

# NIEAPA

**Northern Illinois Employee Assistance Professionals Association**

## **40th Annual Conference**

**Tuesday, June 5, 2018**

**7:45 am - 5:00 pm**

**Keynote Presentation: Erasing the Distance**

**100 Drury Lane | Oakbrook Terrace, IL**

## **Navigating Work Life Transitions:**

**Meeting Clinical, Professional & Workplace Needs**

# WELCOME

Welcome to the 40th Annual NIEAPA Conference. Each year I am amazed at the quality of the conference. This year's conference is titled Navigating Work Life Transitions: Meeting Clinical, Professional & Workplace Needs. We have a great keynote presentation this year, so plan on getting there early, so you can get a great seat. This year we are having our keynote in the theatre. The presenters are Erasing the Distance. The day promises to be great for learning, networking with old friends, and time to visit our exhibitors to learn about their services. The Program Committee did a great job this year and we have great presenters. Again this year we have the special honor to have Greg DeLapp, Chief Executive Officer of EAPA, with us throughout the day. Please take the time to say hello.



Whatever your role, Employee Assistance Professional, exhibitor, individual counselor, treatment provider or Human Resources professional, I am sure our conference has something that will benefit you. This year Don Mitckess, the conference chair, and the Conference Committee have really worked hard to put together what I think will be an amazing day.

I think it is always important to acknowledge the 2018 Conference Chair Don Mitckess from Banyan Treatment Center and Co-Chair Peter Bradley from The Illinois Institute for Addiction Recovery. Their hard work and the support of their employers who allow them the time to organize this event have helped make this year's conference a success.

The Conference Book will be your guide throughout the day. It includes an agenda, room assignments, a facility map, sponsor listings, information about our Chapter, advertisements from various organizations, businesses, and facilities, as well as other useful information.

I REALLY ASK THAT YOU SPEND SOME TIME SPEAKING WITH OUR EXHIBITORS AND VISITING THE EXHIBIT AREA. THEY PROVIDE AN ARRAY OF USEFUL INFORMATION AND NETWORKING OPPORTUNITIES. THE INFORMATION THEY BRING ALLOWS US TO PROVIDE THE HIGHEST QUALITY OF CARE TO OUR CLIENT'S.

On behalf of the Conference Chair and Co-Chair, the Conference Committee and Resource Team, our valued volunteers, and the Board of Directors who have all worked together to create today's conference, we hope you enjoy your day.

**CHARLEY GALASSINI, LCPC, CSADC, CEAP, LAP-C**  
**PRESIDENT, NIEAPA**

## 40th Annual Conference

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# Conference Committee

**Conference Chair:** Don Mitckess,  
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**Co-Chair:** Peter Bradley,  
Illinois Institute for Addiction Recovery

**Credentialing:** Tom Delegatto,  
Sunspire Health Heartland

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Laura Adams, Hazelden Betty Ford Foundation  
Char Scott, Riverwalk Counseling Center

**NIEAPA Board Liaison:** Charley Galassini,  
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Laura Adams, Hazelden Betty Ford Foundation  
Tom Delegatto, Sunspire Health Heartland  
Rick Kronberg, BCH Behavioral Health Concepts  
Linda Lewaniak, Insight Behavioral Health Centers

**Volunteer Committee:**  
Gloria Bloodsaw, Gateway Foundation  
Sue Raddatz, Alden Rehabilitation and Health Care

**Self Care Prize Raffle:**  
Scott Cullen-Benson, Illinois Professional Health Program  
Carolyn Chambless, Dominion Diagnostics

A very special thank you to the following volunteers who assisted with preparation of materials, exhibitor support, registration, speaker introductions and as session monitors throughout the day.

## Volunteers

Gloria Bloodsaw  
Ann Cerney  
Marilyn DeStefano  
Chris Drake  
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Felicia Houston  
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Rick Kronberg  
Spencer Pfeil  
Sue Raddatz  
Tandra Rutledge  
Phil Schneeberger  
Char Scott  
Ashley Senderak  
Allison Thomas  
Sunette Thompson  
Taejah Vemuri  
Stacey Westhouse-Milam  
Jackie Zuccaro

## NIEAPA.ORG



# AGENDA

## **7:30 am Registration/Check-In**

BALLROOM FOYER

## **7:45 - 8:15 am Continental Breakfast –Visit Exhibits**

VENETIAN AND TERRACE

## **8:15 - 8:30 am Welcome & Introductions**

DRURY LANE THEATER

## **8:30 - 9:45 am Keynote Session: *My Other Full-Time Job***

DRURY LANE THEATER

## **9:45 - 10:15 am Break - Visit Exhibits**

VENETIAN AND TERRACE

## **10:15 - 11:45 am Concurrent Sessions**

1 - Modern Marijuana and the Implications of Legalization  
CRYSTAL III

2 - Stress Wellness  
CRYSTAL I

3 - “Plan” Might Be A Four-Letter Word But “Planning” Isn’t  
CRYSTAL II

4 - Trauma Informed Care and Clinician Self Care  
ENGLISH ROOM

## **11:45 - 1:15 pm Lunch & Speaker**

OAK AND BROOK

## **1:15 - 1:30 pm Break & Visit Exhibitors**

VENETIAN AND TERRACE



## **1:30 - 3:00 pm Concurrent Sessions**

5 - Incorporating Families into Treatment for Co-Occurring Substance Use Disorders and Brain Illness  
CRYSTAL I

