away from completing this task. I have been an active voice in Human Services with my peers at the national and regional level, and never shirk a responsibility where I invest my time. I am dedicated to HUS and have been for a number of years. I look forward to assisting NOHS with direction, energy, and vision.

Vision: I am invested in working with my peers at the national level to help broaden the relationships between NOHS and the regions, which I have very nice relationships with. I have the energy to see projects through to the end and am very task oriented. I have vision and can see myself working with my peers across the nation to help build lasting, experiential, and well-managed regional programs. I have been very involved in the Midwest Regions affairs for several years and would like to take my energy and vision to the rest of our peers to share with them what works and how to build up their regions with projects, conferences, and great communication. An important part to being able to work with these regions and the NOHS is good financial backing from the University. Our President and my Dean that I work under are very excited about this nomination and have agreed to back me both financially and, with the use of the college's resources, to give me all that I need to be successful. I am excited about the prospects of taking the Board Certification to a larger level and seeing more of our students and peers become Board Certified in Human Services. I bring to the organization energy, vision, and dedication.



Mark Rehfluss



Bradley Schweda

Judith Slater, LCSW, HS-BCP, NOHS Immediate Past President, Nominating Committee Chair

EDITORIAL: THE EVOLUTION OF THE NOHS

By Steve Cockerham

NOHS is evolving. We have entered a new phase in our organizational development, growing into a more integrated association while maintaining our democratic, open relationships. NOHS now has affiliate and associate regions, enabling the geographic divisions of NOHS to remain as separate entities or join as subsidiaries. Our sister associations, the American Counseling Association, the National Association for Social Work, and the American Psychological Association, evolved over the years of their development into complex arrangements of relationships based on regions and interests, each group able to focus and respond to their primary identity and purpose while permitting the national association to forge a unitary mission and take care of business. NOHS is following the natural progression of development for scholarly associations, and at the same time, keeping to the importance of choice and self-determination. NOHS is becoming a new species of national organization.

Like evolution, the changing of NOHS has taken quite a lot of time and been characterized by punctuated disjunctions during extended stabilities. We worked for many years developing our concept of nationalization/regionalization. In reality, NOHS and its regions have always been close. All regions have a member who serves on the NOHS board. The regions have always had control of NOHS, representing both national and regional memberships. What has been unique is that all regional groups have operated as separate organizations. Eventually, in the evolution of professional organizations, a trend appears that blends the lines of authority. The reason for this is that the constituent groups generally wish to focus on their most important goals. For example, all the nineteen divisions of the ACA wanted to promote their own agendas while uniting as a whole to substantiate the field of counseling. The Association for Multicultural Counseling and Development enjoys “improving cultural, ethnic, and racial empathy and understanding” while having the power and support of the other eighteen groups. National groups evolve naturally from their regional counterparts, carving their path of adaptation.

The advantage, its adaptive feature, is that the national group adds voice and efficiency. The voice of NOHS has always been in the combination of national focus and regional interest. Those interested nationally have created the Journal of Human Services, the HS-BCP credentialing, a National Honor Society, and concurrently, a national accrediting body – the CSHSE. We have matured as a field because of national initiatives, and this has served our regions as well. For regional groups, the emphasis has been on students, traditionally, as well as joining faculty in regions and now attempting to add practitioner involvement. Offering joint membership integrates another key advantage to regions that the national organization will take care of business. NOHS has the staff to handle financial transactions and governmental reporting. NOHS can free regions from having to deal with the IRS and state business departments. No associate region currently has 501(c)(3) status. NOHS can handle deposits and billing related to regional conferences. NOHS can process memberships, eliminating the need for volunteers (usually faculty with much too much to do) and compiling membership information, then generating email distribution lists (that change each year) for regular informational purposes as well as reminding of membership renewal. NOHS can offer its liability insurance for board members as well as conferences. This is only the beginning of opportunities with NOHS.

The benefits of linkage help NOHS too. NOHS has been steadily losing money after the blush of credentialing funds. We can reverse that by reasonable charges for professional development, but the addition of memberships from regions will be a key to sustained growth. Active regions are currently paying companies to perform these functions, hopefully performing as expected while paying expenses and earning their profit. Well, the regions can do this through NOHS, helping to fund our staff and keeping the profit, i.e., net income, for our operations. NOHS will need this to finance our contracting with new association management. The unique formula for NOHS is the option. If regions prefer to take care of business themselves, then why not? It's not all that complicated and involved unless one has a

“NOHS has the responsibility to legitimize regions, whatever level of support is needed in order to follow the overall movement of human services.”

EDITORIAL: THE EVOLUTION OF THE NOHS (CONTINUED)

By Steve Cockerham

lot of members. And at that point, one could hire staff...but that means running a business. The essential rationale for joint operations, impact and efficiency, is to let the regional/interest groups focus on their priority tasks of conferences, communication, and connections. The cost is there, but who should really benefit organizationally, a private company or NOHS? Regardless, our model is choice. The benefit is mutual.

Let's hope that other regions will follow the example of MWOHS and SOHS, the first two regional groups to join with NOHS in affiliate status. It can advance the regions and assist NOHS at the same time. We should always permit the regions that join NOHS to retain their own policies and procedures, in keeping with necessary operational requirements and ethical intention. Regardless of affiliate or associate status, the board composition of NOHS will continue to offer equal participation from each region. The executive committee of NOHS endures as a crisis decision-making body, yet the board of NOHS necessarily constitutes the final, over-riding authorization regardless of affiliate or associate status. What's comforting about the affiliate agreement of NOHS with its regions is that, with a month's notice, any region can regain autonomy. That does not negate the requirement of the region to act responsibly. NOHS has the responsibility to legitimize regions, whatever level of support is needed in order to follow the overall movement of Human Services. Joint membership only enhances that confirmation, while preserving regional self-sufficiency.

Human Services comprises the complexity and variety of the helping professions, incorporating the specializations and expanding beyond, to all the many ways we interrelate professionally and provide the care that is needed. Our arms envelop while our hands are open to encompass and empower. NOHS is here to offer support while pursuing the larger agenda, handling operations while enabling precision of purpose. NOHS is the gathering point, the head of household that takes responsibility, never negating independence but actualizing consensus. We are a family, united in our development while acknowledging that each individual needs the freedom to choose the path. When anyone struggles, like that occurring in some regions, NOHS can maintain continuity until the group comes together again. NOHS represents the Human Services Movement.

NOHS is the parent organization. We are the Mother NOHS! NOHS maintains and sustains the tradition, uniting us as a family and keeping us together as we grow. NOHS needs its regions and the regions need NOHS. Together we survive, individually we identify, and all of us need each other. Our Human Service departments exist and thrive on our unity and identification as a vital field. Our practitioners require our students to provide Human Services, and we are only here because of these, the organizations – public, nonprofit, and private – that hire our students and validate our purpose. NOHS is entering the next generation, expanding the connections between people and their interest groups. NOHS is becoming a grandparent, parenting sometimes while staying with the vision that we are all in this together. NOHS can portray wisdom, or it can be divisive, picky, or regressive, or...it can be a force for change, an evolution into an efficient, powerful instrument for progressive leadership. We hang on the balance of that. Let us work toward that next level of our development. Our future depends on us.

Steve Cockerham, Editor of LINK