



THE NATIONAL CERTIFIED COUNSELOR®

THE OFFICIAL NEWSLETTER OF THE NATIONAL BOARD FOR CERTIFIED COUNSELORS

NBCC Awarded Minority Fellowship Grant

The National Board for Certified Counselors, Inc. and Affiliates (NBCC) was recently awarded a Minority Fellowship Program (MFP) grant of \$1.6 million by the Substance Abuse and Mental Health Services Administration (SAMHSA). The federally funded MFP was created 40 years ago to increase access to culturally and clinically appropriate care for underserved minority populations with mental health or substance abuse disorders through doctoral fellowships. After years of advocating for inclusion, NBCC was successful in opening the SAMHSA Minority Fellowship Program (MFP) to the counseling profession.

On December 23, 2011, the president signed H.R. 2055, the Consolidated Appropriations Act, 2012, into law (P.L. 113-74). The legislation was comprised of nine appropriations bills, incorporating the House-Senate conference report (112-331) with language adding professional counselors to the MFP:

Within the funds provided for the Minority Fellowship Program, the conferees have provided an increase in funding to allow SAMHSA to increase the pool of culturally competent mental health professionals by granting professional counselors eligibility to participate in the program.

Once mandated by Congress, SAMHSA issued a Request for Applications in April 2012 adding counselors to the program. NBCC responded to this request and was awarded the grant after a competitive process. NBCC received broad support for its application from national organizations important to the counseling profession: the Council for Accreditation of Counseling and Related Educational Programs (CACREP), the American Counseling Association (ACA), the Association for Counselor Education and Supervision (ACES), Chi Sigma Iota (CSI), the American Mental Health Counseling Association (AMHCA) and the National Association of Alcoholism and Drug Abuse Counselors (NAADAC).

The NBCC Minority Fellowship Program (NBCC MFP) will strengthen the infrastructure that engages diverse individuals in the counseling profession and that increases the number of professional counselors skilled in providing effective services to underserved populations. Working in partnership with related national organizations and accredited master's programs, the NBCC MFP will strategically promote and provide up to 24 fellowships to doctoral students in counseling. The fellows will obtain additional training in mental health and substance abuse, with specialty training in culturally competent service delivery. Fellows will provide leadership to the profession through education, research and practice benefiting

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NBCC Awarded Minority Fellowship Grant

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vulnerable underserved consumers. The fellowship program will further increase system capacity by providing online and conference-based training to practicing professional counselors.

Two groups of seasoned professionals will provide guidance to the NBCC MFP. First, the Minority Fellowship Program Advisory Council (MFPAC) will be created to help select fellows and provide consultation to the program. The MFPAC will be comprised of experts in the profession of counseling who have experience providing mental health and substance abuse to underserved minority populations, and a public member who is a consumer of mental health counseling. The inaugural chair of the council will be Dr. Sandra Lopez-Baez, professor, counseling and educational leadership, Montclair State University. Secondly, the NBCC MFP will engage experienced doctoral-level counselors as mentors to support the fellows in their training and leadership efforts.

The NBCC Minority Fellowship Program will be administered by the NBCC Foundation, a corporate affiliate that provides master's-level scholarships for counselors in training. The first application period for the NBCC MFP will begin in early December 2012, with awards made in April 2013. For more information, contact the NBCC Foundation at foundation@nbcc.org.

NCC Network

Nick Pappas, Ph.D., NCC, LPC, of Big Rapids, Michigan, is the author of a groundbreaking new book, *The Dark Side of Sports: Exposing the Sexual Culture of Collegiate and Professional Athletes*, published by Meyer & Meyer Sport. These disturbing findings, revealed using athletes' own words, are the result of more than 10 years of cutting-edge research involving in-depth interviews with 142 collegiate and professional athletes from five prominent sports.

As a former collegiate and professional athlete and coach, Dr. Pappas gives an insider's view into an array of sexually deviant and aggressive behaviors that silently thrive in a variety of athlete cultures. Dr. Pappas provides important messages not only for athletes, coaches and fans, but also for parents of athletes and young women who may be impacted by these toxic behaviors, beginning in high school. This book can be ordered through most booksellers, including Amazon.com and Barnes and Noble, and through www.drnickpappas.com.

Martin Ritchie, Ed.D., NCC, of Sylvania, Ohio, received the 2012 Distinguished Alumnus Award from the University of Virginia's Curry School of Education.

For the past three decades, Dr. Ritchie has been a leader in the counseling profession at the state, national and international level. As a doctoral student at the Curry School in the 1970s, he successfully lobbied the Virginia assembly for the first counselor licensure law in the United States. Among his many local, state and national honors, Dr. Ritchie was named a Fellow of the American Counseling Association in 2011. He is past president of the International Association of Marriage and Family Counselors (a division of the American Counseling Association), which he co-founded in 1985. Dr. Ritchie recently served as chair of the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). He is currently a professor and chair of the counselor education and school psychology department at the University of Toledo, where he has served on the faculty since 1987.

GOT NEWS?

If you would like to submit an item for NCC Network, refer to the guidelines and deadlines on our Web site.

[www.nbcc.org/
Newsletter/Submissions](http://www.nbcc.org/Newsletter/Submissions)

NCC CORNER

Who Sends CE Documentation to NBCC for NCC Recertification?

It is a common misconception that continuing education (CE) providers are responsible for sending CE documentation to NBCC. This is rarely true. If a provider did send documentation to NBCC for an NCC's record, we would return it and instruct them to mail it directly to the NCC. If an NCC sends CE documentation not at recertification time, we will return the documentation to the NCC. The only time an NCC must send documentation to NBCC is in the event of a recertification audit. At the time of certification and at the beginning of each certification cycle thereafter, NCCs are given an NBCC CE file folder in which to store and record their continuing education documentation. NCCs can obtain a replacement CE file folder by e-mailing recertification@nbcc.org.

Area Health Education Centers (AHECs): The Best Kept Secret in CE

Many counselors live in or near communities that are large enough to support an Area Health Education Center (AHEC). While AHECs have a history of serving medical professionals, there is a growing trend of service to mental health professionals as well. Many AHECs across the United States have added workshops that would be of use to counselors, and several of those have been granted NBCC Approved Continuing Education Provider (ACEP) status. To find the nearest AHEC and learn what training opportunities are available, visit the National Area Health Education Center Organization's Web site: www.nationalahec.org/AHECDirectory.taf

Webinars: Do They Count for CE Credit?

The answer is a resounding YES! NBCC views webinars the same way we view any other live training. The only stipulation is that, like any in-person training, there must be an opportunity for interaction between audience members and the speaker(s). Webinars are a very convenient and low-cost method to earn the CE clock hours needed for NCC recertification. Sometimes, all listeners at a site must register individually in order to receive CE credit. However, other webinars allow for one registration per site and will accept a list of listeners to be awarded individual CE credit. To view the NBCC CE calendar, go to www.nbcc.org/Recertification/CEReqs and click on "NBCC CE calendar for approved events in the upcoming months" in the blue box on the right-hand side of the page. Webinars are listed on the last six pages of the calendar.

