



# Focus on NDCA

## What is a Leader?

by LuAnn Wick, NDCA President

Well, ok, it does take some commitment – well maybe more than some - and it does take a daring spirit and a leap of faith and a bit of humor, but what an adventure!

A leader can be defined in a number of ways – and if I were to question some of my elementary students, I am sure I would hear that a leader is someone one who takes the lead in the front of the line for lunch or to get a drink from the fountain or the leader can lead a game at recess- Follow the Leader anyone? Or my explanation is that it could be someone who takes a bold step forward and guides an organization with the help of a knowledgeable (and patient) Executive Director.

As the president of the North Dakota Counseling Association I have had a lot of fun, I have been inspired by people and what they have to share and I am living proof that you can plan a conference and lead a business meeting and board meeting and still live to taste another pastry another day! As a leader in NDCA, I have had the opportunity to write articles for the FOCUS, visit with speakers, practice organizational skills, travel, attend national and regional conferences, laugh with

friends, and above all, be a representative of the greatest people in the state – you! This journey began in 1990 as the secretary for the North Dakota School Counseling Association and continued through the ranks of the NDSCA leadership; and on July 1 of 2009 I will complete my role in the leadership of NDCA.

Jean Underfer-Babalís, the current chair elect of the Midwest Region stated her idea of what leadership was in *Counseling Today*, an ACA publication. She wrote about leadership training that is given to state leaders at the Midwest Regional meeting in the fall and that the “...hallmark of a good leader is someone who is interested in serving others...will seek counsel from other sages...take into account the enormity of the position and...learning to serve well and inspire others to serve.” She ends with a quote from Don Miguel Ruiz, author of *The Four Agreements*, “Always do your best.” What more can we ask of ourselves or others? So I ask each of you to consider a leadership call for your division or NDCA. It is a great opportunity to do your best, and one that I am glad I didn’t miss!

## Making a Difference

A great big **Thank You** to the NDCA members who have agreed to serve as officers this coming year!

**LuAnn Wick**  
Past President

**Janis Wallender**  
President

**Bruce Wold**  
President – Elect

**Kris Long**  
President – Elect – Elect

*You make a difference, every day!*

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# May is Mental Health Month

by Usha Singh, LPCC,  
President NDMHCA

Almost six decades ago, a month of May was officially recognized as “Mental Health Month” by Congress in 1949. Awareness of mental health issues is vital to reducing the stigma attached to mental illness/disorders. Mental health problems are painful—emotionally, spiritually and socially—for people from all walks of life, age, socio-economic-educational-cultural-racial backgrounds. Words that make fun of mental illness create a sense of shame, feelings of guilt and loss of self-esteem. People who experience such a negative view of themselves feel rejected, lonely, isolated and find difficult to succeed in life and achieve their goals.

Each May, Mental Health America and its affiliates nationwide celebrate Mental Health Month – an annual observance established in 1949 to enhance awareness of mental health and to promote mental wellness. Throughout the month of May, Mental Health America affiliates and partner organizations host events in their communities to help people recognize mental illnesses and protect their mental health, (Jason Halal, 2007). “Mental health affects us all – regardless of whether we have a mental illness. When we have good mental health, we more effectively cope with daily life and its challenges. By developing healthy habits, we can boost mental health and increase resiliency to mental illness, allowing us to live longer, healthier and more fulfilling lives,” said David Shern, Ph.D., Mental Health America president and CEO (2007).

Mental Health Month has helped to improve the health and lives of millions of Americans and still has long way to go. Let’s send our message louder than ever – everywhere we live, work, learn and play; join the fight for mental health this May and throughout the year. Launch a successful Mental Health Month campaign in your community where ever you are.



