



The **INTERCHANGE** is the newsletter of the **OHIO REHABILITATION ASSOCIATION**  
a non-profit professional organization dedicated to advocacy for people with disabilities.

# INTERCHANGE

2017 COMMEMORATIVE ISSUE

VOLUME 38 No. 1



## ORA PRESIDENT'S MESSAGE

**CARL W. SABO, PH.D., CRC**  
**2017 PRESIDENT**

*Dear ORA Members and Donors,*

*We are at the place in time of wrapping up one year and starting a new year. During this time we are reflecting on the year just past and making plans for the coming year. In doing that for the Ohio Rehabilitation Association, we have had a difficult kind of year in 2017. Our initial President for 2017, Patricia Batdorf, had to tender her resignation in April due to health issues as a result of an automobile accident the previous November. ORA was faced with an unprecedented situation where we did not have a President-Elect to assume the role of President according to our Constitution and Bylaws. Thus, the position was opened for nominations and I offered to serve for the remaining term. I had been ORA President in the recent past (2013) and thought I could help the organization out in this time of need. I was approved by the ORA Full Board and have had the honor of serving the organization again in the capacity of President. ORA means something to me as a rehabilitation professional of 32 years. I hope that it means something to all of its members. I'll get back to that in a moment.*

*In 2017 ORA had a very successful one day conference on September 15<sup>th</sup> at the Xenos Campus in Columbus. Inside this issue, you can read all about this great event which was attended by over 60 individuals, members and non-members alike.*

*Looking forward, the success of that conference in September has the ORA Board investigating the possibility of expanding the conference in 2018. I also ask, if ORA also means something to you as rehabilitation professional, that in 2018 you seek to engage at a deeper lever with the organization. This can be to run for a Board position, participate on one of our many committees, or attend our conference. ORA is always better when more members get involved with the leadership of the organization.*

*We currently have an excellent Board and President, Amy Taylor, in place for 2018 who will work to continue to move ORA forward in being an asset to its members and to the field of rehabilitation.*

*Lastly I'd like to thank all those on the ORA Board this past year for your work for ORA and assistance you provided to me. I'd also like to thank Vickie Leeming, ORA Home Secretary, for helping me throughout my term.*

*Carl W. Sabo*

Carl W. Sabo, Ph.D., CRC  
2017 ORA President

**Patricia Batdorf**  
**2017 ORA President**  
**and 2016-2017 CORA**  
**Chapter President**



*We wish to thank Pat for her efforts and service in her roles, however brief, and wish her the very best as she now enjoys her retirement from Franklin County Board of DD and begins a new chapter in her life.*

## OUR MISSION....

Since 1954, the Ohio Rehabilitation Association (ORA) has been a member organization whose **mission** is to provide opportunities for professionals and others in the fields of rehabilitation through knowledge and diversity.

Included with this mission, the Ohio Rehabilitation Association values: all people; professions in rehabilitation; visionary leadership; responsible resource management; advocacy; personal and professional enrichment; and relationships built on trust and integrity.

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### PUBLICATION NOTICE

Please note we have endeavored to ensure the accuracy and completeness of this newsletter. Material sources have been identified whenever possible (note hyperlinks). We apologize for any omissions or errors which may be found. In addition, ORA does not endorse any product or service on the advertisements included in this issue.

Publication Date: February 5, 2018

# NRA PRESIDENT'S REFLECTIONS ON 2017



## NRA PRESIDENT'S REPORT REFLECTION OF 2017

### 2017 NRA PRESIDENT DORIS ILLIES (MN)

*Before we look back, I would encourage and challenge my fellow NRA members to take a leadership role in the organization. I often liken the benefits of volunteering to a gym membership, the more you put into it the more you will get out of it. If you would like get more involved, I am confident you will find there are many opportunities at the local, regional, division, and national level, whether its on a committee or a Board there is much to be done.*

*This year has certainly brought change to NRA. Yes, some of the changes have not been easy, yet we will move forward. As membership associations see declining numbers ,their Board of Directors are forced to take a look at the services we offer and how they are delivered. Over the past few years NRA has seen that decline in membership income and, we too, needed to do some realignment. We have been getting questions about advocacy work and **does NRA still have a strong voice? The answer is YES!** Although the voice has changed, we are in good hands and we need to remember that Dr. Schroeder is well connected legislatively as he was the former Commissioner of RSA. With that said, do we leave all advocacy on his shoulder? The answer has to be NO! He can advocate on the Hill and he can get us information, but as members we need to do our part and connect with legislators on issues which have impact on the work that we do, how services are deliver the how legislation affects people with disabilities.*

*In 2017 the NRA Board changed our monthly board to consent agenda. This allowed us time to review reports in advance and time on the calls to ask questions and drill down information. Our Board calls also included Board training with information on Robert's Rules, Board Governance, Constitution and Bylaws and Strategic Planning. Board members were divided into teams for strategic planning and focused on four main areas including: **Resource Development, Training, Organizational Structure, and Leadership.** Team members developed goals and timelines along with assigning specific members to tasks to achieve outcomes. The teams will report monthly to the Board on where they are on meeting these goals. As we move into 2018, we will continue the work and measuring progress.*

*Planning has started the **Governmental Affairs Disability Employment Summit** scheduled for March 23-25, 2018 at the Hilton in Alexandria, Virginia. When I put out a call for committee members, I was so excited by the response. Committee members planning the 2018 Summit come from a wide-range of our membership which will be reflective in the program. If you would like to help, email me at [nrapresident@nationalrehab.org](mailto:nrapresident@nationalrehab.org) for more information and the call-in number for our meetings.*

*I want to remind NRA members that the above email is a good way to communicate with the NRA President. Emails that come in are automatically sent to the current year president.*

***NRA President 2018 Greg Mason** (Texas), comes to us with leadership experience, enthusiasm and knowledge. He and the 2018 Board will continue the work from 2017 and carry NRA forward.*

*Again, I would encourage and challenge NRA members to become more involved in membership or leadership roles. There is much work to be done.*

*I hope that no matter how you celebrate this time of the year, may you have peace, love and joy.*

*Best,*

*Doris Illies*

## NRA 2017 BOARD

NRA President  
Doris Illies

President-Elect  
Greg Mason

Secretaries  
Linnea Heintz  
Holly Ingling

Treasurer  
Jonathan Mize

### Board Members-at-Large

Daniel Boutin (2017)  
Maureen McGuire-Kuletz (2018)  
Cheryl Guido (2019)

## RENEW YOUR NRA MEMBERSHIP

"It is more important than ever that the National Rehabilitation Association remain strong and active in our advocacy. 2017 has brought threats to healthcare, Medicaid and Medicare funding, threats to funding of rehabilitation and more."

Please consider renewing your membership in the National Rehabilitation Association and join your friends and colleagues around the country in working toward the full inclusion of people with disabilities.

To rejoin, please either log into your NRA account  
[www.nationalrehab.org](http://www.nationalrehab.org)  
or call 703-836-0850 and choose the Membership line.