The Professional Counselor

2011 Outstanding Article Award

In 2011, NBCC published the first volume of *The Professional Counselor: Research and Practice (TPC)*. As anticipated, *TPC* had a strong launch, offering diverse content designed to impact counseling professionals in a variety of settings. *TPC* is a peer-reviewed open source journal dedicated to publishing innovative articles related to the current advancements of research and practice in the profession of counseling. It is published completely online and provides readers with a continuous flow of new material. Content is driven by an editorial board comprised of outstanding professionals who are well versed in current research and practices.

At the behest of *TPC*'s publisher, Dr. Thomas Clawson, the *TPC* Outstanding Article Award committee studied the first volume of *TPC* and selected the top journal articles fitting the following criteria: elite scholarly style, innovative and inventive material, and the utmost relevance to the counseling profession. The first volume included exceptional material covering a variety of relevant topics, which made it challenging to distinguish one article as outstanding among the collected works. After careful consideration, the 2011 *TPC* Outstanding Article Award went to Lisa Camposano for her article "Silent Suffering: Children with Selective Mutism" in volume 1, issue 1.

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Congratulations, NCCs!

You are among the more than 50,000 counselors who recognize the importance of demonstrating your professionalism by voluntarily meeting and continuing to satisfy national certification requirements that are based on research in the counseling profession, and we are taking a moment to celebrate you, our dedicated NCCs.

On a personal level, your national certification represents your continued commitment to the profession and those you serve.

you are among the 50,000

Increased numbers of NCCs provide greater opportunities for continued professional initiatives such as government relations efforts and work to reduce the number of underserved individuals.

NBCC is also fortunate to have many NCCs who have become directly involved in NBCC's work on behalf of the counseling profession by:

- Communicating with legislators about adding counselors to the list of approved Medicare providers.
- Sharing their experiences of applying for the positions in the Veteran's Health Administration.
- Writing letters in support of the removal of the referral and supervision requirements for counselors serving TRICARE beneficiaries.
- Participating in NBCC committees such as the exam development committee.
- Participating in NBCC International's program to reach the never-served in other countries.
- Donating to the NBCC Foundation, which provides scholarships to rural and military counselors.

As you can tell, there are many ways NCCs have worked with NBCC and some do not require much of a time commitment. Together, we have made great strides, and we look forward to working with you in the future.

The Professional Counselor 2011 Outstanding Article Award

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Ms. Camposano's article brings attention to the lack of research on selective mutism and concerns of misdiagnosis, and provides implications for counselors by covering common disorder-related issues and sound treatment approaches. Ms. Camposano first encountered selective mutism while teaching a few years ago. After she was informed that she would have a student with selective mutism, Ms. Camposano began to research the disorder so that she could provide the student with the support needed for optimum learning and development. During her research, she noticed that many of the available resources did not include implications for teachers or counselors. As she notes in her article, selective mutism came to the public's attention after the Virginia Tech massacre, when it was revealed that the gunman, Seung-Hui Cho, had been diagnosed with the disorder. However, the lack of consideration within the professional



Lisa Camposano

counseling community became apparent as she continued her research into interventions for her student.

After Ms. Camposano began graduate school for school counseling at The College of New Jersey, she continued to research selective mutism using a counseling professional framework. That experience led to a deeper appreciation for research and an increased motivation to fulfill the essential role and responsibility of a counselor to contribute to the research literature that ultimately fuels evidence-based practices. Ms. Camposano now plans to focus on other school counseling topics and advocate for clients by increasing accessibility to community resources. Regardless of the counseling specialty area, she will continue to make her voice heard in the counseling profession.

For more information, contact Ms. Camposano at lisacamposano@yahoo.com. To read the full article, go to <http://tpcjourn.al/nbcc.org/silent-suffering-children-with-selective-mutism/>.

Update of Approved Continuing Education Providers



Newly Approved CE Providers

American Association for Marriage and Family Therapy – Hawaii; #6572; Honolulu; www.hiamft.org

Animal Assisted Therapy Programs of Colorado; #6545; Lakewood, CO; www.animalassistedtherapyprograms.com

Art Therapy Institute; #6567; Durham, NC; www.ncati.org

Association of Family and Conciliation Courts; #6571; Madison, WI; www.afccnet.org

BOST C.A.R.E.S.; #6564; Fort Smith, AR

Centre Pointe Counseling, Inc.; #6569; Ashton, MD; www.centrepointecounseling.org

Christian Counseling CEU; # 6543; Huntsville, AL; www.christiancounselingceu.com

Creative Wellbeing Workshops; #6566; Washington, DC; www.creativewellbeingworkshops.com

Hazelden Graduate School of Addiction Studies; #6547; Center City, MN; www.hazelden.org

Mental Health Matters, LLC; #6570; Wilton, AL

Niagara University Professional Studies; # 4574; Niagara University, NY; www.niagara.edu/mental-health-counseling

Passage Transformation; # 6568; Templeton, MA; www.passagetransformation.com

Southern Association of Colleges and Employers (SoACE); # 6574; Indianapolis; www.soace.org

University of Phoenix–Northern Nevada Campus; #4577; Reno, NV

Congratulations to Greensboro AHEC



Greensboro Area Health Education Center (AHEC), located in Greensboro, NC, recently received the National AHEC Award for “Transforming Education Delivery

through Online Classes.” The award was given at the National AHEC conference in San Antonio. Greensboro AHEC has been an NBCC Approved Continuing Education Provider (ACEP) since 1991.

CE Providers Not Renewing in 2012 Expiration of Approval April 30, 2012

The CE providers listed below have either informed NBCC that they will not be renewing their approved status or NBCC has not received their 2012 update or renewal. Providers interested in reinstating their NBCC-approved CE provider status should e-mail continuinged@nbcc.org.

Gottman Institute, Inc.; #5707

Law and Counseling Office of Joseph Shaub; #5882

Michigan Academy for Psychological Studies (MAPS); #5584

North Carolina Assn for Play Therapy (NCAPT); #6137

Psychological Services of Oklahoma; #6241

St. Anthony's Point, Inc.; #6462

Univ of Connecticut Med School, Dept of Psychiatry; #5409

Voluntary Audits

The NCCs listed below have completed and documented a minimum of 130 hours of continuing education activities in the five-year certification cycle. By doing so, they have demonstrated a dedication to excellence and professionalism.

NBCC congratulates these outstanding NCCs.

