

# CONNECTIONS

The Newsletter for Addiction Professionals



## President's Message

By Stewart Ball

Dear members,

As I reflected this morning on the reasons for membership in IAAP/NAADAC, I asked the questions many of you may have asked. Why belong to IAAP/ NAADAC? How does it benefit me? The benefits are many; including up to 90 free continuing education units (CEU'S), excellent and low cost conferences, and numerous opportunities for career advancement and networking. As an aside, your membership costs you less than twenty cents (.20) per day (i.e. less than a pack of gum, a candy bar, or your favorite beverage).

Treating clients suffering with addictive disorders, while frequently meaningful, is challenging work. Consequently, membership affords us the opportunity to support one another professionally while establishing lifelong friendships. Saint Paul once wrote:

"...let us consider how we may spur one another on towards love and good deeds" (Letter to Hebrews)  
Reconnecting with colleagues/ friends is, for many, the primary motivation for attending our low cost conferences.

*Continued on the next page, see PRESIDENT.*



### ARE YOU UPDATED?

Please contact us to update your address & email to avoid missing important information!

### We moved!

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2346 S. Lynhurst Drive, Suite D101  
Indianapolis, IN 46241  
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### IAAP NEEDS YOU!

*Look Inside this Issue for Exciting Leadership and Advocacy Opportunities to Gain Skills and Support Addiction Professionals.*



## A MESSAGE FROM YOUR EDITOR IN CHIEF

I so enjoy reading what leaders, both past and present, of our great country have said that are profound and wise. I am always inspired, evidently as my mother was, by how succinctly they spoke their ideas to life. Evidently my Mother was also one who took to heart words of wisdom, as on her desk was the following message formed: "Is what I'm doing, or about to do, getting me closer to my objective?" How often I have observed that as I sat down at my desk, and rethought my direction at the moment. So I hope as you come across some words of Wisdom, that you will take them to heart for your todays.

Live well. Laugh often. Love much. ~Kay

*PRESIDENT - Continued from previous page.*

As your President, I appreciate each of you and want you to consider increasing your involvement in IAAP through serving on a committee. Does IAAP need you? IAAP, most certainly, needs you! Can you make a difference? You can, most certainly, make a difference! Consider this:

“If you think you are too small to make a difference, try sleeping with a mosquito” (Dalai Lama XIV)

When convenient, do not hesitate to call me to discuss other membership benefits and/or which committee might fit you.

I hope you have wonderful summer!

Always our best,



Stewart B. Ball, LCAC, LMFT, LCSW  
President



**Save the Dates!**

## 2017 IAAP Events Calendar

**Certified Clinical Supervisor Training**

**Friday – July 21<sup>st</sup>**

**2017 Annual Fall Conference**

**October 20<sup>th</sup> – 21<sup>st</sup>**

**More information coming soon!**



## IAAP Certification - IMPORTANT UPDATE

**NEWS! NEWS! NEWS!**

The time has come to phase out our Certifications and help those who hold the ICAC-I and II to get their Indiana licenses. This has been a process in works since our “founding fathers” worked diligently to get the licensing laws in place for Addictions Counselors in 2010-2012. Therefore, you will not be receiving a renewal letter this spring for your certification renewal. Instead, a letter will be sent with updated information regarding the IN licenses and or national certifications available to those who have been so certified in our field.

Please bear with us in this transition and realize what a moment in history this represents. We are NOT dropping those already certified in a way that jeopardizes your employability. We are taking you to the next level of professional activity. Think with me about these facts. We are trained professionals. Since I entered the field in 1988, I have been impressed with the education required to practice the art of helping people “get that monkey off their back”. And many of you are not only peers but friends who shared, struggled, studied, and sometimes walked me through the process. Times are different now. We, as Addictions' Professionals have come of age, and will never go back to being less than equal to the mental health or social work counselors. I am so proud to be a part of this growth of our profession. I hope in your coming journey, you will feel the same.

Just FYI, the state Mental Health Association is working on creating an Associates level for both the LAC and LCAC licenses. You may be aware that, for example, the LMHC-A license allows that holder to practice with supervision, until they have the years of experience needed to get the full license. That is under consideration currently and Stewart Ball, our President will keep us informed as the news breaks.