NDCA Leadership Attend ACA Conference in Hawaii

## North Dakota Members Attend Annual Conference

Janis Wallender, President-elect and LuAnn Wick, President attended the 2008 Annual Conference and Exposition in Honolulu, Hawaii. Others in attendance from North Dakota were Deb Elhard, Erin Klingenberg, who presented a project/poster session entitled “Successful Transition from High School to Higher Education: What Determines Success?”, Bob Nielsen, Duane Halbur and Kimberly Vess Halbur who both presented a project/research poster session “CD-ROM Development and Effectiveness Appraisal: Teaching Group Facilitation Skills through Technology” and a sixty-minute program “Online Communities: What Counselors Need to Know.” North Dakota’s newest division, NDACES, was recognized by the national ACES.

## Keynote Speaker at ACA

Dr. John M. Gottman was one of two keynote speakers at the ACA Annual Conference and Exposition in Honolulu, Hawaii. Dr. Gottman is the co-founder, with his wife Dr. Julie Gottman, of the Gottman Institute in Seattle, Washington – this Institute researches and restores relationships.

Dr. Gottman addressed the audience with statistics about marriage and stated that the human family is in crisis. Dr. Gottman and associates have researched couples and families for three decades with over 3000 couples. He stated that research shows that on average, couples wait six years after they first spot trouble before they seek help. He described the levels of the Sound Relationship House (which can be found at [www.gottman.com](http://www.gottman.com)) and shared strategies that help relationships work.

An insight that Dr. Gottman shared concerned conflict. He stated that 69% of the time, couples are fighting about the “same stuff” in the same way even seventeen years later. Couples do not resolve the conflict, and the only way they can move from gridlock to dialogue is compromise which in most cases is not done. In the same light, most of the communication between these same couples is miscommunication. Divorce, he shared, is the absence of humor, of positive affects, lack of emotional engagement – couples stop courting each other (he explained couples should give each other a six second kiss – a kiss with potential), eating together, and even reading the newspaper together.

Dr. Gottman closed with a conversation that he had with a friend. His friend shared that he hoped to have the following written on his tombstone: “He lived his life like every moment was his last”, and in Dr. Gottman’s humor, he stated that he hoped his would say “He lived his life like every moment he was going to eat a pastry.” Dr. Gottman has published 190 academic articles and 40 books, one of which is “Ten Lessons to Transform Your Marriage.”

# Thanks for Calling!

by Kathy Holle, NDCA Past President

Last summer, NDCA board members made phone calls to members to get your thoughts on what you like about the association and what you would like to see changed or added. It was a great experiment, reaching over 110 members and getting lots of responses to the questions asked. Here is what you said...

When asked what you like or count on as an association member, there was an overwhelming positive response to the NDCA Midwinter Conference. Networking, gaining knowledge, teamwork, the wide variety of sessions and legislative updates were just a few reasons given. You stated that having this professional organization not only adds credibility to the profession but it also gives you an opportunity to learn and grow as a professional. It sounds like the conference is a highlight of the year!

Many of you expressed that you like this very newsletter that you are reading – the *FOCUS!* Some asked if there could be more in-depth articles or if position papers could be included. The answer to that is, “Yes!” Marcia Foss, Executive Director, does a great job of publishing this newsletter but we, the members, are responsible for what’s inside. Check out the deadlines on the website and get your fingers dancing on your computer keyboards before articles for the next issue are due!

It was great to read the long list of reasons you appreciate the organization but, as you know, it is the list of suggestions for change that can make NDCA grow and serve you better. I will list those most often mentioned in the phone calls and I do believe you will see many ways that you can provide input and make a difference!

- ▶ Listservs
- ▶ Online graduate program information
- ▶ More sessions from school social workers and Job Service
- ▶ More sessions for college counselors
- ▶ Interest in the area of the autism spectrum disorders
- ▶ Internet workshops for idea exchanges or 2-3 hour presentations on topics like aging, spirituality, multicultural issues, kids in transition from other school/areas, communication skills for kids, lesson plans and conflict resolutions skills for kids
- ▶ Dovetailing pre-conference and conference and secure a noted person versed in family/marital counseling or brief counseling so there is time to do some training that blends theory and practice instead of so much focus on techniques or motivational topics
- ▶ More information and help with finding legal consultation or assistance when needed for issues like negotiations
- ▶ List of mental health services in North Dakota – perhaps a listing on the website
- ▶ Clinical CEU’s provided for attendance at the conference
- ▶ Various opinions about the time of year the conference is held
- ▶ Regional member meetings for networking and learning about referral sources and services offered in the region
- ▶ More legislation information
- ▶ Some discussion on the benefits of malpractice or possibility of it being offered as group benefit through NDCA
- ▶ Additional opportunities throughout the year for networking and professional development – perhaps in strategic areas of the state

