Guidelines | Ohio Counseling Association

The mission of OCA is to promote and advance the profession of counseling.



VOLUME 33, NUMBER 2 WINTER 2007



OCA Assists ACA with Medicare Legislation Daniel R. Cruikshanks, Ph.D., PCC-S President Elect, OCA

Earlier this year, ACA Legislative Representative, Brian Altman, called upon OCA to assist with the latest effort to amend Medicare to include professional counselors as service providers. ACA had identified Ohio 5th District, Congressman Paul E. Gillmor (R) as a representative who might be able to assist in this latest effort toward Medicare parity.

Under current law, only Licensed Psychologists and Licensed Independent Social Workers are allowed to provide non-medical mental health services to Medicare recipients. As a result, Medicare recipients (primarily comprised of folks over age 65) have restricted access to mental health care. Moreover, in rural and semi-rural

INSIDE THIS ISSUE

President's Report	3
2006 AOCC	4
OCA Awards Winners	5
Chapters & Divisions	6-7
State House Report	8-9
Counselor Advocacy & Public Policy on the National Level	10
Professional Pride or Alphabet Soup?	11
The Path to Advocacy & Leadership	12
Executive Council	15

areas, which are more likely to be underserved, Medicare recipients may have no access to mental health services at all, even when there are competent licensed professional counselors in their own communities.

Past efforts to solve this problem have been unsuccessful. Although the current language of the amendment previously has passed the Senate, the House of Representatives has failed to pass a bill. On May 9th, Representative Barbara Cubin of Wyoming introduced H.R.5324 in an effort, once again, to amend title XVIII of the Social Security Act to provide for the coverage of marriage and family therapist services and mental health counselor services under part B of the Medicare Program.

In July, Brian Altman contacted Bill Nemec, Chair of the OCA Government Relations Committee, for help in lobbying Congressman Gillmor to support H.R.5324.

"Medicare Legislation" continued on page 14

Ohio Counseling Association 2006-2007



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Guidelines

WINTER 2007: VOLUME 33, NUMBER 2

Tim Luckhaunt

A Lifetime Membership in OCA is now available for a one time membership fee of \$500. This will allow individuals to become members of OCA for life without ever needing to renew their membership! Please obtain the new OCA Membership Form by accessing the OCA website at www.ohiocounseling.org.

Join OCA for Life!

Another new membership category is **Legacy Member** (what had previously been referred to as Lifetime Member). This is an honor extended only by the OCA Executive Council and reserved for those OCA members who have demonstrated outstanding service and leadership during their careers.

WINTER 2007: VOLUME 33, NUMBER 2

Guidelines is the Ohio Counseling Association's quarterly newsletter published for its members. We welcome your comments, suggestions, and news.

Deadlines for submission are August 1; November 15; February 1; and May 2 of each year.

Advertisements and articles are subject to editorial approval and revision. OCA reserves the right to reject any ad or article for any reason.

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The Ohio Counseling Association is a branch of the American Counseling Association.

A Message from Our President Thelma Greaser

Change, change and more change.....

As I began to think about a message to send to all of our OCA members in this edition of Guidelines, I thought about the stages of change which are tenets of solution focused therapy (one of the theories of counseling which we use here at Child Guidance & Family Solutions where I am employed as a counselor). To refresh your memory, these stages are Precontemplative, Contemplative, Determination or Preparation (sometimes referred to as the kicking and screaming stage), Action and Maintenance or Relapse. Currently I am feeling as if I am facing significant change in both my personal and professional life.

The first adjustment is personal—a major kitchen remodeling project. I have passed through the first four stages of change as defined in Solution Focused Theory in regards to the personal change. I thought about the project, decided to move forward with the project, created the plans with a kitchen designer, hired a contractor and ordered the appliances, cabinets and countertops. I am now in the action stage—eagerly anticipating the changes I will see each night when I arrive at home. Can I adjust to this change? Of course I can because I know how much I will appreciate the finished product. However, I can relate to the "kicking and screaming" part of the Determination stage. Did I really want to put up with the inconvenience to get to the reward? I will admit that I am enjoying the opportunity to try new restaurants in my community and the decrease in menu planning and grocery shopping.

