



Washington State Society for Clinical Social Work

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WASHINGTON STATE SOCIETY FOR
CLINICAL SOCIAL WORK

N E W S L E T T E R

SPRING 2012

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From the Desk of the Very Grateful President

GREETINGS AND HAPPY ALMOST SUMMER (HERE'S HOPING...)!

By Carolyn Sharp

It feels both like yesterday and a thousand years ago since I started in my role as President. When I set out, my goal was to build on the work of my predecessors, build a stronger sense of community for our organization, and to continue the work of institutionalizing our commitment to diversity and inclusion. Thanks to the hard work of a very talented and hard-working Board and Committees, I believe these goals saw significant progress. We have hosted a number of very successful membership events over the last couple of years, where folks got to meet and talk and connect over shared interests and areas of practice. The new format of the Clinical Evening Meetings; panel based fishbowl discussions; have led to very rich and fruitful conversations and connections. Our membership continues to grow, people continue to utilize the listserv, ethical consultation, and our website to find resources and referrals that help their clients *as well as* battle the isolation in what can be a very challenging profession. It has been wonderful, personally, to get to know so many of you better, and I am incredibly grateful for the opportunity.

In the area of inclusion and cultural sensitivity, an area of passion for me, I am extremely proud of our Board for their work *in this arena*. We took a great leap of faith and invested significant time and

resources to bring a national expert in this area, Dr. Derald Wing Sue, to Seattle for a conference last Fall. Not only did Dr. Sue present groundbreaking work to us, but he also consulted with several of us following the conference about the difficulties helping individuals and our organization challenge institutionalized processes that inhibit inclusion and sensitivity to clients and colleagues. Feedback from community members about our leadership in this area was of significant gratitude for bringing him here and of respect for our attention to this area. The Professional Development committee followed this event with a series of Clinical Evening Meetings which were powerful and inspiring. Your Board continues to work on broadening our work in this area to ensure a longstanding integrated commitment to this process. We changed our

**" The organization
is only as
strong as its
volunteers..."**

Membership Committee to the Membership & Diversity Committee in order to focus how we serve our members and how we formalize our investment in a diverse and responsive organization. The committee is co-chaired by Molly Davenport and Sukanya Pani. This team has already led us in a great direction by initiating an annual Diversity Service Award, and beginning a process to bring the People's Institute to us to offer on Undoing Institutional Racism to our Board. More changes are un-

WSSCSW

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The Washington State Society for Clinical Social Work was established in 1973 and incorporated in 1988 as a 501(c)(6) to promote and advance specialization of clinical practice within the social work profession. It is an organization of clinical social workers practicing in a variety of settings including mental health clinics, family service agencies, hospitals and medical clinics, and private practice in the state of Washington. Its members span the professional life cycle from students and new professions to mid-range, seasoned, and retired citizens.

WSSCSW offers its members continuing educational opportunities, legislative advocacy including lobbying, network and professional growth opportunities and special programs for new professionals.

WSSCSW is a nonprofit tax-exempt professional organization with a board of directors composed of officers elected by the membership and chairpersons of the various committees. It is affiliated with the Clinical Social Work Association, which represents clinical social workers on the national level and actively works with them to represent local as well as national concerns.

President's Message *continued from page 1*

derway, but I will allow Sukanya and Molly to share their ideas with you. I am very excited for the commitment and energy the Board has for this process and eager to see the ongoing development of the organization in this area. Rob Odell, Marian Harris, the Diversity Initiative Team, and many others were instrumental in this process. I am deeply grateful to them.

Going forward, we have a stronger Board than ever. There is new energy and vision provided by our President Elect, Karen Hansen, and the many new Board Members invited by Karen. Further, our outgoing Secretary and incoming Treasurer Jay Laughlin has taken on a leadership role examining the Veteran's Outreach Program, which so many of you helped by participating in the survey sent out. Jay is working closely with local Veteran's organizations to insure that if we pursue re-establishing this program that it is done ethically and responsibly. I am excited to see the growth in this area. Our Professional Development team is stronger than ever. It is now co-chaired by Kim Pelto and Sara Slater, and has another rich and exciting year planned. Our amazing lobbyists, Laura Groshong and Lonnie Johns-Brown, continue to work miracles protecting the rights of our clients and our profession. Also, the newsletter you are

currently reading continues to expand its reach and depth for our member and community. All in all, many exciting things are on the horizon.

I want to thank my Board of Directors and all the other volunteers for their incredible support to me over the past two years in my presidency. I have learned a great deal from each of them and I have grown a great deal from getting to work so closely with such creative and talented colleagues. I also want to thank the members who have taken the time to write or call with feedback, and who have answered the calls for help. It has been incredibly helpful and rewarding to get to talk to so many of you about your ideas for changes and growth to the organization and our community.

As I have said, the organization is only as strong as its volunteers, and it is thrilling to watch as the newest volunteers add their energy and their ideas to the mix. I hope each of you, by giving 5 minutes or five hours, will consider throwing your energy into the mix. I promise you, as someone who has been so thoroughly in the mix, you will get out of it ten times what you contribute! I look forward to continuing to serve Karen in her role as President and watching as she takes the organization forward. We could not be in more capable hands. My thanks to all of you and my best wishes for a wonderful summer!