# THANK YOU TO THOSE WHO SERVED IN 2017

## OFFICERS

### PRESIDENT\*

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### TREASURER EMERITUS

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### TERM Ends 2017

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^Andrew moved to California Summer of 2017

Jacqueline Stanton^^ ..... [jstanton@metrohealth.org](mailto:jstanton@metrohealth.org)  
^^Jacki took over the remainder of Andrew's term

Michael Ricke\* ..... [ricke.7@osu.edu](mailto:ricke.7@osu.edu)

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John Tooson\* ..... [jtooson2@wilberforce.edu](mailto:jtooson2@wilberforce.edu)

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Libby Land ..... [eland@matrixvoc.com](mailto:eland@matrixvoc.com)

\*Served also as an **Executive Committee** Member

## CHAPTER & DIVISION PRESIDENTS

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### JTA (JOB TRAINERS ASSOCIATION)

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[www.ohiorehab.org](http://www.ohiorehab.org)

## COMMITTEE CHAIRS

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### CONFERENCE PLANNING CHAIR

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### CONSTITUTION & BYLAWS

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Michael Ricke ..... [ricke.7@osu.edu](mailto:ricke.7@osu.edu)

### NOMINATING

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### SCHOLARSHIP AND STUDENT AMBASSADOR

Mykal Leslie ..... [mleslie8@kent.edu](mailto:mleslie8@kent.edu)

### SOCIAL MEDIA! PUBLIC RELATIONS!

Michael Ricke ..... [ricke.7@osu.edu](mailto:ricke.7@osu.edu)

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Vickie Leeming ..... [oravickie@accesstoledo.com](mailto:oravickie@accesstoledo.com)



Thank you to **Carl Sabo** who stepped up as ORA President in May of 2017.

Tom Kinser presented Carl with his engraved presidential gift of a clock/picture/pen set at the December 12, 2017 Full Board Meeting.

A big thank you to **Doug Bailey** who served as ORA Treasurer in 2017 and will continue to do so in 2018!!!



# RECOGNIZING THOSE WHO SERVED IN 2017

On December 12, 2017 we met at the Xenos Campus in Columbus for our Annual Membership Meeting and a Full Board Meeting. We take time out to recognize those who volunteered their time, energy, and talents to our organization during the year. Those in attendance received a Certificate of Appreciation presented by Carl Sabo, ORA President. Carl Sabo, as outgoing President, received an engraved gift in recognition and appreciation for his service as our 2017 President (see previous page). Those who were not able to join us that day received their Certificate of Appreciation via email. We also celebrate with lunch and homemade desserts!



Standard equipment for meetings these days — laptops! 😊



**Thank You Tom Kinser!**



**Thank You Laura Sears!**



**Thank You Tanya R. Chiles!**



**Thank You John Tooson!**



**Thank You Mike Ricke!**



**Thank You Lori McCarthy!**

# NRA ~ LOOKING AHEAD TO 2018



## A MESSAGE FROM THE 2018 NRA PRESIDENT

**GREG MASON (TX)**

*Happy New Year Ohio and thanks very much for giving me the opportunity to contribute to your newsletter.*

*I'm very excited and proud to be serving as President of the National Rehabilitation Association, an organization I first learned about when I was a rookie Vocational Rehabilitation Counselor and first beginning my Master's in Counseling program in the early 1990s. What I learned then is still true – NRA is the strongest organizational voice for people with all disabilities and the professionals who serve them in our great country.*

*As we all know, our profession has changed dramatically since that time, changes which have negatively affected NRA's bottom line. And when I say bottom line, I mean NRA's finances. Declining membership has resulted in declining revenue, and changes in state VR, particularly agency training budgets for out-of-state travel, have made it extremely difficult for NRA to conduct profitable conferences.*

*Nonetheless, NRA continues to achieve its mission through quality programs. Just a few of these are the Government Affairs Disability Employment (GADE) Summit (please take note of the new name) in Alexandria in March, the NRA Annual Training Conference in Oklahoma City in October, other trainings, intense advocacy and many publications, including the Journal of Rehabilitation. My training and experience in non-profits tells me there are two major areas we must excel in in order to remain strong and be able to continue to achieve our Mission. Those two areas are Finance and Programs. I believe NRA is solid in the latter but we have a lot of work to do in the former. Finance comes first, because without it, our programs cannot be funded and we run the risk of no longer being the viable organization we need to be for the people we serve.*

*Last year, the NRA Board of Directors and Executive Director took a number of good strong steps in the right direction in solving our financial problems. Positions were consolidated, expenses were eliminated, and membership drives were held. We will continue these efforts this year. For example, our Audit/Finance Committee is conducting an internal audit of all expense categories by class to find as many cost savings as possible. We have already found and taken action in two areas that will save the organization nearly \$20,000 this year.*

*Last year we also completed a strategic plan with action items in the following four areas: Leadership, Organizational Structure, Resource Development, and Training. We are already making great progress in all those areas. For example, the NRA website has been improved, the Board Manual updated, and a New Board Mentoring Program developed. A change in NRA's Organizational Structure is much needed and long overdue. Because of the national changes I mentioned above, we have about half the number of members we had when I joined the profession. Our structure must change (be smaller) to reflect that reality, mostly to be able to respond more easily and more quickly to future changes and challenges. We must become a more nimble and less cumbersome organization to ensure we are sustainable into the future.*

*I want to finish by recognizing last year's and this year's Board for making many hard and necessary decisions to begin to respond to these changes in earnest. As I have said before, in most situations, half measures avail us nothing. We must make the hard decisions and take bold actions to find our financial footing as a national organization. This year's Board is up to that challenge. I also want to thank you, Ohio, and all the state chapters, regions and divisions that make NRA what it is – a true grassroots, member-oriented organization fighting for people with disabilities.*

*I look forward to seeing some of you in Alexandria and Oklahoma City, and please don't hesitate to reach out to me, if you think I can help you in any way.*

Greg Mason, M.A., LPC-S  
2018 NRA President  
[nrapresident@nationalrehab.org](mailto:nrapresident@nationalrehab.org)

## NRA 2018 BOARD

Greg Mason, President  
[nrapresident@nationalrehab.org](mailto:nrapresident@nationalrehab.org)

President-Elect  
Mary-Anne Joseph

Past President  
Doris Illies

Treasurer  
Jonathan Mize

Secretary  
Christa Martin

### Board Members-at-Large

Maureen McGuire-Kuletz (2018)  
Cheryl Guido (2019)  
Nicole Walker (2020)



[www.nationalrehab.org](http://www.nationalrehab.org)

# THANK YOU TO OUR MEMBERS



We wish to take this opportunity to thank those members who renewed their membership in 2017! **“Thank You!”** Our membership in 2017 also saw the addition of several NRCA lifetime members as well as several individuals who became Donors. So, **“Welcome!”** and **“Thanks!”**

ORA would like to welcome the following new members who joined in 2017.