You may contact Ron Chupp who heads up the Licensing Committee for directions to help in getting your applications in to the IPLA. His information can be found on the back page of this newsletter, or on our web site, [www.iaapin.org](http://www.iaapin.org). I will be serving on that committee as well and you may call/text me or email me at my new email found on the back page of this newsletter. -Kay

## Meet Your IAAP Board Members



**Region 1, the 'Northwest Region'**, lies west of US 31 from the Michigan–Indiana state line south to US 36 from Indianapolis to the Indiana–Illinois state line, and includes all of South Bend, Lakeville, Lapaz, Perrysburg, and Kokomo.

### **Peggy Payonk, Region 1 Representative**

I am Peggy Payonk, representative from the Northwest Indiana Region. I am a social worker and supervisor of acute addiction services for a community mental health center, Regional Mental Health Center. I have been in the field for 27 years and have an LCSW, LCAC, and MAC. Being an active member of IAAP allows me to connect with other professionals, be informed of new and upcoming legislation, and be a part of an organization that is a leader in the addiction field in Indiana and Nationally. I would encourage every member to join a committee, attend the workshops, and become involved in this organization. You will find welcoming members and a knowledgeable group of people who strive to bring professionalism and ethical practices to the field of addiction.



**Region 2, the 'Northeast Region'**, lies east of US 31 from the Michigan–Indiana state line south to US 40 from Indianapolis to the Indiana–Ohio state line and includes all of Avon, Danville, New Winchester, Bainbridge, Groveland, Morton, Hollandsburg, Bellmore, Rockville, Hillsdale, and Montezuma along US 40, and Carmel and Fishers in the Indianapolis area.

### **Andra Johnson, Region 2 Representative**

Andra Johnson is the owner of Four Rivers & Associates, LLC a small private practice. She has thirty year of clinical experience working with children, adolescents, adults, couples, families and groups. Andra is an LCSW, LCAC is awaiting renewal of her Chemical Dependency Counselor with Supervisor Endorsement credentials. She has a grounded history working effectively with people from diverse backgrounds including racial, ethnic, gender, religious and lifestyle diversities. Andra has also worked with the elderly people with disabilities. As a veteran of the United States Army and recent retiree from the Department of Veterans Affairs, Andra has a commitment to meet the addictions and mental health needs and challenges faced by active duty military, veterans and their families. You can reach Andra at [riversja2001@yahoo.com](mailto:riversja2001@yahoo.com).



**Region 3, the 'Southeast Region'**, lies east of I-65 to the Indiana–Ohio state line and south of US 40 to the Indiana–Kentucky state line and includes all of Richmond, Pennville, Centerville, East Germantown, Cambridge City, Mt. Auburn, Dublin, Dunrieth, Straughn, Lewisville, Knightstown, Charlottesville, Greenfield, Gem, Philadelphia, and Cumberland along US 40 and Columbus along I-65.

### **Dee Russell, Region 3 Representative**

I'm excited to join the IAAP Board as the Region 3 Rep. I have experience as the Region 3 Rep and Secretary of NASW-Indiana. I have a MSW from IUPUI, and I'm licensed in as a clinical social worker in Indiana, Ohio, and Michigan. I'm also licensed as a clinical addiction counselor in Indiana and have a Master Addiction Certification. I work for a rural critical access hospital where I provide SUD and co-occurring treatment in the outpatient office, county jail, and for the local drug court. The preferred method of contacting me is through my personal email at [addictions.lcacpro@gmail.com](mailto:addictions.lcacpro@gmail.com)



### **Jennifer Uhl, Region 3 Representative**

I am Jennifer Uhl. I received a master of social work from the University of Illinois, Urbana-Champaign, in 1997. I eventually got into substance abuse counseling and earned a CADAC in about 2003. I am currently an LCSW and LCAC. My employment has mostly involved working in community mental health, specifically working in the substance abuse field. Currently, I am excited to be working in the Tippecanoe County Jail full time as a mental health professional for about the last two years. I am honored to be asked to join the board for IAAP! Thank you! I can be reached at 765-274-9666 or [inju128@hotmail.com](mailto:inju128@hotmail.com).



**Region 4, the 'Southwest Region'**, lies west of I-65 to the Indiana–Illinois state line and south of US 36 to the Indiana–Kentucky state line.