The second adjustment is professional. I will be using a new text for a class I will be teaching at Walsh University during the spring term. Again, I have moved through the first three stages of change and am preparing for the fourth stage. I have been stressed about the need to read a new textbook, write new lectures, plan new activities for the students, and write all new exams. However, I am discovering that this new challenge is good for me as I am being forced to look at information through a new lens and am learning new ways to present material to the students. I know that I will also appreciate the finished product for this project, once I get through the "kicking and screaming" phase.

We often ask our clients and students to adjust to changes we recommend for their lives and situations. We assume change is a significant part of the counseling and learning processes and that participants in this process are eager to make the changes we suggest.

"Change" continued on page 7



Dr. Susan Sears, Professor Emeritus, The Ohio State University presents the 2006 "Susan Jones Sears Distinguished Alumni Award" to Dr. Bill Nemec ('74) along with 2005 Award recipient Dr. Tom Davis.

2006 All Ohio Counselors Conference



























Page 4

Ohio Counseling Association Awards Winners

Susan J. Sears Counselor of the Year—Carol Pohly (Exceptional Service as a Practitioner)

David Brooks Award—Cynthia J. Osborn, Ph.D. (Willingness to Serve, Teach Responsibility and Create New Paths in the Counseling Profession)

Research & Writing Award—John M. Laux, Ph.D. (Extraordinary Research & Writing Ability)

Herman J. Peters Award—Holly J. Hartwig Moorhead, Ph.D. (Significant Impact on Counseling Profession)

Public Policy & Legislation Award—Patricia M. Clancy, Ohio Senate (Excellent Advocacy on Behalf of the Counseling Profession)

Charles "Chuck" Weaver Award—Judith W. Green, Ph.D. (Long Distinguished Service to the Counseling Profession)

Past President Award—Dana Heller Levitt, Ph.D. (Outstanding Leadership Provided to OCA)



(L to R) Patricia M. Clancy, John M. Laux, Holly J. Hartwig Moorhead, Dana Heller Levitt, Judith W. Green, Cynthia J. Osborn, Thelma Greaser, and Carol Pohly

Chapters and Divisions

North Central Ohio Counselor Association (NCOCA)

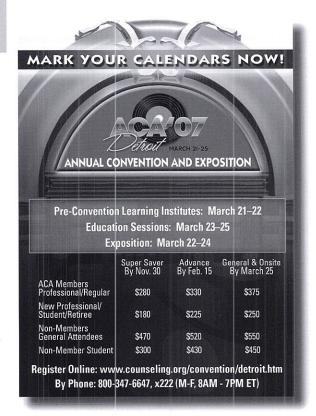
Amy Freadling, President

Clinical Supervision Workshop featuring Cynthia J. Osborn, Ph.D., LPCC, Associate Professor of Counseling and Human Development Services at Kent State University. Workshop will be held 9:00 am to 12:30 pm on Friday, January 12, 2007 at the Student Union at the University of Akron. Cost is \$30 for OCA Professional Members, \$40 for Professional Nonmembers, \$10 for Student Members, and \$15 for Student Nonmembers. Three CEUs will be awarded. For more information, contact Amy Freadling at amybohio@yahoo.com.

Advanced Ethics Workshop featuring Holly Hartwig-Moorhead, Ph.D., PCC, and Louisa Foss-Pierce, Ph.D., PCC, Assistant Professors of Counseling at Walsh University and Co-Chairs of the OCA Ethics Committee. Workshop will be held 9:00 am to 12:30 pm on Friday, February 16, 2007 at the Student Union at the University of Akron. Cost is \$30 for OCA Professional Members, \$40 for Professional Nonmembers, \$10 for Student Members, and \$15 for Student Nonmembers. Three CEUs will be awarded. For more information, contact Amy Freadling at amybohio@yahoo.com.