*Welcome!*

New Student Members:

@ Wilberforce University  
Preshes Mathews

@ Wright State University  
Marshala Autman  
Taylor Barney  
Cassandra Brooks  
Rebecca Codispoti  
Kristina Nelms  
Sara Steimle

New Professional Members  
Elizabeth Myers, Columbus  
Dustin Schwab, Columbus

## WHERE IN OHIO ARE OUR MEMBERS?

The following approximate figures give an idea of where our members reside in Ohio for 2017.

Akron/Canton Area ..... 7%  
Cincinnati/Southwest Ohio .. 11%  
Cleveland/Northeast Ohio\*.. 23%  
Columbus Area\*\* ..... 23%  
Dayton Area\*\*\* ..... 22%  
Toledo/Northwest Ohio ..... 2%  
Youngstown/Eastern Ohio ..... 3%

\* includes student(s) from Kent State University

\*\* includes student(s) from Ohio University

\*\*\* includes students from Wright State University and Wilberforce University

## WHAT ARE YOUR NRA MEMBERSHIP BENEFITS?

- Opportunities for professional networking on national and state levels including increasing your contacts by membership in the divisions as well. Membership includes automatic connection at the Regional and State levels
- Affordable, discounted, and varied opportunities to earn CEUs for CRC, CCM, CDMS, CVE, etc. ([www.aaceus.com](http://www.aaceus.com))
- Receiving Washington Wires with up-to-the-minute information of interest on pending legislative and regulatory issues before the federal government—issues that affect you as a rehab professional
- Discounted registration rate for NRA’s National Training Conference and for NRA’s Government Affairs Disability Employment Summit
- Flexibility to join Divisions to specialize and individualize your membership to meet your professional needs
- Leadership development and skill building – become involved in the Divisions and your State, or local Chapter
- Free subscription to The **Journal Of Rehabilitation** and the **Contemporary Rehab**
- Access to State of the Art Professional Liability Insurance through Healthcare Providers Service Organization (HPSO)

## ACCESSING YOUR NRA “MEMBERS ONLY” BENEFITS ON THE NRA WEBSITE

[www.nationalrehab.org](http://www.nationalrehab.org)

The **“MEMBERS ONLY”** section is an exclusive benefit of membership where NRA members can look up the latest Washington Wire, check online payments, update their contact information, connect with colleagues, and access NRA’s current publications, e.g., the latest **Contemporary Rehab**.

You will need your Membership ID number and password to enter the Member Login section of the website. The password is typically the last four numbers of your phone number listed on your membership profile. *Note: you can change the user name and password upon logging in for security reasons.*

## WHERE TO GET CONTINUING EDUCATION CREDITS CRC, CDMS, CCM, ABVE



**NRA MEMBERS RECEIVE  
15% DISCOUNT ON  
[AAACEUS.COM/](http://AAACEUS.COM/)  
[NATIONALREHAB](http://NATIONALREHAB)  
[COURSES](#)**

For questions or to register?  
Call AAACEUs at (866) 850-5999

**For Ohioans—there are even more benefits—check out the next few pages!**

# OHIO MEMBERSHIP BENEFITS AND NEWS



## UNIQUE ADDITIONAL BENEFITS FOR THOSE HERE IN OHIO

- Opportunities for professional networking at your state and community levels. Ohioans are members of NRA's **Great Lakes Region** and at **local geographical levels**, e.g., Cleveland/NorthEast, Dayton area, or Columbus area
- Receiving ORA's "**Ohio Wire**" on legislative/regulatory issues affecting Ohioans\*
- **Discounted rates** to attend ORA's training events or to participate in ORA's webcasts
- Subscription to ORA's **monthly News and Calendar of Events** eblasts and our annual newsletter, the "**INTERCHANGE**" (Est. 1965)\*
- Access to the **Success Fund** which is available to all ORA members and donors and the individuals they serve. Requests may be made for an individual preparing for or seeking employment. Three requests may be made each year. The limit is \$50.00 per request. Visit the ORA website for an application form at [www.ohiorehab.org](http://www.ohiorehab.org)
- Opportunities to network with local rehabilitation counseling students, e.g., our **Student Ambassador program**
- Opportunities to learn team building and leadership skills through the **opportunity to serve on the ORA Board** or one of our Committees
- Earn CRC Continuing Education Hours by serving on the ORA Board (up to 50 hrs.)

\*See adjacent column

## OHIO MEMBERS RECEIVE REGULAR NEWS AND A CALENDAR OF EVENTS EBLASTS!

Each month ORA makes every effort to keep our members informed on the latest news we have received from local, state, or national sources, information on local training or professional/networking/social events, as well as other educational or networking opportunities and resources we feel would be of value to our members. **If you have any suggestions, comments, ideas or article submissions for these monthly eblasts, please send them to Vickie Leeming, ORA Home Secretary, at the ORA Home Office. We look forward to your ideas!**

## OHIO MEMBERS RECEIVE "OHIO WIRES"

If issues, e.g., legislative, policy or regulatory, should arise that our Governmental Affairs Committee and/or the ORA Board feel you should be informed about as soon as possible, Ohio members and donors will receive this news via email as an "**OHIO WIRE**." In 2017 we issued two Ohio Wires:

October 23, 2017 ~ H.R. 620 Bill Opposition and on October 24, 2017 ~ Washington Post opinion article entitled "*Congress Wants to Make Americans with Disabilities Second Class Citizens Again.*"

If you would like a copy of any of our "**OHIO WIRES**" or have not received these emails, please contact the ORA Home Office to make sure you are on our contact list.

## BECOMING A DONOR SUPPORTER OF ORA

For those who would like to be a part of our professional organization and support our mission, we provide the opportunity to make a donation and thereby become a Donor. For those who donate at the \$75.00 (or more) level, they become a "Donor" and will receive many of the benefits mentioned in the adjacent column for Ohioans.

We hope you will consider donating and supporting the Ohio Rehabilitation Association. Please visit our website at [www.ohiorehab.org](http://www.ohiorehab.org) to learn more about what we offer today to our members and supporters as well as keeping informed about our events; legislative information; past issues of our newsletter, **THE INTERCHANGE**; community links and more.

## TIPS FOR OUR MEMBERS

**Tip 1:** We utilize the service of **Constant Contact** for our emails. Should you **unsubscribe** to ANY of our emails, this removes you "permanently" from receiving ALL FUTURE emails. If this has happened to you and/or you are not getting our emails, or if you would like to receive our emails at a different address, please contact the ORA Home Office.



**Tip 2:** When paying your annual membership dues, we **STRONGLY RECOMMEND PAYING YOUR MEMBERSHIP BY CREDIT CARD** to ensure a more efficient and timely processing of your membership. You may pay your dues either by calling the NRA office or doing so online.



**Tip 3:** When you renew (or join), please contact the ORA Home Office ASAP so we can update our membership database and ensure you are receiving your Ohio membership benefits.



