

# THE NCC

THE NATIONAL CERTIFIED COUNSELOR



Volume 24, Number 2  
Spring 2008

## BOARDS CONVERGE FOR FUND-RAISING TRAINING

In February, three of NBCC's boards of directors met jointly in Washington, D.C., to participate in a fund-raising workshop led by Jerold Panas. The day-long training was sponsored by the NBCC Foundation Board and also included members of the NBCC Board of Directors, the CCE Board of Directors, and several NBCC staff.

Mr. Panas, executive partner and chief executive officer of Jerold Panas, Linzy & Partners, is a major figure in the field of campaign services and financial resource development. His group has served more than 1,800 client institutions since its founding in 1968. He is both a popular speaker and a prolific author.

Mr. Panas' presentation was filled with entertaining anecdotes illustrating both successful and ill-conceived fund-raising experiences. Board members and staff learned about current trends in philanthropy including demographics about who gives and what motivates people to give.

More on Page 13



**Standing** (left to right): Dr. William Byxbee (F), Dr. Brenda Freeman (F), Dr. Carol Hightower Parker (F), Dr. Kurt Kraus (N), Ms. Donna Mastrangelo (N), Mr. Kevin Gallagher (C), Dr. Dawna Jackson-Sanford (N), Dr. John Schmidt (N), Dr. Lynn Hall (C), Ms. Harriet Mayor Fulbright (F), Dr. John McCarthy (C), Dr. Nur Gryskiewicz (C), Dr. James Benshoff (N), Dr. Kok-Mun Ng (N).  
**Seated** (left to right): Dr. Wayne Lanning, Chair (F); Dr. Linda Foster, Chair (N); Dr. Richard Percy, President (C); Dr. Thomas Clawson, NBCC President and CEO.

N= NBCC Board member, F= NBCC Foundation Board member, C= CCE Board member.

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**National Board for Certified Counselors, Inc. and Affiliates**

**3 Terrace Way**

**Greensboro, NC 27403-3660**

**336-547-0607**

**FAX 336-547-0017**

**Web site: [www.nbcc.org](http://www.nbcc.org)**

**E-mail: [nbcc@nbcc.org](mailto:nbcc@nbcc.org)**

## Mental Health Observances

### April 2008

Counseling Awareness Month  
Alcohol Awareness Month  
Autism Awareness Month  
Child Abuse Prevention Month  
7 World Health Day

### May 2008

Mental Health Month  
4 Childhood Depression Awareness Day  
7 Anxiety Disorders Screening Day  
4–10 Children’s Mental Health Week  
4–10 Mental Health Counseling Week  
18–24 Schizophrenia Awareness Week

### June 2008

Aphasia Awareness Month

### July 2008

19–19 National Recreational Therapy Week

Sources: [http://atra-tr.org/promotions/Health%20Observances%20\(2\).doc](http://atra-tr.org/promotions/Health%20Observances%20(2).doc); [http://www.umw.edu/fitness\\_center/national\\_health\\_observance/default.php](http://www.umw.edu/fitness_center/national_health_observance/default.php); <http://brown-ielocks.com/month2.html>.

## DAVID BERGMAN JOINS NBCC’S OFFICE IN DC

David Bergman, JD, recently joined the NBCC staff as vice president of legal and external affairs and chief legal officer. In this capacity, he will coordinate NBCC’s many state and federal advocacy efforts on behalf of professional counselors and will provide legal and strategic advice to NBCC staff and leadership. Mr. Bergman will be working from the NBCC office in Washington, DC. NBCC’s President and CEO, Dr. Thomas Clawson, said, “Dave’s arrival signals NBCC’s continuing commitment to eliminating many of the systemic barriers professional counselors face over the course of their careers.”

For his part, Mr. Bergman is “looking forward to fighting to ensure that counselors are given the respect and recognition that they deserve by policymakers and healthcare stakeholders and helping NBCC expand its outstanding leadership in the field of mental health.”

Previously, Mr. Bergman served as director of legal and government affairs for the American Association for Marriage and Family Therapy (AAMFT) in Washington, DC. During his tenure, he was instrumental in the passage of federal legislation recognizing the professional capabilities of marriage and family therapists (MFTs) for service in the Departments of Defense, Transportation, and Veterans Affairs. Mr. Bergman played a leadership role in passing many state legislative and regulatory proposals that opened employment and reimbursement streams to mental health professionals, including many state licensure bills. In addition, he has experience in accreditation, ethics, media, and third-party reimbursement.

Mr. Bergman also worked for the Suburban Maryland Building Industry Association and the American Insurance Association. He is a graduate of James Madison University and the Widener University School of Law.

Dr. Bergman is a long-time member of the Fair Access Coalition on Testing (FACT), an independent organization of professionals which promotes legislation and regulatory actions to protect the fair access to tests by professionals with proper training. He recently was elected Chair of the FACT Board of Directors.



NATIONAL BOARD FOR  
CERTIFIED COUNSELORS™

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**NEWSLETTER EDITOR**

TED ILIFF

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- ✓ Change your areas of practice.