### **Donna Lilly, Region 4 Representative**

I am Donna Lilly the Region 4 representative. I began working in the field of addiction at a community mental health center in 1982. After almost 9 years, I decided to return to education and was a school counselor for 10 years. I feel that I was drawn back into addictions treatment and have been the Chemical Dependency Coordinator at Deaconess Cross Pointe since 2003. I am an LCSW, LCAC and an SAP. I hope to grow membership in this region. In my free time I like to play golf and pickleball. You can reach me at 812 471-4516.

## Meet Your IAAP Board Members



### Jeanne Hayes, Marketing Committee

My knowledge, understanding, and clinical application is always enriched by what I learn as an active member of IAAP. The 2-3 educational conferences offered each year give the opportunity to learn and apply what is presented. My clinical practices are also enhanced by professional relationships that grow out of the contacts made at the conferences. With a history of Community Mental health and a current private practice I continue to put this ongoing education to good practice. I have no doubt that all clinicians will benefit by active membership. I am the Chair of the Marketing Committee from Northwest Indiana. Jeanne Hayes, LMHC, LCAC, MAC



### Phyllis Schreiner Tata

#### Student Representative, Northern Region

My name is Phyllis Schreiner-Tata. I am a student representative for the Northern Region of Indiana. I graduated from Capella University in 2015 with a Master of Science in Addiction Counseling. I am also a Licensed Addiction Counselor in the state of Indiana. I work fulltime as an intensive outpatient addiction counselor for Parkview Behavioral Health. If you would like to contact me, you can reach me at [ambphy@msn.com](mailto:ambphy@msn.com).



### Rob Morgan, Ethics Committee

Rob is currently the owner of Morgan Counseling Services, LLC. He was the Clinical Director for Choices Recovery from July 2014 to December 2015, both in South Bend IN. Prior to this, he was an outpatient Addictions Therapist for more than 13 years at Four County Counseling Center in Logansport IN.

Rob earned his Bachelor's Degree in Addictions Counseling from Indiana Wesleyan University in 1996. He completed his Master's Degree in Addictions Psychology from Capella University graduating in 2001. Rob has worked in the Addictions/Mental Health field since 1996 with adults, adolescents and their families in a group and individual settings.

For two years Rob was an instructor for the St. Joseph County Court Substance Abuse Program, and is currently an adjunct professor at Ivy Tech Community College. Rob has been on the IAAP Ethics Committee for three years and is currently the IAAP Ethics Committee Chair. In 2013, Rob volunteered one evening a week to work with addicted clients with anger issues at the Salvation Army's Adult Rehab Center. He has given numerous seminars throughout Northern Indiana and Southern Michigan in the areas of Addiction, Ethics, Time Management, and Life Skills. Rob Morgan, LCAC, NCAC II, ICAC II



## A SOBER CHUCKLE... Rx: LAUGHTER



### Hot Wheels

A man's been drinking at a pub all night. The bartender finally says that the bar is closing. So the man stands up to leave and falls flat on his face. He tries to stand one more time, same result. He figures he'll crawl outside and get some fresh air and maybe that will sober him up.

Once outside he stands up and falls flat on his face. So he decides to crawl the 4 blocks to his home. When he arrives at the door, he stands up and falls flat on his face. He crawls through the door into his bedroom. When he reaches his bed, he tries one more time to stand up. This time he manages to pull himself upright but he quickly falls right into bed and is sound asleep as soon as his head hits the pillow.

He awakens the next morning to his wife standing over him shouting loudly. "So, you've been out drinking again!" "What makes you say that?" He asks as he puts on an innocent look.

"The pub called, you left your wheelchair there again."

## The Patch

Two drunks are driving down the highway drinking beer. All of a sudden they see a police car's lights flashing in the rear view mirror. "What are we going to do?" asks the drunk passenger.

"Don't worry, I know what to do. Peel the label off your bottle and stick it to your forehead. Let me do all the talking."

They pull over and the cop gets out. "May I see your license and registration?" he asks. The guy gives him his license. "Have you been drinking?"

"No officer. We haven't."

"Well, you were weaving back and forth. Are you sure you haven't had anything to drink?" The officer asked.

"I swear officer. I haven't had a sip."

"Well why do you have beer labels on your foreheads?"

The man answers, "These aren't labels. We are alcoholics, and we're on the patch."