Thanks so much for sharing your ideas! You just might receive a call in the future so be thinking about what you would say when asked for your input. As you can see, there is much opportunity for growth as we look toward a bright future with NDCA!



# Developing Professional Counseling Identity through Effective Leadership

“Developing Professional Counseling Identity through Effective Leadership,” is the theme chosen for the Midwest Region of the American Counseling Association (MWR) for the year 2008-2009. American Counseling Association (ACA) is divided into four regions; MWR has 13 states. The Midwest Region consists of IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, OK, SD, and WI. The other three regions are North Atlantic, Western and Southern Regions. My bias is that the MWR is the best, and I hope you share my subjectivity.

Annually, MWR hosts a leadership and development conference. This past year the Midwest Leadership and Development Conference (MWRLDC) was hosted by our current chairperson, Kelly Collins in Minneapolis, MN. What a wonderful and informing conference it was; bravo Kelly!

This coming year, the MWR will be hosted by me, Jean Underfer-Babalís in the Chicagoland area. Illinois and Indiana are the two co-sponsoring states. The sponsorship and state site is based on a rotation process established in “MWR Operating Guidelines”. The purpose of the conference is to assist leaders in addressing issues and concerns that are pertinent to the branch counseling associations of these respective states and issues that are on the national radar as they pertain to professional counseling. Some examples are recruiting membership, mental health parity, lobbying on a state basis, creating unity and a variety of topics.

Workshops are conducted by national and regional leaders. These workshops are smaller than those at the national convention, thus more personal and intimate. It is a chance for professional counselors to talk more directly and less formally with some of the nation’s top leaders and writers in the counseling profession.

During the spring, a needs survey will be sent to each state to gather input about what kinds of topics

professional counselors and branches would like to have at this year’s conference. **Please plan to join us in the Chicago area, Thursday, October 2, 2008 through Saturday, October 4, 2008.**

Chicago attractions abound. Here are a few to wet your taste. “Lions, tigers and bears, Oh My!” Spend some time in the wildest spot in Chicago at the Lincoln Park Zoo. It is open daily and is free. The Garfield Park Conservatory has an indoor children’s garden and various special attractions throughout the year. It is free as well.

The theater district is a true delight and is currently featuring distinguished titles; such as, “Phantom of the Opera,” “Star Wars,” “Wicked” and “Jersey Boys.” Are you excited yet? Put a little culture in your life at the Chicago Cultural Center, which features the 38-foot dome in the *Preston Bradley Hall* in the south end of the building is the world’s largest *Tiffany* stained-glass dome, valued at an estimated \$35 million. Now that is some dome!

## Now for a More Serious Note—Being of Service

Part of being a leader is to find effective means of serving others. For example, clients, professional organization, the community, other professional counselors, and being an advocate for related issues such as mental health parity. The hallmark of a good leader is someone who is more interested in serving others and rather than what the service position can do for her or him. Nothing turns me off more when I realize that someone is taking a position for the purpose of what she or he can get. I had the experience of knowing a leader who initiated an article in one of the small interest newspapers about being elected before the election results were final. Her tenure as president was one of the worst years that that organization encountered

in the 20 years that I have been a member. Within two years of serving as president, she dropped her membership but wanted to attend one of our functions for free because she was a past president.

Service to others definitely benefits the person serving, but the intent is to be of use or benefit to others. As a leader, I have encountered so many wonderful people throughout the United States. I think I would go to these leadership conferences and to the ACA national convention just to see all my beloved friends (and you know who you are). My service has allowed me to meet notable writers like, Sam Gladding. I remember reading his books and articles and thinking how I would love to just listen to him. Because of my leadership, I had the distinct pleasure of chauffeuring him around Toledo and spending an evening out with him and the other leaders in Toledo. It was extraordinary. I also brag that I was in the same Legislative Advocacy Institute as Marie Wakefield and love her to death.