## NBCC AT THE AMERICAN COUNSELING ASSOCIATION CONFERENCE

NCCs were out in force at the recent American Counseling Association (ACA) conference, held March 26–30 in Honolulu, HI. NBCC, NBCC International, and CCE Board members participated in this important annual event along with several staff members.

Board members and staff attended ACA division functions and engaged in dialogue with both division leaders and international visitors. NBCC Board Chair, Dr. Linda Foster, gave a report on recent NBCC projects to the ACA Governing Council.

Dr. Foster and Dr. Tom Clawson also attended the ACA 20/20 Delegate Meeting. Dr. Clawson, a veteran of four previous leadership gatherings to plan future strategies for the profession, serves as chair of the ACA 20/20 work group focused on “presenting ourselves as one profession.”

Kristi McCaskill, NBCC’s coordinator for the Fair Access Coalition on Testing (FACT), was a member of the presentation team for a 60-minute education session called “Best Practices in Assessment: New ACA Ethics, Essential Position Statements and the Status of Testing Battles Across the U.S.” The session included updates and discussion on testing turf battles in Maryland and Indiana. Ms. McCaskill and NBCC colleague Wendi Schweiger were instrumental in securing the rights of trained counselors to administer and interpret assessment instruments in the state of Indiana. (See article on page 4.)

Several NBCC employees also participated in clinically oriented presentations. NBCC Ethics Officer Holly Hartwig Moorhead was one of several presenting scholars in a session titled “Incorporating the Spirituality Competencies into Counselor Education: Tips for Teaching, Focusing on Competency Seven.” Its content focused on practical means by which to teach spiritual assessment within counselor training curricula. NBCC-International Research Assistant Amalia Stanciu’s literature review, “The Use of Counseling Approaches and Skills to Enhance Leadership Performance through Executive Coaching,” was part of a poster exhibit at the conference. NBCC Executive Department Research Assistant Jennifer Rogers was a member of a group of scholars who presented a 90-minute program on “Motivational Interviewing: Successful Alcohol Screening and Brief Counseling Intervention for Alcohol-Related Trauma.” This presentation was based upon ongoing research at Wake Forest University Baptist Medical Center.

## STUDENT WORKS

### a free web resource for counseling students

Visitors can checkout the latest scoop on national and regional conferences, find tips on how to publish, look up puzzling mental health acronyms, or even read first person accounts of “A Day in the Life” of a practicing counselor.

Go to the STUDENTWORKS button at [www.nbcc.org](http://www.nbcc.org)

### Letter to the Editor

I am responding to the article *Deconstructing the Insurance Conundrum* in Volume 24, Number 1, Winter 2008 of the newsletter.

The article appears to imply that the nation’s insurance companies are in the business of controlling and containing the costs of mental health care and dictating or deciding what services will or will not be covered. The article goes on to state that in spite of 43 states passing legislation providing at least some level of mental health parity, large corporations and unions are not bound by this legislation.

I have been a provider for up to 29 different managed care panels at any given time and have been employed by several different managed care companies. As such, I have a somewhat different perspective.

Every managed care company I have worked for over the years has been more than willing to provide insurance coverage to any large employer or union that has requested it. The purchaser of the policy, and not the insurance companies, determines whatever service may be covered.

Why not direct energies toward those entities that purchase the coverage rather than toward those who administer the coverage contracts? Trying to force insurance companies to offer coverage that is already available, through legislation, seems to be misdirected.

Perhaps NBCC should organize a work group to focus on employers encouraging them to become better educated regarding mental health services.

Sincerely,

Jeffrey T. Cygan, MA, NCC,  
CCMHC, PCC-S, Ohio

## PART TWO

### THE FAIR ACCESS COALITION ON TESTING: A HISTORY OF ADVOCACY

Advocacy on behalf of individual professionals has always been a primary focus of the Fair Access Coalition on Testing (FACT), which has assisted many professionals over the years from various states including California, Georgia, Kentucky, Louisiana, and South Carolina. It supports the rights of all practitioners to administer testing within their individual training, competence, and scope of practice, and believes individuals should be regulated only by their respective regulatory boards and organizations. FACT assists individuals who are unfairly limited in their testing rights or regulated by professions outside their own. The most common example is when a state board of psychology seeks to restrict access to certain tests or exerts disciplinary authority over non-psychologist professionals who are administering tests. In such cases, an individual is singled out by the regulatory board for enforcement action, but the consequences affect all practitioners.

FACT supports the right of professionals to be regulated by their own professions. FACT also takes a systemic approach, enlisting relevant state and national organizations to fight restrictive practices through political advocacy and grass-roots outreach. While the individual involved may be from any number of professions, the impact of such action is on all testing professionals. FACT monitors state legislative and regulatory policies for trends that restrict fair access to testing and coordinates activities to combat these efforts.

