



**INDIANA SOCIETY FOR SOCIAL WORK
LEADERSHIP IN HEALTHCARE**

Volume 26, Issue 1

Newsletter

February 2003

Attention Members

**ISSWLHC
Annual Conference
“Finding the Leader in All of Us”**

**May 8 & 9, 2003
Marten House
Indianapolis, Indiana**

**Keynote Speaker
Dr. Virginia Caine
“Public Health Issues From a
Local to a National Level”**

Hope to see you there!



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President’s Message

*Elaine Dec
President*

The start of a new year usually brings with it the traditional New Year’s resolutions usually based on a desire to bring about change in our lives – hopefully an improved one. Organizations are no different from individuals in that the start of a new year offers a profound opportunity to grow. Also, like individuals organizations also seem to lose this momentum by mid-year or sooner. As we sit there with the box of chocolate and the dusty dumb bells we ponder why what started out as such a bold attempt died out as quickly as the last request to increase the department’s budget. The answer is simple but often ignored. Leadership.

Within each and every one of us lies the ability to lead, to not only show the way to others but to be able to find a way. When we made the decision to be a social worker, we each had a passion and a hope – yes, a mission. Somewhere along the line, as we learned more, saw more and felt more our mission grew. We found our talents, our strengths and our weaknesses. From these we shaped and molded what we were in the scheme of social change, welfare and growth. This gave each one of us a special, different and unique insight into the world – an insight only we had. Also somewhere along the way we each suffered setbacks brought on by the cruel realities of life – often the very ones we were determined to change, some we were determined to deny existed. For those of us who continue to head back into the trenches every day, we continue to ask ourselves every day “why am I doing this.” The answer to that often lies in how we shaped and redefined our mission – what we did and who we turned to help us maintain our passion and our hope. If you really look, you will find the people who helped were the leaders, the situations that carried you were ones in which you lead the way.

The heart of social work is in leading. Leading others to find their strength, their purpose and sometimes their lives. Leading organizations, groups and programs to find where they need to be in the scheme of things. Leading policies and procedures away from endangering situations. Leading the way back to purpose, back to passion and back to hope. Social work is not to do for others or to make for others, but to function as someone holding a light on a very

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Board Meetings

Next Meeting: May 6

All society members are invited to attend our board meetings. Our next meeting is **May 6**. For further information, please contact Elaine Dec.

Newsletter Submissions

Next Deadline: April 11

Newsletter submissions should be directed to Elaine Rhetts, Newsletter Chair. If possible, email your articles on Word to Elaine at Elaine.Rhetts@mgh.net. If you have any questions, contact Elaine at 765-662-4678.

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stormy and dark path. For some, to be the light. I think we have all been in situations when that light was dropped, not maintained or stolen. What a dark and scary path it became.

Leading is not easy. When you are the one with the light, you put yourself as target. You put yourself in responsibility – you are visible. You are vulnerable. You are real. Many of us have retreated to the safe comfort of following too much, or following lights that lead us down dangerous paths, not thinking about where it leads. Sometimes it is just easier to blame our misfortune on the leadership of others. Other times, we are just too alone to go forward.

Leadership is passion. It is an ability to keep feeling. To accept pain is a way to learn and not to punish. To be able to find joy in yourself and in others. To be able to accept you deserve to be happy. To be

able to continue to believe we can change the world one person at a time. To remember there is a world worth it.

Leadership is hope. Hope is in knowing it will all work out somehow, even if it is a mystery as to how. It is taking appropriate risk – daring to not believe when others say it can't work. Trusting in your creativity, believing in yourself when others don't. Believing in someone when everyone else has given up on them.

Leadership is bravery. Taking the chance. Reaching out to someone even when it means you will need to share the pain they are in. Trying holding a hand that is shaking. Embracing the concept of death so others may find a way to life. To be able to cry as well as laugh. To be yourself and admit you do have talent and strength. To go headlong into your dream, crash into a wall, get back up and break a whole through the wall.

The start of the New Year brings with it a chance to take inventory on our life both professionally and personally. Where we have been, where we are and where we would like to be. As I type this message, I think of my daughter whom I just now put to bed. I see her sleeping curled up with her moocow and trusty pup by her side. I wonder what world she will inherit, who will be her heroes, her leaders.

As the economy and state of the nation changes health care will reflect this. It does not have to go any certain way. Nothing in life is so predetermined to be immune from change. Leadership is having the courage to change. Leadership is who you are not the position you label yourself with. If you have ever felt, if you have ever hoped ever dared – you are a leader. As the New Year begins, I ask you to come join us.

Social Worker Spotlight

Stacey Hanrahan is in the spotlight for this February issue. This name may not ring a bell for many of you, as she is fairly new to ISSWLHC. Stacy is our MSW Student Intern from IUPUI where she is completing her senior year. She graduated in 1996 from Purdue University and is currently employed at Parkwood Health Care in Lebanon, Indiana. She works in the social service department where she has a caseload of 75 residents. Duties include monitoring and addressing residents' behavior, cognitive issues, and psychosocial concerns. She co-leads the Alzheimer Support Group as well as volunteering for the Alzheimer's Association in her community. She is a current member of NASW as well as ISSWLHC.