WSSCSW newsletter is mailed quarterly to members of **WSSCSW**. Deadline for the next newsletter is September 1, 2012.

Classified ads are \$10 for every 25 words, \$20 for 50 words, etc. Articles and ads should be emailed to Krista Murfeldt at kristamurfeldt@gmail.com. Newsletter design: Stephanie Schriger, stephanie@designandgraphics.biz

Articles expressing the personal views of members on issues affecting the social work profession are welcome and will be published at the discretion of the editors and **WSSCSW** board. Articles reflect the views of authors and Society endorsement is not intended.

produces more anxiety and depression in children and teens than the actual cancer diagnosis. Find a balance between optimism and pessimism to accurately portray your reality. Telling your child "everything will be just fine" or "everything will be just like it was before cancer" is dishonest and not helpful. It is best to offer a realistic, honest and hopeful assessment of your situation. My favorite quote is from a mother who has ovarian cancer. She told her children, "I promise to tell you what is going on and keep you updated. If there's any information you need to know, I will always tell you." After the initial crisis of cancer is over, many children still worry about cancer returning, feeling like they are "waiting for the other shoe to drop." While parents cannot guarantee cancer will not return, they can guarantee

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they will be honest about it with their children.

The best thing for a child and family is to be honest, communicate and have an outlet for them to talk. Children need some form of psycho-social support whether it is a support group, individual therapy, family therapy, spiritual support or an exercise program. They have to have someone to talk to about cancer and their feelings. Children need reassurance that their parent's cancer diagnosis is not their fault, and that their feelings are valued. It is important to try to maintain everyday family routines, find a balance between optimism and pessimism, and celebrate the present. Cancer does not need to define or destroy a family.

Marketplace

The Seattle Psychoanalytic Society and Institute and the International Psychoanalytic Association present Images of Women, an international conference in Seattle on Friday evening October 5th and Saturday October 6, 2012. Information on the conference, pre-conference events, discounted conference hotel, and registration is available at www.spsi.org.

Substantial discount for early registration.

Certificate Program in Clinical Theory & Practice Fall 2012-2013

Wellspring Family Services has offered the Certificate Program in Clinical Theory and Practice—a 100-hour program in adult psychodynamic theory and practice—since 1991.

The program's content is practical and applied through the use of teaching cases. The major influences on clinical practice and an understanding of human development are integrated to provide a comprehensive learning experience. 100 hours of continuing education credits are available which also apply to Associates' CE mandates (approximately 20 of which count towards supervision requirements). For more information: www.wellspringfs.org

FAMILY SURVIVORSHIP

By Michelle E. Massey, MSW, LICSW Social Worker, Gilda's Club, Seattle

Who do you envision when you think of a cancer survivor? A person wearing a ribbon identifying their cancer? Or Lance Armstrong cycling his way to victory? Both are definitely cancer survivors, but there are other survivors, too. I invite you to expand your vision and think about the child standing behind that person wearing the ribbon. I will never forget my first meeting with Lily. Lily's mother was diagnosed with stage III breast cancer, and she brought Lily to see me because she had started wetting her bed. While standing talking to Lily's mother, I saw this bright red hair and a sparkling blue eye poke around her leg, checking me out. Lily's mother described her fear that she would not be here for the next Mother's Day or her daughter's birthday. Watching Lily tightly grip her mother's leg, I gulped back my own tears. I bent down and caught Lily's eye and introduced myself, reached out, and shook hands with this little girl. I saw fear and curiosity in her blue eyes. I spent the next three years with Lily and her family, watching Lily work through a wide range of emotions from anger, fear, resentment and guilt, to find peace and the ability to survive. She stopped wetting the bed after several visits to our art therapy support group and worked through her emotions in a safe way. At that time she was five years old. She is now a thriving nine year old and living well. She tells me that sometimes she is scared, but, she knows she has a lot of love and people to help her. Lily is a survivor.

According to the American Cancer Society, 25% of people diagnosed with cancer in Washington State have children under the age of 18. When a parent receives a cancer diagnosis the entire family is thrown into crisis. As parents, we want to protect our children and spare them as much pain as possible. Our instinct as Mama and Papa Bears is to shield them from the reality of what cancer entails. Often, frightened and exhausted adults have little energy to spare for children who are themselves terrified and confused. The reality is, the entire family is affected by cancer and will all go through this journey together.

Children of cancer patients may internalize and hide their emotions and anxieties to protect the ill parent. As a result, distressed parents may underestimate, or be unaware of, the impact of cancer on their children. Many family based studies have shown that changes in the parent-child relationship and symptoms of stress and anxiety in the children of cancer patients can continue for up to five, ten or twenty years after the diagnosis.