Most recently, after a 10-year battle, the legislation authorizing the Restricted Test List (RTL) in Indiana was repealed through House Bill 1821, effective July 1, 2007. The extensive collaboration with national and state organizations bodes well for the future, and forming coalitions has been a hallmark of FACT. During the long struggle with the RTL in Indiana, we met regularly by phone (and sometimes in Indiana) with numerous organizations including the American Association for Marriage and Family Therapy; American Counseling Association; American Mental Health Counselors Association, American Speech-Language-Hearing Association, Association for Assessment in Counseling and Education; Association of Test Publishers; Council for Accreditation of Counseling and Related Educational Programs; Indiana Association for Marriage and Family Therapy; Indiana Chapter – American Physical Therapy Association; Indiana Counseling Association; Indiana Mental Health Counselors Association; Indiana Occupational Therapy Association; Indiana School Counselor Association; Indiana Speech-Language-Hearing Associa-

### NBCC STAFF RECOGNIZED FOR LEADERSHIP

NBCC staff members Kristi McCaskill, Counselor Advocacy Coordinator, and Wendi Schweiger, FACT Chair, were awarded leadership commendations by the NBCC Board of Directors at its February meeting in Washington, DC.

Dr. Linda Foster, board chair, read the citations, which highlighted the pair's work on behalf of the Fair Access Coalition on Testing (FACT). She noted that passage of Indiana's HB 182 last May was a historic moment in the evolution of the counseling profession. With that legislation, counselors in Indiana will have unencumbered access to a wide range of testing instruments.

The commendation specifically highlighted Ms. McCaskill's and Ms. Schweiger's "tireless efforts to galvanize more than 500,000 professionals in nearly a dozen disciplines into a coalition unprecedented in the history of mental health organization cooperation."



Wendi Schweiger (left) and Kristi McCaskill receive leadership commendations from NBCC Board Chair, Dr. Linda Foster.



## INAUGURAL MENTAL HEALTH FACILITATOR “TRAINING OF TRAINERS”

On February 18, 2008, the inaugural Training of Trainers for the Mental Health Facilitator (MHF) Registry was held at the Guidance, Counselling and Youth Development Centre for Africa (GCYDC) in Lilongwe, Malawi. Dr. J. Scott Hinkle, Clinical Training Coordinator, and Ms. Wendi Schweiger, Director of NBCC International, served as MHF trainers for this session. Twenty-two participants from three African countries completed this five-day, 30-hour training and are now the first trainers to be listed on the MHF Registry. This training was hosted by the centre and sponsored by NBCC International with the support of a grant from the NBCC Foundation. The director of GCYDC, Kenneth Hamwaka, said, “The centre was honoured to host the first-ever MHF training in the world. Unforgettable history was made signifying love, care, and support for one another. After the training, I personally felt renewed and more determined to promote the MHF in Africa.”

The MHF trainers will work with NBCC International and the center to begin training MHFs, who will then provide services to the “never served.” Representation included participants from the Malawi Ministry of Education; the Forum for African Women Educationalists; Reach the Children (Tanzania); instructors from the University of Botswana, Kamuzu College of Nursing, Malawi College of Health Sciences; and teachers from a number of schools in Malawi. The training was formally opened and closed by ambassadors from Africa—Ms. Ntshadi M. Tsheole, High Commissioner of the South African High Commission, and Professor R. Omotayo Olaniyan, African Union Regional Delegate.

A month later, the first university-based training of trainers was held at the Universiti Sains Malaysia in Penang. Eighteen university staff members from various departments attended the five-day workshop conducted by NBCC-I Chair Dr. Sylvia Fernandez, who grew up in Malaysia, and NBCC Counseling Advocacy Coordinator Ms. Kristi McCaskill. NBCC International Executive Vice President Ted Iliff attended the workshop as a student and observer.

The university plans initial MHF training for staff members who serve as mentors for students. Other segments of the university staff slated to receive training include faculty, student leaders, student housing staff, security personnel, and university hospital staff.

The training session was reported by the Malaysian national news agency Bernama, which noted the program’s historic nature and MHF’s potential for Malaysia and the region.

The Malawi and Malaysia workshops are just the first of several expected in the coming months. Discussions are under way for MHF training in China, Tanzania, Botswana, and India, among others.

**TWENTY-TWO PARTICIPANTS  
FROM THREE AFRICAN  
COUNTRIES COMPLETED A FIVE-  
DAY, 30-HOUR TRAINING AND  
ARE NOW THE FIRST TRAINERS  
TO BE LISTED ON THE MENTAL  
HEALTH FACILITATOR (MHF)  
REGISTRY.**

## GCDF-GREECE DEVELOPMENT CONTRACT SIGNED

The Center for Credentialing and Education’s division based in Geneva, CCE-Europe, recently signed an agreement with the Center for Vocational Guidance and Educational Consulting (VG & EC) for the development of the Global Career Development Facilitator (GCDF) in Greece.

Under the contract’s terms, the GCDF training curriculum will be adapted to highlight the necessary skills and knowledge for effectively delivering career guidance in Greece. VG & EC will be collaborating with Dr. Andreea Szilagyi, director of CCE-Europe, to assure that the Greek program conforms with the standards applied to GCDF training and practice around the world. Updates on the development of the GCDF-Greece program will be provided in subsequent issues of the *National Certified Counselor* and the *GCDF Connection*.

GCDF certification is currently available in Bulgaria, Canada, China, Germany, Japan, Romania, Turkey, New Zealand, Korea, and the United States. For more information, visit [www.cce-global.org/credentials-offered/gcdf-home](http://www.cce-global.org/credentials-offered/gcdf-home).