6 - Work-life Balance 2.0  
CRYSTAL II

7 - Ethical Solutions for EAP and Therapy Clients Facing Separation and Divorce  
CRYSTAL III

8 - Shame in the Workplace: How To Navigate Difficult Emotions in Professional Settings  
ENGLISH ROOM

## **3:00 - 3:30 pm Break - Visit Exhibits & Raffle**

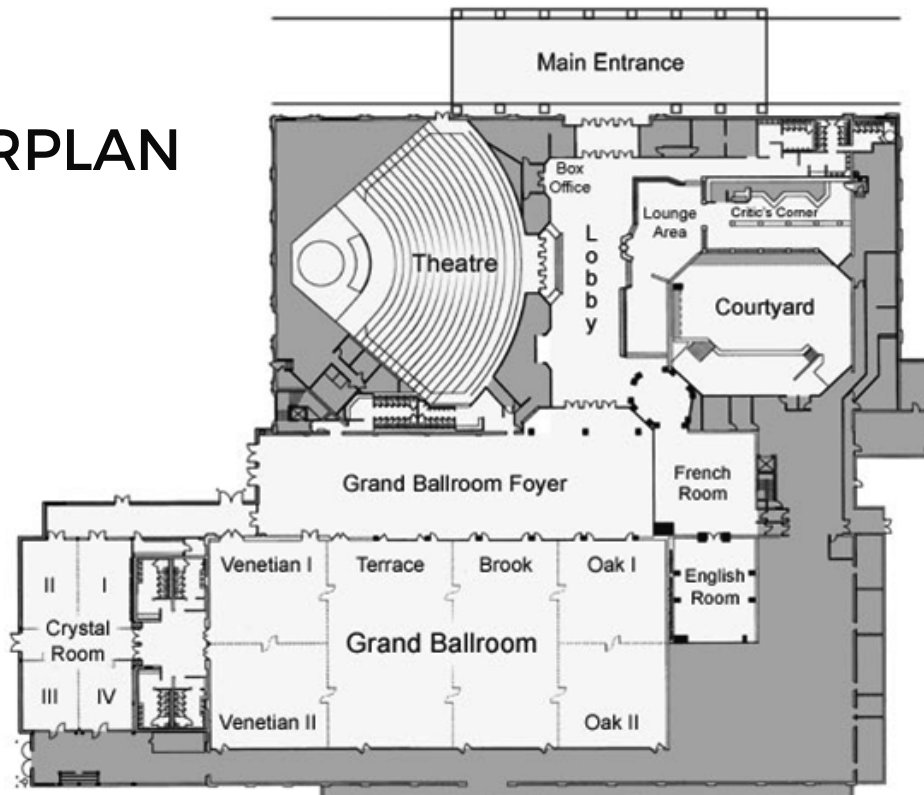
VENETIAN AND TERRACE

## **3:30 - 5:00 pm Concurrent Sessions**

9 - Integrating Addiction Treatment and Trauma Healing  
CRYSTAL III

10 - Integrating Positive Psychology into Clinical Practice  
ENGLISH ROOM

## **FLOORPLAN**



# SESSION DESCRIPTIONS

## Early Morning Session - 8:30 - 9:45 am

### KEYNOTE PRESENTATION: PERFORMANCE BY ERASING THE DISTANCE

*My Other Full-Time Job* is a documentary theatre performance created entirely from interviews with real people about their experiences with mental health and how it intersects with their working lives. It is designed to be performed in workplaces, where it has proven to spark dialogue and encourage employee utilization of Employee Assistance Program resources. **DRURY LANE THEATER**

## Late Morning Session - 10:15 - 11:45 am

### SESSION 1 - MODERN MARIJUANA AND THE IMPLICATIONS OF LEGALIZATION, KAREN WOLOWNIK ALBERT, LCSW

Public opinion on marijuana, from some doctors and politicians, to our youth, is that marijuana is not dangerous. Many states are legalizing marijuana for medical, and now recreational use. While controversial, marijuana use can be very dangerous, particularly for our youth and persons struggling with a Substance Use Disorder. The training will discuss how marijuana affects the body and the brain, including short term and long term effects. The presenter will discuss current statistics and recent research that illustrates the effects of marijuana as well treatment issues and strategies. Current use trends including increasing potency of marijuana and synthetic marijuana will also be discussed. As Illinois considers expansion of medical marijuana use and legalization of recreational marijuana use, professionals must understand the facts. **CRYSTAL III**

### SESSION 2 - STRESS WELLNESS, SERENA WADHWA, PSYD, LCPC,CADC, RYT

Providing effective services applies to our ability to conceptualize age-old concepts in new ways. This workshop explores a new conceptualization for assessing and working through stress. The model combines energy psychology (specifically chakra energies), Bronfenbrenner's Ecological Model, and various other counseling approaches in a comprehensive approach to assist in assessing and working with stress. The workshop identifies six layers to stress, evidence based approaches for these, and some tools to implement to work through the layers. The workshop presents a foundation for the tools and how there are over 400 tools to prevent, manage, reduce and embrace stress. Case studies, discussions, and interactive and engaging activities complement the information. All activities are voluntary.