Kay Grimes
Aaron B. Leet

McKinney, TX
Cambridge, MN

WIN

Apply to win one of the
\$5,000 awards offered
by the National Board
for Certified Counselors
to recognize exemplary
counselor education
programs committed
to preparing qualified
counselors and fostering
professional identity.

www.nbcc.org/faculty



NBCC PROFESSIONAL IDENTITY AWARD
for Counselor Education Programs

\$5,000

NBCC Hosts State Licensure Boards

NBCC takes great pride in developing impeccable working relationships with state licensure boards in order to better serve our certificants. One way we accomplish this is to gather licensure board representatives from across the country and beyond to meet and discuss the counseling profession and other relevant topics. On August 9-10, 2012, NBCC hosted its annual meeting in Greensboro, North Carolina, and had 73 representatives from 36 states, the District of Columbia and Puerto Rico in attendance. This marks the second year that NBCC has invited and financially supported one board member and one staff member from each licensure board. The mix of board members and administrators broadens our understanding of each state's licensure process.



State board members listen to a presentation.

representatives to network and share ideas. Dr. Ann Thomas, the executive director of the Arkansas Board of Examiners in Counseling, joined NBCC President and CEO Dr. Clawson in providing the opening remarks. Guest speakers included Dr. Theodore Remley, who spoke about codes of ethics, and Dr. Carol Bobby, who discussed CACREP and its relation to state counselor licensure boards. Dr. Perry C. Francis presented on the Ward v. Wilbanks case and the ethical implications for the counseling profession. The pertinent topic of social media was covered by Rosemary Plorin of Lovell Communications, Inc. Other presentation topics included ethics, online continuing education, portability, legislative and policy updates, the NBCC Foundation, and NBCC International. The meeting participants also traveled to NBCC for a tour of the facilities.



A meeting attendee participates in the discussion.

The meeting concluded with a networking reception that offered participants and NBCC staff members the opportunity to process and further discuss all of the presentations. We would like to express our gratitude to those state licensure board representatives who were able to participate in this year's meeting. For those who were unable to attend, we hope that you will be able to join us in the future.

NCC PROFILE



Melissa Luke

My name is Melissa Luke and I am currently employed as assistant professor and coordinator of school counseling at Syracuse University. Previously, I worked for over 15 years as a teacher and counselor in K–12 schools.

It was while working as a high school English teacher that I observed firsthand how students' various socio-emotional challenges could both directly and indirectly impact their success in school. Because students frequently shared their personal, peer and familial struggles with me, I decided to enroll in a counseling course to learn more about how to effectively and appropriately respond. That first course led to a master's degree in school counseling. While seeking

licensure as a licensed mental health counselor (LMHC) in New York state, I continued post-master's coursework, which led to doctoral study.

Even after years as an educational and counseling professional, it was not until my doctoral training that I fully understood the importance of professional identity and certain mechanisms for its development, such as professional organization involvement and advanced credentialing. However, thanks to the guidance and support of wonderful doctoral mentors, I sought and obtained both the National Certified Counselor (NCC) and Approved Clinical Supervisor (ACS) credentials.

In addition to formally connecting me to a network of dedicated professional counselors worldwide, I have been fortunate to benefit from many of the resources available to NCCs. As an academic, I am aware that both credentials are public markers of my professional training and competence, and provide broader credibility. As an NCC, I recognize the importance of continued growth, so I engage in continual professional development by reading professional journals, attending and presenting at national conferences, and pursuing other continuing education opportunities. That said, I was surprised to be randomly selected for a continuing education audit when it came time to recertify my NCC. After getting over my initial fear that I had not adequately documented my professional development, I assembled the necessary material and reflected on the learning that it represented. I had not ever stopped to take stock of the learning that had become part of my regular professional growth. This experience stands out for me as an NCC because it facilitated my acknowledgement of and, ultimately, gratitude for my ongoing development as a professional.

As I look to the future, I have two interrelated goals for myself as an NCC. I would like to expand the scope of my work as a counseling and educational professional to increase others' professional training, while also continuing to increase my own knowledge and skills. Toward this end, I am extremely eager to begin the program evaluation of the Mental Health Facilitator (MHF) program. Not only will I be exposed to new learning experiences within the MHF training, but I will also be able to utilize my research experience as part of the program evaluation. Further, I hope to have opportunities to be part of future MHF trainings and play a small role in others' learning and growth.

Dr. Melissa Luke was selected by NBCC International to receive a research grant partially funded by the NBCC Foundation to lead the first evaluation of the MHF program.

Call for Editorial Board Members!

The Professional Counselor: Research and Practice (TPC), the official journal of the National Board for Certified Counselors (NBCC), is a peer-reviewed open source journal that provides counselors with innovative literature covering research, techniques for professional practice, and advancements in the counseling profession. *TPC* welcomes proposals for special issues or guest editors.

TPC is currently looking for editorial board members. Candidates should have a record of scholarly publications, commitment to prompt review and dedication to upholding standards of excellence. Bilingual reviewers are especially needed.

Interested?

Send a letter highlighting your qualifications and a current curriculum vitae to
tpcjourn@nbcc.org.

Visit our Web site:
tpcjourn.nbcc.org



Counselor Self-Care

Thayer is a school counselor at an alternative school where students have been traumatized by their parents. Jordan is a mental health counselor at a community clinic and periodically deals with the loss of a client to suicide. Robin supervises college counselors who work with victims of sexual assault. In addition to being professional counselors, all three are exposed to vicarious trauma and potential burnout. So, what can counselors “in the trenches” do to mitigate the symptoms of the high cost of caring?

What can counselors in the trenches do to mitigate the symptoms of the high cost of caring?

Well, according to the American Counseling Association (ACA), counselors should practice what they preach. Although counselors clearly know how to help others, they often do not recognize the need to take equally good care of themselves. In a popular self-help magazine, one therapist reports that when counselors give more than they get, burnout can be an unfortunate result. So, how do counselors know when they are getting a little “crispy” around the edges? One of the

first signs is not being excited about work or not wanting to go to the office. Other symptoms of burnout are consistent somatic complaints, losing interest in clients’ progress and changing work patterns that have always worked well in the past.

Donald Meichenbaum, the well-known researcher at the Melissa Institute, defines burnout as a prolonged response to chronic emotional and interpersonal stressors on the job. He believes that this can consist of energy depletion and exhaustion. So, being aware of vitality levels at work can be the first strategy in promoting counselor self-care.

At the University of Iowa, Mashone Parker, a doctoral student, and Malik Henfield, an assistant professor of counselor education, have studied counselor vicarious trauma and found that although critically important, self-care is not taught extensively in educational programs for counselors. They report that having more information and training in how to recognize and effectively deal with work stress would be helpful for counselors.

Ryan Howes, a therapist in Los Angeles, acknowledges that counseling can be socially isolating and at times frustrating. Many people are drawn to the profession to be helpers, he indicates, and when the wheels of the therapeutic progress get off track, the practitioner may develop issues with maintaining adequate self-care. So, how do counselors get out of such a rut?

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DISCIPLINARY ACTIONS

The following matters represent final outcomes by the NBCC ethics officer, ethics hearing committee or board ethics appeals committee in accordance with the NBCC *Code of Ethics* and *Ethics Case Procedures*.