### Got News?

If you would like to submit an item for NCC NETWORK, please refer to the guidelines and deadlines on our Web site: [www.nbcc.org/newsletter/guidelines](http://www.nbcc.org/newsletter/guidelines).

## FROM THE ETHICS OFFICER

### NBCC Ethics Department Processes: NCC Applicants' Ethics Disclosures

Holly J. Hartwig Moorhead, PhD, NCC, LPC  
NBCC Ethics Officer

NBCC's Ethics Department is charged with investigating possible unethical conduct by NBCC certificants and applicants. As required on all NBCC certification applications, individuals must disclose involvement in any of the following: professional or occupational credentialing investigations, disciplin-

### CERTIFICATION ACTIONS

**Ethics Disciplinary Actions:** The following NCCs were disciplined by NBCC pursuant to the NBCC *Ethics Case Procedures*. These matters represent final decisions 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*.

**Michael T. McMahon**, #92991,  
Michigan, Certification Suspended

**Certification Actions:** The following matters were resolved through a formal certification relinquishment process and agreement.

**Correction (from Winter 2008,  
Volume 24, Number 1):**

**Michael R. Cunha**, #40104,  
Washington, Certification Relinquished

**Valerie Chapman-Gale**, #611, Arizona,  
Certification Relinquished

Copies of the NBCC *Code of Ethics* and *Ethics Case Procedures* are located at: [www.nbcc.org/ethics2](http://www.nbcc.org/ethics2).

ary matters, or proceedings; and, indictments or proceedings of criminal or lesser offenses. As noted in the "Ethics Certification and Attestation" section of all NBCC applications, applicants who indicate involvement in any of the aforementioned situations must submit with their application a full explanation of the situation in a sealed envelope marked "ETHICS," along with a copy of the final decree, order, and/or disposition related to such disclosures. **It is important to note that NCCs also are required to report involvement in any of the aforementioned matters to the NBCC Ethics Department within 60 days, as noted on the Recertification Form and Statement of Annual Maintenance Fees.**

When NBCC's Credentialing Services Department receives an ethics disclosure with an application, both the application and unopened disclosure statement are forwarded to the Ethics Department. Here the disclosure is reviewed to determine if additional investigation is required. If further information is needed, the Ethics Officer will contact the applicant. The application will not be further processed (including being registered for the NCE) until the requested information is received and reviewed by the Ethics Department. If no additional information is needed, the Ethics Officer will determine if further investigation of the matter by NBCC is warranted.

If no additional investigation into the matter is required, the Ethics Officer will inform the ap-

plicant that the ethics disclosure has been reviewed, there is no cause for additional investigation, and the file has been returned to Credentialing Services for further processing. If additional investigation is required, the Ethics Officer notifies the applicant that an investigation will commence.

**ALL ETHICS MATTERS,  
INCLUDING APPLICANT ETHICS  
DISCLOSURES, ARE HANDLED  
EXCLUSIVELY BY THE NBCC  
ETHICS DEPARTMENT AND ALL  
RELATED CORRESPONDENCE  
SHOULD BE DIRECTED TO  
ETHICS.**

Until an applicant's ethics disclosure is reviewed by the Ethics Department and a final disposition is issued concerning the disclosure, the applicant cannot be registered for the NCE. Therefore, applicants should provide complete, detailed documentation related to ethics disclosures to avoid unnecessary registration delay.

Finally, all ethics matters, including applicant ethics disclosures, are handled exclusively by the NBCC Ethics Department and all related correspondence should be directed to Ethics.

Becoming a certified counselor requires a working understanding of your responsibilities as a certified counselor and the process and requirements of becoming certified. NBCC will assist applicants with the certification process. To download copies of NBCC's *Code of Ethics* and *Ethics Case Procedures*, please visit [www.nbcc.org/ethics2](http://www.nbcc.org/ethics2).

## FROM THE ETHICS OFFICER

### A Clarification of Alphabet Soup: Taking the NCE or the NCMHCE to be a NCC and/or a LPC

Holly J. Hartwig Moorhead, PhD, NCC, LPC  
NBCC Ethics Officer

The National Board for Certified Counselors (NBCC) is a multifaceted organization that offers the National Certified Counselor (NCC) credential, a voluntary, national certification. Additionally, NBCC develops and manages standardized assessments, including the National Counselor Examination (NCE) and the National Clinical Mental Health Counseling Examination (NCMHCE). All applicants for NBCC certification must take and pass the NCE in order to be recognized as an NCC. Additionally, all state counselor licensure boards require their licensure applicants to pass either the NCE or NCMHCE before becoming state licensed (e.g., LPC, PC, LMHC, etc.).

Many individuals find it challenging to understand the processes involved in taking the NCE to become certified as a NCC, taking the NCE or NCMHCE as a requirement for state licensure, and/or taking the NCE or NCMHCE to be *both* state licensed *and* NBCC certified. It is critical first to clarify whether an individual is taking either the NCE or NCMHCE for state licensure or for NBCC certification.

If an individual wants to become a NCC, she/he submits a completed NBCC certification application and, if approved, is registered to sit for an administration of the NCE. Upon passing the NCE and fulfilling all eligibility requirements, she/he is granted the NCC certification.