**CRYSTAL I**

### **SESSION 3 - "PLAN" MIGHT BE A FOUR-LETTER WORD BUT "PLANNING" ISN'T, LARRY GARD, PHD**

Roughly 10,000 baby boomers are expected to retire every day over the next decade. Yet most people do little to prepare themselves from an emotional standpoint. EAP professionals are well positioned to help clients navigate this life transition, but it helps to understand barriers to planning and how to help clients identify a compelling alternative to full time work. This session explores three core questions about planning for retirement:

1. Why is it so hard for people to plan?
2. How do people decide it's time to retire?
3. What can people do in retirement that will be satisfying?

#### **CRYSTAL II**

### **SESSION 4 - TRAUMA INFORMED CARE AND CLINICIAN SELF CARE, NANCY LITTLE, LCPC AND JASMINE WATKINS, LCPC**

In 2014, SAMHSA published a guide for organizations with tips and instructions on how to become more trauma informed, recognizing that trauma exists in the past and current lives of many people seeking mental health services. In this session, we will review the groundbreaking Adverse Childhood Experiences study and elucidate the ways in which adverse experiences can affect mental and physical health, and, ultimately, productivity. In addition, the presenters will discuss how hearing trauma stories affects EAP professionals. Last, we will give the audience members strategies to mitigate the effects of secondary trauma. **ENGLISH ROOM**

## **LUNCH & SPEAKER - 11:45 am – 1:15 pm**

### **OAK & BROOK**

Kate M. is an airline pilot and union member who recognized the need for a change in her life. Through assistance from her EAP, treatment providers, counselors, therapists, and those who care for her, Kate sought out treatment and continues to work a recovery program. Kate's presentation reflects the challenges and obstacles that individuals face in their addiction and in early recovery both personally and professionally. Kate will focus on the impact and difference that treatment and a formalized continuing care plan/program can make for individuals that struggle with a substance use disorder.

## **40th Annual Conference**



# **Early Afternoon Session - 1:30 - 3:00 pm**

## **SESSION 5 - INCORPORATING FAMILIES INTO TREATMENT FOR CO-OCCURRING SUBSTANCE USE DISORDERS AND BRAIN ILLNESS,**

**MARY WOODS, BC-RN, LADC, MSHS**

Oftentimes, traumatic brain injuries and Fetal Alcohol Effects Syndrome are missed when assessing for mental illness. Co-Occurring Substance Use Disorders adds to the level of distress that the family experiences and may limit options for treatment. Integrated treatment for co-occurring substance use disorders and brain diseases such as mental illness, brain trauma and traumatic brain injury has been proven to be the most effective. This presentation will discuss the areas of assessment needed for the individual and family to determine the etiology of clinical presentation and the family's coping and communication skills. **CRYSTAL I**

## **SESSION 6 - WORK-LIFE BALANCE 2.0, JAMES PORTER, M.A.L.S.**

How do we find the time for work-life balance when we are connected 24/7, take business calls during dinner, answer client emails at night, rarely have time for ourselves, take far fewer vacation days than our parents did, and where couples both have to work full-time just to keep up? Is the traditional notion of work-life balance a thing of the past? And if so, does that mean there's no chance of finding ANY sense of balance in our overly busy lives? Work-life Balance 2.0 introduces you to a whole new way to lower stress on the fly while showing you how to get more done in less time without having to resort to multi-tasking which in study after study has been shown to be less efficient and more stressful. This webinar in 21st century stress management will also touch on such related topics as single-tasking, mindfulness, flow, cognitive restructuring, time management, emotional intelligence and somatic psychology. **CRYSTAL II**

## **SESSION 7 - ETHICAL SOLUTIONS FOR EAP AND THERAPY CLIENTS FACING SEPARATION AND DIVORCE, ANN CERNEY, MS, LCPC, GAIL PETRICH, JD, PSYD, AND DANYA GRUNYK, MBA, JD**

This panel presentation features 3 speakers, combining mental health and legal experience, who work with individuals and families facing divorce and separation. The presentation will illustrate important aspects of the family law system in Illinois, detailed information and resources about alternatives to litigation, and a breakdown of the 3 types of clients who seek therapeutic assistance to manage stressors associated with separation and divorce. Presenters will identify and describe some underlying emotional and psychological issues associated with each of these 3 client types, and suggest questions for professionals to pose in order to help clients determine next steps. Also, research related to impact of divorce on children, best practice for sharing parental responsibilities, financial concerns and basic guidelines, and myths associated with divorce will be explored. **CRYSTAL III**

## **SESSION 8 - SHAME IN THE WORKPLACE: HOW TO NAVIGATE DIFFICULT EMOTIONS IN PROFESSIONAL SETTINGS, SARAH BUINO, LCSW, CADC, CDWF**

Shame is one of our most primitive and overwhelming emotions. And as much as we like to think we can keep feelings of shame under wraps, it's notorious for creeping in and causing chaos in relationships. Because workplace relationships often involve criticism, power dynamics, and diverse personalities, work is a great place for shame gremlins to come out and play. In this participatory and informative workshop, we will explore the nuances of self-conscious affects (shame, guilt, humiliation and embarrassment), share common workplace scenarios where shame can undermine effective teams, and demonstrate shame-resilience interventions that can help you foster a healthy work environment.

