



Social Workers
Help starts here.

NASW Oklahoma

VOLUME XXXVIII, NUMBER 1 • OCTOBER 2009

INSIDE PAGES

2010 Chapter Positions List	2
President's Message	3
From the Interim Manager	3
NASW-OK Annual State Conference	4
NASW-OK Elections Biographical Fact Sheet	5
Nominate Member for a Chapter Office	6
2010 Awards Nomination Form	7
NASW-OK Branches	8
NASW-OK 2010 Call for Awards Nominations	8-9
Chapter Committee on Nominations & Leadership Identification	9
The Social Worker and the Home Office	10-13
Recipients Awards 2010	13
2 Workshops	14-15

MARK YOUR CALENDARS!

2 WORKSHOPS

Friday, December 4, 2009

Metro-Tech Springlake Campus,
1900 Springlake Drive, Oklahoma City

Presented By NASW-OK and Central Branch

Speakers are:

Jon Trzcinski, LCSW

and Lanny Endicott, LCSW, LMFT, MSW, D. Min

(see pages 14-15)

ANNUAL STATE CONFERENCE

April 11-13, 2010

Oklahoma College for Continuing Education
Norman, Oklahoma

NASW-OK BOARD OF DIRECTORS AND STAFF 2009-2010

PRESIDENT

Dr. Lanny Endicott
918-495-6543 office
918-830-1523 cell
email: Lendicott@oru.edu

PRESIDENT ELECT

Sharon Humphries
405-823-2932
email: shumphries1@cox.net

VICE PRESIDENT

Sarah Schulz
405-808-2189
email: sarah.griffiths@integris-health.com

SECRETARY

Benita Erwin
580-310-9836
email: benitaerwin@yahoo.com

TREASURER

Charlotte Kendrick
405-271-8001 x44547
email: cjkendrick@cox.net

CENTRAL BRANCH CHAIR

Michelle Diesselhorst-Reese
405-456-3215
email: Mdiessreese@hotmail.com

CENTRAL BRANCH ADDITIONAL REPRESENTATIVE

Annette Ware
405-521-3544
email: Annette-ware@okdhs.org

CLEVELAND BRANCH CHAIR

Dr. Herman Curiel
405-325-1406
email: hcuriel@ou.edu

CLEVELAND BRANCH ADDITIONAL REPRESENTATIVE

Christina Jameson McCurtain
405-364-1947
email: Chris@mccurtain.org

MUSKOGEE BRANCH CHAIR

Gary Dan Davis
918-456-5511 x3517
email: gary-davis@cherokee.org

NORTHEAST BRANCH CHAIR

Janet Cravens
918-825-2905
email: Jlp63msw2000@yahoo.com

NORTHWEST BRANCH CHAIR

Rae Wilson
972-742-2915
email: drwilson@nwosu.edu

SOUTHEAST BRANCH CHAIR

Renee Sweeden
580-421-4532
email: rdsweeden@yahoo.com

SOUTHWEST BRANCH CHAIR

Sunnye Cope
580-335-6800
email: Sunnye.cope@okdhs.org

TULSA BRANCH CHAIR

Lori Franklin
918-743-5819
email: lfranklin@ou.edu

TULSA BRANCH ADDITIONAL REPRESENTATIVE

Jonette Coquat
918-587-1187 x 228
email: Jonette1@cox.net

GRADUATE STUDENT REPRESENTATIVE

Tamika Lipsey
918-806-1824
email: Tamika.lipsey@yahoo.com

UNDERGRAD STUDENT REPRESENTATIVE

Tabatha Miller
405-249-0331
email: tabathamiller1@msn.com

INTERIM MANAGER

Martha Kendall Holmes
405-286-4540
405-204-3746 cell
email: director@naswok.org
405-286-4543 FAX

NEWSLETTER DESIGN

Pamela Adams
Email: 15mfame@cox.net

NASW-OK Newsletter

Vol. XXXVIII, No. 1 • October 2009

Published by the National Association of Social Workers, Oklahoma Chapter, 2200 NW 50th Street, Suite 111 E, Oklahoma City, OK 73112; Phone: 405-286-4540; 800-640-2729; Fax: 405-286-4543.

Advertisers: To advertise in this publication please contact the NASW-OK Chapter office at: 405-286-4540 or by fax to: 405-286-4543. The chapter reserves the right to reject advertisements for any reason at any time. No liability is assumed if an advertisement is omitted for whatever reason.

General Information: Publication of advertising and/or editorial copy in this newsletter does not constitute endorsement or approval by NASW and/or NASW-OK of content, point of view, standards of service, or opinion presented therein, nor does the chapter guarantee the accuracy of information. All copy is subject to editorial approval. NASW-OK reserves the right to edit articles for [purposes of clarity and/or space. Editorial opinions expressed are the authors and do not necessarily represent NASW-OK or NASW positions and policies.

Postmaster, send address changes: NASW-OK, 2200 NW 50th Street, Suite 111 E, Oklahoma City, OK 73112.

