

# NBCC NEWSNOTES

National Board for Certified Counselors

Volume 13, Number 3

Winter 1997

## IT'S OFFICIAL: CACREP MHC GRADUATES MAY TAKE EXAM EARLY

By J. Scott Hinkle, Chair, Clinical Mental Health Academy

The NBCC Board has approved the Clinical Academy's motion to allow master's students in CACREP-approved programs to take the clinical mental health counseling examination (CMHCE) prior to graduation.

If the candidate successfully passes both the NCE and CMHCE examinations, the graduate will be "board eligible" for the CCMHC credential. Upon obtaining the required supervision and clinical work experience, as well as submitting an acceptable work sample (tape), the candidate will obtain the CCMHC.

In addition, the NBCC Board has passed a motion that allows students in CACREP programs to seek an affidavit from their internship supervisor attesting to clinical competence through the use of audio tape, video tape, or live observation. These changes will streamline the process of obtaining the CCMHC credential for students graduating from one of CACREP's 13 Mental Health Counseling (MHC) programs.

### TRAINING STANDARDS

In 1990, more than 19 percent of all health expenditures were for mental health, indicating that employment opportunities for competently trained mental health counselors will continue to be robust. Curricular experiences for MHC programs (60 semester hours), as defined by the Council for the Accreditation of Counseling and Related Education Programs (CACREP), require preparation in specific knowledge and skills along with requirements for supervised experiences in clinical settings that exceed the general counseling core.

Relatedly, the Clinical Academy has recently completed a work behavior study of 594 CCMHCs. These counselors rated work activities in terms of their importance to the performance of MHC. The resulting MHC competencies reflect four major themes:

- **Diagnosis and treatment** which involved identifying problems that included "medical" issues, diagnosis, monitoring client/patient progress, and making appropriate referrals and follow-ups.
- **Assessment** included performing and using comprehensive biopsychosocial assessment data to determine clinical issues; conducting mental status examinations; interpreting assessment results; selecting, administering, scoring, and interpreting personality instruments; and interpreting intelligence tests.

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## 1997 CHECKUP

**Q:** Do you need to notify NBCC of a name change?

**A:** Yes. If you have married, divorced, or legally changed your name, send a letter to NBCC documenting the name as you wish it to appear on all mail and certificates in the future.

**Q:** Do you need to update your address and telephone numbers?

**A:** Yes. Send a letter to NBCC documenting the address change as you wish to receive your mail in the future, along with your home and business telephone numbers, beginning with area codes.



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## MHC GRADUATES MAY TAKE EXAM EARLY

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- ❑ **Counseling practice** encompassed crisis intervention as well as individual, relationship, family, and group counseling.
- ❑ **Professional issues** included informed consent, insurance issues, legal and ethical issues, continuing education, and understanding the credentialing process.

The current CACREP MHC standards meet many of the work behaviors depicted by this study. Comparatively, CACREP Community Counseling standards address a minimum of these work behaviors. Unfortunately, CACREP standards do not sufficiently address numerous treatment planning, assessment, and practice behaviors that appear to typify the competencies of mental health counselors.

Although CACREP MHC standards have been advanced, they will need continual refinement. Such modifications should include *specific* information about the competencies needed to provide effective and efficient MHC services.

According to a review of competencies by the U.S. Center for Mental Health Services, among the helping professions (including psychology), only social workers have clearly defined competencies for working with people with mental illness. Surely the profession can address these MHC competencies in the upcoming standards revision. Relatedly, none of the “helping disciplines” have clear guidelines for working with people with mental disorders, especially those of a serious nature. In terms of managed care services, ACA, AMHCHA, CACREP, and the Clinical Academy need to work on competencies for the provision of services in managed care settings, and particularly for those people suffering from chronic mental disorders.

Refinements in curricular standards of training and practice also need to reflect continuous changes in the clinical aspects of the counseling profession through ongoing research that can guide university instruction. For example, mental health practicum and internship experiences must include opportunities in managed care environments and faculty involved in this training need to verify clinical competence. For MHC to have a viable future, accreditable mental health counseling curriculums must proliferate.

### MORE CACREP MHC PROGRAMS ARE NEEDED

Despite the existence of literature supporting the viability and need for MHC, the future growth of MHC as a counseling specialty is uncertain. Even though counselor educators have discussed the training of counselors for work in mental health settings and private practice for almost 20 years, few counselor education programs have sought and obtained MHC accreditation. Counselor education programs need to ensure that students are adequately prepared to meet the needs of the individuals they serve, including people with DSM-IV diagnoses, and that they have the clinical background necessary to compete and practice in the public sector.