**ENGLISH ROOM**

## **Late Afternoon Session - 3:30 - 5:00 pm**

### **SESSION 9 - INTEGRATING ADDICTION TREATMENT AND TRAUMA HEALING, BOB CARTY, LCPC, CADC, CCJP, VANESSA LOWREY, LCPC, CADC AND JIM NICHOLAS, LCPC, CRADC, EAS-C**

Despite a growing awareness among clinicians of a connection between addiction and trauma, few primary treatment providers address these issues together. In this workshop, we identify various clinical approaches to effectively manage this integration. Also, we describe how to promote trauma responsiveness within an organization. **CRYSTAL III**

### **SESSION 10 - INTEGRATING POSITIVE PSYCHOLOGY INTO CLINICAL PRACTICE, VAL JENCKS, MS, LMFT, LCPC**

Positive Psychology is defined as the "scientific study of the strengths that enable individuals and communities to thrive." As empirical evidence mounts, how clinicians view mental health is rapidly shifting from an illness-focused paradigm to a more inclusive and holistic standard, emphasizing areas such as resilience, grit, flourishing and character strengths. This workshop will provide a framework for clinicians to integrate positive psychology into their clinical practice, as well as into their own lives. **ENGLISH ROOM**

# Exhibitors

## NIEAPA GRATEFULLY ACKNOWLEDGES THE FOLLOWING EXHIBITORS:

A Fresh Start Sober Living Environments	MacNeal Hospital
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Banyan Treatment Center - Chicago	Northwest Community Hospital Behavioral Health
Barrington Behavioral Health & Wellness	Northwestern Medicine Behavioral Health
Castlewood Treatment Centers	Nova Counseling Services, Inc.
Center for Discovery	Orion Healthcare Technology
Centers For Family Change	Patrick J. Kennelly, Ph.D. & Associates, P.C.
Chicago Behavioral Hospital	Presence Behavioral Health
Chicago Lakeshore Hospital	Presence Health Keys to Recovery
Cumberland Heights Foundation	Recovery Works – Merrillville
Dominion Diagnostics	Riveredge Hospital
Effective Employment Mediation	RiverMend Health
elan Recovery + Wellness	Riverwalk Counseling Center
Elderwerks Educational Services	Rogers Behavioral Health
Employee Resource Systems, Inc.	Rosecrance Health Network
ERC Insight Behavioral Health	Springboard Unlimited, LLC
Feel Good, Inc.	St. Christopher's Addiction Wellness Center
Footprints to Recovery	Stairway2Freedom
Foundations Recovery Network	StressStop.com
Franciscan Health	Sunspire Health Heartland
Fusion Academy	Symetria Health/Soft Landing Recovery
Gateway Foundation	The Manor
Gilda's Club Chicago	The Renfrew Center
Harborview Recovery Center - St. Joseph Hospital	The Way Back Inn
Hartgrove Behavioral Health System	Timberline Knolls
Hazelden Betty Ford Foundation	Trilab, LLC
Healthcare Alternative Systems, Inc	TriQual Living Center
Illinois Council on Problem Gambling (ICPG)	UChicago Medicine Ingalls Memorial Behavioral Health
InnerVoice Psychotherapy & Consultation	UPH Illinois Institute for Addiction Recovery
IPHP Behavioral Health Services	Urban Balance
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**NIEAPA GRATEFULLY  
ACKNOWLEDGES THE  
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- Banyan Treatment Center - Chicago
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- Cumberland Heights Foundation
- Elderwerks Educational Services
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- Footprints to Recovery
- Foundations Recovery Network
- Hazelden Betty Ford Foundation
- Healthcare Alternative Systems, Inc
- InnerVoice Psychotherapy & Consultation
- IPHP Behavioral Health Services
- Millennium Counseling Center
- Nova Counseling Services, Inc.
- Patrick J. Kennelly, Ph.D. & Associates, P.C
- Presence Health Keys to Recovery
- Riverwalk Counseling Center
- Springboard Unlimited, LLC
- St. Christopher's Addiction Wellness Center
- The Manor
- The Way Back Inn

## Members Only Drawing

NIEAPA members will be included in a drawing for :

1 Free registration to EAPA's 2018 National Conference in Minneapolis (Airfare, lodging and registration for 1 attendee who will represent NIEAPA.

2 Free registrations to NIEAPA's 2019 Annual Conference

...so you have 3 chances to win! Be sure that you receive your entry form at the registration desk.

Good luck!

# 40th Annual Conference

# Advertisers

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One person dies from an eating disorder nearly every hour\*. To tackle that statistic, Eating Recovery Center is working on multiple fronts. In addition to the hands-on care every patient deserves, we also support families, conduct research and educate the public about this often fatal mental illness – all to achieve positive outcomes and lasting recovery. If you think someone under your care is suffering from an eating disorder, don't let another hour tick by.

**For a free confidential assessment by a Masters-level clinician, call 1-877-736-2140 or chat online at [www.eatingrecovery.com](http://www.eatingrecovery.com).**

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**CALIFORNIA • COLORADO • ILLINOIS • OHIO • SOUTH CAROLINA • TEXAS • WASHINGTON**

\*Eating Disorders Coalition, [Facts About Eating Disorders: What The Research Shows](#)



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**effectiveemploymentmediation.com**

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Chicago, Illinois 60661

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innerVoice

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### **Catering to Employers' and Employees' Needs**

InnerVoice Psychotherapy & Consultation is a Downtown Chicago- and North Shore-based, private counseling practice with skilled therapists who utilize their diverse backgrounds and trainings to provide an empowering therapeutic experience.

We have hands-on experience working with EAP providers and within EAP companies, so we understand that providing tools, resources and information not only can help employees overcome obstacles to better health – it can help them stay focused and more productive at work.