## Making Sound Decisions

Decisions are incessantly part of our service. Every so often, these decisions can send one into a tether (or at least they do me). A leader who has a service minded presence will seek counsel from other sages before making a decision that impacts and affects others. Leaders who want to lead for the sake of leading make decisions without consulting other leaders prior to making and enacting a decision, because her focus is egocentric. This can, and usually does, lead to some disparaging results.

## Considerations When Becoming a Leader

Consequently, when considering a leadership position, a leader needs to take into account the enormity and significance of the position.

# Working Together – Helping People

by Bruce Wold, NDCA President Elect-Elect

The North Dakota Counseling Association (NDCA) is committed to providing top-notch professional development to the counselors within our state. I invite you to put the NDCA mid-winter conference on your calendar for February 8-11, 2009, and make plans to attend. The theme for the conference will be *Working Together – Helping People* because the NDCA seeks to bring together counseling agencies and professionals from across the state to provide useful tools, share “best practices”, and communicate trends for the advancement of our clients. Many of us will begin working together this summer to plan the event. We are fortunate to be following last year’s conference coordinator Janis Wallender and executive director Marcia Foss who, together with many others, planned the 2008 mid-winter. It is my hope that the group working on the 2009 mid-winter will be able to put together an equally impressive event.

Conferences don’t just happen. It takes a lot of people working together to make an event like this happen. I believe that the North Dakota Mental Health Counselors Association (NDMHCA) and the North Dakota School Counselors Association (NDSCA) divisions will once again be co-sponsoring a pre-conference at the 2009 mid-winter. The planning committee will be seeking association members to come forward to present break-out sessions, help with socials, as well as those who will come to participate in the conference. Please consider sharing your knowledge and experience by presenting a break-out session. Also consider getting involved as a member of your association board. There can be great benefits to becoming more actively involved in your association.

Lets continue to work together helping people but also take time to care for ourselves. As helpers we sometimes can neglect our own wellness. One of the activities that helps me is the networking I am able to do at the mid-winter conference. The break-out sessions and keynote speakers have also greatly helped me professionally and personally. If you’re not a member of NDCA or its divisions, please consider joining. If you are a member, consider getting more involved with the leadership. I hope to see you at the 2009 NDCA mid-winter conference.

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“Counseling Identity”

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Consider how much time and effort the position will require and do you have that amount of time and effort to offer. Accept a nomination or appointment only after conscientious reflection of all aspects. One effective source of accomplishing this task is to ask people who have held the positions previously. Ask him what to expect and what the position entails.

Part of leadership and development is to learn the most effective

means of serving and intriguing others to serve as well. Helping other professional counselors succeed as counselors and leaders will motivate them to serve as well. The Midwest Leadership and Development Conference will facilitate your progress in motivating others to serve and rejuvenate your motivation as well. **Come join us in the Chicago area this fall.**

## Congratulations!

Thank you to everyone who took the time to nominate a worthy member for an award and a very special congratulations to those people who received the following awards:

*NDMHCA Outstanding Mental Health Counselor Award – Kris Long*

*NDSCA Outstanding School Counselor Awards – Jan Herfindahl  
Connie Susag  
Maurice Aird*

*NDCA Friend of Counseling Award – Rocky & Doug Rapsavage, publishers of the New Salem Journal*

*NDCA Glenn Dolan Award – Kim Schock*

*There were no awards given for NDCA Innovations or Nora Carroll Dafoe School Counseling Student Scholarship.*

# What Do All Those Letters Mean?

by Holly J. Hartwig Moorhead, PhD, NCC,LPC, NBCC Ethics Officer  
Reprinted from the *National Certified Counselor*

The NBCC Ethics Department routinely receives inquiries, often from NCCs, who are not clear about the differences among credentials or certifications, licenses, and professional memberships. To clarify, here is a brief primer about the differences among these topics.