Ohio Association for Specialists in Group Work (OASGW) Louisa Foss-Pierce, President

The Ohio Association for Specialists in Group Work, Alpha Mu chapter of Chi Sigma Iota and the New York Association for Specialists in Group Work will cosponsor a daylong workshop with Dr. Janice Delucia-Waack from the University at Buffalo, SUNY. Dr. Delucia-Waack has strong expertise in the area of group work with youth, having authored the 2006 book, Leading Psychoeducational Groups for Children and Adolescents. Dr. Delucia-Waack is also the author/editor of two other books, Using Music in Children of Divorce Groups: A Session-By-Session Manual for Counselors and Multicultural Counseling and Training: Implications and Challenges for Practice, and co-editor/author of the Handbook of Group Counseling and Psychotherapy and The Practice of Multicultural Group Work: Visions and Perspectives from the Field. The workshop will take place on Friday, April 20th at the Barrette Center on the Walsh University campus and will focus on group work with adolescents. A live demonstration will also be featured. Additional details will be announced later on the OASGW website at www.oasgw.org.



Chapters and Divisions

Ohio School Counselors Association (OSCA)
Kelley Schubert, President

During the first Board meeting of the 2006-2007 year, the OSCA Board set a course to continue offering strong support for Ohio's school counselors. Local professional development offerings, as well as a yearly conference, continue to be a primary focus for the Board. In addition, members are eligible to apply for small grants that support their efforts to positively impact student growth.

At this time, the Ohio School Counselor Association, in a partnership with Heidelberg College, is pleased to announce the creation of a list-serve for Ohio's professional school counselors. This resource allows school counselors to converse with colleagues throughout the state by posting a single message. If you are interested in subscribing to the list-serve, please go to http://lists.heidelberg.edu/mailman/listinfo/osca.

The association is also monitoring the progress on the Ohio CORE legislation that has been proposed by Governor Taft. If passed, this legislation will have a large impact on Ohio's schools. After much consideration, the OSCA Board has chosen to support this legislation and asked for language to be included in the bill that would expand the school counseling career and college planning programs in Ohio's schools. If this language is accepted and the bill passes, this will be the first legislation in Ohio in quite some time that has the potential to positively impact school counselors. To learn more about the Ohio Core you may visit the Governor's website (http://governor.ohio.gov/). In addition, please consider sending your representatives a letter requesting their support for the language change. A sample letter can be accessed on the OSCA webpage.

"Change" continued from page 2

This, of course, is often not true. For example, when I suggested recently that a mother develop and adhere to personal boundaries in her relationship with her children, she asked why this change was necessary. Although she has been complaining for weeks that her kids do not respect her personal space, she did not want to put forth the effort needed to make any changes in her own behavior; rather, she asked me as the counselor to help her children make changes in the way they were relating to her in their home. We were able to have a very good discussion about the need for all the family members to make changes and the personal effort involved if they truly want life in their home to be different. The mother made a commitment to make some changes and she now is reporting that life in their home is less stressful.

Personally, I still think change is difficult. I am not always pleased when I am required to make changes in either my personal or professional life but have learned that I will be a better person if I am willing to put forth the effort.

So, my message to you is this: be willing to accept the challenge of change. Who knows, you may find it to be a wonderful experience.

Ohio Statehouse Report Towner Policy Group

Mental Health Hold Legislation May Be Stopped

As passed by the Ohio Senate, Senate Bill 213, Senator Patricia Clancy's (R – Cincinnati) mental health hold legislation, will amend the current mental health hold law that applies to psychiatrists, psychologists, physicians, health officers, parole officers, police officers, and sheriffs to allow a licensed professional



OCA Lobbyists (L to R) Amanda Sines, Carolyn Towner, and Kristy Smith

clinical counselor (LPCC) to have a person taken into custody and immediately transport the person to a hospital where the person may be held if the LPCC has reason to believe the person is mentally ill and represents a substantial risk of physical harm to their self or others if allowed to remain at liberty pending examination. The LPCC would be required to give the hospital a written statement stating the circumstances under which such person was taken into custody and the reasons for the LPCC's belief.