Chapter Positions Open for 2010 Election

Board of Directors:

Secretary

Treasurer

Central Branch Additional Representative

Cleveland Branch Chair

Northeast Branch Chair

Southeast Branch Chair

Tulsa Branch Chair

Tulsa Branch Additional Representative

Graduate Student Representative

Undergraduate Student Representative

Chapter Committee on Nominations & Leadership Identification:

Central Branch Representative

Northwest Branch Representative

Southwest Branch Representative

Muskogee Branch Representative

BOARD MEMBERS ELECTED IN 2009

President Elect - Sharon Humphries

Vice President - Sarah Schulz

Central Branch Chair - Michelle Diesselhorst-Reese

Cleveland Branch Additional Rep -
Christine Jameson McCurtain

Muskogee Branch Chair - Gary Don Davis

Northwest Branch Chair - Rae Wilson

Southwest Branch Chair - Sunnye Cope

Graduate Student Rep

Undergrad Student Rep

President's Message

Dr. Lanny Endicott; MSSW, LCSW, LMFT



Greetings NASW members,

As you may know, our Executive Director Martha Holmes has retired from NASW-OK. She is currently working part-time interim with us until we find another executive director to replace her. Martha served our organization over the past seven years and has helped NASW-OK grow in both membership and financially during her service.

Our Search Committee Chair is Mary Jo Kinzie; and the rest of the search committee includes: Herman Curiel, Lori Franklin, Benita Erwin, Courtney Rogers, and Lanny Endicott. Sue Jashinsky, our liaison with NASW national, is assigned to provide direction and serves on the Search Committee as well.

The search plan includes advertizing the position through October, screening and interviewing during November, with the NASW-OK Board interviewing the final

candidates and choosing the new ED in December. The goal is to have our new ED begin work in January. The published ad includes the following information:

The NASW Oklahoma Chapter with a membership of 1100 is seeking an executive director. Position requires direction and supervision of continuing education, professional development, standards and legislative programs, strong budget management skills, 3-5 years supervisory and administrative experience, working knowledge of technical computer programs, and experience working with boards. Must have an understanding of social work values, ethics and guiding principles. MSW preferred. Some travel required. Minimum salary is \$33,000 for 32 hours/week plus benefits. Application deadline: October 30, 2009 COB. We are an equal opportunity employer. Send resumes to Mary Jo Kinzie at both email addresses: Mary.kinzie@okdhs.org, cjkmjk@cox.net.

If you have an interest in the Executive Director's position for NASW-OK, you're encouraged to apply.

Planning is underway for our annual state conference. Theme for the conference is: Healing the Nation: Social Work's Role in Health Care Reform. Those interested should submit workshop proposals to Martha Kendall Holmes (mholmes102@cox.net) by November 15. The conference will again be held at the OCCE campus at the University of Oklahoma in Norman. Conference dates for the NASW-OK State Conference for 2010 are April 11 through 13.

I hope each of you has a great Fall experience.

Lanny

...from the Interim Manager

Martha Kendall Holmes; MSW, ACSW

Dear Social Workers!

I began working for you for pay on August 1, 2002 and retired as your executive director on June 30, 2009. I have continued to work even less part time and will continue until the new executive director is working. There are several reasons for my retirement - I am ready for another phase of my life for one, but the main reason is family illness. I need to be at home more.

I have been very involved in NASW since I joined in 1975. I have served on and chaired many committees, served as your president, served at the national level as chair of the National Committee on Nominations and Leadership Identification and as National Secretary, chaired the Knee-Wittman Committee and was selected to be the Oklahoma Social Worker of the Year and then the National Social Worker of the Year. I will remain a member and will be chairing the Social Policy and Action Committee for

the Oklahoma Chapter and serving on the 2010 Annual State Conference Committee. In August I will be eligible to be a Gold Card Member.

I have enjoyed having graduate students from the OU School of Social Work and helping put together seven successful annual state conferences. I have enjoyed working with our lobbyists. I have represented NASW-OK on the board of the Oklahoma Coalition to Abolish the Death Penalty and on my own have continued serving on the board of Parents Assistance Center.

Of the things I have accomplished while executive director, the thing I am most proud of is working with leaders from the psychologists, LPC's and LMFT's and the Oklahoma Health Care Authority to obtain reimbursement from Medicaid for licensed masters level mental health professionals in private practice who provide therapy for children. This has been approved and will

probably begin in the spring. This is a goal I have had since being your president 1992-94 and have worked on and I have been assured that this finally is reality. (I asked OHCA before telling you.) What a wonderful thing for the children and adults. Presently they can now get therapy reimbursed by Medicaid through mental health clinics, but not from private practitioners. The need is great as there are so many children and so few clinics.

I have had successes and failures as your executive director, and I have always had hopes for social workers to be successful in Oklahoma. I have always had your best in my heart.

You will be seeing me around. I hope you will join me in the Social Policy and Action Committee. You can reach me at 405-204-3746 (do not call the healthcare authority).

With warmest regards, Martha

NASW OKLAHOMA CHAPTER: Annual State Conference

April 11, 2010, Oklahoma College for Continuing Education

Healing the Nation: Social Work's Role in Health Care Reform

Social work is at the forefront of instituting change for our clients and consumers. At a time when the nation is facing insecurity on numerous fronts, Oklahomans face issues related to high levels of poverty, reduced services, decreased healthcare and insurance services, mental health and social services. The conference planning committee welcomes a broad variety of creative and innovative presentations focusing on ways for social work to partner with government, non-government agencies, public and private sectors to continue to meet the needs of the public. Presentations and workshops that explore the use of new technologies for micro, mezzo, and/or macro levels of interventions will be given strong consideration.

CALL FOR PROPOSALS – Accepted through November 25, 2009

We seek proposals that will provide substantial and current information about our roles as social workers in health care reform, meeting the needs of families in life-changing events due to to medical costs, issues pertaining to policy, planning and direct practice in medical and related fields.