### White County Community Corrections

915 W. Hanawalt Rd. ~ PO Box 128  
Monticello, IN 47960

Telephone: 574-583-4175 ~ Fax: 574-583-6397

White County Community Corrections is actively searching for a Licensed Clinical Addictions Counselor. The requirements are listed below.

#### Licensed Clinical Addictions Counselor

1. Must be licensed in the state of Indiana.
2. Must be able to pass a background check.
3. Responsible for providing licensed, certified clinical addictions program.
4. Provide clinical evidence based treatment to participants in a jail setting.
5. Provide individual assessments.
6. Maintain current and accurate client and recidivism records.
7. Maintain program to Department of Mental Health and Addictions (DMHA) standards.

Salary and benefits are according to White County Government policy but negotiable.

Contact: Alice Livesay, Director

P.O. Box 128

Monticello, IN 47960

574-583-4175

[alivesay@wcsheff-in.us](mailto:alivesay@wcsheff-in.us)

## Legislative Summary 2017

SB 228 - Bail. Established Bail guidelines for arrestees that recommend that arrestees who do not present a substantial risk of flight or danger be released without bail, subject to restrictions determined by the court. Excludes arrestees charged with murder, on pre-trial release for another offense, under court or community supervision, or seeking bail pending appeal. Repeals a provision relating to the impeachment of witnesses.

- Assigned to Corrections & Criminal Law Committee
- No movement as of 2/7/17

SB 312 - Use of Criminal History information in hiring. Provides that a political subdivision may not prohibit an employer from obtaining or using criminal history information during the hiring process to the extent allowed by federal or state laws, rules, or regulations. Provides that a political subdivision may not prohibit an employer, at the time an individual makes an initial application for employment, from making an inquiry regarding the individual's criminal history information or requiring the individual to disclose criminal history information.

- Assigned to Pensions & Labor Committee
- No movement as of 2/6/17

SB 401 - Department of correction and Level 6 felons. Repeals provision prohibiting a court from committing certain persons convicted of Level 6 felonies for the department of correction.

- Assigned to Corrections & Criminal Law Committee
- No movement as of 2/7/17

HB 1006 - Mental health matters. Allows mental health and addiction forensic treatment services (services) to be provided to individuals who are charged with misdemeanor offenses if: (1) the justice reinvestment advisory council recommends providing the services to these individuals; and (2) there are sufficient funds available. Requires the division of mental health and addiction (division) to report survey findings to the justice reinvestment advisory council concerning providing the services to individuals charged with misdemeanors. Requires the secretary of family and social services to require residential care and supported housing for chronic addiction when used as a recovery residence to be certified and meet standards determined by the division through administrative rules. Includes neonatal abstinence syndrome as a factor for a child to be determined a child in need of services. Specifies

that rehabilitation for a child in need of services includes addiction counseling, inpatient detoxification, and medication assisted treatment.

Allows a petition seeking participation of a parent, guardian, or custodian to include participation in addiction treatment when there is evidence that the child's mother used alcohol or drugs during pregnancy. (The introduced version of this bill was prepared by the interim study committee on public health, behavioral health, and human services).

- Assigned to Public Health Committee
- No movement as of 2/7/17

HB 1010 - Commitment to the DOC for a Level 6 felony. Amends the law limiting the circumstances under which a person convicted of a Level 6 felony can be committed to the department of correction (DOC). Provides that a person convicted of a Level 6 Felony can be committed to the DOC if: (1) the commitment is due to the revocation of the person's sentence for violating probation, parole, or community corrections and the revocation of the person's sentence is due to the commission of a new criminal offense; or (2) the person's is convicted of a Level 6 felony and the sentence for that felony is ordered to be served consecutively to the sentence for another felony.

- Assigned to Courts & criminal Code Committee
- Passed out of committee as of 2/2/17
- Next step will be a second reading on the House floor

HB 1218 - Juvenile justice. Adds additional members to a community corrections advisory board. Allows an application for a state grant for a community corrections program for juveniles to be made to the department of correction division of youth services.

- Assigned to Courts & Criminal Code Committee
- No movement as of 2/7/17



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LEGISLATIVE - Continued from previous page.