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**LakeviewHealth.com/ForEmployers**

**Patrick J. Kennelly, Ph.D.**

**AND ASSOCIATES**

*Finding solutions...together*

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Relationship issues • Bereavement • Depression • Substance abuse  
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Individual, marital, family & group therapy • Psychological testing • Complete forensic services  
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**Patrick J. Kennelly, Ph.D.**

DIRECTOR – PATRICK J. KENNELLY, PH.D. AND ASSOCIATES

*Licensed Psychologist: Loyola University of Chicago  
Member: American Psychological Association, Illinois Psychological Association,  
Employee Assistance Professional Association,  
Council for the Register of Health Service Providers in Psychology  
Association of State and Provincial Psychology Boards*

1340 REMINGTON RD., SUITE N, SCHAUMBURG, IL 60173 • FAX (847) 310-9651

528 W. ROOSEVELT RD., SUITE 201, WHEATON, IL 60187

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Presence Behavioral Health

# Addiction Services

Life can be tough. If you or a loved one is struggling with a substance issue, we can help. It takes courage to seek treatment, and we are committed to helping families through the process. Presence Behavioral Health Addiction Programs will provide the support, tools and resources to start living a healthier sober life.

**What sets us apart is the depth and breadth of our expertise, including:**

- + Highly experienced staff who are compassionate and dedicated
- + Multidisciplinary team approach helps with managing symptoms, overcoming challenges, and developing skills needed for long-term recovery
- + Comprehensive program for those with concurrent psychiatric issues
- + Custom tailored individualized treatment planning
- + A spectrum of outpatient treatment program - including our Professionals Program

**Downers Grove**  
847.493.3600

**Lake Bluff**  
847.493.3575

**Palos Heights**  
847.493.3650

**Chicago Loop**  
847.493.3700

**Lincoln Park Professionals Program**  
847.493.3500



[presencehealth.org/addiction-services](https://presencehealth.org/addiction-services)



## Rosecrance: Providing the best opportunity for lasting recovery.

We offer quality behavioral health services for children, teens, adults, and families.

- Addiction treatment
- Mental health services
- Individualized assessments and treatment plans
- 12-Step programming
- Programs for uniformed personnel and veterans
- Co-occurring treatment
- Recovery homes
- Alumni services
- Family education and support
- Prevention and early intervention

Learn more about  
our programs at

**rosecrance.org**  
**815.391.1000**

Picture of individuals in this ad are for illustration purposes only.  
These pictures portray models and are not pictures of actual clients of Rosecrance.



**rosecrance®**

# **CEAP® CLIENT BILL OF RIGHTS**

12/10/15

## **Individual clients have the right:**

1. To expect a CEAP has met the minimal qualifications as required by EACC;
2. To obtain a copy of the CEAP® Code of Conduct;
3. To report complaints regarding CEAP® conduct to the EACC;
4. To be informed of all costs of professional services before receiving such services;
5. To obtain copies of their own case records and to have the information therein explained clearly, subject to applicable laws;
6. To expect the CEAP to maintain confidentiality of personal information as required by law;
7. To be informed of any relevant policies regarding confidentiality, to decline any recommended services, and to be fully apprised of the potential consequences of such a decline.

## **Organizational clients have the right:**

1. To expect a CEAP has met the minimal qualifications as required by EACC;
2. To obtain a copy of the CEAP® Code of Conduct;
3. To report complaints regarding CEAP conduct to the EACC;
4. To be informed of all costs of professional services before receiving such services;
5. To full and open disclosure of any potential conflicts of interest, organizational impacts, or similar negative effects from services rendered.

# Application

☐ New Member ☐ Renewing Member (Member ID # \_\_\_\_\_)

First Name \_\_\_\_\_ M.I. \_\_\_\_\_

Last Name \_\_\_\_\_

Degrees/Licenses/Certifications (list 3 most important) \_\_\_\_\_

Company Name \_\_\_\_\_

Position \_\_\_\_\_

Mailing Address: ☐ Home ☐ Office

Address \_\_\_\_\_ Suite/Apt# \_\_\_\_\_

City \_\_\_\_\_ State/Prov \_\_\_\_\_ Zip Code \_\_\_\_\_

Country \_\_\_\_\_

Work Phone \_\_\_\_\_ Extension \_\_\_\_\_

Fax \_\_\_\_\_

Home Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Date of Birth \_\_\_\_/\_\_\_\_/\_\_\_\_ (mm/dd/yyyy)

Are you currently affiliated with a labor union? ☐ Yes ☐ No

Your answers to the following items are strictly confidential and are for internal EAPA use only to allow aggregate analysis of demographics related to the EAP and allied professions. EAPA records are encrypted, and EAPA policy strictly prohibits the sharing, publication, distribution, or use of this data in any way that might be connectable to a particular individual or employer.

Current PRIMARY job function

- ☐ EA staff clinician
- ☐ EA phone/internet service center clinician
- ☐ EA network clinician or therapist
- ☐ EA direct services to employers (i.e. training/consulting)
- ☐ EA program management/administration
- ☐ EA account management
- ☐ EA sales/marketing
- ☐ Treatment facility sales/marketing
- ☐ Peer assistance
- ☐ Research/academic
- ☐ Student
- ☐ HR or benefits management
- ☐ Work-life
- ☐ Wellness
- ☐ Chaplain
- ☐ Coach
- ☐ Currently unemployed
- ☐ Retired
- ☐ Other: \_\_\_\_\_

Highest level of formal education to date

- ☐ Some high school
- ☐ High school graduate
- ☐ Some college
- ☐ Baccalaureate degree(s)
- ☐ Some postgraduate
- ☐ Postgraduate degree(s)
- ☐ Some doctoral
- ☐ Doctorate

Current level of compensation

- ☐ Less than \$25K
- ☐ \$25K to \$50K
- ☐ \$50K to \$75K
- ☐ \$75K to \$100K
- ☐ Over \$100K
- ☐ I prefer not to respond.