If an individual wants to obtain counselor licensure from a state licensure board that requires applicants to pass either NBCC's NCE or NCMHCE, she/he should contact the board and follow the board's instructions for applying for licensure, including registering for and taking the NCE or NCMHCE. If the licensure applicant passes the exam, the state board will determine whether she/he may be granted state licensure. *It is important to note that the individual took the NCE or NCMHCE only for state licensure; she/he has not applied for, nor has she/he been granted, NBCC certification.*

In sum, individuals who pass the NCE or NCMHCE for state licensure do not automatically become certified as a NCC; however, individuals who have passed one of these exams for state licensure are invited to apply for NBCC certification as well. They need only complete the other requirements for NBCC certification; they do not have to re-take the NCE or NCMHCE. Please contact NBCC's Credentialing Services (certification@nbcc.org) for more information.

**ALL APPLICANTS FOR NBCC CERTIFICATION MUST TAKE AND PASS THE NCE IN ORDER TO BE RECOGNIZED AS AN NCC. ADDITIONALLY, ALL STATE COUNSELOR LICENSURE BOARDS REQUIRE THEIR LICENSURE APPLICANTS TO PASS EITHER THE NCE OR NCMHCE BEFORE BECOMING STATE LICENSED.**

## JOB ANALYSIS; WORK BEHAVIOR STUDY; ROLE DELINEATION STUDY, PRACTICE ANALYSIS; OCCUPATIONAL ANALYSIS

There are many names but only one purpose: to describe the job activities of a profession in sufficient detail to provide a basis for the development of a professional, job-related examination. The Standards for Educational and Psychological Testing (1999) and the U.S. Uniform Guidelines on Employee Selection Procedures (1978) point out that job analysis is an essential process for exhibiting evidence that the content of a test is appropriate to its use. Because NBCC is committed to providing tests that assess examinees' abilities to apply knowledge in ways that define safe and effective professional practice, we routinely review our job analyses to maintain an accurate description of practice. The next job analysis survey for the National Counselor Examination for Licensure and Certification (NCE) is scheduled to be disseminated through e-mail and regular mail in early June. This is your chance to help define your profession.

## IN SYMPATHY

NBCC wishes to note the passing of former Board Director Dr. Wyatt D. Kirk, Jr., in Greensboro, NC, on April 16. Dr. Kirk, an NCC, chaired the Department of Human Development and Services at North Carolina A&T State University.

We wish to extend our sympathies to the family of Dr. Kirk, who helped guide NBCC toward progress and success at a critical time in its history.

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ReadyMinds, the global leading provider in distance counseling has been authorized by CCE to offer this two-day training.

**Upcoming 2008 Training Sites**

| Date      | Location        |
|-----------|-----------------|
| 5/1-5/2   | Lyndhurst, NJ   |
| 5/31-6/1  | New Orleans, LA |
| 7/12-7/13 | Washington, DC  |
| 7/24-7/25 | Santa Clara, CA |
| 7/24-7/25 | Smyrna, GA      |
| 7/31-8/1  | Denton, TX      |
| 8/14-8/15 | Denver, CO      |
| 9/11-9/12 | Greensboro, NC  |
| 9/11-9/12 | Adairsville, GA |
| 9/29-9/30 | Seattle, WA     |
| 10/2-10/3 | Anchorage, AK   |
| 10/2-10/3 | Lyndhurst, NJ   |

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While it's standard practice to protect your physical property with insurance, counselors often forget to protect the most important part of their business: their reputation and financial security. Unfortunately, many certified counselors misunderstand how professional liability insurance protects them and their practice in the event of a claim or lawsuit.

Anyone who interacts with clients, as a professional in an educational or clinical environment, or even as a student working on their first internship, needs professional liability insurance. In our litigious environment, your close work with people can open you to accusations of misconduct. While such allegations may not be unexpected in the case of client suicide or injury, there have even been instances when high school students have filed suit against guidance counselors after being rejected for scholarships, claiming the counselor didn't properly advise them! Imagine what sort of claims could be made by patients or their families undergoing counseling for more delicate issues.

Professional liability insurance does not provide coverage in instances of fraud or intentional acts; rather it offers a financial buffer in the event your professional opinion is questioned or you are accused of negligence. When a claim is made against you, the insurance company helps defray the expense of evidence discovery and represents your interests in the event of a trial or hearing.

While many employers provide professional liability coverage for their employees for acts on their behalf, you could be uninsured in the future if the employer fails to renew the coverage, goes out of business or doesn't purchase extended reporting (tail) coverage. Any coverage with a new employer will not respond to claims arising from your previous employment. Personal coverage allows you to choose the amount of insurance you need and gives you individual control over your insurance premium.

As a National Certified Counselor (NCC), or counseling student, you have access to an exceptional professional liability insurance option: the NBCC-endorsed Professional Liability Insurance Program. Administered by a leader in the insurance industry, Lockton Risk Services, the program offers extremely competitive rates exclusively for National Certified Counselors (NCCs). If you work for an employer you can get \$1mil/\$3mil worth of protection for as little as \$80-128 per year. Coverage is still available if you are self-employed, just at a different rate.