## **Educational Credentials:**

Only degrees that are specific to the profession should be listed on counseling-related materials. For example, Jane Doe holds a master's degree in school counseling and a doctoral degree in women's studies; however, only the school counseling master's degree should be listed on her counseling business cards. It is misleading and unethical for Ms. Doe to list a doctoral degree that doesn't pertain to counseling.

## **Professional Certifications:**

NBCC issues the National Certified Counselor (NCC) credential. The NCC, or any other NBCC credential, is a voluntary national certification. Certified counselors demonstrate to the profession and to the public that they have met strict standards of education, training and practice — criteria that are often more rigorous than state licensure standards. Certification also indicates that NCCs abide by the NBCC *Code of Ethics*. The benefits of obtaining certification include: advertising counselor's expertise as they have met standards for voluntary certification; being regulated by a professional body instead of a governmental entity; and holding a national versus a state-specific distinction.

Additionally, in some states, elements of certification are prerequisites for state licensure. It is important to note that the NCC is a *national certification* that is not connected to specific state licensure laws. The NCC is not a license to practice.

## **Licenses:**

Counselor licensure is denoted by numerous terms in different states — e.g. Licensed Professional Counselor (LPC), Professional Clinical Counselor (PCC), Licensed Mental Health Counselor (LMHC), etc. However, all state licenses are granted by individual state agencies and regulated by state laws. Each state determines the criteria for obtaining and keeping the license, the laws and regulations that govern the scope of practice for licensees, and the ethical guidelines to which licensees must adhere. NCCs holding state licensure should recognize that, in addition to NBCC, they should adhere to the ethical guidelines of both their certification and licensure bodies and consult with their state licensure boards regarding potential legal and ethical issues that may be relevant to specific state laws. The NBCC Ethics Department administers the NBCC *Code of Ethics* (available online at [www.nbcc.org/ethics2](http://www.nbcc.org/ethics2)), but it cannot, and does not, regulate or interpret individual states' ethical codes.

## **Professional Memberships:**

Counselors may choose to join one or more professional counseling organizations. For

example, counselors who wish to join the American Counseling Association (ACA) pay a fee to become members. ACA membership does not imply certification or licensure. Conversely, counselors are not members of NBCC or state licensure boards; rather, counselors are certified by NBCC and they are licensed through state licensure boards. Therefore, ACA membership should clearly be marked as such on business cards and not represented as a certification or license for practice.

### **Incorrect Listing:**

Jane Doe, MA, NCC, LPC, ACA

### **Correct Listing:**

Jane Doe, MA, NCC, LPC  
Member of the American  
Counseling Association

Additionally, NCCs who are members of ACA need to recognize that NBCC and ACA have separate codes of ethics and that both codes must be followed. While the NBCC Ethics Department administers the NBCC *Code of Ethics*, it cannot, and does not, regulate or interpret ACA's ethical code.

Being a professional counselor requires considerable clinical expertise and attention to managing professional issues. Understanding the differences among certification, licensure, and memberships is essential to maintaining professional competency. Every counselor has an ethical duty to appropriately use and clearly define the meanings of the acronyms following his or her name on a business card or resume.

## NDCA 2008 Scholarship Award Recipients

by Kristina Long, Scholarship Committee Chairperson

### **Jean Baird,** 2008 NDCA \$1000.00 Scholarship Award Recipient

Born and raised in rural northwestern Minnesota, Jean's parents stressed the importance of a good education through her life, since both had been denied educational opportunities due to the depression and World War II. "Education. They can't take that away from you." Jean received a Bachelor of Science degree in Vocal music from Moorhead State College and worked a year at the Fargo Dayton's, especially enjoying managing the Toy Department during the Christmas rush. She accepted a position at St. Alphonsus Elementary School in Langdon where she loved teaching vocal and instrumental music full and part time for a number of years, also picking up her Driver Education certification and coaching competitive speech at Langdon Middle and High School. When she and her husband quit actively farming, she took a full time position at Lake Region State College where she again was able to resurrect the dream of pursuing her Masters degree. A friend suggested counseling and Jean became "hooked!" She accepted a counselor designate position at Devils Lake High School (for 600 students) in August 2006 and has been off and running ever since.