Senate Bill 213 passed the Ohio Senate by a vote of 33 – 0. The bill has had five hearings in the House Health Committee. A sponsor hearing was held on May 17, 2006 and proponent and opponent hearings were held on May 24, November 15, and November 29, 2006. At the November hearings, the Ohio Psychiatric Association and the Ohio Psychology Association opposed our bill. Bob Wilson and Carol Pohly continued to come to the hearings to offer testimony for the OCA.

At this time it appears the legislation will not be heard any more in the House Health Committee. Legislators have received a massive number of letters and contacts from psychologists and psychiatrists opposed to Senate Bill 213. Although Representative Shawn Webster had planned to amend the legislation to broaden the applicability of the mental health hold legislation to social workers, advanced practice nurses, and marriage and family therapists, as well as to add language pertaining to a marriage and family therapist's ability to diagnose and treat mental and emotional disorders, he has not been able to garner support for his amendment. Any bill not enacted by December 31, 2006, is considered dead and will need to be reintroduced in 2007.

Editor's Note

At press time OCA was informed that Governor Bob Taft signed into law Senate Bill 116 (Mental Health Parity) and SB311 which implements the Ohio Core initiative requiring a more rigorous curriculum in Ohio high schools. SB 313 (Mental Hold) was defeated in the Ohio House of Representatives.

Ohio Core Could Pass During Lame Duck Session

Senate Bill 311, sponsored by State Senator Randy Gardner (R – Bowling Green), was introduced to restructure graduation requirements at Ohio's high schools. A companion bill, House Bill 565, was introduced in the Ohio House of Representatives by State Representative Arlene Setzer (R – Vandalia). Speaker of the House Jon Husted, Senate President Bill Harris, and Governor Bob Taft have all expressed that the Ohio Core Curriculum is a priority issue for them during the lame duck session.

Continued on page 9

Ohio Statehouse Report Towner Policy Group

At the hearing on May 16, 2006, OSCA President Kelley Schubert, OSCA Government Affairs Chair Beth Beal, and OSCA member Gretchen Turner testified on House Bill 565 and Senate Bill 311. Their testimony conveyed OSCA's support for the legislation, which would create a more rigorous high school curriculum. In their testimony, Schubert, Beal, and Turner also asked the committee members to consider language establishing the "expansion of school counseling career and college planning programs in schools, access programs and other strategies to overcome financial, cultural, and organizational barriers that interfere with students planning for postsecondary education and that prevents students from obtaining a postsecondary education."

OSCA's language was included in both substitute bills on November 14, 2006 and Kelley Schubert again testified before the Senate Education Committee on November 29, 2006. This bill is expected to pass the Ohio General Assembly in the lame duck session. The sub-bills address many of the concerns that were raised during the previous hearings. Namely, foreign language requirements, technical school access, and opt out provisions.

As passed, SB 311 and HB 565 will require the following course work for graduation from high school: four units of English, 1/2 unit of Health, four units for Mathematics, which must include Algebra II or the equivalent, 1/2 unit of Physical Education, three units of Science with laboratory experience, three units of Social Studies, and five units consisting of one or any combination of foreign language, fine arts, business, career-technical education, or technology.

Ohio Counseling Association Political Action Committee Co-Sponsors Strickland Fundraiser



On Monday, October 9, The Ohio Counseling Association Political Action Committee and the Ohio Physical Therapists Association Political Action Committee co-sponsored a fund raiser for Ted Strickland, who was running for the office of governor for the state of Ohio. OCA members and supporters in attendance enjoyed an evening of good food and fellowship with Mr. Strickland and members of his staff. We were able to raise a significant amount of money for his campaign.

The decision to participate in this fundraiser was made due to the support Strickland has demonstrated for causes related to the field of counseling. In 2005 OCA presented Ted Strickland with the Legislative award at the All Ohio Counselors Conference for his support of pro-counseling legislative initiatives.