Please use the form below as a guide and note that we must receive your proposal NO LATER THAN November 25. Notification of acceptance/non-acceptance by December 31, 2009.

PLEASE SUBMIT (e-mail preferred): (A) cover letter, (B) abstract, and (C) resume as indicated below
TYPEWRITTEN PLEASE! Incomplete or illegible proposals will not be considered.

(A) Proposal Cover Letter

1. Lead Presenter (primary contact with NASW-OK Chapter)

NAME _____

Title _____

Employer _____

Degrees & Licenses _____

2. Address (complete mailing address and zip code)

Street _____

City _____ State ____ Zip _____

3. Contact Information

Work Phone _____ Home Phone _____

FAX _____ e-mail _____

(B) Proposal Abstract (On separate piece of paper please provide the following information)

1. Proposed session title (10 words or less)
2. Description of session in 50 words or less (to be used in the registration program if chosen.)
3. Additional presenters, if any (list with name, title, employer, degree, licenses and/or credentials)
4. Length of session: 1.5 hour, 2 hour, 3 hour workshop; all-day seminar
5. Number of participants (maximum number acceptable – 50, no limit, etc.)
6. Audio visual equipment needed (list 3 only and if you have a powerpoint/laptop you can use)
7. Level of practice (beginning, intermediate or advanced)
8. Session learning objectives, including specific issues to be covered.
9. Instructional methods (lecture, group exercise, panel, paper presentation)
10. Relevance to social work profession (how session relates specifically to social work skills, knowledge, ethics, cultural competency, etc.)
11. 300-500 word proposal abstract

(C) Attach resume or curriculum vitae for each presenter.

E-MAIL, mail or fax submissions NO LATER THAN NOVEMBER 25, 2009 to:

NASW-OK 2008 Planning Committee, 2200 NW 50th, Suite 111E, Oklahoma City, OK 73112

For more information call 405-286-4540 / 800-640-2729, e-mail mholmes102@cox.net, or fax 405-286-4543

NOMINATE YOURSELF OR ANOTHER MEMBER FOR A CHAPTER OFFICE

WHY RUN FOR CHAPTER OFFICE? BECAUSE IT'S FUN, EXCITING, THOUGHT-PROVOKING AND A GENUINE LEARNING EXPERIENCE!

Taking a leadership position in the Oklahoma Chapter of NASW will put you on the cutting edge of the profession. You will be faced with making critical decisions regarding the future of social work.

You will meet other talented social workers and have the opportunity to represent your colleagues.

So get involved and nominate yourself and/or a colleague to represent your profession!

Fill out the form below and send it today!

The Chapter Committee on Nominations and Leadership Identification (CCNLI) will select a slate for the next election of Officers, Branch Representatives to the Board and CCNLI members. Officers can be from any branch, but it is helpful if the Treasurer lives or works in or close to the Chapter Office in Oklahoma City. The positions open for the 2010 election are:

Secretary: Responsible for the minutes of the meetings of the board of directors and executive committee as well as for non fiscal records of the chapter. Attend all board meetings. Participate in decision making process to fulfill the mission of the Chapter. Co-validate election results with the leadership and nominations chairperson.

Treasurer: Develops and monitors chapter fiscal policies and plans. Responsible for the fiscal management of the Chapter. Manages the preparation of chapter budget. Attend all board meetings and participate in decision making process.

Branch Chairs: Branch Chair responsible for the ongoing operation of the branches within the geographical bounds of the branch. Presides over branch meetings. Serves on the Board of Directors and attends all quarterly board meetings. Delegates responsibilities. Other duties as well. **Branch Chairs to be elected in 2010:** Cleveland Co; Northeast Branch; Southeast Branch; and Tulsa Branch.

Additional Representatives from larger branches: Support Branch Chair in activities of the Branch. Attend all board meetings and conduct the business of the chapter. **Additional Representatives to be elected in 2010:** Central Branch and Tulsa Branch.

Graduate Student and Undergraduate Student Representatives: Attend all board meetings and conduct the business of the Chapter. Interpret board policies to student members. Represent to the Board the issues and concerns of the student members and advocate in students' best interest. Serve on committees.

Chapter Committee on Nominations and Leadership Identification (CCNLI): Seek leaders for the chapter and select award recipients. CCNLI positions to be elected in 2010: Central Oklahoma Branch; Muskogee Branch; Northwest Branch; and Southwest Branch.

Remember, all candidates must be NASW members. For more information call Martha Holmes at 405-286-4540 or e-mail mholmes102@cox.net

.....
Please submit this form by December 1 to: NASW-OK, 2200 NW 50th, Suite 111E, Oklahoma City, OK 73112

I nominate: _____

For the position of: _____ Branch: _____

My name: _____

Nominee's Day Phone: _____ Nominee's workplace or school phone: _____

Nominee's address: _____

City: _____ State: _____ Zip: _____

NATIONAL ASSOCIATION OF SOCIAL WORKERS: OKLAHOMA CHAPTER

Elections Biographical Fact Sheet

Office or Position Desired: _____

Date Completed: _____ Local NASW Branch: _____

Name: _____

Home Address: _____

City: _____ State: _____ Zip: _____ Phone: () _____

Employer/Agency: _____ Job Title: _____

Address: _____

City: _____ State: _____ Zip: _____ Phone: () _____

EDUCATION *(write "X" that apply and specify degrees in parentheses)*

Social Work Degrees: Bachelor ___ Master ___ Doctorate ___

Non-Social Work Degrees *(please specify)*: _____

Social Work Students Only: Anticipated Graduation Year _____ Anticipated Degree _____