# OHIO MEMBERSHIP BENEFITS AND NEWS



## 2018 MICHAEL MORRISON VISIONARY SCHOLARSHIP

In honor of Michael Morrison's lifetime of service to the field of vocational rehabilitation and his dedication to people with disabilities, ORA offers the **Michael Morrison Visionary Scholarship** designed to provide support for rehabilitation professional(s) or student(s) participating in one of the following:

**NRA Gov't Affairs Disability Employment Summit**  
(March 25-27, 2018 in Alexandria, VA)

~ or ~

**NRA's Annual Training Conference**  
(October 10-14, 2018 in Oklahoma City, OK)

~ or ~

**ORA's Annual Training Conference**  
(Fall 2018 (TBA) in Columbus, OH)

The recipient(s) of this scholarship will need to articulate how the scholarship will help her/him make an impact for people with disabilities. Priority will be given to those who articulate how they intend to become involved in serving the rehabilitation counseling profession.

Those applying for this scholarship must submit a typed request (500 words or less) stating how they intend to utilize the scholarship to fulfill the priorities previously described (in either printed or Word format). Subsequently, the selected scholarship recipient(s) will be expected to submit a brief write-up pertaining to their experience at the summit/conference that will be published in the ORA newsletter, the **INTERCHANGE** and/or our monthly e-newsletter.

For more information and/or to submit your application visit our website at [www.ohirehab.org](http://www.ohirehab.org) (click on the Membership tab) or contact Vickie Leeming at: [ora@bex.net](mailto:ora@bex.net).

The postmark deadlines are as follows: a) **NRA Government Affairs Disability Employment Summit** in Alexandria, VA (March 25-27, 2018) applications by **February 16, 2018**; b) the **NRA Annual Training Conference** in Oklahoma City, OK (October 10-14, 2018) applications by **August 9, 2018**; and c) the **ORA Fall Training Conference**, Columbus, OH (Fall 2018) applications by **August 9, 2018**. Please mail to: ORA, Attention: Scholarship Committee, 6111 Chaney Drive, Toledo, OH 43615 or send via email to [ora@bex.net](mailto:ora@bex.net).

## "ADA: CASE STUDIES OF COMPLEX ACCOMMODATION REQUESTS AND BEST PRACTICES" WEBCAST

By Michael Ricke, MS, CRC, CWIC

Offered by ORA

The Ohio Rehabilitation Association (ORA) is pleased to announce our webcast presentation on the "**ADA: Case Studies of Complex Accommodation Requests and Best Practices**" by Michael Ricke, MS, CRC, CWIC. This presentation was given at ORA's One Day Seminar on April 16, 2016 in Hudson, Ohio. We are pleased to offer this presentation to our members who were unable to attend that Seminar. (Visit our Training & Events Tab of our website at [www.ohiorehab.org](http://www.ohiorehab.org))

The content of this webcast is as follows:

*"Disability is often a subjective experience. Often there is an inherent difficulty when seeking out measurable and objective restrictions. The articulation of where the disability intersects with the accommodation need can require extensive interaction. This presentation will provide situations that we've encountered detailing the interactive process, barriers and outcomes."*

We request everyone register for this webcast even if you do not require continuing clock hours. For those seeking CEs, there is a minimal charge of \$10 for NRA/ORA Members/Donors and \$15 for Non-Members. Please carefully complete all the information requested to ensure your accurate and complete registration. Immediately upon finishing this form, you will receive an email confirmation with your registration information and the link to the presentation.

For those seeking continuing education clock hours, upon completing the webcast, please email us at [ora@bex.net](mailto:ora@bex.net) and let us know you have completed the webcast. Per our requirements, you will be sent a short test on the content of the webcast (you must achieve an 80% or better grade) and a short presentation evaluation prior to receiving your Certificate of Attendance.

*This webcast has been approved for 1.0 continuing education clock hours by CRC (approval through June 28, 2018) and the Ohio CSWMFT Board for LSW and LPC (approval through June 30, 2018).*

### Registration Link

[https://events.r20.constantcontact.com/register/eventReg?  
oeidk=a07eeapc4d30df8df16&oseq=&c=&ch=](https://events.r20.constantcontact.com/register/eventReg?oeidk=a07eeapc4d30df8df16&oseq=&c=&ch=)

### YouTube Link

[https://www.youtube.com/watch?  
v=u6s2VAGG6VA&t=51s](https://www.youtube.com/watch?v=u6s2VAGG6VA&t=51s)

# 2017 ORA ANNUAL MEMBERSHIP MEETING

## ***ORA ANNUAL MEMBERSHIP MEETING ON DECEMBER 12, 2017 HELD VIA FACEBOOK LIVE***

The ORA Annual Membership and Business Meeting was held on Tuesday morning, December 12, 2017 in Columbus and via Facebook Live (check it out at <https://www.facebook.com/groups/151567288323540/>). These annual meetings allow our members to engage and interact with the members of the ORA Board and other members from around the state. This year we actually had a few ORA members join us on Facebook! This annual meeting is an opportunity to report to the membership on the "state of the state," e.g., the President's Report as given by Carl Sabo is in large part re-published here on the first page of this issue. For a copy of the minutes, contact the ORA Home Office. (NOTE: The 2018 Annual Membership Meeting will be scheduled for November or December 2018.)

### ***Annual Treasurer's Report by Doug Bailey***

This past year the Board has focused on providing excellent service to our membership. While communication from the NRA office hasn't always met our expectations, we are constantly working to insure you can get the information you need in a timely manner. We sent monthly eblasts to members to keep you informed and will produce one end-of-year electronic Interchange. The Home Secretary, Vickie Leeming, has been working diligently to accomplish the work of the organization and to keep you connected and informed. Beyond our normal administrative expenses, we spent money to provide a good training experience for our members and for several non-members in September 2017 at the Fall Training Seminar (and did earn a modest profit). We also helped defer the cost to attend the NRA conference for one of our Board members so that our interests could be represented at the NRA Delegate Assembly. . . . The Board continues to focus on developing sources of revenue in order to support the activities of the organization. We sponsored one training this year (September, 2017). We are also offering webcasts as an income-producing activity to serve our membership. Other income received this year was from NRA rebates, a Great Lakes Grant, Donor income and miscellaneous income. For a copy of the Treasurer's Report, please email Vickie Leeming at [ora@bex.net](mailto:ora@bex.net) or Doug Bailey at [d Bailey77@aol.com](mailto:d Bailey77@aol.com).

### ***Chapter and Division Annual Reports***

In addition, each of the Chapters and Divisions were given the opportunity to report on their activities for the year. We have published their respective reports in their appropriate section of this issue.

### ***Committee Reports***

#### Awards Committee

Libby Land, Awards Committee Co-Chair, reported three awards were given out in 2017. For Organization of the Year, the award went to Skidz Reimagined – Residential Community Care in Lebanon, Ohio. Tom Kinsler nominated this organization. Kelly Smith-Trondle nominated Lisa Nichols for the Doris Brennan Award of Excellence in Cincinnati, Ohio. A third award, the ORA President's Award, was awarded to Cathy Ridenbaugh in recognition of her long service and commitment to ORA. See "ORA Honors" herein.