To remain competitive for increased wages and jobs with managed care organizations, and to gain acceptance in the interdisciplinary health care market, counselors (and particularly mental health counselors) must be

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## MAC BULLETIN BOARD

### A MAC BY ANY OTHER NAME

By Virginia Villarreal-Mann,  
Specialty Board Member

In the American Counseling Association's October 1996 issue of *Counseling Today*, editor Mary Morrissey discussed the confusion caused by having different accrediting agencies offer certification for Masters Addiction Counselors (MAC).

NBCC, the Commission on Rehabilitation Counselor Certification (CRCC), and the National Association of Alcoholism and Drug Abuse Counselors (NAADAC) offer MAC certifications, and those who apply must pass stringent requirements that ensure competence and knowledge in the field of addictions counseling. All now require that applicants pass addictions examinations. These examinations are the final products of a joint effort of the three organizations, a landmark national job analysis of masters addictions counselors. NBCC, CRCC, and NAADAC are members of the National Organization for Competency Assurance (NOCA).

However, recently a new MAC has come on the scene and is being offered by the National Association of Forensic Counselors (NAFC) through its recently formed affiliate, the National Board of Addictions Examiners (NBAE). NBCC, NAADAC, ACA, and the National Association of Social Workers (NASW) have received numerous calls from counselors who have seen the NAFC's ads or have been solicited to apply for certification through its state by state "grandfathering" plan.

So how can you know if the cre-

denials being offered are by a legitimate, nationally recognized, nationally accredited certifying body—especially before paying application fees, processing fees, certification fees, examination fees, and maintenance fees? NBCC Executive Director Tom Clawson suggests you ask these questions:

- Is the organization accredited? If so, by what accrediting body?
- Is there an exam that needs to be taken? If so, who developed it and who are the experts who completed the job analysis and the exam?
- Is the organization a not-for-profit with an IRS identification number?
- Does the organization have affiliated status with a nationally recognized association such as ACA, NAADAC, NASW, or the American Psychological Association (APA)?
- What are the recertification requirements?

When I see a doctor's certificate on the wall, I like to be assured as a consumer that the document signifies that this doctor is truly qualified to work with specific clients or has received specialized training in a particular procedure. Likewise, when a client or counseling professional comes in contact with an NCC with an MAC specialty certification, that person can be assured that behind the credential is an individual who is a Nationally Certified Counselor, has met additional specific educational requirements, has had experience in the practice of addictions counseling, perhaps even taught counseling courses in addictions counseling,

and, if certified after 1996, has taken the MAC examination.

**"Counselor Beware!"** As certification credentials become increasingly important, there may well be a proliferation of those wanting to "cash in" on unsuspecting, trusting counselors. High fees and low standards not only deceive counselors but in the long run deceive the clients we want to protect and help. At NBCC, you can depend upon us to keep current in the certification, examination, and job analysis procedures. We seek counsel from the experts in the field, and we keep you informed.

### CCE NEWS

The Council for Credentialing and Education, Inc. (CCE), met November 23–24 in Greensboro, NC. Advisory Council members in attendance were Judy Lombana, Tom Lovett, Howard Splete, Lloyd Stone, and Carol Trigg as well as John Bloom, appointed as observer by NBCC, and Richard Percy, a member of the Board of Directors who chairs the NBCC corporations committee.

CCE officers elected for the 1996–97 fiscal year were: Lloyd Stone, president; Judy Lombana, president-elect; and Carol Trigg, secretary.

Various internal committees and task forces gave reports to the council on current projects. Ideas for future ventures and services were discussed. Certification development and management as well as domestic and international continuing education efforts were considered.

The next CCE meeting will be held on March 16-17.

## SIGN UP FOR TAPE REVIEWER TRAINING

NBCC requires a taped clinical work sample as part of the certification process of the Certified Clinical Mental Health Counselor (CCMHC) credential. Clinical work samples are reviewed by trained CCMHC tape reviewers.

NBCC will conduct training for tape reviewers at the American Counseling Association (ACA) conference in Orlando, FL, April 4-7. If you are a CCMHC, planning to attend the ACA conference, and interested in becoming a tape reviewer, please submit a letter to NBCC regarding your interest. Send all correspondence to James Wachsmuth, coordinator of Testing & Research. NBCC continuing education credit will be given for participation in the training workshop. □

## MHC GRADUATES MAY TAKE EXAM EARLY

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able to compete at a level comparable to other mental health service providers. Clearly, accomplishing these objectives requires the growth of MHC counselor education and the continued development of training standards that respond to the demands of clinical practice.