Baker, Scott, #84252, Pennsylvania, revocation of certification for failure to comply with NBCC *Code of Ethics* sections A.9, A.13, A.16 and C and NBCC *Ethics Case Procedures* section A.7.

Colburn, Sheila R., #96020, Texas, certification probation for a minimum of two years and continuing education requirements related to certificant’s violations of NBCC *Code of Ethics* sections A.1, A.9, A.13 and B.9.

Martinez, Melissa, #225813, Arizona, voluntary certification relinquishment by agreement, related to compliance with NBCC policies and procedures regarding the disclosure of criminal and professional disciplinary matters.

Saunders, Timberly L., #51593, Michigan, revocation of certification related to violations of the NBCC *Code of Ethics* sections A.10, B.9 and B.16.

Wilson, Deborah M., #213295, Georgia, revocation of certification related to violations of NBCC *Code of Ethics* sections A.2, A.13, A.16 and NBCC *Ethics Case Procedures* section A.7.

Mental Health Facilitator News

This summer has been a very active time for the Mental Health Facilitator (MHF) program. The program has expanded to two additional countries through the creation of the following new partnerships:

- The Japanese Telecounseling Association conducted its first MHF training in Tokyo, where 11 participants were registered as trainers.
- Uganda Counseling and Support Services conducted its first MHF trainings in Kampala, resulting in the registration of 52 MHFs, including 42 trainers.

The following organizations also conducted trainings, extending the reach of the MHF program in their countries:

- The Catholic Diocese of Moshi in Tanzania;
- The Asociación Mexicana de Orientación Psicológica y Psicoterapia (Mexican Association of Counseling and Psychotherapy) in Mexico;
- The IUK Institut in Germany; and
- Turning Point Integrated Wellness in Malaysia.

In September, NBCC-I conducted its seventh master training at NBCC headquarters. NBCC-I was pleased to host the following participants for the training:

- Dr. Kylie Dotson-Blake
- Dr. Arline Edwards-Joseph
- Ms. Chizu Hirata
- Ms. Laura Jones
- Mr. Mark Kelly

These participants came from Antigua and Barbuda, Canada, Honduras, Japan, Portugal and the United States. The international representation led to interesting discussions on the contextualization of the program and its implementation in different regions.

In addition to its international partnerships, NBCC-I continues its work to develop domestic MHF partnerships. Potential new collaborations with U.S. universities are being explored.

Counselor Self-Care

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In their seminal paper on counselor wellness, Laurie Pearlman and Paula Mac Ian suggest activities for counselors that can promote self-care. They include discussing cases with trusted colleagues, socializing with friends and family, engaging in a hobby, exercising regularly, seeking supervision and developing a spiritual life. At the office, staff training and education, consultation and peer support, and monitoring for excess stress can assist with counselor self-care. Additionally, ACA advocates for reasonable management of case loads and a focus on those counselors who are workaholics.

Dr. Howes adds that augmenting clinical work with related

activities spreads the counselor's talents. For example, he advocates writing, teaching and performing assessments as ways to work with people without tapping the reservoir that counselors use to work with clients.

Journaling and even volunteering can keep the flood waters of burnout from overflowing the counselor's banks.



Let Our Expertise Protect Yours.

Learn about and Apply for
Professional Liability insurance
at our convenient online Insurance Center.

www.nbcc.lockton-ins.com



Insurance Program Administered by Lockton Risk Services

NBCC GOVERNMENT AFFAIRS UPDATE

Congress is nearing the end of its session with record low productivity, passing only 173 laws through August. Even routine bills are being caught up in the partisanship. Congress recessed for most of August, but returned on September 10, after the party conventions.

While there was little legislative agreement, Congress avoided a government shutdown on October 1. The two parties negotiated a six-month continuing resolution increasing the rate of spending to conform with the August 2011 debt ceiling deal, which set the 2013 rate at \$1.047 trillion. The bill was the product of a House-Senate negotiation with input from the White House and was signed by President Obama on September 28.

Most major issues have been left to the post-election lame-duck session. The issues include extension of the Bush tax cuts, avoiding steep cuts to defense and social programs, and Medicare physician payment cuts, to name a few.

Minority Fellowship Program

Although Congress is experiencing gridlock, NBCC was successful in achieving a policy priority for the counseling profession. As reported in the lead article, counselors were added to the SAMHSA Minority Fellowship Program (MFP) in August 2012. The effort encompassed years of lobbying, culminating in report language in the Consolidated Appropriations Act for 2012, signed by the president in December 2011. The MFP was created 40 years ago to increase access to culturally and clinically appropriate care for underserved minority individuals with mental health or substance abuse disorders through doctoral fellowships. The full story can be found on page 1.

TRICARE

The TRICARE interim final rule (IFR) granting counselors independent practice rights became fully operational in September 2012. Though the IFR was effective upon its release on December 27, 2011, credentialing could not begin until the regional contractors developed corresponding procedures and documentation. Counselors may now apply in every region to obtain recognition as a TRICARE certified mental health counselor and practice independently.

Counselors who are interested in becoming a TRICARE certified mental health counselor (TCMHC) should note

that the transition period for obtaining the TCMHC credential ends December 31, 2014. All NCCs are encouraged to review the criteria to determine eligibility before the window closes.

A distinct TCMHC application is now available for each of the three TRICARE regions:

- TRICARE North — www.hnfs.com/content/hnfs/home/tn/prov.html
- TRICARE South — www.humana-military.com/south/provider/provider.asp
- TRIWest — www.triwest.com/en/provider/resource-library/forms/Mental%20Health%20Practitioner.pdf

Any questions regarding the application, credentialing process or TCMHC requirements should be directed to the appropriate TRICARE regional contractor.

Prior to this interim final rule, counselors were required to obtain physician referral and supervision when serving TRICARE beneficiaries—a requirement not placed on other mental health professions. NBCC, in coalition with our counseling partners, advocated for legislation to remove those restrictions and allow for independent practice. The effort encompassed several bills and two federally mandated studies. Finally, the National Defense Authorization Act (NDAA) for Fiscal Year 2011 directed the Department of Defense (DoD) to establish requirements for counselor independent practice.

During an open comment period for the IFR, NBCC submitted suggestions for improving the criteria. It is expected that the DoD will issue a final rule with some modifications to the requirements, but the IFR criteria will be in force until such a rule is adopted.

More information on this issue can be found on NBCC's Web site at www.nbcc.org/TRICARE/.

Alliance of Military and Veteran Family Behavioral Health Providers

NBCC participated in the Alliance of Military and Veteran Family Behavioral Health Providers meeting August 1–2. The Alliance is a coalition of mental health organizations and federal partners that work together to

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NBCC GOVERNMENT AFFAIRS UPDATE

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enhance the preparedness of behavioral health providers serving military personnel, veterans and their families. The meeting included presentations from Dr. Jan Kemp and Deborah Amdur, from the Department of Veterans Affairs, and Dr. Barbara Van Dahlen, founder of Give an Hour, a non-profit organization through which mental health professionals volunteer their time to provide treatment to service members and veterans.