HB 1267 - Former offenders. Prohibits a public employer from asking an applicant for employment to disclose orally or in writing, whether on an employment application or otherwise, information concerning the applicant's criminal record or history until the public employer has determined that the applicant meets the public employer's minimum employment qualifications. Provides that a board, commission, or committee regulated by the Indiana Professional Licensing agency may deny, revoke, or suspend a professional license or certificate of registration of an individual who commits a criminal offense only if the underlying offense is substantially related to the practice of the individual's profession or presents a threat to public safety. Requires the professional licensing agency to adopt rules regarding the effect of criminal conviction on persons in a regulated profession.

- Assigned to Employment, Labor & Pensions Committee
- No movement as of 2/6/17

HB 1349 - Rehabilitation progress and recidivism reporting. Provides that any entity in receipt of funds: 1) recommended by the justice reinvestment advisory council; and 2) appropriated by the department of correction; must provide certain statistics related to recidivism, rehabilitation, supervision and treatment. Defines certain terms. Makes conforming amendments.

- Assigned to Courts & Criminal Code Committee
- As of 2/6/17 it has passed out of Committee and referred to the House.

HB 1420 - County jail standards and inspections. Creates the committee on jail standards (committee) within the criminal justice division of the Indiana criminal justice institute. Transfers on July 1, 2018: (1) the powers and duties of the department of correction (department) and (2) the department's liabilities, records, property, appropriations, and employees; related to county jail standards and inspections to the committee. Requires the committee to do the following not later than July 1, 2018: (1) Adopt standards regarding condition of county jails. (2) Monitor compliance with the commission's jail standards. (3) Cooperate with the department with regard to standards and plan review of county jail construction. Allows the committee to enter into a memorandum of understanding with a nonprofit organization or association to perform jail inspections, prepare compliance reports, or perform other activities as

required by the committee. Requires a county sheriff to collect a \$15 fee at the time a person is booked into the county jail for deposit in the committee's jail inspection account. Specifies the statutory provisions for fixing the compensation of the county sheriff. Repeals superseded provisions.

- Assigned to Courts & Criminal Code Committee
- No movement as of 2/6/17



### Words of Wisdom

*"The best thing about the future is that it comes only one day at a time."*

Abraham Lincoln

### Advertisement Opportunities

Place your ad here!



Opportunities are now available to advertise in the IAAP electronic newsletter! If you would like to place an ad or if you want more information on how to advertise with us in our electronic newsletters, please contact Stephanie by email at: [stephanie@centraloffice1.com](mailto:stephanie@centraloffice1.com)

## Professional Development

### - Making the Most of Your Career

#### *Finding and Landing the Ideal Job that You are Seeking*

by Kevin M. Large, M.A., LCSW, MAC

“The shortest and the best way to make your fortune is to let people see clearly that it is in their interests to promote yours.” - Jean de La Bruyère (1645-1696) French moralist and essayist

#### Using the Internet to Aid You in Your Job Search

Prior to the advent of the Internet, the main way to apply for a job, besides applying in person at a place of business, was to send a copy of your resume through the U.S. Postal Service. Since the advent of the Internet, and the widespread usage of computers, the majority of employers will ask you to submit your application online, or to send a resume and cover letter via email. Some employer websites will have you post a resume on their website, and if you apply for multiple positions on their website, you can use one or more of your saved copies of your resume to apply for any particular position.

There are many websites that are devoted to listing jobs; and some allow you to specify some search criteria to help you narrow your search according to job title, geographical location, and possibly other parameters. Typically, these job postings will tell you the basic information about the job opportunity: position descriptions; instructions on how to apply for the position; and how long the position has been posted. Depending upon what the employer chooses to feature in the ad, they may also: show a salary range; list a range of benefits; and for management positions, they may indicate if there is relocation assistance.

There are job search websites that allow you to post a copy of your resume so that potential employers may search through resumes. If you do post a resume, you typically have the option to hide your personal contact information, and the employer would reach you through an anonymous email address, or however much of your contact information that you allow to be displayed for the employer to view. Some employer websites allow you to save a copy of your resume and perhaps other documents so that you can use those to apply for positions with that company.

Some of the websites that are intended for higher-paying management jobs may show limited information about advertised positions, but in order to view and/or apply for the positions, you are required to sign up and pay a membership fee. Depending upon the company

that is offering this service, it can be costly. So, it depends upon your budget if you can afford it, and if you want to invest in a membership for that purpose.