# EAPA Code of Ethics

Affirmation of EAPA Code of Ethics:

I pledge while a member of EAPA to observe the EAPA Code of Ethics.

Signature \_\_\_\_\_ Date \_\_\_\_\_

EAPA Code of Ethics may be viewed online at:

<http://www.eapassn.org/Portals/11/Docs/Membership/EAPACodeofEthics0809.pdf>

## Important Notice about Membership Fees

Annual dues for Professional and Associate Members from outside the United States are divided into two tiers, based upon the World Bank's formal categorization of national economies. Non-U.S. members can find their appropriate category reflected on page 6: "Tier 1 and Tier 2 Countries Explained."

World Bank Category	EAPA Tier
High Income Economies	1
All other income economies	2

## Membership Fees

See "EAPA Membership Categories" on page 5 for definitions and descriptions of membership types.

Professional (U.S.)	(PROF)	\$160.00	\$ _____
Professional (Non – U.S. Tier 1)	(PROF1)	\$140.00	\$ _____
Professional (Non – U.S. Tier 2)	(PROF2)	\$100.00	\$ _____
Associate (U.S.)	(ASSOC)	\$160.00	\$ _____
Associate (Non – U.S. Tier 1)	(ASSOC1)	\$140.00	\$ _____
Associate (Non – U.S. Tier 2)	(ASSOC2)	\$100.00	\$ _____
Student	(STUDNT)	\$ 65.00	\$ _____
Government Agency (PROFA)	(PROFA)	\$160.00	\$ _____

## Chapter/Branch Dues

See the "EAPA Chapters and Branches" list on page 7 for a complete listing of the ID codes and required local membership dues of all current EAPA chapters and branches

### US Chapters and Non US Branches

Chapter/Branch #1 (Required U.S. members)	ID _____	\$ _____
Chapter/Branch #2 (Optional)	ID _____	\$ _____
Chapter/Branch #3 (Optional)	ID _____	\$ _____
Chapter/Branch #4 (Optional)	ID _____	\$ _____
Chapter/Branch #5 (Optional)	ID _____	\$ _____
No Chapter (US only)*	Chapter Development Assessment (\$35.00)	\$ _____

\*A Chapter Development Assessment is charged to all U.S. members not affiliated with an EAPA chapter. If you are a member of one or more of chapters, you will not be charged this assessment.

EAPA Membership and Chapter/Branch Total \$ \_\_\_\_\_

# EAPA Membership Policies

1. No individual shall be denied EAPA membership on the basis of race, gender, age, disability, religion, ethnic origin, or sexual orientation. EAPA welcomes individuals of diverse backgrounds as members and is committed to facilitating their inclusion and participation in all EAPA activities.
2. Dues are non-deductible as a charitable contribution for U.S. federal income tax purposes, but may be deductible as ordinary and necessary business expenses.
3. Membership dues are non-refundable.
4. Membership is for 12 months and takes effect the month that full payment is received and continues through the end of that month a year later.
5. EAPA's Federal Tax ID Number is: 23-7364481.
6. In keeping with the EAPA Bylaws, members of EAPA in the United States must also belong to a local EAPA chapter if one is available within a reasonable distance. To provide investment resources to enhance the availability of chapters and the benefits they provide to members, EAPA charges a \$35 Chapter Development Assessment to all U.S. members not affiliated with an existing U.S EAPA chapter. The assessment does not currently apply to members outside of the United States.

## Payment Information

Check/Money Order # \_\_\_\_\_

☐ American Express   ☐ Visa   ☐ Master Card   ☐ Discover

Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

Name on Card \_\_\_\_\_

Membership Dues are Non-Refundable

Mail or email application form and payment to:

EAPA  
4350 N Fairfax Drive, Suite 740  
Arlington, VA 22203  
or  
[membership@eapassn.org](mailto:membership@eapassn.org)

Questions?  
Contact the EAPA Member Services Manager  
[membership@eapassn.org](mailto:membership@eapassn.org)  
Phone: 703-387-1000 ext 334  
Fax: 703-522-4585

# EAPA MEMBERSHIP CATEGORIES

## Professional Member

An individual currently engaged in employee assistance professional activities, including direct delivery or management of EA services, EA consulting, teaching of EA programming or any of its specialized functions at an accredited college or university, and EA related research.

Professional members may vote and hold office in EAPA at the chapter or branch level.

However, only professionals currently active in the profession may hold office at the international level.

## Associate Member

An individual who is associated with or interested in the field of employee assistance, for example, an affiliate provider, vendor, government official, human resources professional, or other individual not directly engaged in an EA role. Associate members may vote and hold office other than president at the chapter level. Associate members may not vote or hold office at the international level.

## Student Member

An individual who is currently enrolled in a degree-granting program at a nationally or regionally accredited educational institution. Students must submit evidence of their student status annually. Student members may not vote or hold office at the chapter, branch, or international level.

## Government Agency Member

An optional category for a governmental unit. Under this membership, the governmental unit receives none of the services/benefits otherwise associated with organizational membership, and instead designates one employee of the unit to receive individual member benefits. The designated employee of a government agency member will have the voting and office holding privileges associated with either the individual professional or associate membership, depending upon whether he/she is currently personally engaged or not engaged in employee assistance professional activities.