Leadership experience in NASW _____

Leadership experience outside NASW *(within the past 10 years)* _____

Current membership in professional organizations other than NASW _____

Leadership achievements: Describe at least 3 significant achievements in your professional and community activities that show your leadership capacity. _____

Honors – List those you feel relevant _____

Publications *(List those you feel relevant – no more than 2)* _____

Professional Licensure/Certification _____

NATIONAL ASSOCIATION OF SOCIAL WORKERS: OKLAHOMA CHAPTER

2010 Awards Nomination Form

(Circle One)

SOCIAL WORKER OF THE YEAR • PUBLIC ELECTED OFFICIAL OF THE YEAR

CITIZEN OF THE YEAR • GRADUATE STUDENT OF THE YEAR

MEDIA SERVICE AWARD • UNDERGRADUATE STUDENT OF THE YEAR

Nominee Name: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Job Title: _____

Name of Member Filing This Nomination: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____ E-mail: _____

Signature: _____

Describe in 500 words or less the achievements of the nominee. BE AS SPECIFIC AS POSSIBLE.

You may add attachments, such as a biographical sketch, curriculum vitae, photograph, or other materials. All materials should show the nominee's name at the top.

Return this form and related materials **TO BE RECEIVED BY JANUARY 4, 2010:**

CHAIR, CCNLI
NASW-OK

2200 NW 50th, Suite 111E, Oklahoma City, OK 73112

For more information: 405-286-4540



Social Workers
Help starts here.

NASW-OK Branches

CENTRAL BRANCH

Branch Chair is:

Michelle Diesselhorst-Reese

Phone: 405-456-3215

Email: mdiessreese@hotmail.com

Check web page for meeting days & times.

CLEVELAND CO. BRANCH

Branch Chair is: Dr. Herman Curiel

Phone: 405-325-1406

Email: hcuriel@ou.edu

Check web page for meeting days & times.

MUSKOGEE BRANCH

Branch Chair is: Gary Dan Davis

Phone: 918-931-8040

Email: Davisgd@nsu.ok.edu

Check web page for location

NORTHEAST BRANCH

Branch Chair is: Janet Cravens

Phone: 918-825-2905

Email: jlp63msw2000@yahoo.com

Check web page for meeting days & times

NORTHWEST BRANCH

Branch Chair is: Rae Wilson

Phone: 972-742-2915

Email: drwilson@nwosu.edu

Check web page for meeting days & times

SOUTHEAST BRANCH

Branch Chair is: Renee Sweeden

Phone: 590-421-4532

Email: rdsweeden@yahoo.com

Check web page for meeting days & times

SOUTHWEST BRANCH

Branch Chair is: Sunnye Cope

Phone: 580-335-6800

Email: sunnye.cope@okdhs.org

Check web page for meeting days & times

TULSA BRANCH

Branch Chair is: Lori Franklin

Phone: 918-743-5819

Email: lfranklin@ou.edu

Branch meets 2nd Mondays at Johnnie's Charbroiler, 51st and Harvard. Program 12-1. Come early to eat and visit before the program.

National Association of Social Workers, Oklahoma Chapter

2010 Call for Awards Nominations

Give a deserving colleague special recognition by nominating her/him for the Oklahoma Social Worker of the Year – Lifetime Achievement Award – Public Elected Official of the Year – Graduate Student of the Year – Undergraduate Student of the Year – Citizen of the Year – Media Service Award

These seven categories will be honored at the Annual State Conference on April 12, 2010. The selection guidelines are printed below and the Nominations form is included in this newsletter.

2010 Oklahoma Social Worker of the Year

This individual should demonstrate exceptional professional qualities that make her/him stand out beyond the expectations of her/his job. The Chapter Committee on Nominations and Leadership Identification (CCNLI) enlists your help in nominating and individual who

- Is a current member in good standing of NASW.
- Demonstrates leadership qualities.
- Effectively integrates experience with education, personally and professionally, in an effort to help people.
- Shows a willingness to take risks for improved social services.
- Contributes to the public's knowledge of social work in a particular area of expertise.
- Represents the professional ethics of social work as defined in the NASW Code of Ethics.

2010 Lifetime Achievement Award

The Chapter will honor a "lifetime Achievement" recipient whose contributions have had a positive impact on the development of professional social work in Oklahoma. The nominee, over has a lifetime of involvement has

- Been a member in good standing of NASW.
- Provided leadership in strengthening and unifying the social work profession.
- Effectively integrated experience and education to promote the development of social work practice to meet human needs.
- Shown a willingness to take risks to promote human well-being through social action
- Maintained the code of professional ethics while representing the profession of social work to the public.

2010 Graduate Student of the Year

The CCNLI enlists the help of the NASW-OK membership & accredited schools of social work in nominating an outstanding graduate social work student who

- Is a member of NASW and is in good academic standing.
- Provides service to NASW and to relevant student associations or groups.
- Participates in school activities and volunteer human services.
- Represents the professional ethics of social work as defined in the NASW Code of Ethics.