Children may feel a fear of being abandoned and worry about "who will take care of me." Like Lily, children may regress developmentally, and a 5-year-old might start wetting the bed again. Others may become developmentally accelerated; they may seem more emotionally mature, but even the most mature kid is still a child inside. Children experience many different emotions and it is important they know that all feelings are okay and taken seriously. Being open and hon-

est with your child from the beginning builds trust, enhances communication and reduces fear. In addition to experiencing less stress, children who know the truth are more likely to cooperate with family rules.

Family roles will change. Children are often given more responsibility in care giving and functioning of the home.

When the parent is well, children are expected to go back to former family roles. It is difficult for members of the family to bounce back into the "before cancer" roles and expectations. It is important to find a balance between allowing children to participate in care of the home and assigning roles beyond their developmental capabilities. It is also important not to overburden children with added responsibilities as having too many extra chores may only exacerbate resentment and anger.

Talking to children about cancer is frightening and can be emotionally overwhelming. Experts agree that even children as young as three or four years old should be told the truth about cancer. The amount of information and details that are shared with a child will depend on their age and what they can comprehend. After ten years working as an oncology social worker specializing in children and families with cancer, the main thing I have learned is do NOT underestimate Baby Bear! Most children already know something is wrong. Children who are not told about their parent's cancer diagnosis often imagine things are worse than they are. They may think illness is a punishment for bad behavior or that they did something to make their parent sick. Fear of the unknown often

Navigating the Waters of Our Organizational Development:

THE 2012 ANNUAL BOARD RETREAT

By Karen Hansen

"This retreat brought out a lot of things about our organizational identity".

"I think the fact that the retreat was led by an outside facilitator made a big difference and it feels like the board is now made up of social workers with a wider variety of positions/roles in the community. I really think we are moving in a good direction!"

These are just a few of the reactions about our recent Board retreat for envisioning and planning for the next year of WSSCSW. The retreat took place on a beautiful crisp, sunny April day that took my breath away. Four hours were set aside for current Board business, to share time together, and to envision, bond, and engage with each other about the Society and the directions we want for the coming year. At this time the Board is having some expected turn-over, so new Board members are coming together with older ones.

Along with the new members, there have been some specific changes in our positions. One important new direction for the Board is that our membership committee is now including a diversity focus in recruitment of new members. Sukanya Pani and Molly Davenport have agreed to co-chair in this important work and are developing a plan for it. After being in a backseat training mode over the past 9 months, I am beginning to take a more active role in leadership and direction for the Board as president elect.

Our retreat was facilitated by George Brewster, a professional organizational developer, and husband of Ethics Committee member Melissa Wood-Brewster. George generously brought an enthusiastic focus and expert guidance for moving through a process for this retreat. It was great for Carolyn Sharp and I to be able to step back, rather than lead, and be a part of the process more fully due to George's leadership.

He has offered to be an outside consultant as we further develop our momentum over the coming year. A big "thank you" to George who gives our Board this amazing help and support!

We began our retreat by reflecting back over the past year concerning the programs and processes that WSSCSW has had. Kudos were given to Carolyn Sharp and the Professional Development Committee who developed and led a major groundbreaking conference (Dr. Derald Sue on Microaggression in Everyday Life), as well as a series of evening meetings which were well responded to along the theme of cultural diversity.

Next we talked about the meaning and purpose of why we volunteer on the Board. Most felt that their volunteer process was a combination of giving something back, and gaining support for the ongoing clinical work that we all do through the camaraderie of our Board

Membership. The enjoyment of working with like minded folks was acknowledged, in addition to sharpening our skills in our clinical focus, and finding role models for ourselves over the clinical life cycle as therapists.

One activity at the retreat was an exercise where George offered us the chance to choose from a wide selection of pictures and to provide a description from the picture of how we felt it related to our vision for WSSCSW. A bit of a Rorschach Test, this exercise challenged us to go out of our linear/logical mode and use spatial/visual qualities to answer this question. It was a poetic experience and different from our usual left brain discourse. One person

selected a picture of a large group of interesting bicyclers: the visual suggested to her the theme "so many bikes, so many owners, from all places, all facing forward, the possibility of moving forward and gaining momentum for change". Another chose a picture of water with a single drop making an impact upon the smooth surface and rippling

out. The visual for this person suggested the idea again of motion, movement, impact and making a contribution: every drop counts!

We discussed the issue of providing continuity with our membership growth and our cultural diversity focus for this year. How can we carry these things forward with the momentum generated from the year behind us, and continue to gain further momentum?

"Being new I got a historical point of view about WSSCSW and also an experience of looking forward: I ended up feeling really connected." "It was fun!"

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As we broaden and grow, how can we stay relevant to the needs that all of our members carry in their desire to be part of our organization? A larger Society needs to have more diverse ways for members to participate, benefit and be involved, so that membership does not just reflect a name on a resume, but actually represents a meaningful set of relationships and services that are tangible and real. This is always a challenge when an organization grows. WSSCSW has almost doubled in size over the past several years. We have some growing pains. This is a good “problem” to have for a thriving organization such as ours.

The themes for our coming year ahead are still being shaped and informed by our Board and Committee work, and include “maintaining a clinical focus”. No matter how big, diverse, or progressive we become we must always keep this phrase in mind.