#### Constitution & Bylaws Committee

John Tooson, as Constitution & Bylaws Committee Chair, reported the **ORA Bylaws** were updated in November of 2017 by the ORA Full Board in regards to defining a quorum at Full Board Meetings. This definition now allows for Board members, who cannot be in attendance, to provide another attending Board member with their proxy on matters regarding a vote. The last time the **Constitution** was updated was in October of 2015. For a copy, please contact the ORA Home Office at [ora@bex.net](mailto:ora@bex.net).

#### Governmental Affairs Committee

Over the past year, the Governmental Affairs Committee, has been concerned and advocated for a few issues. Members are alerted via the NRA Washington Wire and ORA's Ohio Wire. We may need to research on national level issues due to NRA's Board elimination of Patricia Leahy's Legislative Director position. It is anticipated that pending bills and issues will require educating and advocacy with elected officials.

#### Membership Committee

Vickie Leeming, ORA Home Secretary, presented this report on Ohio's membership statistics and issues. While Ohio has, until recent years, been noted as the largest NRA chapter, we no longer hold that title. In 1996 Ohio had 983 members, in 2006 our average was 480, in 2016 our average was 132. In 2017, as best can be determined, our average is now 91. We received only four membership rosters from NRA in 2017 to update our membership database and stats.

Ohio's membership is still largely made of Professional members. However, we have seen a decline in this category due to retirements, moves out of state, or even career changes. Other categories include Affiliates (relatively stable) and Students (this is up from last year and shows a good mix of WSU, Wilberforce, and OU students). We were finally able to remove from the NRA rosters the five lifetime members (many of whom are deceased or long retired). Ohio does have two organizational members, Franklin County Board of DD and Clearwater Council of Governments. Due to the NRCA and NRA merger, Ohio did receive an additional four members! We also have five individuals who are "donors" to our association.

Finally, of interest and support of the good job ORA is doing, the following statistic was noted. The Fall 2017 Seminar in Columbus was attended by 27 non-members and 26 members. We continue to appeal to non-member rehab professionals! Information on membership is provided.

# ORA'S FALL 2017 SEMINAR

## XENOS CAMPUS, COLUMBUS, OHIO



On Friday, **September 15, 2017** ORA hosted a Fall One Day Training event at the Xenos Main Campus and Cafe in Columbus, Ohio.

Approximately **60** rehabilitation practitioners gathered to hear six speakers present on a variety of topics of interest to the rehabilitation community and allied professions AND to earn **6 hours of CEUs** of which **3 hours were in ethics!** We received approval for CRC, CDMS, LSW, LPC, and DD (Adult Services).

We started out day out with an ethics session presented by long-time ORA member, Debi Kuhn. Debi presented: **"Ethical Dilemmas: Jumping in the Deep End!"** This session discussed how ethical dilemmas are a daily occurrence in the life of rehabilitation professionals as they provide services to their consumer base and work with other professionals in the field. The real dilemma comes from maintaining both the logic associated with the "rules" and the "heart" when working with our consumer base. In this session, we explored the different aspects of ethics for counseling and rehabilitation programs, including the ethical codes for CRCC, CDMS, and other accrediting bodies. Knowing the rules is not enough. Being confident in your ability to connect correct decisions with those rules makes "jumping in the deep end" much easier.

Then we shook things up by offering two sessions at the same time to provide our audience with a unique choice. Dr. Bruce Growick presented on **"The Role and Functions of Vocational Experts"** The purpose of this presentation was to provide an overview of the role and functions of a Vocational Expert in litigation, including disability determination and wage earning capacity. Our second choice was a presentation by another long-time ORA member, Deanna Arbuckle, who provided a unique approach to **"Using a Process Improvement Model to Increase Efficiency and Effectiveness."** Her presentation addressed these questions: "Have you ever looked at your day-to-day process and felt overburdened or experience unevenness in workload? Do you feel you are doing the same things repeatedly just to get one project or file completed?" Her office used the Lean Process Improvement Model to systematically identify problem areas in their operations. The audience learned how they might use this process to effectively meet student and faculty needs without overburdening staff with wasteful and inefficient processes.

Lunchtime provided our attendees with an opportunity to relax, enjoy a good meal, network, and hear about our award recipients, Lisa Nichols (Doris Brennan Award of Excellence) and Skidz Reimagined (Organizational Award). See our pages herein "ORA Honors. . . ." to learn more.

We had two Student Ambassadors this year. **Karen Heydinger from Wright State University** and **Aundrea Cormier from Kent State University.**

Here's is Aundrea's perspective of this day:

"I was honored to serve as a Student Ambassador at the ORA Fall 2017 Training Seminar in Columbus, Ohio, on September 15. It was a pleasure to meet and learn from so many experienced rehabilitation professionals from around the state.

I was impressed by the quality and relevance of the material presented by the faculty of the seminar. In fact, information regarding the Ethical Decision Making model was discussed in one of my classes this week, so thank you to Ms. Kuhn! I also found the information presented by Mr. Swain regarding SSDI and SSI to be of particular interest as I begin to work with individuals who will need assistance in navigating the world of Social Security.

CONTINUED ON THE NEXT PAGE

# ORA'S FALL 2017 SEMINAR

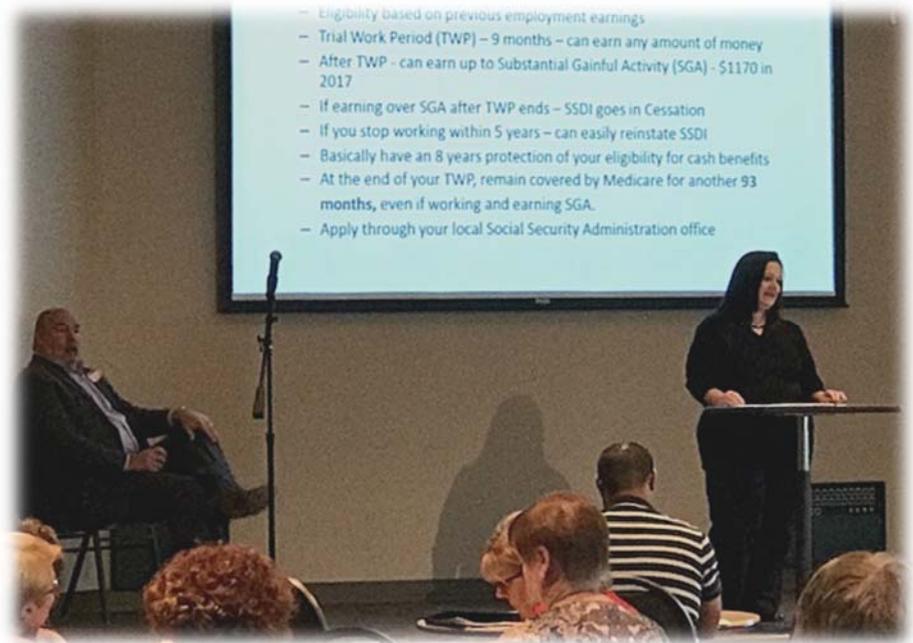
Aundrea's perspective. . . (cont.)