2010 Undergraduate Student of the Year

The CCNLI enlists the help of the NASW-OK membership & accredited schools of social work in nominating an outstanding undergraduate social work student who

- Is a member of NASW and is in good academic standing.
- Provides service to NASW and to relevant student associations or groups.
- Participates in school activities and volunteer human services.
- Represents the professional ethics of social work as defined in the NASW Code of Ethics.

2010 Public Elected Official of the Year

The NASW-OK Chapter Board of Directors invites you to participate in the selection of the Public Elected Official of the Year. Please nominate a public elected official whose actions consistently demonstrate a concern and responsibility to the people of Oklahoma consistent with the goals of NASW.

2010 Citizen of the Year

We seek a citizen of the year – someone who is not a social worker but has an understanding of social work and a personal commitment to supporting its aims and ideals. Please nominate an individual who

- Is involved in activities that are consistent with the goals of NASW, but is not a member of the profession.
- Demonstrates leadership qualities in the field of human services.
- Shows evidence of personal and professional integrity in an effort to help people.
- Has the capacity to increase public knowledge in a particular area of expertise.
- Has the capacity to enlist public support for improved social services.
- Personally represents the ethics of social work as defined in the NASW Code of Ethics.

2010 Media Service Award

Recognizing the importance and impact of the media on our everyday lives, NASW-OK seeks nominations for the Media Award Nominee who

- Exhibits an understanding of the human needs of society.
- Responsible informs the community to potential or current social threats or concerns.
- Advocates for justice and empowers society-at-large.
- Exhibits ethical behavior when reporting or representing issues of the social work profession.

Chapter Committee on Nominations and Leadership Identification

CENTRAL OKLAHOMA BRANCH

Sandra Edge-Boyd
Phone: 405-271-1444
Email: sedge@ouhsc.edu

CLEVELAND COUNTY BRANCH

Melanie Bailey
Phone: 405-317-6379
Email: mmbaile@cox.net

MUSKOGEE BRANCH

Chris Garland
Phone: 918-647-7036
Email: garlandcc@nsuok.edu

NORTHEAST BRANCH

To be appointed by President

NORTHWEST BRANCH

Kylene Rehder
Phone: 580-327-8135
Email: kdrehder@nwosu.edu

SOUTHEAST BRANCH

To be appointed by President

SOUTHWEST BRANCH

Anita Page
Phone: 580-536-5174
Email: anita_page@att.net

TULSA BRANCH

Martha Scales
Phone: 918-660-3351
Email: mlscales05@sbcglobal.net

The Social Worker and the Home Office

By Sherri Morgan, LDF Associate Counsel, and Carolyn I. Polowy, NASW General Counsel
©2009 National Association of Social Workers. All Rights Reserved.

Introduction

Social workers practice in a variety of settings, among them the home-based office. Many privately practicing clinical social workers maintain a solo or small practice. Some clinical social workers find that operating a home office is more feasible than leasing office space for a variety of reasons. Among social workers employed by agencies, many rely on home-based office space to complete paperwork, conduct follow up telephone calls and as a base of operations for field visits to clients in the community. Although working from home is not uncommon, the issues related to practicing social work out of a home-based office require additional research. This Legal Issue of the Month article explores legal and ethical issues that could arise as a result of practicing social work from home and notes available resources.

Background

The expansion of electronic communication technology has increased workers' abilities to work from home or in the field. This phenomenon is affecting social work practice as well as other professions and industries. Child welfare is an area of practice that has typically depended heavily on site visits by workers to clients' homes, schools and places of employment. Preliminary reports of technology demonstration programs indicate that staff can increase their effectiveness and job satisfaction by linking to the agency via phone, fax, and laptop computer, creating a "secure, functional home office" (Anderson, 2004). Workers' commuting time is decreased and efficiency is increased by being able to enter data in real time and transmit it instantaneously and to complete paperwork at home.

In England, social agencies have set up "drop in points" at local libraries and other sites where workers in the field can stop by to complete electronic paperwork without having to sit in their cars between visits. A report on this shift

in the locus of work suggests some additional attractions of flexible work arrangements: "People seem to like the prospect of being able to work in their pyjamas" (Tickle, 2008). Concerns about shifting from an agency locus to a home office include the quality of the information technology systems at home offices, confidentiality issues, whether home-based work imposes on workers, the ability to effectively manage home-based workers, and social and professional isolation.

In the field of clinical social work, psychotherapy has long been practiced in home office settings (Barker, 1984; Maroda, 2007). The potential problems related to the delivery of psychotherapeutic services in a therapist's home are diverse and provide a rich source of material for further study and evaluation. Reported legal cases involving social workers or other mental health practitioners tend to fall into four categories: zoning laws, tax issues, professional practice and discipline, and social worker safety.

Local Zoning Laws

An important issue for a social worker to consider in planning a possible home office is whether the intended use of the property will meet local property zoning requirements. If operating a home office is central to a social worker's plan for practicing the profession, it is crucial not to enter into any lease agreements or property sales until applicable zoning issues regarding the home office have been addressed and resolved. It is important not to make decisions about the applicability of zoning laws based on other uses in the neighborhood or historic uses of the property as a home office, as laws may have changed affecting the options available for new home-based businesses.