My hope is that as a Board we will use our common visions and creativity to keep this mantra and to have a productive year of learning and growing as a profession. If you have not been active with the Society, this could be the year to step forward and find a way to contribute. We need every one of you to tap our full potential as an organization! I look forward to sharing this exciting time with all of you as a leader of your Board.

Professional Development

STAYING CLINICALLY CENTERED: INVITING YOU INTO THE CONVERSATION

By Sara Slater

In a profession founded on a commitment to ethical practice, respect for difference, and inherent dignity and worth, the challenges of remaining clinically centered have always been great.

So how do we integrate self, practice, and pragmatics in the quick fix, change measuring, increasingly diverse, and minimally funded world of mental health practice?

Springing from thoughts, questions, and reflections raised by our fall conference, “I Googled You: Staying Clinically Centered in an Online World,” we are pleased to announce a series of conversations with colleagues: the 2012-13 Clinical Evening Meetings entitled, “Staying Clinically Centered in a Constantly Evolving Field.”

As we have over the past few years, the intent of these meetings is both to provide relevant subject matter to our membership and colleagues, as well as to create an opportunity for the sharing of experience in an informal, conversational setting. Our facilitated panel format will start the dialogue, and will then open the discussion to all present, stimulating conversation that has proven to be dynamic, reflective, and personal. In short, these meetings embody the best of what it means to find a “clinical home” in the WSSCSW, because it brings us together in the spirit of inquiry and support. It works best when you jump in!

Below you will find the calendar and topics for the year. This is a work in progress, and we will be providing more details as they develop. The main purpose of this article is to offer the flavor of what is to come, and to encourage your thoughts as we develop these topics. As we did last year, we invite you to volunteer as a panelist, or to suggest participants you think might be especially relevant. Either way, please contact your professional development co-chairs, Sara Slater or Kimberly Peltola, at the emails listed below.

Here is our 2012-13 Clinical Evening Meeting Schedule (please mark your calendars!):

Do More with Less, Part 1: Macro Focus Wed. Nov. 14 2012

Diminished public and private funding is one of the pressures we currently face in all spheres of practice. How do we stay clinically centered when it is hard to tell what's happening in the broader sphere? Join us for a discussion about how we as practitioners stay clinically focused in the onslaught of increasing change in our healthcare provider systems, legislative regulations, and funding streams.

WSSCSW ANNUAL HONORS

By Carolyn Sharp

Each year WSSCSW honors one or two of our members who have made significant contributions to WSSCSW and our community. Nominated by the membership and voted on by the Board, this year, there were strong nominations and unanimous Board support for our two honorees. At the Annual Party on June 21st we will celebrate Shirley Bonney and Rob Odell, two veteran members and long time contributors to the health and vitality of the organization!

Shirley Bonney has been a long time member of WSSCSW. Almost since its start, Shirley has been an active and invaluable volunteer. She was president for 2 years in the early 90's, served as Chair of the Professional Development Committee from 2008-2010, and has been an active committee member of the Associates Committee for the last two years. In addition, Shirley was a member of the Diversity Initiative, which examined our organizational processes to insure that we include and honor diversity. She has served as a panelist and facilitator for multiple Clinical Evening Meetings in recent years, authored newsletter articles, and ran valuable Short Courses for our community. In short, Shirley always steps up when asked and offers help where it is needed. It is a great privilege to honor her this year for her significant and long-standing contributions to the Society. Shirley has helped build the WSSCSW into the organization it is today.

Rob Odell has also been a long time member that has been involved in a myriad of projects. Rob served on the Board as secretary and helped the Board

become more technologically efficient. He then served many years as our list serve moderator; helping to make sure that it was useful, ethical, and clinically centered. During this time, he was also an active member of the Veterans Outreach Program, helping to coordinate that program while also seeing Veterans in his private practice for reduced rates. He was then recruited into the role of President five years ago. As President, Rob oversaw the ‘professionalization’ of the organization, at a time when its growth had outpaced its structure. This was a difficult and often thankless process, but as a result of his leadership, we have a more functional and professional website, job descriptions and internal processes for our boards and committees, as well as a healthier Board with attention to Diversity. This has been particularly helpful for me, as the incoming president following Rob's term, as it allowed me to focus on community building and investment in our growth. Rob oversaw the Diversity Initiative, and the rewriting of the By-Laws to include attention to Diversity and Inclusion, written by Marian Harris. His commitment and attention to this critical mission has helped strengthen our organization in ways long overdue. Since leaving office, Rob has remained active, working with community leaders to reinstitute the Veteran's Outreach Program, as well as continuing to be a consultant to others and myself on the Board. As you can see, Rob's influence and contributions have been numerous.

Finally, this year, the WSSCSW has instituted a new Award. In order to institutionalize our commitment to Diversity, the Membership & Diversity Committee has developed the Diversity Service

Award. The WSSCSW Diversity Service Award acknowledges and honors the special contribution of a member who has made a significant contribution toward institutionalizing the mission and goals of the society's commitment to diversity and cultural responsiveness. The award honors an institutional change agent who through exemplary leadership manifests the ideals of diversity into practical action and promotes understanding and appreciation of diversity in its multitude of forms.