Veterans

On June 26, 2012, Rep. Michael Michaud (D-ME), ranking member on the House VA Subcommittee on Health, submitted a letter to the Department of Veterans Affairs (VA) raising concerns and questions about the role of professional counselors and marriage and family therapists (MFTs). The letter was submitted at the urging of the counseling organizations and expressed frustration with the VA for failing to use the professions to address the shortage of mental health professionals. The letter specifically identified the VA trainee support program as a way to promote counselor and MFT hiring. Rep. Michaud concluded with a list of questions about the employment of these professions. The VA has yet to respond.

NBCC has also been an active participant in promoting the VA hiring initiative that began in April 2012. The White House's Joining Forces initiative established a work group of the major mental health professions, including NBCC, to promote the hiring initiative. On July 18, NBCC issued a release notifying NCCs of the effort. NBCC's Web site was also updated to provide information on the initiative and a link to available jobs (www.nbcc.org/Veterans_Administration/). While there was an initial spike in counselor postings after its launch, the number of jobs soon reverted to previous nominal levels. NBCC is working with the VA to increase the number of positions through education and outreach to local and regional staff.

In furtherance of this effort, NBCC attended the VA Behavioral Health Leadership Training Program on September 13. NBCC gave an informational presentation about the counseling profession to the group of new VA behavioral health leaders. The meeting provided a good opportunity to educate prospective hiring staff about the role counselors can play within the VA health system.

On September 21, NBCC attended the VA Mental Health Services Showcase Event. VA Undersecretary for Health Dr. Robert Petzel kicked off the event and was followed by other VA leaders. The showcase was intended as a briefing on agency mental health programs for Veteran Service Organizations (VSOs), congressional staff and mental health partners. At the meeting, NBCC discussed with senior staff the hiring and policy issues that are important to the counseling profession.

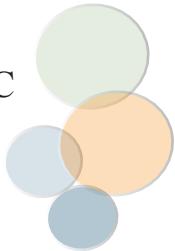
President Obama issued an executive order on August 31 to expand VA mental health services and suicide prevention efforts. The order reiterates the goal of hiring 1,900 mental health providers, promotes the use of community professionals, and directs hiring of peer-to-peer support counselors. The White House press release can be found at www.whitehouse.gov/the-press-office/2012/08/31/executive-order-improving-access-mental-health-services-veterans-service.

Indian Health Service

On August 16, NBCC participated in a conference call hosted by the Indian Health Service (IHS). The call was to discuss the role of counselors within IHS and efforts to increase education and employment. The discussion focused on using dissemination outlets and Web sites to share information, as well as including counselors in IHS scholarship and other agency programs. NBCC will continue exploring opportunities for collaboration with the IHS in areas of joint interest.

Psychology Today Offer Still Available!

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CCE UPDATE

Human Services-Board Certified Practitioner (HS-BCP):

Currently, 19 programs accredited by the Council for Standards in Human Service Education (CSHSE) are participating in the student application process for the HS-BCP and another 14 programs have requested information about participating. Programs participating in the student application process promote high standards to their students, obtain aggregate information about how their students' performance on the examination compares to other national participants, and positively impact the perception and future of human services. Information regarding this new application option can be found at www.cce-global.org/HSBCP/Student.

Board Certified Coach (BCC):

Nearly 2,300 coaches were certified under the inaugural Board Certified Coach (BCC) application. CCE now offers the following BCC "specialty" designation application options: Health and Wellness, Career, Executive/Corporate/Business/Leadership, and Personal/Life coaching. To date, more than 900 specialty designations have been awarded. In addition, CCE has granted approval to 40 training providers and another dozen are under review. Information regarding the BCC application and training provider status can be found at www.cce-global.org/BCC.

Approved Clinical Supervisor (ACS):

The number of ACS credential holders continues to grow in part due to state requirements for clinical supervisors working with clinicians seeking initial licensure. Information regarding the ACS credential can be found at www.cce-global.org/ACS.

Thinking for a Change-Certified Facilitator (T4C-CF):

Individuals who work with offender populations and who have completed the National Institute for Corrections Thinking for a Change facilitator training are eligible to apply for the T4C-CF credential. Trained facilitators who apply first take an examination on the content of the T4C curriculum and then cofacilitate two full cycles of the curriculum before taking a second exam. The second exam is designed to allow experienced facilitators to demonstrate their ability to address issues that arise as they facilitate this cognitive-behavioral training curriculum, which is used extensively and has a statistically significant success rate in reducing recidivism among offender populations.

Military Employment for Counselors:

Some individuals may be interested in the National Clinical Mental Health Counseling Examination (NCMHCE) or the National Counselor Examination for Licensure and Certification (NCE) for the purpose of potential employment within the military or the military health systems. NBCC offers the examinations for individuals who wish to take the NCMHCE or the NCE to serve military populations through the Department of Defense, including TRICARE Certified Mental Health Counselor and Army Substance Abuse Program (ASAP). Eligibility for a particular position is not guaranteed. Please contact TRICARE or ASAP for eligibility requirements. Information regarding examination registration can be found at www.nbcc.org/Exams.

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New Board Members for NBCC and Affiliates

NBCC's Board of Directors welcomes a new director, Kylie Dotson-Blake, and a new public member, D.J. Vanas. Both will serve a three-year term on the NBCC Board.



Kylie Dotson-Blake

Dr. Dotson-Blake is an associate professor in the counselor education program at East Carolina University in Greenville, North Carolina. She is also the executive director and cofounder of WINGS (Women Inspiring Natural Girl Strengths), a nonprofit that focuses on community building through the empowerment of young women. Prior to earning her doctorate in counselor education at The College of William and Mary in Williamsburg, Virginia, Dr. Dotson-Blake attended East Carolina University, where she earned a bachelor's in exercise and sport science and a master's in school counseling. She holds the National Certified Counselor (NCC) credential and state licensure in North Carolina.

Mr. Vanas is a member of the Odawa Nation and a decorated officer who served in the U.S. Air Force for more than a decade. He earned a bachelor's degree in management from the United States Air Force Academy and a master's in systems management from the University of Southern California. In 1999, the entrepreneur and leadership expert founded Native Discovery, Inc. to inspire others to "stay resilient, lead with courage, and thrive in tough, changing environments." He is also the author of the inspirational book *The Tiny Warrior*.

The Center for Credentialing & Education welcomes Lorin Letendre as its new public member. He will serve a five-year term.

Mr. Letendre is president of the Carmel River Watershed Conservancy and principal of Atwater Publishing,



Lorin Letendre

LLC, a board governance advisory firm, and the public member of the Fair Access Coalition on Testing (FACT). He retired as chairman of the board of CPP, Inc., a leading publisher of tests and books for career and organizational development. Mr. Letendre also has extensive marketing experience, having served as director of marketing for National Geographic School Publishing and marketing manager for a division of McGraw-Hill, Inc. He holds a master's in political science from the University of California at Santa Barbara.