Hearne v. City of Brookhaven (2002) involved a Mississippi psychologist's unsuccessful appeal of a zoning board ruling that prohibited him from practicing in a home office. In that case

the psychologist was not living on the residentially-zoned premises, had not been completely truthful regarding where he lived, hired outside help to run the business, used much of the home for his practice, and advertised Alcoholics Anonymous meetings for members of the community to attend in the home. Social workers seeking a home office exception to zoning laws must be aware of the details of the local laws. In *Hearne's* case ten separate conditions had to be met in order for a property owner to qualify for a special exception to the zoning laws. These included: no employment of non-family members; no increase in pedestrian or vehicular traffic; no outdoor storage; limits on signage; use of only one room of the dwelling for business purposes; no external evidence of a non-residential use of the property; and no use of commercial vehicles for delivery of materials.

In *Witherspoon v. City of Moline (1993)*, an Illinois psychologist who employed his wife as his sole staff member, successfully appealed a zoning board denial for the home office they had built as part of their new home. In this instance, the home office constituted 25 percent of the dwelling, the property contained a long, private driveway, there were to be no group therapy sessions offered and no clients after 5:30 p.m. After they lost to the zoning board and in the circuit court, the plaintiffs filed a complaint for a declaratory judgment, attacking the legality of the rule, rather than bringing a direct appeal. This required that they show the court "by clear and convincing proof that the denial of their special use permit was arbitrary, capricious and unreasonable." They presented evidence by several expert witnesses regarding their property, its use, and potential impact on the neighborhood. These experts included a property assessor, a city planner, an engineer for the city, the city's land development coordinator and a supportive neighbor. They also provided information about Ms. Witherspoon's medical condition that made it difficult

for her to work outside of the home. Although the psychologist's zoning exception was eventually granted, the entire process required six years to resolve favorably.

Social workers seeking a home office zoning exception should carefully review all available options and develop a long-term plan about the needs and requirements of the business and seek competent legal support, especially if a conflict is anticipated.

Home Office Business Expense Deductions

Social workers may use a home office to carry out professional activities in a variety of ways. The specific manner in which the home is used for business-related activities may impact whether a social worker is able to claim a tax deduction for expenses related to operating a home office. Due to the complexities of the tax law it is beneficial for a social worker who is setting up a home office to consult with an experienced and reputable accountant to identify the specific tax implications of the proposed office set-up and business equipment.

Section 26 U.S.C.A. § 280A of the Internal Revenue Code contains the applicable statutory provisions. The general rule is that a home office expense deduction is not allowable. Thus, the burden is on the taxpayer to demonstrate that all the conditions are met that would qualify them to obtain an exception to this standard and to receive the deduction. Specifically, an exception is available for:

- (c)(1) ...any item to the extent such item is allocable to a portion of the dwelling unit which is exclusively used on a regular basis--
- (A) as the principal place of business for any trade or business of the taxpayer,
 - (B) as a place of business which is used by patients, clients, or customers in meeting or dealing with the taxpayer in the normal course of his trade or business, or
 - (C) in the case of a separate structure which is not attached to the dwelling unit, in connection with the taxpayer's trade or business.

In the case of an employee, the preceding sentence shall apply only if the exclusive use referred to in the preceding sentence is for the convenience of his employer. For purposes of subparagraph (A), the term "principal place of business" includes a place of business which is used by the taxpayer for the administrative or management activities of any trade or business of the taxpayer if there is no other fixed location of such trade or business where the taxpayer conducts substantial administrative or management activities of such trade or business. 26 U.S.C.A. § 280A.

In addition, the home office deduction is generally applicable only where a substantial expense is incurred and is limited to the gross amount of business income (Nolfi, 1987).

According to the U.S. Tax Court, "The location at which goods and services are delivered to customers generally will be regarded as an important indicator of the principal place of a taxpayer's business, which must be given great weight and is a principal consideration in most cases." In *Strohmaier v. Commissioner of Internal Revenue (1999)*, the Tax Court held that a man who worked as an independent contractor selling individual insurance policies and as a part-time minister did not qualify for a home office deduction, although he did not have a principal office location elsewhere, because the primary services he provided were in locations outside of his home. On the other hand, the language of the tax code indicates that a deduction is available for administrative or business management functions. Thus, expert assistance in interpreting the tax provisions may be invaluable to steer the social worker through the maze of applicable laws and regulations.

Social Worker Safety

Concerns for social worker safety are often heightened when the practice is located in a home office. In a residential setting there is likely to be less pedestrian and automobile traffic and fewer entrants to and from the building who could be possible witnesses to any criminal mischief perpetrated by aggrieved clients, violent family members of clients, or those in emotional crisis for whom violence is a

possible element of their disorder. Social workers operating a home office may be more vulnerable to stalking or threats to harm the worker or family members, particularly in a rural or isolated setting. Social workers with a home office may take several steps to address these potential concerns:

- Install security measures, such as motion-sensor exterior lighting, deadbolt locks, scheduling higher risk cases during the daytime, installing a password protected alarm system, and creating a notification system so that another person knows where the worker is and will check on the worker if there is no response at a pre-arranged time.
- Screening potentially violent clients and referring to other settings, such as an agency or another office setting.
- Hiring office help who may be in and out of the home office.
- Setting clear boundaries with clients, informing them of the limits of the home office space, and what areas are not accessible for clients.

Reported court decisions provide evidence that mental health professionals need to be equally aware of security concerns in the home office as in a professional office building. In a 1993 New York case, *People v. Robson*, the defendant was found criminally guilty of destroying the entire interior of his psychiatrist's home office. While such occurrences are rare, and may happen as frequently in the agency setting, social workers should not disregard appropriate security precautions.