This year, our inaugural year, we are thrilled to be honoring Marian Harris. Immediately upon joining the Clinical Society in 2009, Marian began work helping the Diversity Initiative develop the goals to integrate diversity into our structure and programming. She re-wrote our organization's By-Laws to formalize our commitment to Diversity and Inclusion and make it a permanent part of the organization. She has also been an invaluable consultant to me as I worked with the Professional Development Committee in this year's programming, and was a panelist on one of our Clinical Evening Meeting discussions. With Shirley Bonney, she wrote an article in this year's newsletter outlining the need for Clinical Social Workers to examine our clinical processes, even when uncomfortable. Her work was the inspiration for this year's programming and much of the Board's work this year to increase and institutionalize our commitment to diversity. She did all of this while serving as a full-time faculty at the University of Washington School of Social Work in Tacoma, and operating a private practice. Marian is a true change agent and incredible leader and we are so fortunate to have her.

Agency Spotlight
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bar for the level of professionalism among case managers at the agency and the larger community through training and professional development. Jenelle discussed the importance of having baseline knowledge around issues such as boundaries, confidentiality, and suicide assessment to strengthen the direct services received by families and individuals in the community. Jenelle mentioned that she had the opportunity to attend the WSSCSW conference on Microaggressions in Everyday Life presented by Dr. Derald Wing Sue, and stated that the conference enhanced her knowledge regarding anti-racism work that she was already engaged in at Solid Ground. Based on the conversations with the clinical social workers who had varying degree of clinical experience, it was evident that there was a common theme of them wanting to continue to raise the standard of provision of services and programming within Solid Ground with the goal of continuing to provide the best serves to marginalized people in our communities. It was also apparent that these clinical social workers wanted to further the anti-racism and anti-oppression work through direct service, evaluation of programs and program development at Solid Ground and beyond in service of our communities. For further information about Solid Ground please visit <http://www.solid-ground.org>.

Professional Development calendar of events, 2012-13:

FALL CONFERENCE:

Saturday September 29, 2012,

8:30am – 5pm

I Googled You: Staying Clinically Centered in an Online World

Presenter: Laura Groshong,
LICSW, BCD

Friday, September 28:

Pre-conference discussion, 6-9pm

CLINICAL EVENING MEETING SERIES:

Staying Clinically Centered in a Constantly Evolving Field

Do More with Less, Part 1: Macro

Focus Wed. Nov. 14 2012

Do More with Less, Part 2: Micro

Focus Tues. Jan 15, 2013

Finding Depth in a Flatscreen World

Wed. Feb 27, 2013

The Art and Science of our Profession"

Tues. April 9, 2013



Do More with Less, Part 2: Micro Focus Tues. Jan 15, 2013

Building on our discussion from Part One, this evening will focus on staying clinically centered, theoretically and ethically, when pressured by constraints of time, money, and overwhelming need. Whatever our practice setting, it is often difficult to feel effective or to determine how to best help our clients when conditions challenge what we might consider “best practice.” And how, as providers, do we factor in our own needs to earn a living?

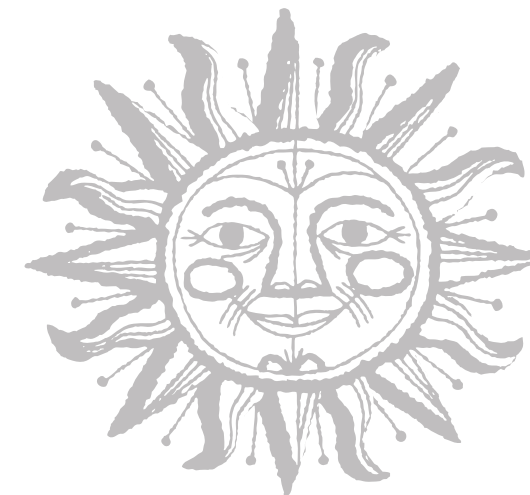
Finding Depth in a Flatscreen World Wed. Feb 27, 2013

Our exploration next takes us to question what defines “therapeutic practice” in an environment increasingly focused on economic and personal survival, where often the pull is toward external solutions over personal exploration. How do we cultivate values of introspection, self-care, and personal growth through self-awareness in an increasingly non-reflective, multi-tasking, stack-ranked world?

“The Art and Science of our Profession” Tues. April 9, 2013

Join us as we close our “season” with a discussion centered on the unique balancing act of our profession: staying clinically centered in a constantly evolving field. How do we integrate the art and science of practice with evolving treatment approaches and orientations, remaining true to self while open to discovery of ourselves as practitioners? How do we continue to be both clinically centered and clinically relevant?

We hope many of you will join us in the conversation. Please send your comments as suggestions—we welcome your participation! Contact your co-chairs, Sara Slater, saraslaterlicsw@gmail.com, or Kimberly Peltola, Kimberly.peltola@gmail.com with your comments or suggestions. And please note as you read the article about the fall conference, “I Googled You,” that your first opportunity in this “clinically centered” conversation series will be a pre-conference discussion on Friday, September 28. As ever, we look forward to seeing you soon.