"I especially enjoyed sharing student ambassador duties with Karen Heydinger from Wright State University. I look forward to keeping in touch with her as we both continue our studies and pursue professional positions in the field of rehabilitation counseling.

I was extremely touched by the stories and service to others of the award recipients, including Skidz Reimagined. It was powerfully motivating to hear the gentlemen who represented the organization, describe how important the ability to perform meaningful work is in the lives of the individuals they serve.

I would like to thank the Board of Directors and the seminar attendees for their hospitality during the day. I was made to feel welcome and included. Everyone was so friendly and as a student who doesn't know many professionals in the field yet, that was greatly appreciated! I would also like to thank the membership of ORA for contributing to the fund which provided the opportunity to attend the seminar at no cost to myself. I hope other students will continue to apply for the opportunity to serve as an ambassador because it is a wonderful opportunity to learn from and network with professionals in our field."

In the afternoon we once again were fortunate to have Ron Swain (pictured here sitting on the left) along with Suzanne Nelson (shown here presenting) from the Social Security Administration speak together on: **"Work Benefits You: Explanation of Work Incentives and Benefit Options"** As you might expect, this presentation illustrated the various Social Security Administration, Job and Family Services and HUD work incentives available to SSDI beneficiaries and SSI recipients. These work incentives were discussed in detail with an emphasis on the financial benefit of working including asset development and continuing Medicare and Medicaid Coverage.



We wrapped up the day with our own ORA 2017 President, Carl Sabo, who presented on **"Ethical Wellness for Counseling Professionals: The Mindfulness Approach"**. Carl's presentation discussed how modern life is full of potential stressors and how working as a counseling professional has unique stressors associated with the work. If the stress isn't dealt with in a helpful fashion, it might impair a counselors functioning

to the point of being an ethical concern. This presentation also outlined the applicable codes of ethics that counselors must be aware of when addressing their wellness needs. The presentation addressed how mindfulness practices may benefit counselor with their overall wellness needs and how to incorporate those practices into their lives.

**MORNING  
BREAK  
SPONSORED  
BY  
CORA AND  
JPD**



Ron Swain, President of the Central Ohio ORA Chapter and Cathy Ridenbaugh, President of the Job Placement Division, and their Boards, wished attendees a great day of learning and networking.

## **AFTER-THE-SEMINAR EVENT "TURN THE RUSH HOUR INTO HAPPY HOUR"**

Immediately afterwards we offered a further opportunity to network at the El Ranchero Alegre restaurant near Xenos. **Doug Bailey** served as our host and those who attended this event enjoyed this respite and time to network before heading home.



# ORA'S FALL 2017 SEMINAR

*\$200 Raised for ORA's Scholarship Fund AND Success Fund!  
Thank you to all who participated!*



## UNIQUE RAFFLE HELD



*A proud dad who let us know his six year-old son loves the movie "Cars" so this new wooden car will be put to the test*

Thanks to **Tom Kinser** (shown here with microphone announcing the winner) who made all the arrangements with Skidz Reimagined and acted as MC over the raffle. All the items were made by employees of RCC/Skidz Reimagined. This raffle was held in the same manner as our basket raffles in the past. Tickets were purchased and the corresponding half placed in the bucket in front of the item. **Tony Rakestraw** (shown above with Tom) picked out the winning ticket and the winner was announced.



*Above: **Mario Davenport**, from Ohio BWC, finding the surprise inside the hidden compartment in the flag with Tom Kinser.*

*Right: Mario with the Ohio flag plaque.*

*Pictured here on the left is Tony Rakestraw with **Tanya R. Chiles**, from Franklin County Board of DD, receiving two wooden plaques that say: "Do What You Love" (top) and "Inspire" (bottom) and Tom Kinser*



***Doug Bailey**, from Ohio Mental Health & Addiction Services, shown here with his flag plaques "Land of the Free" and "Home of the Brave" and Tom Kinser*

# ORA'S FALL 2017 SEMINAR



Shown here is Tony Rakestraw next to Fran Stuckey, from Matrix, receiving her snowman, and Tom Kinser!



**To the following individuals  
who made this Seminar such  
a success!**

Tanya Chiles & Laura Sears, Conference Planning Chairs

Doug Bailey, Treasurer

Program Committee: Deanna Arbuckle, Patricia Batdorf, Jacki Stanton, Ron Swain, John Tooson

Jay Leeming as Certification Chair

Registration: Carrie Moreland Hyder, Tanya Chiles, and Vickie Leeming

Carrie Moreland Hyder, Photographer

Mykal Leslie, Student Ambassador Committee Chair

## SEMINAR EVALUATIONS

Our Seminar Evaluations reflected some of the following information. We received 45 evaluations out of approximately 60 who attended. Miscellaneous items to note are as follows:

- Friday (51%) was the best day of the week to attend.
- 60% preferred the 1.5 hour presentation length.
- We also noted FREE Wi-Fi and information provided on the ORA website are averaging around the 3 to 3.5 rating score—so again a growth in this request.
- Tables: we did receive poor reviews on the size of the tables — basically too small! If we use Xenos again in the future, we will ensure the larger table is setup.
- Also received requests for handouts and we will look into a way to provide these in the future.
- We will also look for presentations which meet CCM requirements.

### Rating. . . .

	Excellent	Good
Email Announcements	64%	33%
Variety of Session Topics	47%	49%
Certification/CEU Process	76%	22%
Overall Meeting Space	56%	38%
Acoustics/Audio-Visual/Lighting	78%	22%
Conference Registration and Payment Processes	76%	20%
Food (amount and variety)	58%	36%
Conference Program Materials	60%	38%

### Reasons to Attend Training Events

Who the speakers are	31%
Session Topics Offered	60%
Types of Certifications	51%
Number of CEUs offered	84%
Networking Opportunities	64%
Learning about other organizations	22%
Marketing Opportunities	11%

### Determination of Whether to Attend or Not. . . .

The above reasons	76%
Date and/or time schedule	56%
If CEUs approved ahead of time	40%
Location	51%
Member/Donor/Retiree rates offered	11%
Overall pricing of event	29%
If employer pays	20%
Hotel and parking costs	11%

*"Appreciative of the ORA and local chapters organizing this event - great topics - I like the session lengths, not as hectic."*

*"Glad you offered this training. Thanks so much."*

## ORA CONFERENCE CERTIFICATES (CEU) NOTICE

As an ORA conference attendee, you can request a FREE duplicate Certificate(s) of Attendance for nine (9) months after the date of the certificate's issuance. Certificates for this Seminar were issued on September 22, 2017, thus the deadline for a FREE duplicate June 25, 2018. AFTER that, there is a \$30.00 charge per conference year requested. ORA does maintains a five year retention of all Certificates issued. To request a copy, contact the ORA Home Office at [ora@bex.net](mailto:ora@bex.net).