Professional Practice Standards

One of the significant concerns relating to a home-based psychotherapy practice is that the personal nature of the home-office setting may encourage the blurring of boundaries between a professional versus a personal relationship between the therapist and client (Chase, 2001; Maroda, 2007). Research on these issues revealed themes reported by the social worker psychotherapists who participated in the study that included feeling exposed, the loss of the home as a personal sanctuary, and experiencing the benefits of integrating personal and professional life (Chase, 2001). Home-based therapists

related unexpected situations such as an exposed bedroom, dirty dishes, and patient curiosity. Findings from Chase's 2001 in-depth study of nine clinical social workers with a home office included:

- All participants agreed that there was more personal exposure in a home setting than in other settings.
- All participants felt that a greater effort was required to maintain a "professional" atmosphere in a home setting than in an office setting outside their home.
- A majority of participants found positive aspects in the greater integration between their personal and professional lives.
- The majority of participants felt that both positive and negative transference was intensified with certain patients in a home setting and counter transference was also intensified in this home setting.

An extreme example of boundary violations occurring in the home office is presented in a recent Illinois court decision. In *Morgan v. Department of Financial and Professional Regulation (2007)*, a clinical psychologist who practiced out of his home was summarily suspended from practice based on a complaint that he had engaged in unprofessional sexual contact with a client in an upstairs room of his home. The client provided a detailed and credible account of how she was led to the room, lulled into relaxation with a massage chair in a dark room, and then sexually molested. On appeal several years later the penalty was reversed on due process grounds; however, the case is a stark reminder of how a therapist may misuse the privacy of the home office and engage in improper conduct shielded from view in a private home.

Confidentiality and Related Issues

Public media accounts of privacy breaches have become commonplace and are likely to include breaches of health care information. Reported instances include employee's use of work technology such as laptop computers at home (Files, 2006). *NASW and ASWB Standards for Technology and Social Work Practice* (NASW, 2005a) specify that, "Social workers shall protect client

privacy when using technology in their practice and document all services, taking special safeguards to protect client information in the electronic record." This applies in the home office as well as the agency or professional business suite. Social workers may need to evaluate what special challenges exist to confidentiality in the home office.

Social workers may find that the HIPAA Security Standards provide a useful template for reviewing and developing a security plan (NASW, 2005b). Although the HIPAA Security Standards only apply to electronic health information, the requirements more broadly address issues relating to the physical premises of the healthcare provider's office setting.

The ability to separate home and office space is an important factor in maintaining professional standards of confidentiality. Social workers should be prepared to answer questions about the home office set-up, privacy policies, and other measures taken to assure confidentiality when applying for professional liability coverage or communicating with other entities such as health insurers and regulatory agencies.

Analysis and Conclusions

Social workers who practice in a home office have the same obligations to adhere to professional, legal and ethical standards as social workers who conduct their business in an organization or business office. The nature of the home office setting may require professional social workers who desire to utilize this option to be more alert to potential problems and to take specific steps to identify and resolve issues created by working in the home, as there is reduced oversight by supervisors, managers, co-workers and the general public.

One writer shared the observation related to the provision of clinical services that "a more clearly demarcated home office presented less of a[n ethical] problem than one that allowed, or even required the patient to enter the household proper. Therapists who have an addition put on their homes, or have a carriage house, with a completely separate entrance and bathroom, seem less likely to have problems than those who use a den, basement office, or living

area, either as the office or waiting room" (Maroda, 2007).

Additional recommendations include:

- consultation on tax, insurance, and zoning issues,
- an assessment of security risks,
- adherence to privacy and electronic security standards in HIPAA, state law and the NASW Code of Ethics,
- installation and maintenance of high quality computer and mobile media systems such as PDAs, laptops, secure Internet connections, and
- regular clinical consultation on ethical and practices issues (for private practitioners) or routine communication and coordination with managers (for agency employees).

References

- Anderson, R. (2004). The child welfare workforce gets wired. *Children's Voice*. Child Welfare League of America. [Online]. Available at <http://www.cwla.org/programs/r2p/cvarticleswired.pdf> (last visited January 29, 2009).
- Barker, R. (1984). Social work in private practice, principles, issues and dilemmas. Pp. 103 – 104. National Association of Social Workers, Wash. DC.
- Chase, J.M. (2001). The perceptions and experiences of psychotherapists who treat patients in a home office. Doctoral dissertation. New York Univ.
- Files, J. (2006). V.A. laptop is recovered, its data intact. *New York Times*. [Online]. Available at <http://www.nytimes.com/2006/06/30/washington/30vets.html> (last visited February 2, 2009).
- Hearne v. City of Brookhaven, 822 So.2d 999 (2002).
- Maroda, K. (2007). Ethical considerations of the home office. *Psychoanalytic Psychology*, Vol. 24, No. 1, 173–179. American Psychological Association. [Online]. Available at <http://psycnet.apa.org/journals/pap/24/1/173.pdf> (last visited February 2, 2009)(access by per document purchase).
- Morgan v. Department of Financial and

Professional Regulation, 871 N.E.2d 178 (2007).

National Association of Social Workers (2005a). NASW and ASWB standards for technology and social work practice. Washington, DC: Author. [Online]. Available at <http://www.socialworkers.org/practice/standards/NASWTechnologyStandards.pdf> (last visited February 2, 2009).