Membership Renewal time is almost here!

We have three ways to renew membership:

- Simply login to your membership profile make any needed changes, pay via credit card OR choose manual payment & mail your payment.
- Mail in your membership renewal, with any needed changes & we will renew your membership.
- We will have more information in the coming weeks regarding renewal. If you have forgotten your password, you can reset it. Any questions or concerns please email or call Aimee Roos: admin@wsscsw.org or 206.786.0534.



LEGISLATIVE UPDATE

When patients are willing and able to file the appeal themselves, results are often better.

CHANGES AT REGENCE BLUE SHIELD

By: Laura Groshong

In the most recent addition of Regence Blueshield's newsletter (June, 2012) to LICSWs and other clinicians, "The Connection", there are several changes to the way that claims will be handled which I wanted to bring to your attention. They are as follows:

1. **No More Paper Claims** – starting on August 1, 2012, no more paper claims will be accepted. This development has been in the works for the past two years. Anyone who uses Office Ally has already made the shift. Regence is offering webinars for any clinicians who need to learn how to file paper claims. These will be held every Thursday. You can register at www.mea-fast.com/regence/webinar/html.
2. **New Clinical Guidelines** – a new set of clinical guidelines have been issued by Regence in 11 diagnostic areas for adults and 9 diagnostic areas for children/adolescents. These guidelines can be accessed at <http://blue.regence.com/trgmedpol/clinical/practice-guidelines/mental-health-practice-guideline.html> by anyone who is a Regence behavioral health provider. There is some confusion in that the articles used to create these guidelines, issued in March, but just announced to providers, are not consistent with the Milliman Guidelines which have been the source of major disagreement with Regence about clinical decision making. I would urge all Regence providers to review these new

guidelines and use them in any appeals for denied care.

3. **Rate Renewals** – Regence is in the process of determining new rates for all provider groups, including LICSWs. These will be released on July 1. I will make sure that Society members receive them as soon as they are available.

I know that there is still a lot of disagreement with the policies that Regence is using to approve treatment requests. There are still many denials of care. Please continue to send appeals, or have your patients send appeals, if they have been denied mental health sessions. Remember that even when we send in the appeal we are acting on behalf of the patient. When patients are willing and able to file the appeal themselves, results are often better.

SOLID GROUND

By Sukanya Pani and Molly Davenport

Clinical Social Workers work in a variety of settings such as community-based agencies, mental health clinics, schools, hospitals, private practice, and more. In recognition of the different settings that clinical social workers contribute their expertise and skills in serving the community, the Membership and Diversity committee will be presenting a series of articles highlighting views of clinical social workers and agencies that are committed to working with marginalized communities to address oppression, human rights and social justice. Our very first article highlights Solid Ground, an agency that focuses on building community to end poverty, undo racism and other oppressions that are root causes of poverty.

Solid Ground, formerly called the Fremont Public Association, was founded in 1974 by community leaders to address economically devastated neighborhoods with services such as an emergency food bank, a clothing bank, and an employment program. As the scope and severity of homelessness and poverty increased over the years, Solid Ground intentionally expanded the range of services to ensure the reach to the greater community. According to the agency website, they have over 30 programs and provide services and support to nearly 60,000 households each year to overcome poverty and build better futures throughout King County and beyond. All the programs and services are grounded in the agency's Anti-Racism Initiative that works to undo racism by identifying and addressing institutional practices

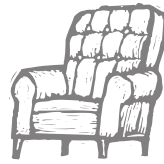
and policies that are barriers to the full participation of people of color in our society. The initiative addresses racism within the agency setting as well as in the broader community.

Solid Ground has clinical social workers in many of its programs such as housing, community voice mail, and administration. When asked about how her social worker background helps in her current role, Ruth Masinga, the Interim Executive Director of Solid Ground, noted, "As an MSW with clinical and management experience in many areas, I came to Solid Ground with a set of knowledge about how programs operate and what are the typical metrics of success. My MSW also grounds my work in this fundamental question: "What does our work mean for the people who come to us for services?" When a similar question was posed to new social worker, Kendra Gritsch, a case manager with the Homelessness Prevention Programs at Solid Ground, she said "Even though I had prior experience in social service setting, doing direct service now (with my MSW) has meant that I am able to critically analyze and make connections between anti-oppression work, social justice and direct service while continuing to inform program development with a lens of how communities experience our services".

Jenelle Dean, a program assistant in the Housing Stability Project who is currently pursuing her MSW from Eastern Washington University mentioned that she would like to continue to raise the

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Agency Spotlight



NEW CHAIRS

The **WSSCSW** is pleased to announce four new board members. They each bring a wide breadth of clinical experience and knowledge which is highlighted below. Please join us in welcoming, Jay Laughlin, John Walenta, Ellen Wood, Sukanya Pani, Molly Davenport.