#### You Have Sent Out Some Resumes and Now You Are Waiting

Waiting to hear back from an employer once you have submitted an application has to be one of the more difficult times to bear, especially if you have mailed out a lot of resumes but are not getting much of a response. You can use this time to research the company, to find out more about the mission of the organization, what others have said about their experience working there, and to read through the company website, and see if you can access publications such as their annual report, press releases, and the company newsletter.

#### You Are Invited to Interview

So, what can you do to help prepare for the interview? You have done your research. You have tried to find out all that you can about the company, the position, what challenges may lie ahead for the person to be hired for this position. In the article, *A Funny Thing Happened on the Way to the Interview - Five Guidelines for not Fumbling Your Next Career Opportunity*,” Ralph DiPisa, Executive Search Consultant, wrote his succinct recommendations to help you prepare for your all-important interview.

“A Funny Thing Happened on the Way to the Interview - Five Guidelines for not Fumbling Your Next Career Opportunity,” written by Ralph DiPisa, Partner, Phillips DiPisa, [www.phil-lipsdipisa.com](http://www.phil-lipsdipisa.com), December 3, 2010.

In this article, Ralph describes five different pointers on what to keep in mind during the interview process. He has written this article addressing the senior level executive going through the process; however I believe that his suggestions apply to nearly anyone who is faced with going for an interview. I have summarized each of his points in the following way:

1. Mentally prepare and take some time to relax and focus on the upcoming interview.
2. Sell yourself.
3. Come prepared.
4. Be mindful of how much personal information you share
5. If you want the position, be sure to show that you are committed and enthusiastic about wanting it.

*Continued on next page, see DEVELOPMENT.*



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In his article, Ralph makes the point that by the time that you are going through the interview process, you really have to shine. You competition has every bit of a change of getting the job. So, you need to be on your game, avoid little mistakes, and go the extra yard if you are going to have a chance of crossing the finish line.

### Preparing for “The Interview”

When you do receive an invitation to interview for a position, you can begin to mentally prepare for the interview. I would recommend thinking about what you would like to ask the employer in the interview. Questions may include wanting to know more about the position and the organization, what kind of work would you be expected to do, and asking if there is there room for advancement.

### Asking About Pay & Benefits

It is not unnatural to want to ask what the pay is, or if there are benefits, however asking this too early would be premature. Asking these questions too early in the process will come across to the interviewer that you are more focused on what you want. There is some wisdom in following the interviewer’s lead, which will help establish that you can respect someone in a position of authority, and that you can be attentive to what they are wanting to ask and find out in the interview. In some employment interviews, if you do ask what the pay is, the interviewer may not say, and may direct you to wait to see if there is a job offer. If there is a standard starting pay, or range of pay, the interviewer may share that information with you.

### The Interview Process

There are several articles that I would like to refer you to that specifically address the process of going to an interview. There must be countless other articles on the interview process. I have selected these three based upon my impression that they have a unique story to tell, and they have some particularly helpful information in their message for you.

The first article that I recommend is “10 Good Ways to Tell Me About Yourself” written by Scott Ginsberg from TheLadders, [www.theladders.com](http://www.theladders.com). Scott has some creative ideas on what to think of, and how to prepare for an interview. He gives you some specific examples, 10 to be exact, suggestions that you can use as a starting point to prepare a short statement or response for some possible scenarios that you can use in your interview.

Of all of the points that Scott has listed in his article, my two personal favorites are:

- “My passion is...,” which gives you an opportunity to talk about what you are passionate about, what you really enjoy doing; and
- “The compliment people give me most frequently is...,” which gives you an opportunity to talk about some positive things that others have said about you.

“10 Good Ways to Tell Me About Yourself,” Scott Ginsberg [www.theladders.com](http://www.theladders.com).

Source: <http://www.theladders.com/career-advice/10-good-ways-to-tell-me-about-yourself>

In my own “portfolio” (all of those Word documents on my computer at home), in addition to maintaining copies of letters of reference that I have received over the years, I have typed out a list of positive affirmations that I have received from others. I refer to this list as: “Some Positive Things That Others Have Said About Me.” The list makes for a quick read, and a brief way of showcasing positive comments that others have said about you.

A letter of reference takes a while typically to read through. This list that I have developed is something that an employer can quickly skim down and pick up on some positive attributes with only a moment’s glance.