National Association of Social Workers (2005b). Social workers and the HIPAA security standards. NASW Legal Defense Fund, Legal Issue of the Month. [Online]. Available at http://www.socialworkers.org/ldf/legal_

issue/200504.asp (last visited February 6, 2009)(password accessible for NASW members).

NASW Assurance Services (2003). Client records: keep or toss? Practice Pointer. [Online]. Available at http://www.naswassurance.org/pdf/PP_Record_Retention.pdf (last visited January 29, 2009).

Nolfi, E. (1987). Home office tax deductions under 26 U.S.C.A. § 280a(c)(1). 83 A.L.R. Fed. 691 (current through 2008).

People v. Robson, 197 A.D.2d 602, 602 N.Y.S.2d 422 (1993).

Strohmaier v. Commissioner of Internal Revenue, 113 T.C. No. 5, 113 T.C. 106 (1999).

Tickle, L. (2008). Working from home: social workers using the home as an office [Online]. Social Care Institute for Excellence, Social Care Online. Available at <http://www.communitycare.co.uk/Articles/Article.aspx?liArticleID=107280&PrinterFriendly=true> (last visited January 29, 2009).

26 U.S.C.A. § 280A (Internal Revenue Code, 1986).

Recipients of Awards 2009



(from left to right) Senator Andrew Rice, Cynthia Schmitt, Terrie A. Fritz, MSW, LCSW, Julianne N. Mains, Nelda Paden, Ruth I. Knee, ACSW

Elected Public Official of the Year

Senator Andrew Rice

Undergraduate Social Work Student of the Year

Cynthia Schmitt

Social Worker of the Year

Terrie A. Fritz, MSW, LCSW

Graduate Social Work Student of the Year

Julianne N. Mains

Citizen of the Year

Nelda Paden

Lifetime Achievement Award (awarded posthumously)

Ruth I. Knee, ACSW

2 WORKSHOPS on Friday, December 4, 2009

Presented By NASW-OK and Central Branch
at Metro-Tech springlake Campus, 1900 Springlake Drive, Oklahoma City

AGENDA

8:15 – 8:45 AM: Registration, Sign-In

8:45 – Noon: Ethics Presentation

Ethics: The Devil is in the Details

Presented by Jon Trzcinski, LCSW

Noon – 1:00 PM: Lunch on your own

1:00 – 4:15 PM: Clinical Presentation

Self-Help for the Helper

Presented by Lanny Endicott, LCSW, LMFT, MSW, D. Min

Each workshop offers three (3) CEUs, for a possible total of six (6).

Three hours ethics, three hours clinical.

Please copy the following, complete and send with your check made payable to:

NASW-OK, 2200 NW 50th, Suite 111 E, Oklahoma City, OK 73112

Attendance is limited to the first 65 registrants as determined by postmark.

REGISTRATION FEES:

Before Deadline of November 25, 2009:

After Deadline of November 25, 2009:

NASW MEMBER \$40.00____

NASW MEMBER \$50.00____

NON-MEMBER \$60.00____

NON-MEMBER \$70.00____

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

TELEPHONE _____ E-MAIL _____

NASW-OK is an approved Continuing Education Provider of the OSBLSW; 405-286-4540

Jon Trzcinski, LCSW has over 38 years experience in child welfare, juvenile justice and adult corrections fields. Jon is currently in private practice providing program consultation and expert witness services in the child welfare and juvenile justice fields. He has contributed articles to professional journals and magazines such as *Social Casework*, *Corrections Today* and *Child and Your Care Forum*. Jon lives in and works out of Oklahoma City.

Like or not, there are times in our work lives when we find ourselves on the horns of an ethical dilemma. You may have seen something, been told something, become aware of something, or done or not done something that leaves you, your agency and your client in a devilish situation. These are the times when you may find you have been handed the proverbial sticky wicket; and, now you have to figure out what's the right thing to do. Mr. Trzcinski's workshop will be a good humored short

course on the ethical expectations of the social work profession and will be focused on issues related to working with children and their families. The basic requirements of the National Association of Social Workers and the Oklahoma State Board of Licensed Social Workers will be reviewed. The workshop will use video clips, case scenarios and group discussion to explore the ethical ramifications of working with children and families. In the words of Dr. Ferdie Pacheco, "When your integrity is on the line, you can't flinch."

Dr. Lanny Endicott is Director of the Social Work Program at Oral Roberts University. He has been with ORU 34 years. He also teaches there and serves as Director of Service Learning for ORU. He is a case management consultant for child welfare supervisors for the Child Welfare Professional Enhancement Program and provides a similar service to the Osage Nation tribe in Oklahoma. He is a regular presenter on the subjects of

stress management, secondary trauma and burnout prevention to child welfare, professional and ministerial groups. He teaches social work courses at the Russian American Christian University in Moscow. He is the current president of NASW-OK.

Dr. Endicott's workshop has the goal of helping the professional social worker develop a plan for self-care. This is particularly important for those who work with traumatized clientele: victims of abuse, child abuse, veterans, accidents, disasters, and other forms of traumatic experiences. Professionals can themselves become traumatized secondarily working with those suffering from trauma. The workshop will address professional secondary trauma (sometimes caused by Compassion Fatigue or vicarious traumatization) and assist social work professionals with developing plans for self-care.



Social Workers
Help starts here.



National Association of Social Workers

2200 NW 50th Street, Suite 111 E

Oklahoma City, OK 73112

www.naswok.org