The NBCC Foundation Board of Trustees welcomes two new trustees. Joyce Morley and Greg Frazier will each serve a three-year term on the NBCC Foundation Board.

Dr. Morley is the CEO of Morley and Associates, Inc., where she provides coaching, consultation, therapy and other services. Dr. Morley also serves as a consultant for the Center for Creative Leadership and for the U.S. Department of Education, providing coaching, training and assessment services.

She obtained her doctorate in counseling, family and worklife from the University of Rochester, in New York. Dr. Morley completed her master's in counseling education at the State University of New York at Brockport, and her bachelor's in elementary education with a psychology concentration at the State University of New

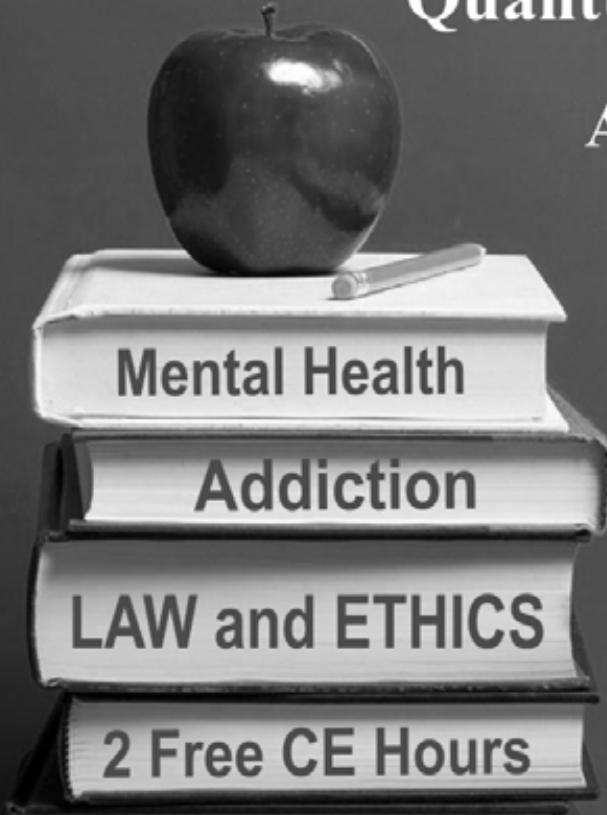
York at Geneseo. Dr. Morley holds several professional credentials, including the National Certified Counselor (NCC), the National Certified School Counselor (NCSC) and the Board Certified Coach (BCC).



Joyce Morley

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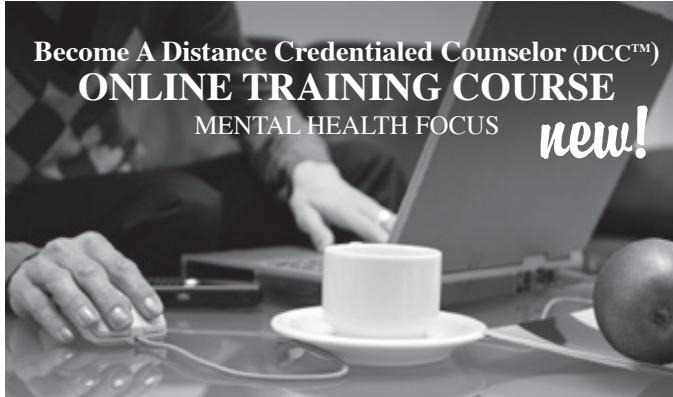
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NBCC FOUNDATION UPDATE

2013 NBCC Foundation Military and Rural Scholarships

The goal of the NBCC Foundation (NBCCF) scholarship program is to increase the number of counselors in priority underserved communities. The scholarship program is integral to the Foundation's mission to leverage the power of counseling by strategically focusing resources for positive change.

The priority underserved communities identified for the 2013 scholarships were military and rural populations. Five military and five rural scholarships were available in the amount of \$5,000 each. The military scholarship required recent military experience, and residence in a rural area was required for the rural scholarship. The scholarships were available to students enrolled in a CACREP-accredited, master's-level counseling program. The deadline for applying for the 2013 scholarships was November 1.

The NBCCF military scholarships provide financial support to service members and veterans who commit to serving military, veterans and families for a minimum of two years upon graduation. The rural scholarships support students living in rural areas who commit to serving rural populations upon graduation.

NBCCF will award the scholarships in February 2013.

For more information about the NBCC Foundation scholarships, please visit www.nbccf.org/programs.

Leave a Legacy Through Planned Giving

Planned gifts are gifts that anyone can afford. They are gifts that can provide hundreds of scholarships and capacity-building grants that promote counseling for years to come while also benefiting you and your loved ones. These gifts are popular because they can provide valuable tax benefits and/or income for life. Listed below are several ways that you can leave a legacy through a gift to the NBCC Foundation.

- Gifts through a will
- Charitable remainder trusts
- Charitable lead trusts
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- Retirement plans and IRAs
- Charitable gift annuities
- Real estate
- Gifts of stocks, bonds or other personal property

To learn more or to get sample language, visit our Web site at www.nbccf.org/planned_gift/. Executive Director Sherry Allen will be glad to discuss your philanthropic goals and to provide further information to you and/or your agent or financial advisor. E-mail her at allen@nbcc.org, or call 336-547-0607.

Rand Study Aligns With Foundation's Military Priority

Invisible Wounds of War: Psychological and Cognitive Injuries, Their Consequences, and Services to Assist Recovery is a comprehensive study by the Rand Center for Military Health Policy Research that investigates the mental health needs of service members returning from Operation Enduring Freedom (OEF: Afghanistan) and Operation Iraqi Freedom (OIF: Iraq). This study is a valuable resource for all counselors working with this important community.

The study explores the unique psychological consequences of the OEF and OIF deployments, ones where many more service members physically survive situations that they would not have in past conflicts, but are left with invisible wounds directly associated with deployment. The study concentrates on the three most prevalent conditions: post-traumatic stress disorder (PTSD), depression and traumatic brain injury (TBI).

The comprehensive study offers four key recommendations:

Continued on page 18

First NCC Impact! Reception Celebrates Gains

San Diego-based NCCs joined the NBCC Foundation in celebrating the impact of 50,000-strong NCCs at the first *NCC Impact!* reception held September 24, 2012, at San Diego State University (SDSU). The networking event was cohosted by SDSU's College of Extended Studies.

In a brief presentation about NBCC and Affiliates' work on behalf of NCCs, Dr. Thomas Clawson, NBCC's president and CEO, highlighted legislative gains, work with state boards, international development of the counseling profession, and the SAMHSA

Minority Fellowship Program grant. Dr. John McCarthy, inaugural Chair of the President's Circle, emphasized the current and potential impact of the NBCC Foundation's scholarships and capacity-building grants, and invited the NCCs to learn more about these programs.