The best news is you can get a quote, apply and receive coverage from the program in the comfort of your home or office. Just visit the NBCC Insurance Center at [www.nbcc.lockton-ins.com](http://www.nbcc.lockton-ins.com). In just a few short minutes you can have the valuable coverage you need to protect yourself.

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**Assessments for Professional Counselors**

The Institute for Personality and Ability Testing, Inc. (IPAT) has collaborated with NBCC to develop psychological tests and interpretive reports developed with counselors in mind. NCCs are eligible for discounts on these cutting edge assessments and are largely prequalified for the application process.

**Counselor Preparation Comprehensive Examination (CPCE)**

More than 200 colleges and universities use CCE's CPCE to assess students' knowledge of counseling information viewed as important by counselor prep programs.

**The Distance Credentialed Counselor™ (DCC™)**

CCE's DCC certification is offered to professionals using technology-assisted communication to serve counseling clients. DCC training, offered by ReadyMinds® is a pre-requisite.

**Center for Assessment and Research Technology (CART)**

CART, a division of CCE, offers psychometric and statistical data analysis services, including consultation, job analysis, assessment development, scoring, and score reporting.

**CCE Management Services**

For more than 10 years, CCE has provided services to a variety of professions. Our services range from comprehensive association and credential management to specialized aspects of credential review services. CCE's customized services are designed to advance your organization's mission.

Visit CCE at [www.cce-global.org](http://www.cce-global.org) or call (336) 482.2856 for more information about any of these services.

## CCE UPDATE

■ NCCs are encouraged to visit the Center for Credentialing and Education (CCE)'s exhibit booth at the National Career Development Association (NCDA) conference July 9–11, 2008 in Washington, DC. CCE will co-present at the conference with NCDA and Workforce Development Professionals Network on the Center of Career Development Excellence (CoE) accreditation.

■ The Global Career Development Facilitator (GCDF) certification continues its international expansion, with development in Greece and Portugal. Currently, GCDF certification is available in Bulgaria, Canada, China, Germany, Japan, New Zealand, Romania, South Korea, Turkey, and the United States.

■ GCDFs who complete ReadyMinds' Distance Credentialed Facilitator (DCF) Training will earn 40 hours of continuing education and be a step away from earning the DCF certification through CCE. More information about the training program can be found at [www.readyminds.com](http://www.readyminds.com). To explore DCF certification, visit [www.cce-global.org](http://www.cce-global.org) for more information and to obtain an application.

■ The National Organization for Human Services (NOHS) and CCE have contracted to develop a Human Services—Board Certified

Practitioner™ (HS-BCP™) credential. An eight-member Human Services Program Certification Development Committee will oversee the credential's development. Subcommittees will be responsible for designing specific aspects of the certification. NOHS and CCE expect to have significant progress to report at the NOHS Annual Conference of the Profession in Tucson, AZ, in October. Once established, all aspects of the certification process will be administered by CCE.

■ The Counselor Preparation Comprehensive Examination (CPCE) is now in use by more than 205 counselor preparation programs. The CPCE assesses counseling students' knowledge of counseling information viewed as important by counselor preparation programs. The CPCE also provides feedback that can be used by programs in developing and adapting curricula. CCE provides participant programs with statistics on student examination performance as well as a breakdown of national data. If you are a counselor educator whose program does not use the CPCE, contact CCE at 336-482-2856 or by e-mail at [cce@cce-global.org](mailto:cce@cce-global.org).

■ Did you know that the American Association of State Counseling Boards (AASCB) recognizes CCE's Approved Clinical Supervisor (ACS) credential in lieu of the

10 requirements listed in its Approved Supervisor Model? NCCs may qualify for the ACS through the alternate entry option available to experienced clinical supervisors and counselor educators. For eligibility information, visit the CCE Web site: [www.cce-global.org](http://www.cce-global.org). You may view AASCB's Approved Supervisor Model at [www.aascb.org](http://www.aascb.org) in the Documents section.

■ NCCs can qualify for the Distance Credentialed Counselor (DCC) credential while receiving 15 hours of Continuing Education. Step one (the step that earns the CE credit) involves completing a two-day training program through ReadyMinds. You can learn more about the training program by visiting [www.readyminds.com/dcc](http://www.readyminds.com/dcc). To explore step two, visit [www.cce-global.org](http://www.cce-global.org) for more information and to obtain an application.

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The Center for Credentialing and Education, Inc. (CCE) is an affiliate of the National Board for Certified Counselors, Inc. CCE offers an array of services including credential and accreditation development and management, application review services, psychometric services, and the administration of specialized credentials including the Global Career Development Facilitator (GCDF), Approved Clinical Supervisor (ACS), the Distance Credentialed Counselor (DCC), the Distance Credentialed Facilitator (DCF), and the Mental Health Facilitator (MHF).



## LATIN AMERICAN COUNSELING DAY 2008

In recognition of the strong ties between the United States with its Latin American neighbors, the National Board for Certified Counselors and Affiliates (NBCC) will recognize Latin American Counseling Day on April 27.