In conclusion, national visibility is an issue for the Academy. I recently contacted all of the state presidents and AMCHA headquarters asking for collaboration on national issues such as certification, training, marketing, and teamwork within counseling organizations and between other helping professionals. □

## NCC NETWORK

**Kathie Erwin**, Ph.D., NCC, of Largo, FL, has published a book entitled *Group Techniques for Aging Adults*. This book presents the theory and design of geriatric group work, 68 specialized group activities, and methods of payment for elder groups. Group activities are presented within ten categories: reminiscence, bibliotherapy, exploring values and roles, sensory awareness, music and movement, phototherapy, humor, art and expression, spirituality, and remotivation. Primary audience for this book is geriatric mental health professionals, nursing home social workers, adult day-care staff, and coordinators of church or community elder programs. To order: contact publisher Taylor & Francis; Washington, DC; 800-821-8312.



Kathie Erwin

**Linda Goldman**, NCC, of Baltimore, MD, has written a book for people who work with children experiencing complicated grief. In *Breaking the Silence*, she points out that we should not assume that time will heal the grieving child. To order: contact publisher Taylor & Francis; Washington, DC; 800-821-8312.

**Darrell Anthony Luzzo**, Ph.D., NCC, of Auburn, AL, recently published a textbook entitled, *Making Career Decisions That Count: A Practical Guide*. This book focuses on career exploration and planning issues for college student populations and is accompanied by an instructor's manual and resource guide, which includes suggestions for teaching a comprehensive course in career exploration and planning. To order: contact Gorsuch Scarisbrick Publishers; Scottsdale, AZ; 800-544-8398.

**William E. O'Flaherty**, NCC, of Trinity, NC, recently had a short story published called "Thankless Town of Thankful" in *Practical Ideas for Counselors* (PIC), a publication of Mar\*Co. O'Flaherty is an elementary school guidance counselor.

**William Waston Purkey**, NCC, of Greensboro, NC, and **Jack Schmidt**, NCC, of Greenville, NC, had their new book, *Invitational Counseling: A Self-Concept Approach to Professional Practice* published by Brooks/Cole Publishing, Pacific Grove, CA 93950. □

## STONE GOES TO KANSAS LEGISLATURE

Dr. Lloyd Stone, first chair of NBCC's Board of Directors and president of the Council for Credentialing and Education Inc. (CCE), has been elected to the Kansas House of Representatives for a term of office beginning January 1997. He has been assigned to three legislative committees including the Education Committee.

Stone has served on the counselor education faculty of Emporia State University for 31 years and is a recipient of the Distinguished Service Award of the Kansas Counseling Association. He was instrumental in getting a counselor registration bill passed several years ago and served as chair of the Kansas Mental Health Counselor Licensure Committee when the recent counselor licensure law was passed. □



## CE PROVIDERS

### NEW APPROVED PROVIDERS

- All Faiths Receiving Home, Albuquerque, NM, #5718
- Suzanne Connolly Workshops, Sedona, AZ, #5719
- Mental Health Center of North Central Alabama, Decatur, AL, #5720
- McHenry County College, Office of Continuing Ed., Crystal Lake, IL, #5721
- Gary L. Lemmon & Associates, Norris City, IL, #5722
- Westmoreland Regional Hospital, Comprehensive Counseling Center, Greenberg, PA, #5723
- NLP of Gastonia, Gastonia, NC, #5724
- Advanced Diagnostics, Pittsburgh, PA, #5725
- CPS Seminars, St. Paul, MN, #5726
- Association of Mormon Counselors and Psychotherapists, Orem, VT, #5727

- G/S Consultants, South Lake Tahoe, CA, #5728
- Hospice Foundation of America, Washington, DC, #5729
- American Academy of Medical Hypnoanalysts, Memphis, TN, #5730
- National Institute for Alternative Care Professionals, Delphos, OH, #5731
- Family Enhancement and Play Therapy, Boiling Springs, PA, #5732
- Dr. Ofer Zur, Sonoma, CA, #6036
- Leonore M. Foehrenbach, New York, NY, #6037

### PROVIDERS APPROVED BY THE CERTIFICATION BOARD FOR MUSIC THERAPISTS & NBCC

- Adagio Center, Portland, OR, #936
- The Association for Music and Imagery, Santa Cruz, CA, #937