In addition to working and studying, Stacey somehow has to find the time to plan a wedding. Stacey is engaged to Ryan Morr and they are planning to be wed on October 24, 2003. To complete the family will be her two cats, Fred and Betty. Stacey is also involved in her church, Otterbein United Methodist, where she sings in the choir and is co-leader of the youth group. To relax, Stacey enjoys reading, hiking, crafts and sports.

Two of her recent special experiences were leading a Habitat for Humanity work team to Slidell, Louisiana and participating in a mission trip to North Carolina in 2001.

We welcome you to ISSWLHC, Stacey and are thankful for your hard work!

Board Meeting Highlights - January 8, 2003

Carey Pickett, Secretary

Treasurer Report / Finances Committee

Treasurer Lemon distributed copies of the treasurer's report. One change was made to the report to reflect the fiscal year as ending in March. Lemon requested that the Society's tax exemption number be used for all purchases.

Standing Committee Reports

Nominations Committee: Board changes were made.

Membership Committee: Chair Deb Arnold distributed committee report. Membership is at 82 people, with 28 renewals.

Advocacy Committee: Chair Beth Petrucce updated the board on several advocacy opportunities upcoming. There are two interns assisting Petrucce with a data bank of email addresses for updating board members with advocacy opportunities. Hospital Day at the State House is March 14. Lobbying day for Social Work School is February 19. The committee was very pleased with the new pre-admission screening reforms.

Education Committee: No report given. Upcoming Spring Conference will be at Marten House, May 8 & 9.

Communications Committee: Chair Donna Beyl presented information about Society website with list-serve. See attached report. Motion to approve website with list-serve by Bob Rogers, seconded by Krystal Angevine. Website will hopefully attract new members, decrease costs for postage and paper, and assist in streamlining communica-

tion among members. Newsletter deadline is February 10.

By-Laws Committee: Discussion to change Marketing Committee's status to "standing committee." At this time it is an ad hoc committee, and will remain a special committee until more time has passed to evaluate the committee's effectiveness. Amendment proposed by Krystal Angevine to clarify the mileage reimbursement for the Society to \$0.20 per mile. Only members to be allowed to turn in mileage. All reimbursement pending approval of the Board. Seconded by Susan Lemon.

Ad Hoc Committees

Marketing Committee: Discussion on tasks of committee and questioning as to the budget available for marketing. Discussion on what services we are selling and who we are as a society. See attached report. Motion by Jill Conley to approve vendoring at St. Vincent Conference on Aging was approved pending collateral availability.

Other Reports

National Board and Conference: There is uncertainty as to whether or not there were applications for the conference scholarship. National Conference will be April 3-5. President and President-Elect will attend.

Old Business

Strategic Planning: There was much discussion on whether "Leadership" should remain in the Society's name, membership of social workers vs. non-social workers,

and ensuring that our name is not empty but something that we as a society take seriously. A problem of misperception concerning the name "Leadership" was discussed with a possible solution being Society activities and participation in community events, education, advocacy and marketing.

Spring Conference: Conference will be held at the Marten House, May 8-9. Board meeting will be May 7.

New Committee Chairs: A new chair for the Education Committee and the By-Laws Committee are still needed.

Fall Conference: Will be discussed at next meeting.

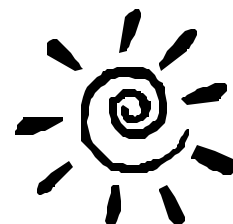
New Business

Discussion around designing a scholarship for a health care class with a project in health care for students with some community services.

Discussion around a research grant for health care studies.

Next Meeting

February 25, 2003, 10:00 a.m.—3:00 p.m. in the IUPUI Library.



ISSWLHC - Special Awards

It is important that we take time to honor and appreciate the hard work of our colleagues and their contributions to social work in health care. The ISSWLHC has two special awards which may be awarded at the annual spring meeting. These awards are: Distinguished Service Award and Innovative Programs in Patient Care Award. Now is your opportunity to carefully reflect on these awards and their meaning, and to nominate yourself or another member. Below is a description of the criteria. All nominations must be postmarked by **March 20, 2003**.

Distinguished Service Award

Award Purpose, Expectations for Nominees

The ISSWLHC Distinguished Service Award is presented to recognize a member of the society for outstanding contributions to social work leadership in a health care setting and to the Indiana Society for Social Work Leadership in Health Care. Candidates must be widely recognized leaders in the field of social work, and influential within the health care system, as well as the external environment. Nominees are expected to have the ability to organize and transmit their knowledge with experience in a meaningful way, as well as the capacity and willingness to assist others through consultation.