As you all know, Strickland was successful in his race for the office of governor of Ohio. It is our belief that he will continue to be a friend of the counseling profession as he serves as the governor of Ohio.

Counselor Advocacy and Public Policy at the National Level Bill Nemec, Chair, OCA Government Relations Committee

Congress Passes Bill to Include Counselors in VA Programs. On December 12, 2006, the American Counseling Association announced that mental health counselors will now be included as providers in the Department of Veteran Affairs (VA) health care system. This bill, which has been a top policy goal for the ACA and the American Mental Health Counselors Association (AMHCA), passed both the House and the Senate during the final hours of the 109th Congress.

S. 3421, the "Veterans Benefits, Healthcare, and Information Technology Act," opens up the VA health care system to mental health counselors, increasing access to care for veterans. Mental health counselors will be added to the list of appointed positions within the Veterans Healthcare Administration (VHA).

Currently, the VA cannot hire mental health counselors at the same pay grade as clinical social workers, nor can mental health counselors apply for supervisory positions open to clinical social workers and others. Partially as a result, the VA is the largest employer of social workers in the United States, and the VA employs very few mental health counselors on a full-time basis.

With the passage of this bill, counselors will now have access to better paying jobs as mental health specialists, with the potential for promotion into supervisory positions. Among S. 3421's other provisions, is authorization of an additional \$180 million for the provision of readjustment counseling and related mental health services provided at VA Vet Centers. The bill also adds funding to increase the number of clinicians, including mental health counselors, treating post-traumatic stress disorder (PTSD), and authorizes an additional \$2 million for VA community based outpatient clinics to support the provision of mental health services. Finally, the bill expands access to bereavement counseling for immediate family members as a service to be offered at Vet Centers when a service member dies on active duty.

Brian Altman, Legislative Representative for the American Counseling Association stated "the results show that grassroots advocacy, coupled with cooperation from state branches and the efforts of federal lobbyists, can achieve legislative victories for the counseling profession."

The 110th Congress and ACA Legislative Priorities. With the beginning of the 110th Congress on January 4th it will take some time to get bills reintroduced. However, ACA's legislative priorities will basically stay the same reports Brian Altman of ACA's Public Policy Division. These priorities are:

- Medicare reimbursement for LPCs.
- An increase in appropriations for the Elementary and Secondary School Counseling Program.
- Independent practice authority for LPCs working in TRICARE and within the Department of Defense.
- Reauthorization of No Child Left Behind.
- Parity of Insurance Coverage for Mental Health Treatment.

"Counselor Advocacy" continued on page 13

Professional Pride or Alphabet Soup?

Martin Ritchie, Ed.D., LPC, NCC is a professor and Coordinator of School Counseling at The University of Toledo



Ever notice the letters people put after their name, such as Martin Ritchie, Ed.D., LPC, NCC? Who decides when it is appropriate and inappropriate to put letters after your name? During a recent class, one of the students training to be a professional school counselor asked about the initials after my name on the syllabus. I explained that the Ed.D. is for my Doctorate in Education, the LPC states that I am a Licensed Professional Counselor with the Ohio Counselor, Social Worker, and Marriage and Family Therapist Board (OCSWMFT), and the NCC states that I am a Nationally Certified Counselor with the National Board of Certified Counselors (NBCC). She asked what initials, if any, she should put after her name upon completion of her master's degree and licensure in Ohio as a school counselor. The class had a lively discussion and after several students agreed to do further research we discovered as long as you are not misrepresenting credentials that you have earned there really are no rules about including letters after your name.

Students who have earned a master's degree in counseling could certainly list initials after their name such as M.A. (Master of Arts), M.S. (Master of Science), or M.Ed. (Master of Education), depending upon the exact degree conferred. The fact that our master's degrees require significantly more credit hours than most other master's degrees is reason enough to include the initials. Those folks who choose to obtain NBCC certification can list NCC or NCSC (National Certified School Counselor) after their name. Then there is school counselor licensure.