- Chapman University–Music Therapy Program, Orange, CA, #938
- Lanterman Developmental Center, Pomona, CA, #939
- Illinois Association for Music Therapy, Arlington Heights, IL, #940
- Nordoff-Robbins Center for Music Therapy, New York, NY, #941

### REINSTATED PROVIDERS

- Avanta–The Virginia Satir Network and Learning Center, Burien, WA, #5224

### NEW HOME STUDY PROGRAMS

- The American Healthcare Institute  
801 Wayne Ave., Suite 200  
Silver Spring, MD 20910  
813-565-9200
- Using Solution Oriented Rapid Therapy with Angry Adolescents ..... 5 hrs
- Treating Adolescents with Oppositional and Conduct Disorders ..... 6 hrs
- The Art of the Diagnostic Interview ..... 6 hrs
- Working with Disruptive Children ..... 5.5 hrs
- Attention Deficit Disorders ..... 6.5 hrs
- Eating Disorders: Assessment, Planning, and Effective Treatment ..... 6.5 hrs

## NCSC BULLETIN BOARD

### HOW DO WE GET FROM HERE TO THERE?

By Wyatt D. Kirk, NCC, LPC, School Counselor Academy

In the last issue of *NBCC NewsNotes*, this column discussed professionalism. This issue we look at other goals related to our specialty.

First, one of the other goals is to recommend policies to the NBCC Board of Directors. For example, there has been concern that the requirements to become an NCSC are not much different from those wanting to become an NCC. This being the case, there is no real incentive to apply for the NCSC specialty status. My question to you is: Should there be a differentiation? If so, how?

At present, to become an NCSC you must have the following: 1) Current NCC certification; 2) Two years, full-time professional school counseling experience or four years half-time; 3) Graduate level coursework in six required areas; 4) A two-page self-assessment; and 5) Two professional assessments. **There is no additional examination required at this time.**

Is it too easy or is the difference so minimal that NCCs don't need to apply? If you are presently an NCC, but not an NCSC, I would like to hear your thoughts on the matter.

Also, in conjunction with improving our professional status through memberships, a second goal flows from the first—promotional activities that will increase our visibility while we support and promote the best possible practices in counseling and broaden the appropriate services to our clientele.

Again, I invite you to send in your ideas. Contact me by voice mail at 910-334-7916 or fax at 910-334-7280. My email address is <kirkw@aurora.ncat.edu>. Come on, all you school counselors who are not certified, let's wear our professionalism proudly! □

## NCGC BULLETIN BOARD

By Elinor Waters, Ed.D, NCC, NCGC, LPC

Looking over my calendar, I see that it might be good to mention that the American Society on Aging will be having its annual meeting in Nashville from March 23–26. Pre-conference workshops will begin March 21.

This year's conference theme is "Affirming the Contract Between Generations." There are always good programs on mental health and aging, which would help NCGCs or people interested in preparing to become an NCGC. Information is available through the American Society on Aging, 833 Market Street, Room 511, San Francisco, CA 94103-1824. □

## RACC NEWS

The Research and Assessment Corporation for Counseling, Inc. (RACC) met in Greensboro, NC, on November 23–24. Advisory Council members in attendance were Sandra Barker, Raoul Buron, Leon Spencer, Rex Stockton, and Thomas Fitzgibbon. Janine Bernard attended as the designated observer representing the Board of Directors of NBCC.

The Council of Advisors elected officers for the 1996–97 fiscal year: Raoul Buron, president; Leon Spencer, president-elect; and Rex Stockton, secretary.

The RACC Council reviewed the corporation's mission and purpose, which is to conduct research and testing in the field of counseling. Staff reports were given, and council members exchanged ideas on research areas of special interest and identified possible sources of funding for future RACC projects.

The council made staff assignments and then determined the agenda for the next meeting. The RACC along with the Council for Credentialing and Education, Inc. (CCE) will next meet in March 1997. □

## VOLUNTARY AUDITS

*The following NCCs have passed the Voluntary Audit by completing and documenting more than 130 hours of continuing education activities in the five-year certification cycle. These professionals have demonstrated their dedication to excellence, and NBCC salutes them. Congratulations!*

**Barbara Jane Algire**, #24700,  
Alexandria, VA

**Tanya F. Bodzin**, #24573, Fairfax, VA

**Luoise I. Schultz**, #26144,  
Waynesboro, PA

## RECERTIFICATION NEWS

### FOR NCCS WITH A DEC. 31, 1996 EXPIRATION DATE

If your certificate expired December 31, 1996 and you have not yet received a blue recertification form in the mail, please notify the Recertification Department. There is a grace period; so there is no need for panic. NBCC mailed the forms the first week in December. However, the U.S. Postal Service has been known to lose items, so please call, write, fax, or email and request a recertification form if you have not received one.