Jay Laughlin: Treasurer

Jay Laughlin recently retired from the City of Seattle after 25 years in the Environment, Health and Safety field. During much of the time he worked there he volunteered with the King County Dispute Resolution Center doing community-based mediation. Jay also volunteered with the Seattle Police and King County Prosecutor as a domestic violence advocate. Jay's clinical interests lie along the intersection of criminal justice with mental health. In addition to his work in domestic violence, he has worked with the seriously mentally ill and is also very interested in working with veterans, particularly the current cohort returning from Iraq and Afghanistan in need of clinical support with readjustment and PTSD.

John Walenta: Co-chair Ethics Committee

John has been a member of WSSCSW for 10 years. He earned a Bachelors in Philosophy at Univ. of Wisconsin-Milwaukee, a 2nd Bachelors in Psychology and a Masters in Social Work at Univ. of Washington. John is an LICSW and, although retired, he has been keeping up his licensure.

Ellen Wood: Co-Chair Ethics Committee

Ellen moved to Washington three years ago from Miami, FL where she had a small private practice along with her full-time practice in a Children's Psychiatric Center. There she provided psychotherapy with children and psycho-educational help for members of her clients' family systems. Her work with young children included a range of play and psychodynamic therapy approaches. In Seattle, she is accepting children and their families for individual and dyadic therapy.

Sukanya Pani: Co-Chair Membership & Diversity Committee

Sukanya is the co-chair for the Membership and Diversity committee. As a co-chair she is committed to develop increased diversity in the membership of the Society through outreach and member engagement initiatives. Sukanya currently works as the Director of Student Services at Year Up Puget Sound and provides support services to young adults from marginalized communities as they overcome barriers and achieve employment, education and life goals. She has extensive experience in developing and managing direct service programs. Most recently, Sukanya also managed the Housing Stabilization Services program at Solid Ground. She brings a sincere passion to end violence against women and homelessness and over time has worked with various agencies in King County. Sukanya had received the 2009 Molina Healthcare Community Championship Award for her work in the community. She has a Masters of Social work from Washington University in St. Louis and a Master of Law from University of Michigan, Ann Arbor. She has concentrated her work on issues related to human rights of marginalized populations and social justice both locally and internationally. Sukanya is a first generation immigrant and is bilingual in English and Hindi.

Molly Davenport: Co-Chair Membership & Diversity Committee

Molly Davenport joined the board this past spring and is co-chairing the Membership and Diversity Committee with Sukanya Pani. Molly is a therapist at Wellspring Family Services' Bellevue office and has experience in hospital, community mental health and child welfare settings.

ETHICS IN SOCIAL WORK

by Melissa Wood Brewster

When I was recently asked to join the Ethics Committee, my first reaction was "I'm not qualified to be on the Ethics Committee... I'm not an ethics expert!" Later I discovered I may not be alone in my thought. Another WSSCSW member told me "I originally thought ethics was being told what to do." Turns out though, we don't need to be experts in ethics to sit on a committee. We don't need to know the answer to ethical questions and dilemmas or know how to tell others what to do. In fact, there rarely is a clear answer to such questions.

Wikipedia defines ethics as "a branch of philosophy that involves systematizing, defending, and recommending concepts of right and wrong behavior." This is different than determining and defining with certainty and this is clearly hard for many of us to do, even when we are trained to embrace uncertainty. Brene Brown, a Researcher in the field of Social Work referred to Social Work in one of her TED Talks, as an industry of people who believe that "life is messy" while others try to "clean it up, organize it and put it into a bento box." Just like we help our clients learn how to hold two or more thoughts or feelings at once and learn to accept aspects of their lives for what they are, without judging them as good or bad, right or wrong. We want to continually practice this ourselves. One way we can do that is to maintain a continual dialogue about the ongoing ethical dilemmas and questions we face every day in our clinical work.

To assist with this on-going dialogue is a new Ethics Committee composed of four members; Ellen Wood (ellenwood1@gmail.com), John Walenta (johnwalenta@hotmail.com), Carolyn McArthur (carolyn.mcarthur@gmail.com), and Melissa Wood Brewster (woodbrewster@gmail.com). We invite you to contact one of us when you are facing an ethical dilemma so that we can help facilitate an exploratory discussion. The role of the committee is to help you gain further insight, after which we will refer you to your consultant or supervisor to assist you with making any final decisions about your presenting situation.

Another way we hope to help maintain an on-going dialogue is to present an ethical question in each newsletter with the hope that you will share your responses (submitted to committee members), which we can include in the following newsletter. Our first topic concerns the type and amount of information that is shared on the list serve regarding active or potential clients. What kind and how much information should we be disclosing in order to obtain appropriate referrals or resources? If safety is an issue, can we disclose more information or is the privacy of the identified individual held as utmost importance? Members have started to ask these questions due to recent inquiries on the email list serve. We invite you all to participate in this discussion. We also invite you to offer up any ideas as to how the Ethics Committee can best serve you and other members of the WSSCSW.