Interestingly, it is common for licensed professional counselors to list LPC or LPCC (if they are clinical counselors) after their names. Similarly, it is common to see MSW (master-level social worker) and LISW (licensed independent social worker). But why do school counselors rarely abbreviate their license or certification in letters after their name? Another class discussion followed and someone suggested that it could be that some school counselors identify more strongly with teaching than counseling, however, even that should not preclude them from using initials after their name. Others suggested it is because the initials would not be readily understood by others which led to a discussion about advocacy and our responsibility to inform the public of our profession and services. The consensus of the class was that they would proudly display the initials LPSC for Licensed Professional School Counselor in Ohio, or CPSC for Certified Professional School Counselor in Michigan. Perhaps this is a trend we should encourage. Not only can we take pride in our license or certification, but we can help educate the public to our professional preparation and credentialing.

Check out OCA's new & improved website at www.ohiocounseling.org



- —Membership information
- —Links to chapters & divisions
- —Member services
- —Upcoming events
- -Executive Council members & their contact information
- —Winners list for the drawing conducted by the McGrane Institute at the All Ohio Counselors Conference.



The Path to Advocacy and Leadership Brenda Gerhardt, MA, LPSC Doctoral Student—The Ohio State University

While reading a chapter of *Leaders and Legacies: Contributions to the Counseling Profession* (2003) as part of a leadership class assignment, I stumbled upon a statement by Thomas J. Sweeney that struck a chord. In the

context of professional leadership for the future, Sweeney stated that "Perhaps the most important matter before us is related to how we encourage new leadership. As our history shows, leadership emerges from among our ranks related to matters of the heart for those who come forth to truly lead" (pg. 43). This statement brings to mind many thoughts and ideas, the first one being advocacy.

Advocacy is an integral part of every counselors' job description and likely a pre-existing condition in those who choose (or are chosen by) the counseling profession. We often describe advocacy as a major component of our daily activities whether it be advocating for a child in a school setting or an elderly person within a mental health network or a homeless person who utilizes an agency for support. Most of us would not think twice about advocating for the improvement of working or living conditions for those with whom we work. Why then do we not recognize the fact that we also need to advocate for ourselves?

Within our own divisions of mental health, community counseling, school counseling, marriage and family counseling and rehabilitation counseling we each need to help non-counselors understand the importance of our roles; recognize the depth and breadth of our funds of knowledge and acknowledge that we are trained professionals who have completed rigorous training programs to achieve our positions. Advocacy to help others, including state licensure boards, recognize our unique set of qualifications and skills helps to ensure that our professions are recognized as such and our practitioners given the respect we each deserve. The issues that arise when I speak with young people in training programs about professional advocacy include the belief that they don't have time to advocate; they don't know how to advocate and in some cases they just don't care about advocacy.

I can fully understand and sympathize with time management issues. I do, however, challenge future counselors to understand that by advocating for their own professions, they clarify their exclusive roles within their schools or agencies. Making their work transparent yet integral to the fluid functioning of their workplace actually creates time for them to practice what they have learned in their training programs. When non-counselors understand and respect why you have specific boundaries and expectations, they will support your need to limit your time to true counseling related issues as opposed to using your time for administrative or other support services.

I do believe that becoming an advocate for one's profession is a learned activity. One which grows as a counselor progresses through a training program, advances to a professional position and eventually reaches an impasse that somehow touches the counselor's soul. This is the point at which a relatively new counselor might discover his or her passion. This passion will then drive him or her to advocate vociferously for the cause at hand. It's impossible to predict when such an eruption of passion might occur; however, involvement in local, state and national counseling organizations is a great way to stay abreast of the challenges and potential changes to our profession. The need to maintain concurrency within our chosen specialties as part of continued licensure actually provides ample opportunity to involve and inform young professionals of important, timely issues. The pursuit of change and the hope for professional improvement may be inspired by personal circumstances, state or federal licensure changes, political or social changes or simply by being in the right place at the right time.