Award Criteria

The award is presented to an ISSWLHC member who demonstrates outstanding accomplishments in *all* of the following areas:

- A demonstrated capacity to organize and monitor the effective and efficient provision of social work service in the health care field.
- Demonstrated leadership in the practice of social work.
- The ability to use knowledge and experience to influence the health care system and the external environment to meet the psychosocial needs of patients, and the ability to organize and transmit that knowledge and experience in a meaningful way.
- The capacity and willingness to assist others through consultation to develop management skills in health care.
- Significant experience as a contributing member of the Indiana Society for Social Work Leadership in Health Care.

Recent Winners of Distinguished Service Award

2000 – Polly Jones
 2001 – Becky Hrismalos
 2002 – Delois Dilworth-Berry

Innovative Programs In Patient Care Award

Award Purpose

The primary purpose of the award is to recognize an ISSWLHC member for the development of clinical or social action patient care programs that promote innovative patient care, cost effectiveness, and replicability. A second purpose is to promote the implementation of innovative and valuable new programs throughout the field.

Award Criteria

ISSWLHC members are encouraged to nominate member colleagues or themselves for the development and implementation of an innovative program. Self-nominations are encouraged. The award will be judged based on:

- The unmet need and patient population for which it was developed
- The process of conceptualizing and designing the program
- The process of implementing the program
- Evaluation of the program effectiveness

Recent Winners of Innovative Programs In Patient Care

2000 – Jaris Hammond
 2001 – Becky Hrismalos
 2002 – Marion County Health Department Social Services Department

ISSWLHC

Nominations for 2003 Distinguished Service Award

Please complete the information below and mail to the address below for distribution to members of the selection committee. Nominations must be postmarked by **March 20, 2003**.

ISSWLHC NOMINATIONS
c/o Krystal Angevine
Floyd Memorial Hospital and Health Services
1850 State Street
New Albany, IN 47150

Candidate Information	
Name	Title
Institution	Dept
Address	City/Zip
Phone	E-mail

Nominator Information	
Name	Title
Institution	Dept
Address	City/Zip
Phone	E-mail

The ISSWLHC Distinguished Service Award is considered the most prestigious ISSWLHC award, and as such, nominees will be judged for their **over-all career achievement and most particularly for leadership in their accomplishments as health care social work leaders and mentors of their colleagues in the Society**. Nomination packets must reflect these accomplishments and all of the following criteria must be addressed.

Submit a supporting statement documenting the candidate's accomplishments in *all* of the following areas:

- A demonstrated capacity to organize and monitor the effective and efficient provision of social work service in the health care field.
- Demonstrated leadership in the practice of social work.
- The ability to use knowledge and experience to influence the health care system and the external environment to meet the psychosocial needs of patients, and the ability to organize and transmit that knowledge and experience in a meaningful way.
- The capacity and willingness to assist others through consultation to develop management skills in health care.
- Significant experience as a contributing member of the Indiana Society for Social Work Leadership in Health Care.

ISSWLHC

Nominations for 2003 Innovative Programs In Patient Care Award

Please complete the information below and mail to the address below for distribution to members of the selection committee. Nominations must be postmarked by **March 20, 2003**.

ISSWLHC NOMINATIONS
c/o Krystal Angevine
Floyd Memorial Hospital and Health Services
1850 State Street
New Albany, IN 47150

Candidate Information	
Name	Title
Institution	Dept
Address	City/Zip
Phone	E-mail

Nominator Information	
Name	Title
Institution	Dept
Address	City/Zip
Phone	E-mail

Submit a supporting statement outlining how the candidate demonstrates the award criteria. The program will be rated for innovation, patient care and focus, cost effectiveness, and replicability. The supporting statement should include:

1. **Program Description:** Briefly describe the innovative program, indicating what patient care service is being provided, how, to whom, and by whom.
2. **Need Identification:** Describe the unmet need and the patient population for which this program was developed.
3. **Plan:** Describe the process of conceptualizing and designing this innovative program.
4. **Implementation:** Describe the process of implementing the program (including the funding process).
5. **Evaluation:** Describe the experience with this program and any evaluation of its effectiveness.
6. **Reference:** Provide the name and phone number of a reference person who is knowledgeable about the merits of this program and is willing to discuss it with committee members. This may be the candidate or another person familiar with the program.

Reference Name: _____

Phone: _____ E-mail _____

Upcoming Meetings

Board Meeting

May 6, 2003

All members are invited to attend.

Infant Adoption Awareness Training Program

(IAATP)

March 10-12, 2003

May 19-21, 2003

Receive a stipend (\$50 per day)

More information, Sheila Dennis, MSW, LSW

(317)568-1000 or www.infantadopt.org

National SSWLHC Conference

April 3-5, 2003

Atlanta, Georgia

Annual ISSWLHC Spring Conference

May 7 & 8, 2003

Marten House

Indianapolis, Indiana



Indiana Society for Social Work Leadership in Healthcare

c/o Elaine Rhettts

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