### Waiting to Hear from a Potential Employer

It can be difficult waiting to hear from an employer after you have applied for a job. The second trying time can be when you have had an interview, and you are waiting to see if they call you back with their decision. If all went well, then it is easy to be optimistic yet uncertain if you will be chosen as “the one” or if they will invite you back for a second round of interviews. And if you have a feeling that it didn’t go so well, or you are not at all certain where you stand, well... there may be a reason for that.

In the third article that I am recommending for you, Amanda Augustine with TheLadders speaks to the down side of when you may be less apt to be considered favorably for a position. You may already have that “sinking feeling” that it didn’t go well. You may be saying to yourself: They didn’t seem to want to know more about me; they were just asking the questions that they were supposed to ask.

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“How to know when you won’t be getting a call-back after the job interview.”

Amanda Augustine, Job Search Expert,  
TheLadders, [www.theladders.com](http://www.theladders.com)

Source:

[http://info.theladders.com/your-job-search/job-interviews-gone-wrong?et\\_id=4256925991](http://info.theladders.com/your-job-search/job-interviews-gone-wrong?et_id=4256925991)

Of course, the fateful letter in the mail stating that they have filled the position and they want to thank you for your time and consideration is a clear message that your active application with that company is now placed in the closed file. If you do get a phone call, and they have taken the time to inform you that the position has been filled, it is, of course, proper to thank them for notifying you.

If you receive a phone call saying that you have the job, be thankful; be attentive; and listen closely to directions that they will give you on when and where to report. Or they may call you back to invite you for a second interview. Don’t take it casually. Approach the second interview with all of the preparation that you put into the first one. They are narrowing the field, and you are competing with top talent for one position. Keep focused.

Keep an Open Mind, Be Optimistic, and Persevere

In my experience, I would say that there are three different “kinds” of interviews:

1. Where you walk in, there is not so much pressure on the questioning, you start thinking that they are going to hire you, and they offer you the job on the spot.
2. Where you go through the interview and you can tell that you are not going to get the job. The interview ends more quickly than you had expected; you sense that they are looking for someone different; it is not a match.
3. You don’t have any idea whether you are going to be considered for the job or not.

If you aren’t offered a certain position, you can take this as an opportunity to reevaluate where you are heading and how you are going about it. You can take what appears to be a “setback” and view it as a learning opportunity. Ask yourself: What could you have done differently? Where can you improve yourself?

When the Going Gets Tough, the Resilient Get Going

Pace yourself. Take all things in stride. You may feel moments of frustration and despair.

Be patient with yourself. Don’t give up. Find a way to refresh and rejuvenate yourself as you continue your search.

- Be sure to have someone that you can talk to about how it is going for you
- Take a weekend break, go somewhere special, take some time for yourself
- Do something to free up your mind - wash the car, paint the fence (Reminiscent of the
- movie *The Karate Kid*. Doing one task actually has a dual purpose.)
- Go for walks on the beach, go exploring, do something different

Persistence pays off. Learn how to best cope with the waiting period that works for you.

“There are no secrets to success: don’t waste time looking for them. Success is the result of perfection, hard work, learning from failure, loyalty to those for whom you work, and persistence.”

Colin Powell - Former U.S. Secretary of State & Retired U.S. Army 4-Star General

**Life is a Journey, not Just a Destination**

Through the times that I have been conducting a job search, and applying for jobs, I have often thought to myself: “I have not yet applied for the job that I will have one day.” By saying this to myself, it helps me keep a positive outlook on conducting the job search.

As you are continuing your search, I would suggest that you keep assessing what you want to do, and how can you get there. Don’t go on autopilot, but ask yourself these questions:

“What is your passion?” & “How can you maximize your potential to be all that you can be?” Then seek out opportunities where you can really shine and make a difference.

So, my last piece of advice for you is a quote from my mother, and she would say:

**“Make your moves count!”**

Best wishes in your job search... for the next step forward in your career & in your life!

Kevin M. Large, M.A., LCSW, MAC

## Mental Illness, Untreated Behind Bars

New York Times

By the Editorial Board

February 27, 2017



From left, Sheriff Richard Stanek, of Hennepin County, Minn., Sheriff Danny Glick, of Laramie County, Wyo., and Sheriff John Layton, of Marion County, Ind., at a meeting with President Trump at the White House. CreditPool photo by Andrew Harrer

President Trump has talked quite a bit about cracking down on a nonexistent crime wave. Rarely does he talk about the different kinds of support law enforcement needs or what actually keeps communities safe.