"Advocacy and Leadership" continued on back cover

"Counselor Advocacy" continued

"Advocacy Made Easy" – Subscribe to the ACA Government Relations Listsery. More counselors need to subscribe to the ACA Government Relations Listsery. It is a great way to receive up-to-date information on all federal legislation of concern to the counseling profession. When specific action is needed on a bill, the listsery will request that you contact your federal legislator to convey your views on the legislation under consideration. The listsery is set up so that you can be directly linked by e-mail to your senator or congressman/ woman. You are even provided with a sample letter that you can individualize.

Subscribing to the listserv is easy. On the ACA homepage (www.counseling.org) click on PUBLIC POLICY which will allow you to subscribe to the GOVERNMENT RELATIONS LISTSERV. The only requirement to subscribe to the listserv is that you be a member of ACA. If you are not a member, you may join on line (www.counseling.org). Consider the membership fee a contribution to ACA's advocacy mission.

By joining the Government Relations Listserv you can help provide the grassroots advocacy needed to achieve legislative victories for the counseling profession!

Join OCA's PAC Today!		
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Interested in helping other counselors, educators, and students grow personally and professionally? Consider submitting articles for future issues of the *Guidelines*! We're looking for brief articles (approximately 150-300 words) that address issues of interest to our readership. Submissions should be sent in electronic format to the *Guidelines* editor, David Mann, at dmann@ashland.edu by the dates noted on page 2.

"Medicare Legislation" continued

Since I am a constituent of Mr. Gillmor's, I was subsequently contacted to assist in this effort. I was able to arrange for a meeting with Congressman Gillmor during the August Recess.

To assist with this meeting, I recruited Jennifer Damm, MA, PCC-S of Christian Counseling Center of Tiffin, Ohio, and Renee Gerome, MA, PCC-S of Firelands Counseling and Recovery of Norwalk, Ohio. Between the three of us, we were able to speak directly to the impact of the current Medicare law on folks seeking services in private practice, not-for-profcommunity mental health it counseling agency, and agency settings. At the end of our meeting, I asked Mr. Gillmor to assist us by becoming a co-sponsor of H.R.5324 (or at least to write a letter in support of the Bill). On September 6th, we were pleased to learn that the congressman did co-sponsor the bill, which now is also co-sponsored by Rep Moran of Kansas, Rep Rahall of West Virginia, Rep Rothman of New Jersey, and Rep Schmidt of Ohio.

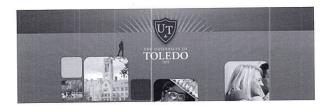
Given the current state of change in the U.S. House of Representatives, the current status of H.R.5324 is unclear; nevertheless, with effective coordinated efforts between ACA and OCA, there is a real chance that Medicare recipients finally will have access to professional counselors for their mental health needs in 2007. The Ohio Counseling Association is pleased to be in a position to play a role in shaping national legislation affecting counselors.

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For application materials and to learn more about our doctoral program, please visit our website at http://hhs.utoledo.edu/cesp. Interested persons are encouraged to contact Dr. Paula Dupuy, the doctoral program coordinator, at 419-530-4064 or paula.dupuy@utoledo.edu. The University of Toledo is an equal opportunity, affirmative action employer/ educator.

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"Advocacy and Leadership" continued

There is no perfect time for finding one's passion or becoming an advocate. Rather there is, as in all counseling, a developmental process: a process which is individualized and appropriate for a given situation. Nurturing of young professionals should include exposure to issues about which you, as a seasoned professional or supervisor, are passionate while tempering it with the understanding that they may not share your passions. It serves our profession well to model how you go about expressing and advocating for your passion. Invite young professionals to attend a conference or a rally as your guests; provide opportunities for involvement but do not force participation or compliance as it may work to turn them away. Leave the door to advocacy open but do not try to force anyone through until they are ready. Eventually advocacy for a passion may grow into leadership.

The development of our next generation of leaders takes as much skill, tact and professionalism as we use with our clients every day. We do not expect miracle "cures" in our client population but instead provide support and guidance to help them find their own paths. We would be wise to take the same approach as we help those new to the profession find their own passions and eventually their leadership niches.



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