At the end of the presentation, NCCs had the opportunity to provide feedback to NBCC and the Foundation. The responses were overwhelmingly positive and included the following:

"Thank you for coming out to San Diego. It's helpful to lessen the distance between California and the East Coast."

"This was my first NBCC event, and as a student, I will definitely get involved in the future."

"Sometimes I feel isolated in my work and it is great to get to be with other counselors and re-connect to mentors."

"I have been an NCC since '97 and would be happy to assist with advocating for NCCs."

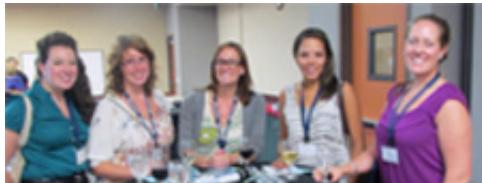
During the event, Dean Joseph Shapiro and The College of Extended Studies of SDSU received a plaque recognizing their support of NBCC's efforts on behalf of NCCs and the counseling profession. Dean Paula Cordeiro and the University of San Diego's counseling program also received one recognizing their support of the NCC for graduate students.

"This reception reconfirmed all of my previous observations: NCCs are committed, dedicated professionals who work with a wide variety of clients who have a myriad of needs," says Dr. William E. Byxbee, Chair of the NBCC Foundation Board of Trustees. "It didn't matter whether I was speaking with NCCs with only a few years of professional experience or those who have been in the profession for 25 years; they all exhibited the same enthusiasm and desire to help as counselors."

The NBCCF Board of Trustees and President's Circle look forward to hosting future *NCC Impact!* receptions across the country. Follow these efforts on the Foundation Web site at www.nbccf.org.

Rand Study Aligns With Foundation's Military Priority

Continued from page 17



1. Dramatically increase the number of providers who are trained to deliver evidence-based care, so that capacity is adequate for current and future needs.
2. Change policies regarding confidentiality, access and career impact to encourage active duty personnel and veterans to seek needed care.
3. Structure training, certification, payment and accountability so that proven evidence-based care is delivered whenever and wherever services are provided.
4. Invest in research to increase knowledge of effective care and to secure information to plan effectively.

The NBCC Foundation continues to provide scholarships in order to increase the number of professional counselors available to service members and veterans. To learn more, visit www.nbccf.org/programs.

Invisible Wounds of War: Psychological and Cognitive Injuries, Their Consequences, and Services to Assist Recovery, 2008, Terri Tanielian and Lisa H. Jaycox, Editors; The Rand Center for Military Health Policy Research; www.rand.org

2012 NBCCF SCHOLARSHIP RECIPIENT CLOSE-UPS



Tara Jackson is a graduate of Fort Lewis College and is enrolled in Adams State College's master's in clinical counseling program. A single mother of two, Ms. Jackson is dedicated to her rural Colorado town of Durango, and has been for nearly 20 years. She currently interns with a local

mental health care organization serving young single mothers, local immigrant families and other members of her community in need, and she plans to continue her work there as a counselor after graduation.

Is there one experience that you've had as a volunteer/counselor/counselor-in-training that stands out from the rest?

Currently, I intern at the local acute treatment unit (ATU) where we have many clients who are extremely suicidal. One night in town, I saw one of the first clients I worked with, an elderly man. Being the small town we are, I often see clients outside of the professional setting and leave it up to them if they want to acknowledge our relationship. This man chose to come up to me and tell me, very appropriately and politely, that I changed his life forever. This had an impact on me, as I rarely know what comes of my clients after they are stabilized and leave the ATU. It was affirming that this work can be a benefit to people, and affirming of my skills.

What does becoming a National Certified Counselor (NCC) mean to you personally? Professionally?

I strongly support professional standards and becoming an NCC helps with this pursuit. Having lived in places where anybody can call themselves a "therapist," I feel it is important to educate community members about what those letters after our names stand for. Having professional standards ensures a common language, code of ethics and advocacy for the profession.

What impact has the NBCCF scholarship had on your life? What does it mean to you personally and professionally? How did you feel when you



Jeffrey Hensley is a graduate of the University of Texas and is enrolled in the University of North Texas' master's in clinical mental health counseling program. Following his return from service in Iraq, Mr. Hensley sought the help of a professional counselor. This valuable and beneficial experience

led to a decision to join the profession of counseling so that he could help others as he had been helped. He plans to use his own military experience as a tool in counseling service members and veterans.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve? For the continued growth of counseling as a global profession?

My short-term goal is to both advocate on behalf of veterans and to work with them in a clinical setting to help assure that their transition to the civilian world is successful. On a larger scale, I think that my work with Iraq and Afghanistan Veterans of America (IAVA) is an excellent way to meet this goal. On a more personal level, my experience with an internship that allows me to work directly with other veterans in a new and exciting therapeutic modality will help prepare me to achieve my long-term goal—to establish equine-assisted therapy as a first-line intervention for combat veterans dealing with everything from minor reintegration problems to full-blown mental health disorders. My hope is to contribute to developing the potential of equine-assisted counseling and adding to the empirical data supporting its efficacy in treating many presenting problems in a variety of populations.

Is there one experience that you've had as a volunteer/counselor/counselor-in-training that stands out from the rest?

My experience working with other combat veterans in the Horses for Heroes program has been one of the most rewarding of my professional life. I have seen first-hand the power of this modality to positively impact men and

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2012 NBCCF SCHOLARSHIP RECIPIENT CLOSE-UPS



Paula Davis is both a student and a graduate of Mississippi State University, where she is pursuing a master's in community counseling. Ms. Davis currently operates a nonprofit organization that mentors, educates and empowers women to excellence, and plans to expand its operations

to include a private practice targeted toward serving the needs of African-American women. She plans to carry out these goals as a counselor in Waynesboro, a rural community in Mississippi.

What led you to pursue a career in counseling?

The reason I chose counseling as my career is because I am a person who enjoys seeing people happy. I like helping people get to a comfortable spot in their life. It bothers me to see people struggling with anything, especially with life's problems. This is the main reason why I started Sista 2 Sista. This organization reaches out to young, inexperienced African-American women to help them become well-rounded individuals who, with the right tools, can thrive instead of merely survive in their communities.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve? For the continued growth of counseling as a global profession?

My short-term goals are to complete my master's degree in mental health counseling and pass the National Counselor Examination for Licensure and Certification (NCE). My long-term goals are to open the doors of the first African-American-owned-and-operated counseling center for African-Americans with problems with marriage, family and substance abuse. I would also like to open a women's and men's life center to house women and men who need a structured environment while they are in treatment.