The date was chosen by the Latin American Network of Counseling Professionals in commemoration of a key regional counseling conference. That conference, the First Latin American Conference of Counseling Professionals, was held on April 27, 1986, in the Mexican city of Cholula.

As part of the activities honoring the date, Dr. Linda Foster, chair of the NBCC Board of Directors, and Dr. Thomas Clawson, NBCC president and CEO, wrote a letter of acknowledgement to top leaders of various counseling associations throughout Latin America.

“The celebration of this day across the entire Western Hemisphere is a mark of our solidarity as a profession, despite the differences that have shaped the practice of counseling in our respective countries,” Dr. Foster and Dr. Clawson said.

They noted NBCC’s consistent participation in, and support of, Latin American conferences as part of NBCC’s efforts to help develop counseling in the region. Those efforts include collaboration with counseling organizations in several countries to develop counselor certification programs that recognize professional competence as defined by practitioners familiar with the needs and circumstances of their home countries.

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## Fund-raising Training

From Page 1

Dr. Wayne Lanning, Foundation chair, said, “In his message, Jerry was able to demystify the donor solicitation process and made board and staff members comfortable with basic fund-raising techniques. He helped us all to understand that people today really want to invest in bold and amazing dreams that can change the world.” Foundation Board Member Harriet Mayor Fulbright added, “Gifts to meaningful causes give donors great joy. In those situations, giving actually leads to more giving.”

According to Shawn O’Brien, vice president of the Center for Credentialing & Education (CCE) and director of assessment and research, the Foundation Board is well positioned to set its short-term agenda to include identifying projects, developing a case statement for major donors, creating a prospect list, and finalizing a follow-up communications strategy.

“The Foundation Board is ready to tackle these challenges and harness the wonderful momentum generated for this effort among all three boards,” said Dr. Lanning.

The Foundation’s broadest goal is to promote the counseling profession. Its activities will include soliciting grants and donations to fund scholarships, research, and other special projects related to counseling. The Foundation Board is considering counseling services for the underserved and support for counseling partnerships nationally and internationally as its premiere projects. Since its launch in 2007, 550 gifts have been received from NCCs and other interested parties.

## Fair Access Coalition on Testing

From Page 4

tion; National Association of Social Workers Indiana Chapter, and the National Board for Certified Counselors.

Although FACT supports individuals who represent a broader class of professionals who are having their testing rights restricted, FACT cannot provide legal advice. It is important that professionals consult a state licensed attorney familiar with rights and procedures.

For information about FACT’s purpose, history, and state advocacy, please refer to *The National Certified Counselor*, Vol. 24, No. 1, for part 1 of this series. Further information about FACT can be found at FACT’s Web site: [www.fairaccess.org](http://www.fairaccess.org).

## VOLUNTARY AUDITS

The following NCCs have passed the NBCC Voluntary Audit for special recognition in continuing education. While 100 hours of continuing education are required for recertification, these NCCs have completed and documented more than 130 hours in the five-year certification period. NBCC salutes them!

**Charles I. Flores**, Berkeley, CA

**Ashley O. Harig**, Glen Burnie, MD

**Sharda D. Mishra**, Nashville, TN

**Steven D. Saltzman**, St. James, NY

**Matthew R. Shupp**, West Chester, PA

**Naima A. Williams**, Snellville, GA

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If you are interested in applying for a voluntary audit, go to [www.nbcc.org/audit](http://www.nbcc.org/audit) and click on “Download the Voluntary Recognition Audit” form.

## NCC NETWORK

■ **Judith Barr, NCC, CCMHC**, of Brookfield, CT, announces the release of a home study course by Professional Development Resources based on her book *Power Abused, Power Healed*. The text for this course explores a variety of potential abuses of power within the contexts of therapeutic and healing arts in public and private life. It also offers insights into unique kinds of abuses of power that occur in other branches of the healing arts. Chapters are divided into three sections: exposing the initial childhood trauma, exploring the consequences, and healing of that trauma. There is also a section of questions designed to inspire the reader to investigate his or her own relationship with power. This course is being geared to health and mental health professionals and offers four CE credits. For more information, please visit [www.judithbarr.com/PowerAbusedPowerHealed/pages/home-study.htm](http://www.judithbarr.com/PowerAbusedPowerHealed/pages/home-study.htm).

■ **Michael Howard, NCC, CC-MHC, MAC, LMFT, LMHC, LPC, LCAS**, of Jacksonville, NC, recently published the article “Family Issues in Time of War: A Chaplain’s Perspective,” co-authored by Ruth Cox, PhD. It appears in the journal *Issues in Religion and Psychotherapy* and discusses some of the more prevalent psychological issues impacting military families and associated treatment concerns.

■ **Signe M. Kastberg, NCC, LMHC**, of Rochester, NY, recently published *Servants in the House of the Masters: A Social Class Primer for Educators, Helping Professionals, and Others Who Want to Change the World*. The book is designed to illuminate the complex issue of social class for educators and helping professionals. It provides an overview of what “social class” is really all about and shares stories of women and men who come from lower social-class backgrounds as they face structural obstacles in striving toward upward mobility. Of particular interest is the fact that, in the lives of the interviewees, counselors often served as gatekeepers, reproducing the social order. Suggestions for change are provided for counselors to remove class-based biases from their practices and to be proactive for youth and adults from lower social-class backgrounds. The book is available at [www.iUniverse.com](http://www.iUniverse.com).