# ORA HONORS...

The Ohio Rehabilitation Association continues its tradition of honoring and recognizing the very best in our field. The **2017 ORA Awards Committee**, comprised of **Libby Land** and **Judy Roth**, devoted considerable time and energy in reviewing the nominations and awarding this year's recipients. Thank you to all who submitted a nomination. These awards were presented at the ORA Fall 2017 Seminar in Columbus on September 13, 2017.

## ***THE DORIS BRENNAN AWARD OF EXCELLENCE***

Named in memory of rehabilitation pioneer and advocate, Doris Brennan, ORA was honored to present **Lisa Nichols**, with the 2017 ORA Doris Brennan Award of Excellence. This award was established by ORA to recognize a person with a disability that has shown extraordinary drive, determination and resourcefulness in overcoming barriers to his/her independence. Ms. Nichols was nominated by Kelly Smith-Trondle and her colleague, Kelly Palmer, from Greater Cincinnati Behavioral Health Services. Below is Ms. Nichols' story as written by Kelly Palmer.

"When I read The Doris Brennan Award of Excellence requirements, Lisa Nichols automatically came to mind. Lisa has been an inspiration to me and to so many others! Lisa meets the definition for resiliency and strength. She has had personal experiences that allow her to feel deep empathy. She also has the courage to share her story to help others.

In 1992, Lisa fled from California with her daughter and the clothes on her back after suffering through domestic violence for several years. Lisa doesn't talk about how hard this was or how devastating the abuse felt. Instead, Lisa tells about how she was determined to protect her daughter and empowered to start over. When Lisa came to Ohio, she was lost and struggled to rebuild her life. Lisa suffered from Post-Traumatic Stress Disorder as a result of the trauma she had endured. She also felt depressed. Lisa wasn't sure what to do, but knew that she didn't want to spend the rest of her life in and out of hospitals. Lisa is a survivor and searched for services to help her overcome the severity of her symptoms.

In 2000, Lisa joined Greater Cincinnati Behavioral Health Services. She began participating in groups and developing relationships with others in the day program. Lisa was working through her problems and developing goals again. She was referred to the Employment Services program and began working with a job coach. It didn't take long for her job coach to notice Lisa's positive attitude and desire to help others. Through everything Lisa had experienced, she never lost hope in the ability for her story to make a difference in someone else's life. Lisa landed a job at the same program that helped her.

Lisa became a Peer Support worker in the day program at Greater Cincinnati Behavioral Health Services in 2004. Initially Lisa worked part-time providing support to individuals as they needed it. Over time Lisa took on more responsibilities and became a full-time employee. The Wellness Center is a day program that is part of Greater Cincinnati Behavioral Health Services. The Wellness Center services adults with severe and persistent mental illnesses. It provides structured activities both in the Center and in the community. Lisa assisted with involving the Wellness Center in Adopt-a-Spot. This allows the members of the Wellness Center to help clean up the block around GCB. Lisa also facilitates Peer Support group, Current Events, Women's Health, Cooking classes, Positive thinking among others. Lisa attended the Peer Support Certification Training to enhance her skills. She also mentored others to become a Peer Supporters.

In 2009, Lisa joined the Board of Trustees for the Peasley Neighborhood Center. She served as Resource manager. Everyone always knew that if they needed help they could go to Lisa. She found resources to help many people. Lisa is dedicated to having a voice in the community and teaching others how to reach out and develop their voice. She didn't want kids to go without or fall through the cracks. Lisa also has been volunteering with the

Hamilton County Voting Polls since 1997. Before each election Lisa helps Wellness Center members to get registered to vote and assists them with accessing and completing absentee ballots. Also, Lisa attends community meetings in the Avondale and Downtown Cincinnati regions and brings information back to the members of the Wellness Center.

Most recently, Lisa became a self-advocate for Project CARE, a program developed through the YWCA and Women Helping Women to prevent the cycle of violence. Lisa facilitates 10-week classes in the Wellness Center. She also is on the Purple Light Committee to plan an upcoming walk for survivors of violence. Lisa is always eager to get involved in anything that will help others. She is a hard worker and a great friend to everyone who knows her. I'm proud of all of the work Lisa does and to have Lisa as a facilitator for the Wellness Center. Though Lisa never expects recognition, she deserves it!"

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## ***ORGANIZATIONAL AWARD RECIPIENT***

The ORA Organizational Award goes to an organization with an outstanding record of service to persons with disabilities and has demonstrated effective concern for the care, treatment, education or rehabilitation of persons with disabilities. This year, we were pleased to receive Tom Kinser's nomination of the **Residential Community Care's (RCC) Vocational Habilitation Program / Skidz Reimagined** in Lebanon, Ohio. Here is Skidz Reimagined's Story.

"Residential Community Care's (RCC) Vocational Habilitation Program / Skidz Reimagined. The webpage's mission statement is: Enhancing Abilities. Changing Lives. ([skidzreimagined.com](http://skidzreimagined.com))

At Residential Community Care, it is our mission to provide the means to an independent life for individuals with developmental disabilities. We strive to teach the

# ORA HONORS...

necessary skills for these disabled individuals to become as independent as possible with staff that shows true compassion and dedication in their well-being. We ensure a safe and enjoyable learning environment, whether it be in a home environment or at our vocational setting.

Skidz Reimagined is a vocational habilitation program centered around woodworking. Skidz offers individuals with developmental disabilities a robust learning experience that is centered around building independence and success in work environments. Skidz Reimagined instructs the proper work skills necessary for employment and social skills necessary for working with co-workers, supervisors, and those beyond the work environment.

RCC president and founder, Tony Mitchell, started Skidz in a woodworking shed for Residential Community Care's day program in 2015. Skidz Reimagined has since grown to a dynamic vocational program for adults with developmental disabilities. Skidz is a structured vocational program allowing workers to be paid minimum wage, be safe, be treated with care and respect, and be proud of their work. At Skidz individuals learn in an environment that empowers them with independence and care.

Skidz Reimagined's woodworking vocational program emphasizes communicative and social skill building in the work environment. Skidz workers develop a work ethic and ensure understanding of critical safety precautions. Some of the jobs done include:

- Wood preparation
- Sorting and organization
- Sanitation and clean up
- Furniture and craft building with wood

We ensure every individual is safe and they are provided transportation to work as well. Our wood-crafting materials are donated to us by kind businesses and our workers learn how to turn them into beautiful pieces of furniture, crafts, wall paneling, and more. Currently, Skidz provides over 35 individuals an incredible work experience.

RCC/Skidz is dedicated to serve individuals with developmental disabilities. We promise to take care of our people as we would like to be treated and served. Our individuals have an extraordinary number of gifts, and we strive to help each of them reach their fullest potential at home, socially, and at work. All of us want to be accepted in some way, and our staff promise to treat people like people.