So it might have come as a surprise to him when a member of the National Sheriffs' Association at a White House meeting earlier this month brought up an urgent problem sheriffs' offices all face — the mental health crisis that has filled jails to bursting with mentally ill people who would be more effectively dealt with through treatment.

Mr. Trump acknowledged that “prison should not be a substitute for treatment” and said his administration would try to address this challenge. A good start would be to extend the public health system into jails and prisons, which take in the poorest and most illness-prone people in society.

Mental health problems are rampant in local jails, often because the illness was a primary factor in the offensive conduct. The cost of caring for and supervising mentally ill inmates makes them two to three times more expensive to house. Once released, they often stop taking their medications, which lands them in trouble with the law and back behind bars. Sheriff John Layton of Marion County, Ind., who raised this problem at the White House meeting,

noted that often mentally ill people are jailed, not because they pose a threat to public safety, but because their behaviors are annoying to officers and the public. Of the 2,300 inmates in his county, an estimated 40 percent suffer from mental illness. The jail distributes 700 prescriptions a day and spends nearly \$8 million a year on care for the mentally ill.

County governments all across the country are struggling to break this cycle. Nationally, more than 325 counties have signed on to the Stepping Up initiative — sponsored by the Council of State Governments Justice Center, the National Association of Counties and the American Psychiatric Association Foundation — which helps local agencies develop methods for diverting mentally ill people who present no public safety risk into treatment.

Last year, Congress passed the Comprehensive Justice and Mental Health Act, which reauthorizes millions of dollars for state and local efforts to reduce the number of imprisoned mentally ill people. It also passed the Mental Health and Safe Communities Act, which supports training that will prepare police officers to recognize signs of untreated mental illness and expands treatment for those returning to society from prison and jail. Congress must now fully fund these programs.

Some states are working to break the recidivism cycle by making sure that inmates are signed up for Medicaid when they are released, so that they can have access to proper medication and care. While that's important, it's even more critical that the federal government do away with rules that prevent inmates from receiving Medicaid assistance.

The rules, based on the punitive idea that people who break the law do not deserve public help, essentially cut inmates off from the public health system while forcing cash-strapped corrections systems to pick up the cost of psychiatric care. Denying inmates that care is both inhumane and more costly to taxpayers in the long run.

A version of this editorial appears in print on February 27, 2017, on Page A20 of the New York edition with the headline: Mental Illness, Untreated Behind Bars.

Source: [https://www.nytimes.com/2017/02/27/opinion/mental-illness-untreated-behind-bars.html?\\_r=0](https://www.nytimes.com/2017/02/27/opinion/mental-illness-untreated-behind-bars.html?_r=0)

## Politically Speaking

At this time the political climate inevitably brings thoughts, apprehension, and confusion into the session- even into group sessions. It is my sense that not allowing any political discussion is not beneficial. Some of us may find this a concern in individual sessions, and many, if not most, find these conversations overwhelming in group. I am suggesting that we accept conversations with the intent of helping to clarify the actual issue(s). Clinically introducing clients to address communication that is not focused on, "I am right and you are wrong", will go a long way in their personal growth. We can use these concerns to assist in clarifying and identifying the client's own goals and values. It seems to me that the goal of the clinician is to listen, acknowledge and then direct the client to see their role in their concerns.

Suggestions for when clients bring up their political concerns:

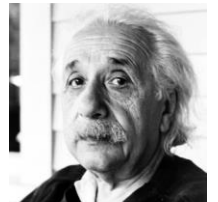
1. Invite clients to talk about how these issues of confusion, righteousness and fear have challenged them in other area of their life. What impact has that had on other relationships?
2. Help clients discern what they have done to help or what they have not done and maybe would like to do?
3. Assisting clients not to be afraid of talking about difficult issues even when there is disagreement in the group will also enhance their ability to clarify their own self confusion.

Jeanne Hayes, LMHC, LCAC, MAC



### Words of Wisdom

*"The ideals which have lighted my way, and time after time have given me new courage to face life cheerfully, have been kindness, beauty, and truth,"*  
Albert Einstein.



### Words of Wisdom

*"A good head and a good heart are always a formidable combination."*  
NELSON MANDELA



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