### HOW DO YOU KNOW IF YOUR CONTINUING EDUCATION WILL COUNT?

In your NBCC Continuing Education File folder, you will find a checklist called "How To Determine If Your Continuing Education Meets NBCC Guidelines." Please refer to that checklist whenever you plan to take a non-approved activity. If the activity meets NBCC guidelines, we will accept it. *Please make sure to keep all of your continuing education documents in this file.*

### SOME OFTEN MISUNDERSTOOD POINTS

The following are a list of facts that are often not clearly understood by NCCs. Please contact the Recertification Department with questions about any of the following:

- NBCC is not the same as the American Counseling Association (ACA). NBCC is the certification organization for the counseling profession. ACA is the membership association. Payment to one will not substitute for payment to the other. Membership in ACA is encouraged but not required to maintain NBCC certification. Certification is not required for membership in ACA.
- It is not required that you take only NBCC approved continuing education activities. Non-approved activities are accepted as long as they meet NBCC guidelines. (See above article.)
- Payment of the \$25 maintenance fee is required on an annual basis. NBCC previously allowed annual fees to be paid at the end of the five-year period. That is no longer the case. Failure to pay the annual fee before the end of 180 days will result in suspension of your certification. Suspension is ended by payment of fees. □

## NCCs OF NOTE

**Carol Edens Epps**, NCC, of Columbia, SC, is the Director of Educational Talent Search at the University of South Carolina–Spartanburg and in private practice as owner of the College and Career Counseling Center.

**Stuart G. Itzkowitz**, NCC, of Detroit, MI, was honored by the Michigan Counseling Association as the recipient of the organization's 1996 Human Rights Award. Earlier this year he received the ACA Kitty Cole Human Rights Award.

**Pat Reeves**, NCC, NCCC, NCGC, of Japan, is project director of the U. S. Military Parent Support Programs, Okinawa, Japan. She is former director of counseling at the University of Alaska–Anchorage. □

# “KNOW YOUR RIGHTS” VIDEOCONFERENCE ON MAY 31

On May 31, ACA Professional Development will broadcast “live” the national videoconference titled “Know Your Rights: Mental Health Private Practice and the Law” to downlinks across the nation. Topics will include reducing the risk of being sued, evaluating potential dual relationships, maintaining professional records and progress notes, and court testimony, with a particular emphasis on legal challenges confronting the private practitioner. The program will feature leading experts from the legal profession and from practicing professional counselors.

Panelists will field questions from the live audience, as well as, from the special 800 number which will be provided to participants at the remote sites.

“Currently, there are 30 confirmed sites, and more may be added,” according to W. Mark Hamilton, director of professional development at the American Counseling Association. This year Professional Development will offer site licenses to interested organizations, in addition to the usual urban ACA downlink sites.

What if you can’t attend one of the regularly scheduled downlink sites? The site license is an excellent opportunity for groups of graduate students, mental health counselors, and therapists in nonprofit organizations to provide an education benefit to all employees.

Call Professional Development at ACA headquarters at 800-347-6647, ext. 271 for more information. □

## STATE NEWS

*The following is updated information regarding state counselor licensure and certification.*

### KANSAS

Patricia A. Grimwood  
Behavioral Sciences Regulatory Board  
110 West Walnut  
Salina, KS 67401  
913-823-3654

### KENTUCKY

David Nicholas, Director  
Division of Occupations and Professions  
PO Box 456  
Frankfort, KY 40602

### MISSISSIPPI

Lisa Henick  
Mississippi State Board of Examiners for  
Licensed Professional Counselors

### MISSOURI

Loree Kessler, Executive Director  
Division of Professional Registration  
Committee for Professional Counselors  
573-751-0018 or FAX 573-526-3489

### NORTH DAKOTA

Kathy C. Kottenbrock, Executive  
Secretary  
North Dakota Board of Counselor  
Examiners

### SOUTH DAKOTA

Joyce Vos, Executive Secretary  
South Dakota Board of Counselor  
Examiners  
1116 South Minnesota Avenue  
Pierre, SD 57101  
605-331-2927 or FAX 605-331-2043