TREASURER'S REPORT 2011-2012

By Donna Flynn

The 2011-2012 Fiscal Year has been one of conservation, estimating uncertain costs so as not to end up with a significant deficit at the end of the year. This proved to be highly successful. Our accessible website has continued to support online registration and a higher visibility of our services. Our organization added 35 new members this last year! Conference attendance was somewhat lower than hoped but the income offset the expense nearly entirely. The books for the year are not yet officially closed, but the numbers below are correct as of 5/31/2012. We faced the challenges of going to online payment via Paypal and now have a streamlined well organized system in place to grow with our organization.

INCOME

Our total income to date is \$60,189.65. The largest percentage of income that the WSSCSW generated this year came from member dues, which was 53% of total income. Conference income brought in 30% of our income, before expense. 8% of our income came from lobbying contributions made by our membership. This number has substantially grown from last years 2.2%. Short Courses we offered brought in 5.65% Evening meetings raised 1.36% of income, and 1% of our income came from granting CEU's to other organizations. A new category of income of enhanced website listings brought in .5%. A little less than 1% came from ads placed in our newsletter or from the sales of our mailing list to other organizations.

As a non-profit organization, we are not allowed to show a profit. Therefore, our books are kept on a cash basis. This means that whatever we earn in income, we must balance with an equal amount of expenses. If, as we expect to do this year, we have a surplus of income to expense, this money will be placed in our reserve account for use in emergencies or to invest in the infrastructure which will improve communications, and streamline processes, such as renewals and event sign up. We will reinvest a significant portion of this to build back our investment fund, which was significantly hit by the recession.

As always we will invest in our professional development programming to enhance services to members. We expect to see both a financial and more importantly, programmatic return on this investment.

EXPENSES

Our total expenses to date are \$50,049.57. The largest expense was professional development, which were 44% of our total expenses. Our conference cost was the largest expense. Communication expense made up 25% of our expenses This pays for our staff: our Program Assistant Aimee Roos and webmaster Kate Witt; and, production of our expanded newsletters. 20% of expenses were for legislative costs, paying for the time and operating costs of our lobbyists, Lonnie Johns-Brown and Laura Groshong, as well as for contributions we made to support our legislative agenda. The executive expense category, comprising 8.4%, paid for general operating expenses; our end of the year party; the volunteer recognition dinner; the scholarship we award yearly to a MSW graduate at the School of Social Work; and the Veteran's Outreach Project. The Associates Program totaled 2.15% of budget

I hope this produces a helpful financial picture of our budget this year. The continued growth and development of the WSSCSW as an organization; offering services for our members and our community is one of the many goals we hold as our highest priority. We have and will continue to put in place all the fiscal and organizational structure necessary to meet the goals of our organization. Feel free to contact myself or Carolyn Sharp with any questions you may have. Thank you for your help, patience and support over this last year as my knowledge base has grown! Active participation within the organization has been a great opportunity to develop a deeper personal appreciation of the multitude of endeavors we as an organization offer and the committed individuals who are willing to share time and energy to keep our profession growing. Jay Laughlin will be moving into the treasurer role as of July 2012.

2012 FALL CONFERENCE ANNOUNCEMENT

By Kimberly Peltola

We are thrilled to start off the Professional Development programming for the 2012-2013 year on September 29th with our very own Laura Groshong LICSW, BCD. Ms. Groshong will be presenting "I Googled You!" Staying Clinically Centered in an Online World. Ms. Groshong earned her Masters in Social Work in 1974 from the School of Social Service Administration at the University of Chicago and received advanced training in Adult Psychotherapy at Seattle Psychoanalytic Institute. She has been in private practice with individuals, couples, and families for 32 years.

Since 1996, she has worked as a Registered Lobbyist in the state of Washington for eight mental health groups, passing several bills promoting access to mental health treatment. Since 2006, she has served as Director of Government Relations for the Clinical Social Work Association, a national organization that advocates on behalf of clinical social workers.

Ms. Groshong has written several articles on legislative activity and co-authored social work licensure laws in ten states. Published in 2009, her book *Clinical Social Work Regulation and Practice*, compares clinical social work licensure laws and scopes of practice across all states and jurisdictions in the U.S.

Mental health professionals need to be as mindful as possible about the impact

their Internet identities can have on their clinical work. Your online presence is a form of self-disclosure and a responsibility all clinicians need to consider. The conference will address this in three ways. First, we will discuss personal and professional websites and their possible impact on treatment. Then, we will review complications of Internet communication between client and clinical social worker. Lastly, we will discuss how to apply the code of ethics as well as state and federal laws/rules concerning client privacy and the Internet. In addition, the committee has planned an evening discussion on clinical issues the evening before the conference on September 28th from 7pm-9pm.

The WA State Coalition of Mental Health Professionals and Consumers and the WA State Society for Clinical Social Work are collaborating to bring you this conference because of their mutual dedication to ethical practice and legislative advocacy. For more information about the mission and activities of these organizations, visit www.wacoalition.org and www.wsscsw.org. Six ethics CEUs will be available for all that attend the full day conference and 2.5 CEUs for the pre-conference. An email with a brochure has been sent to the list serve and registration is available on WSSCSW website. For any further questions, please contact the registrar Aimee Roos at admin@wsscsw.org