Jean balances her time as a full-time counselor designate and NDSU graduate student (taking mostly IVN classes), with family life. She and her husband, Jim, live in Langdon. Their oldest daughter Jill, who is a recent graduate from Minnesota State University-Moorhead, is teaching English in Renville, Minnesota. Jackie, who is a very recent December graduate from the University of Minnesota-Crookston, is currently seeking a job in Early Childhood, preferably Kindergarten. Julie is a freshman at the University of North Dakota with a major in Pre-Nursing. Lexi and Mylie, two black miniature schnauzer puppies, came to live with Jim and Jean in August. They have served as physical therapists and counselors, as well as new members of the family.

### **Sarah Killo,** 2008 NDCA Silent Auction Scholarship Award Recipient

Sarah grew up in Fargo, North Dakota and graduated from West Fargo High. She attended the University of Minnesota Duluth for a bachelor's degree in Psychology and minor in Early Childhood Studies and graduated in 2000. Sarah worked for Dakota Boys Ranch as a childcare worker for two years then moved to Portland, Oregon to work for a year in an Americorps program. She worked on a team with 8 others doing environmental restoration and community service. Sarah then moved back to the mid-west and worked in office positions for two years in Minneapolis. She decided that what she really wanted to do was be back in a college environment and to pursue a degree that would involve higher education.

Sarah began the program in Counseling and Student Affairs at Minnesota State University Moorhead in the Winter of 2007 to pursue her master's. She hopes to one day work as a Student Affair professional at a college in admissions or with First-Year experience. Sarah is especially interested in ways to increase community among college students and increase retention. She enjoys traveling, reading, writing, photography, and spending time with family and friends in her spare time.





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## 2008 NORTH DAKOTA CAREER/COLLEGE FAIR SCHEDULE

DATES	CITY	LOCATION	HOURS
Mon 9/8	Hettinger		1:00 - 2:15 pm*
Tues 9/9	Dickinson	DSU Wienbergen Gym	9:00 - 11:00 am*
Tues 9/9	Beulah	Beulah High School	1:30 - 2:30 pm*
Wed 9/10	Williston	WSC Gym	9:00 - 11:00 am
Wed 9/10	Stanley	Stanley High School	1:00 - 2:00 pm
Wed 9/10	Minot	Magic City Campus Gym	6:00 - 7:00 pm
Thurs 9/11	Minot	Magic City Campus Gym	8:30 - 11:30 am
Thurs 9/11	Harvey	High School	1:30 - 3:00 pm
Mon 9/15	Fargo/Moorhead	Concordia College-Moorhead	TBA
Mon 9/15	Fargo/Moorhead	Concordia College-Moorhead	6:00 - 8:00 pm
Tues 9/16	Wahpeton	NDSCS Activities Center	9:00 - 10:30 am
Tues 9/16	Valley City	VCSU Field House	1:30 - 2:30 pm
Wed 9/17	Jamestown	High School	9:15 - 10:30 am
Wed 9/17	Wishek	Wishek Armory	1:30 - 2:30 pm
Wed 9/17	Bismarck	Century High School	6:30 - 7:30 pm
Thurs 9/18	Bismarck	Century High School	9:00 - 11:00 am
Thurs 9/18	Mandan	Mandan High School	1:00 - 2:30 pm
Mon 9/22	Bottineau	MSU-Bottineau Thatcher Hall	1:00 - 2:30 pm
Tues 9/23	Grafton	Grafton High School	9:00 - 10:30 am
Tues 9/23	Devils Lake	LRSC	1:00 - 2:30 pm
Wed 9/24	Mayville	MSU Fieldhouse	9:00 - 10:30 am
Wed 9/26	Grand Forks	UND	1:00 - 2:00 pm

\* Indicates Mountain Time