### TENNESSEE

Tennessee State Board of Professional  
Counselors & Marital & Family Therapists  
615-532-5133

### WISCONSIN

Wisconsin Department of Regulation  
Licensing  
608-267-1801

## CCMHC BULLETIN BOARD

### CHAMPUS NEWS

TRICARE Standard/CHAMPUS information now is available on the World Wide Web at the home page of the Assistant Secretary of Defense for Health Affairs: [www.ha.osd.mil](http://www.ha.osd.mil). □

## NBCC FAX INFORMATION LINE MENU

To receive information from the NBCC Fax Information Line, call 1-800-324-NBCC (6222).

### 1001 Menu of Publications

#### General Information

- 1002 Code of Ethics
- 1003 Consumer Rights and Responsibilities
- 1004 “Dedicated to Helping you—What is a National Certified Counselor?”
- 1005 Order Form—Plaque, pins, NBCC Code of Ethics

#### Certification

- 2001 Certification Information and Application Request Form
- 2002 CACREP Programs List
- 2003 State Licensure List

#### Testing

- 3001 National Test Dates and Sites
- 3002 Preparation Guide Order Form—National Counselor Examination (NCE) for Licensure and Certification
- 3003 Preparation Guide Order Form—National Clinical Mental Health Counseling Examination (NCMHCE)

#### Continuing Education

- 4001 Approved Home Study Programs
- 4002 Approved Providers

#### Continuing Education Update

- 5001 New England—Maine, Rhode Island, New Hampshire, Massachusetts, Vermont

- 5002 Northeast—New York, Connecticut
- 5003 Eastern Seaboard—New Jersey, Delaware, Maryland
- 5004 Mid-Atlantic—Virginia, Pennsylvania, Washington DC
- 5005 Southeast—North Carolina, South Carolina, Georgia, Florida
- 5006 South—Kentucky, Tennessee, West Virginia, Arkansas
- 5007 Deep South—Mississippi, Louisiana, Alabama
- 5008 Great Lakes—Ohio, Michigan, Minnesota, Illinois, Indiana, Wisconsin
- 5009 Midwest—Missouri, Kansas, Nebraska, Iowa
- 5010 West—Colorado, Nevada, Utah, South Dakota, North Dakota, Idaho, Montana, Wyoming
- 5011 Southwest—Oklahoma, Texas, New Mexico, Arizona
- 5012 Pacific—Washington, Oregon, California, Alaska, Hawaii
- 5013 Non-US—Puerto Rico, Canada, US Virgin Islands

#### Other

- 6001 NBCC Board Nomination Packet

## NBCC

THOMAS W. CLAWSON, Ed.D., NCC, NCSC, LPC  
EXECUTIVE DIRECTOR

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ACCREDITED BY THE NATIONAL  
COMMISSION FOR CERTIFYING AGENCIES

## NBCC SEEKS BOARD NOMINATIONS

The National Board for Certified Counselors is seeking nominations for a specialty director position on the NBCC Board of Directors, to begin July 1, 1997. Board members normally serve three-year terms and may be reelected to another three-year term. Director positions are to be filled by National Certified Counselors. This open position must be filled by an NCC holding one of the current five NBCC specialties (CCMHC, MAC, NCCC, NCGC, NCSC).

The composition of the NBCC Board of Directors includes six general practice positions, one public member position, and three positions representing specialties.

NBCC seeks directors from diverse cultural backgrounds, employment settings, and leadership experience. While each director has fiduciary responsibility to NBCC, a not-for-profit corporation, we seek NCC director applicants whose exchange of ideas represent as many experiential backgrounds as possible. The NBCC Board meets four times a year, with one meeting being held at the American Counseling Association annual conference. All expenses for attendance at board meetings are reimbursed.

Individuals who wish to make nominations of other persons, or self-nominations, may obtain a nomination packet by writing, calling, or faxing a request to NBCC at the following address: NBCC Board Nomination Packet, 3 Terrace Way, Suite D, Greensboro, NC 27403-3660; telephone 910-547-0607; fax 910-547-0017. You also may receive this packet through our Fax on Demand by dialing 800-324-6222 for document number 6001. Completed nomination packets must be received no later than March 1, 1997 to be considered. □

**NATIONAL BOARD FOR  
CERTIFIED COUNSELORS, INC.**  
3 Terrace Way, Suite D  
Greensboro, NC 27403-3660

**Bulk Rate**  
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