What impact has the NBCCF scholarship had on your life? What does it mean to you personally and professionally? How did you feel when you

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Aaron Smith is both a student and graduate of the University of New Mexico, where he is pursuing a master's in clinical mental health counseling. A Marine Corps reservist, Mr. Smith experienced several deployments and struggled with the challenges of military service. He has a particular interest in

treating post-traumatic stress disorder (PTSD), a problem he witnessed in many of his fellow service members. As a counselor, he hopes to provide relief for the military population dealing with the rigors of deployment and military life.

What led you to pursue a career in counseling?

Originally, my plan was to become a career enlisted U.S. Marine. After dealing with the stresses and anxieties related to life in the Marines for several years and moving into leadership/mentoring positions, it became apparent that what I really wanted to do with my life was help people. After some time overseas, my father sent me Viktor Frankl's *Man's Search for Meaning*, which introduced me both to existential analysis as well as my new career path.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve? For the continued growth of counseling as a global profession?

As a master's student in clinical mental health counseling and an emerging professional, I have many short- and long-term goals for ... serving my fellow veterans in a counseling role. Having attended and presented at the Association for Specialists in Group Work National Conference, as well as the American Counseling Association National Conference in San Francisco, on how Logotherapy can be applied to treating military-related PTSD, I have begun to appreciate how important these [experiences] are to my professional development. I wish to pursue a Ph.D. in ... counselor education in order to teach counseling at the university level. I have had the pleasure of having several professors who were also veterans... and being able to foster the growth of the

continued on page 21

2012 NBCCF SCHOLARSHIP RECIPIENT CLOSE-UPS

Tara Jackson

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learned that you'd won? How will you use the funds and award to contribute to your community?

This scholarship ... means I might not have to take another loan out to start up my practice in this small community. Finding out about the scholarship was exciting and I felt it was serendipitous, as I was just beginning to wonder how I would begin to finance starting my career. I am extremely grateful and flattered to have been awarded such a generous scholarship, especially at a time when many organizations are working with tighter budgets than in the past. I believe my unique experience of being a teacher, coupled with my education and training, will allow me to provide necessary services to the families in Durango, Colorado. Thank you!

Jeffrey Hensley

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women who face the same challenges that I faced upon my return from Iraq. Having this opportunity has confirmed that this career choice was the right one for me. It has also enriched my experience in the University of North Texas' counseling program immeasurably.

What does becoming a National Certified Counselor (NCC) mean to you personally? Professionally?

Becoming a National Certified Counselor will be an enormous achievement for me professionally. It will add legitimacy to my standing

as a mental health counselor by attesting to the thoroughness of the UNT program and demonstrating that I have the educational foundation to build a successful career. From a more personal standpoint, successfully becoming a National Certified Counselor represents a huge step in a journey that started three years ago—a journey of self-discovery and purposefulness in my life.

Paula Davis

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learned that you'd won? How will you use the funds and award to contribute to your community?

When I got the call that I had won the scholarship, I could not believe what I was hearing. I never dreamed as I was applying for the scholarship that I would actually get it. I plan to purchase books and supplies for my profession so that I can continue to educate myself. I also plan to donate some of the money to Sista 2 Sista to help continue to reach, teach and motivate African-American women. The impact that NBCCF scholarship has had on my life is astronomical because now I know the sky is the limit for me and my endeavors.

Aaron Smith

continued from page 20

student veteran population is very important to me.

Is there one experience that you've had as a volunteer/counselor/counselor-in-training that stands out from the rest?

As a counseling student, I was still under contract by the Marines ... and was asked to wear my uniform to present a cake on the Marine Corps birthday to the mayor of the city of Albuquerque for the annual cake-cutting ceremony. The local Department of Veterans Affairs hospital shuttled several inpatient U.S. Marines suffering with PTSD to the ceremony. During the ceremony ... several Marines broke down into tears and made impromptu speeches about how much their time in the Marines meant to them. Eternal comradeship was the focus of each speech, and it made me realize that even once my contract ended with the U.S. Marines, I still wanted to serve them as a mental health professional.

NBCCF Scholarship and Fellowship Calendar

2013 Military and Rural Scholarships

- Application period: closed November 1, 2012
- Awarded: February 2013

NBCC Minority Fellowship Program

- Application period: December 1, 2012–late February 2013
- Awarded: April 2013

2013 Global Career Development Facilitator Scholarships

- Application period: May–July 2013
- Awarded: October 2013

Human Services-Board Certified Practitioner Scholarships

- Application period: November 1–December 20, 2012
- Awarded: March 2013

Visit us at the NBCCF booth at the American Counseling Association conference in March 2013 to learn about these opportunities and more.

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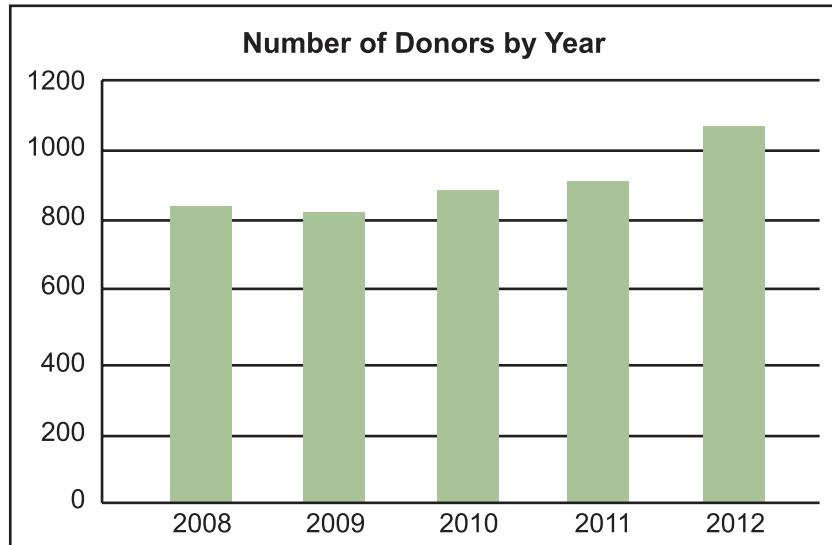
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The excitement of being a part of the NBCC Foundation is growing! The number of donors continues to increase, and repeat donors are the growing majority.



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Retained donors in FYE 2011: 43%

Retained donors in FYE 2012: 59%

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New Board Members for NBCC and Affiliates

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Dr. Frazier is chief development officer for Community Connections of Jacksonville and president of The Frazier Group. He previously served as director of development for the Sulzbacher Center and as a priest of the Episcopal Church of the United States. Dr. Frazier completed his doctorate of ministry at The University of the South, in Sewanee, Tennessee, after earning his master's in divinity at Trinity Episcopal Seminary, in Ambridge, Pennsylvania. He completed his undergraduate studies in psychology and biology at the University of Georgia, in Athens. Dr. Frazier holds the Certified Fund Raising Executive (CFRE) certification, is a master instructor for the Association of Fundraising Professionals (AFP) and currently chairs the ethics committee for the AFP First Coast Chapter.



Greg Frazier