■ **Kimberly Olver, NCC, LPC**, of Chicago, IL, recently published *Leveraging Diversity at Work: How to Hire, Retain, and Inspire a Diverse Workforce for Peak Performance and Profit*. This book highlights an inside-out approach to diversity rather than the typical regulation of behavior through the implementation of rules and legislation. The author’s goal is to generate an internal motivation for appreciating difference. This book can be ordered from [www.leveragingdiversityatwork.com](http://www.leveragingdiversityatwork.com), [Amazon.com](http://Amazon.com), or [BN.com](http://BN.com).

■ **Mark Schorr, NCC, LPC**, of Portland, OR, will have his eleventh novel, *Fixation*, published in June by St. Martin’s Press. The protagonist in this psychological thriller is a professional counselor at a large behavioral healthcare agency. With a previous career as a newspaper and magazine writer, Schorr has also authored four journal articles.

## CE PROVIDER UPDATE

### Newly Approved CE Providers

**Duke Child and Family Study Center**, Durham, NC, 6345

**ELITE CME, Inc.**, Ormond Beach, FL, 6341

**Episteme Ventures, Inc.**, Decatur, GA, 6343

**Florida Certification Board**, Tallahassee, FL, 6344

**Institute for Brain Potential**, Palo Alto, CA, 6342

**Leadership Seminars**, San Rafael, CA, 6319

**MARI® Creative Resources Center**, Raleigh, NC, 6335

**Marshall University Graduate College**, South Charleston, WV, 4530

**Missouri Institute of Mental Health**, University of Missouri, St. Louis, MO, 6339

**Naylor and Associates—CEUs By Net**, Richardson, TX, 6338

**Sheridan Patterson Center for Holistic Family, Inc.**, Baltimore, MD, 6316

**United States Psychiatric Rehabilitation Association**, Linthicum, MD, 6340

To find all NBCC Continuing Education providers, go to [www.nbcc.org/cemap](http://www.nbcc.org/cemap).

## FOUNDATION OFFICERS ELECTED

The NBCC Foundation has passed another milestone in its development with the selection of board officers.

During a January 22 meeting in Puerto Rico, the board elected Dr. Wayne Lanning as Chair, Dr. William Byxbee as Vice Chair, and Dr. Carol Hightower Parker as Secretary-Treasurer. Other board members are Dr. Brenda Freeman and Harriet Mayor Fulbright,

the Public Trustee.

The board is now focusing on general strategies and opportunities for seeking donor funding for initiatives promoting the goals of NBCC and its affiliates, including the development of the Mental Health Facilitator program.

## NBCC FOUNDATION DONOR LIST

NBCC would like to thank the following people for generously supporting the newly formed NBCC Foundation. As its premiere projects, the NBCC Foundation Board has designated counseling services for the underserved as well as international support for counseling partnerships. This list includes donors who have made contributions from January 1, 2008 to March 11, 2008.

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In addition, an anonymous donation was made in memory of Penny Draper.

To support the foundation's work with a donation, please contact Shawn O'Brien, NBCC Foundation, 3 Terrace Way, Greensboro, NC 27403 or at 336-547-0607 or obrien@nbcc.org.

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**The National Board for Certified Counselors, Inc. (NBCC®) values diversity. There are no barriers to certification on the basis of gender, race, creed, age, sexual orientation, or national origin.**



**Two NBCC credentials—the NCC and the MAC—are accredited by the National Commission for Certifying Agencies.**

## NCC CORNER

### Be Sure Not to Miss Continuing Education Opportunities

Did you know that up to 25 clock hours of received supervision can be used for continuing education credit? A completed dissertation results in 45 clock hours. A published article, chapter, or book on a professional topic can result in up to 20 clock hours as can holding an elected office in a counseling association.

Details about how to earn CE hours are outlined in the NBCC Continuing Education File Folder, which is presented to every NCC at the time of his or her certification or recertification. This information is also posted on the NBCC Web site under “Recertification and Resources for NCCs” ([www.nbcc.org/recertification2](http://www.nbcc.org/recertification2)).

A four-month list of current continuing education events is available through the NBCC Continuing Education Calendar ([www.nbcc.org/calendar](http://www.nbcc.org/calendar)). All listed events are provided by NBCC-approved CE providers.

Finally, all NBCC-approved continuing education providers are listed on the NBCC Web site ([www.nbcc.org/cemap](http://www.nbcc.org/cemap)), as well as all continuing education home study programs ([www.nbcc.org/listhomestudy](http://www.nbcc.org/listhomestudy)).

### Spread the Word about Your Credential

Help others to see how valuable it is to hold national certification with NBCC, the largest counselor credentialing organization in the world. Two documents designed to help NCCs educate employers, schools, potential employers, or insurance companies about the NBCC credentials are posted on the NBCC Web site at [www.nbcc.org/recertification2](http://www.nbcc.org/recertification2), under the section called “Promoting Yourself as a National Certified Counselor.”



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