## Emeritus Member

This is an honorary membership category. To achieve this status, an individual must be nominated by a member of the board of directors and approved by the board of directors. To be eligible for this award, the individual must have at least 15 years of individual membership in EAPA; be retired from any active employee assistance paid work; be a past or current CEAP; and have served EAPA in at least two elected or appointed positions at either the chapter, branch, or international level. The individual must be personally present at the annual conference awards ceremony to receive the award unless medically or financially unable to attend. A maximum of two individuals may be approved in any given year. Emeritus members may vote and hold office at the chapter or branch level, but not at the international level.

# EAPA MEMBERSHIP GIVES YOU...

## Information You Can Use

- Journal of Employee Assistance (JEA) - The world's only journal devoted exclusively to EAP content, JEA is published quarterly by EAPA in both print and electronic form exclusively for EAPA members. Archived copies of every issue from 2nd Qtr. 2007 to current are available to members online.
- EAP NewsBrief - This weekly electronic newsletter gathers articles of interest to EA professionals published anywhere in the world, keeping you connected and informed about the hottest topics in the EA field and within your association.
- Annotated bibliography of EA research articles - A comprehensive bibliography of all EAP-related research articles published since 2000, including outcome statistics and return-on-investment (ROI) studies. Available exclusively to EAPA members.
- Searchable database of past JEA articles - Searchable by key word and author, this online database includes articles and columns published in JEA since 2nd Qtr. 2007 and provides quick access for in-depth review of particular EAP topics.

## Discounted Education and Training

- EAP Conference & EXPO - The largest and most intensive EA learning and networking experience in the world, EAPA's annual conference features pre-conference training courses, cutting-edge keynotes, and breakout presentations to keep you informed about trends and developments in the EA profession worldwide.
- EAPA's Conference On Demand - Archived multimedia recordings (full audio with synchronized slide presentation) of the keynotes and breakout sessions from the two most recent EAPA Conferences. Sessions can be accessed 24/7 as often as you wish for up to a full year.
- Online courses - Valuable online courses, including CEAP® exam preparation and certification-required ethics courses.
- Live and archived webinars - Live webinars on topics of current significance to EA professionals and 24/7 access to EAPA's ever-expanding collection of archived classic webinars on EAP topics.

## Discounted Professional Credentials

- Certified Employee Assistance Professional (CEAP®) - The world's only professional credential denoting mastery of the EAP body of knowledge and commitment to the ethical standards necessary for effective EA practice.
- Employee Assistance Specialist - Clinical (EAS-C) - The EAS-C certificate is recognition that the holder has the background and information necessary to function effectively as an EAP affiliate network provider.

## Employment Opportunities

- EAP Career Central - Whether you are looking for a job or wanting to hire, EAPA's specialized online job bank connects EA professionals and employers around the world!

## Local and Worldwide Networking

- Searchable online Member Directory - Exclusive access to EAPA's online member directory, searchable by name, company, location, or chapter/branch, allows you to locate and network with EAP colleagues wherever and whenever you need to.
- Chapters (USA) and Branches (other countries) - Local EAPA chapters within the USA and EAPA branches in other countries provide multiple opportunities for face-to-face professional networking, localized continuing education, and peer-to-peer sharing of knowledge and experiences.
- Social media - EAPA-moderated LinkedIn groups for members and CEAPs provide opportunities for sharing information, asking questions, and discussing topics that affect your work and life. Members can also connect on EAPA's Facebook page and follow EAPA on Twitter.

## More Benefits

EAPA endorsed professional and business liability insurance - Affordable professional liability and business office insurance to protect you in the broad range of settings in which EA professionals practice.

Access to Members-only pages on EAPA's website - Members-only pages include up-to-date EA Public Policy information, free access to select Conference On Demand sessions, full access to EAPA's online Library of Free Resources (including recorded webinars on key EA topics), and much more.

# EAPA MEMBERSHIP EXCLUSIVE BENEFITS

- Print and electronic subscriptions to the quarterly Journal of Employee Assistance
- Subscription to the weekly EAP NewsBrief electronic newsletter
- Access to the online searchable archives of past issues of the Journal of Employee Assistance
- Access to the online archive of past issues of the EAP NewsBrief
- Access to EAPA's comprehensive online database of "EA Research and Statistics" articles (2000 - present) to help you make your EAP business case
- Unlimited non-credit access to all 2013-2014 Conference on Demand sessions
- Access to EAPA's online Library of Free Resources (including recorded webinars on key EA topics)
- Access to the searchable EAPA Member Directory to facilitate peer-to-peer networking and assistance
- Access to members-only sections of EAPA's website
- Eligibility for local chapter membership to enhance peer networking and local training
- Face-to-face and online networking opportunities with EAP leaders and peers to support your job/business goals and objectives

## EAPA MEMBERSHIP DISCOUNTS ON ...

The annual EAP Conference & EXPO (plus a discount on most pre-conference training courses)

EAPA's Conference On Demand unlimited access pack (includes the two most recent EAPAConferences)

Initial CEAP® certification fees – the only recognized credential that represents mastery of the EAP body of knowledge – and CEAP® recertification fees

The online CEAP® Exam Prep Course – featuring analysis of exam topics, sample practice questions, and tips from the experts

EAPA's EA Specialist-Clinical (EAS-C) training and directory listing

The online DOT/SAP qualifying exam

Every live EAPA Webinar – on topics of current significance to EA professionals

Every archived online EAPA Webinar – a continually expanding collection of classic webinars on EA topics

EAP Career Central employer job postings (resume posting for individual members is free)

Professional Liability and Business Office insurance coverage with Trust Risk Management Services – an EAPA researched and endorsed provider

Other professional EA resources, publication and website advertising, etc.

Local chapter and branch events

These benefits and discounts add up to great value for every individual EA professional! But equally valuable is what our collective memberships in EAPA contribute to the profession that we believe in so deeply. Any strong profession requires a strong professional association. Your investment in EAPA membership is an investment in strengthening the EA profession's collective identity. That's important because a strong EA profession benefits all of us.

**TOTAL VALUE OF EAPA MEMBERSHIP BENEFITS AND DISCOUNTS Over \$1,500!**

# EACC CEAP PDH APPROVAL

June 5, 2018 | Oakbrook Terrace, Illinois

Date	Domain	EAC Pre-Approval Number	# of PDHs	Title of Session
6/5/18	II, III	VKNICP0518-H03	1.5	My Other Full-Time Job
6/5/18	III	VKNICP0518-H04	1.5	Modern Marijuana and the Implications of Legalization
6/5/18	III	VKNICP0518-H05	1.5	Stress Wellness
6/5/18	III	VKNICP0518-H06	1.5	"Plan" Might Be a Four-Letter Word
6/5/18	III	VKNICP0518-H07	1.5	Trauma-Informed Care and Clinician Self-Care
6/5/18	III	VKNICP0518-H08	0.5	Kate's Story
6/5/18	III	VKNICP0518-H09	1.5	Incorporating Families into Treatment
6/5/18	III	VKNICP0518-H10	1.5	Work-Life Balance 2.0
6/5/18	III	VKNICP0518-H11	1.5	Ethical Solutions for EAP and Therapy Clients
6/5/18	II, III	VKNICP0518-H12	1.5	Shame in the Workplace: How to Navigate Difficult Emotions in Professional Settings
6/5/18	III	VKNICP0518-H13	1.5	Integrating Addiction Treatment and Trauma Healing
6/5/18	III	VKNICP0518-H14	1.5	Integrating Positive Psychology into Clinical Practice

TOTAL NUMBER OF PDHs: \_\_\_\_\_

SIGNATURE OF  
ATTENDEE: \_\_\_\_\_

# PDH TRAINING ATTENDANCE RECORD

## Professional Development Hours for CEAPs

Date	Domain	EAC Pre-Approval Number	# of PDHs	Title of Session

TOTAL NUMBER OF PDHs: \_\_\_\_\_

SIGNATURE OF  
ATTENDEE: \_\_\_\_\_



# John Sheridan Labor Person of the Year

2007 JOHN SHERIDAN

2008 ART ZARAGOZA

2009 BOB STEWARD

2010 KEN MORSE

2011 AMERICAN AIRLINES

2012 RUDY ASUNCION

2013 MICHAEL GALLAGHER

2014 CHICAGO FIRE DEPARTMENT

2015 MIKE TINKEN

2016 IBEW LOCAL 701 & NECA

2017 SCOTT CULLEN-BENSON

## Who will be the 2018 recipients?

## NIEAPA Member of the Year Past Recipients

1988 Bill Schleicher

1989 Mike Stroden

1990 Mary Ellen Kane

1991 Judy Dorsey

1992 Barbara McKinney Jackson

1993 Shari Ligett & Leo Miller

1994 Beverly Younger-Urban

1995 Vicki O'Donnell

1996 Scott Cullen-Benson

1997 Edie Bernstein

1998 Linda Bienecke

1999 Bill Heffernan

2000 Gary Cohen

2001 Amy Adlington

2002 Michael Goldman

2003 Dawn Zumstein-Marie

2004 Steven M. Haught

2005 Jan Reisch

2006 Andrea Landsman

2007 Laura Adams

2008 Chris Drake

2009 Chet Taranowski

2010 Marco Jacome

2011 Tom Delegatto

2012 Priscilla Murphy

2013 Charley Galassini

2014 Rick Kronberg

2015 Doug LaBelle

2016 Linda Lewaniak

2017 Paul Fitzgerald

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LCPC, LAP-C, CSADC, CEAP  
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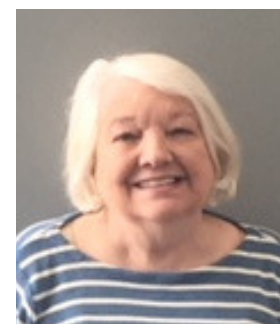
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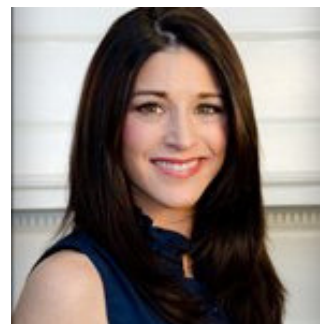
**Marie McKenna**

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**Don Mitckess**

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**Amy Ponce**

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**Sunette Thompson**

The Spirit Within  
Coaching, LLC  
thompsonsunette@gmail.com

Please contact the Chapter leadership for more information or feedback pertaining to NIEAPA.

400 E Randolph, Suite 3725, Chicago, IL 60601 | NIEAPA@CorpEvent.com | 312-756-7756