The work day begins with donated wood and other material taken to the rear of the building where it is dismantled and brought into the warehouse for nails and debris to be removed. From there the wood is sorted by length and placed in vertical shelving. Material that is needed for a specific project is then brought to sanding stations, utilizing both power and hand sanding. The sanded wood is then placed, by length, into the vertical shelving in the main warehouse



*Receiving their award (left to right) Tony Mitchell, President of RCC/Skidz Reimagined; Tom Kinser, ORA Past President; and Robb Barton, Skidz Reimagined Program Director*

where the builders create a myriad of consumer products from condiment holders shaped like a picnic table to Adirondack chairs to lawn art in the structure of 8-foot Light House and 7-foot Windmill. All this work is completed by the workers and overseen by several Direct Care Staff.

The Residential Community Care Facebook page showcases many of the projects the organization has completed. If you are in the Lebanon area visit the developing show room and admire the products for sale. Part of the job training includes having the workers wait on customers along with talking about their handiwork."

*By Tom Kinser, Nominator and ORA Past President*

## **SKIDZ REIMAGINED PRODUCTS RAFFLE AT THE ORA 2017 FALL SEMINAR**

At the ORA Fall 2017 Seminar items from Skidz Reimagined were raffled off! All the items were made by employees of RCC/Skidz Reimagined. The finished products all began as wooden pallets. The process of unloading, taking apart, classifying, storing, cutting, sanding, painting, finishing and selling are all completed by the DD employees who are paid minimum wage and overseen by five supervisors. To view the program go to <http://skidzreimagined.com/>, <http://rcclabanon.com/> or <https://www.facebook.com/Residential-Community-Care>

Tom Kinser made the arrangements for this raffle and oversaw the raffle that day. Tony Rakestraw assisted by calling out the winning ticket's number!

**\$200 was raised!** The money raised was split between our Scholarship Fund and our Success Fund! Thanks to all who participated!

# ORA HONORS...

## **CATHY RIDENBAUGH RECIPIENT OF 2017 ORA PRESIDENT'S AWARD**

*“With appreciation for your dedication,  
advocacy, leadership and support on behalf of  
persons with disabilities ~ September 2017”*

The ORA Board voted to recognize **Cathy Ridenbaugh** for her long service to ORA, CORA and especially JPD with a unique and special recognition with the **ORA President's Award**.

Cathy has served as an officer, JPD President, and Board member for all of these organizations. Cathy has been a NRA member since 1975 and although she retired in 2009 from ORSC, she continued to be actively involved until this year!



On November 2, 2017, Ron Swain and Doug Bailey (holding Cathy's Award) were able to officially present this special award to her. Cathy was honored and we assured her this award was well deserved. We thank her for her many years of service and wish her the very best.

## **ORA AWARD CATEGORIES**

### **THE EMPLOYER OF THE YEAR AWARDS (LARGE AND SMALL EMPLOYERS)**

Presented to one large employer (200 or more employees) and one small employer (fewer than 200 employees). The purpose is to recognize employers who have intensively hired and successfully incorporated employees with disabilities into the workforce. Any employers, public or private, are eligible for these awards.

### **THE ORGANIZATIONAL AWARD**

Presented to an organization with an outstanding record of service to persons with disabilities. The organization may be one whose principle objectives are in the rehabilitation field or one that, regardless of its major objectives, has demonstrated effective concern for the care, treatment, education or rehabilitation of persons with disabilities.

### **THE BELL GREVE AWARD**

Established by ORA to honor Bell Greve, a woman educated as a lawyer, who had a great emotional investment in persons with disabilities. She pioneered in rehabilitation through mobilizing local resources to establish the Cleveland Rehabilitation Center. This award may be presented to a person who has shown unusual initiative or creativity in the development and/or administration of a service program of demonstrated value for persons with disabilities. The program concerned must have contributed to an increased public awareness regarding persons with disabilities.

### **THE DORIS BRENNAN AWARD OF EXCELLENCE**

Established by ORA to recognize a person with a disability that has shown extraordinary drive, determination and resourcefulness in overcoming barriers to his/her independence. In 2001, ORA designated this award in memory of Doris Brennan, whose contribution to the field of rehabilitation, specifically to disability rights and independent living, exemplify the spirit of this award. Eligibility is based on innovation and initiative in working toward independent community integration.

### **THE EXCELLENCE IN MEDIA AWARD**

Recognizes an outstanding, accurate and balanced approach in presenting to the public the abilities of, the problems encountered by, or the needs and concerns of persons with disabilities. Those eligible include: newspapers; radio; print; theater productions and other media material.

### **THE GOVERNMENTAL AFFAIRS AND PUBLIC SERVICE AWARD**

The NRA Governmental Affairs Award was established in 1981. The ORA Governmental Affairs and Public Service Award is like NRA's in that it is to be presented to a public official who has demonstrated leadership in improving rehabilitation services for people with disabilities through legislative action.

***Want to nominate someone? Contact Libby Land or Judy Roth at [awards@ohiorehab.org](mailto:awards@ohiorehab.org).***

## **ATTENTION ORA MEMBERS AND DONORS — WHO WILL YOU NOMINATE IN 2018?**

*As you have seen on these pages, ORA was pleased and honored to have three award recipients in 2017. ORA wishes to continue its tradition of recognizing and honoring the very best in our field. Please review the award categories in the adjacent column to determine which one best fits the individual(s) or organization(s) whom you feel are deserving.*

*For a complete informational page and the 2018 Nomination Form contact the ORA Home Office at [ora@bex.net](mailto:ora@bex.net) (or call 419-841-8889).*

*We look forward to your nominations in 2018! The Awards Ceremony will be tentatively scheduled to be held at the ORA Two-Day Fall Conference in Columbus. Again, look for more information on our website and in your Inbox.*

# 2017 NRA ANNUAL TRAINING CONFERENCE



BRIDGE TO EXCELLENCE

***NRA Annual Training Conference ~ October 27-29, 2017  
Omni Corpus Christi, Corpus Christi, TX***

***A Perspective from  
Deanna Arbuckle, M.Ed., CRC, ABD and ORA Board Member***

The 2017 NRA Conference, "Bridge to Excellence," was in Corpus Christi, Texas in conjunction with the Texas Rehabilitation Association and the Southwest Region of NRA. As anticipated, this event was packed full of CEU opportunities with two pre-conference sessions (VEWAA and NRA JPD) and a variety of general sessions, concurrent sessions and poster sessions. In addition, there were multiple advertisers, sponsors and exhibitors with whom attendees could network throughout the event.

Finally, NRA recognized individuals and organizations through their awards event. This year's awards event recognized the following Award winners:

- ◆ Dr. Ellen Fabren, Editor's Research Choice Award
- ◆ Pizza Ranch of Iowa, Small Business Employer of the Year Award
- ◆ Enterprise Holdings of Minnesota, Large Business Employer of the Year Award
- ◆ CASS Incorporated of Iowa, Organizational Award
- ◆ NRA of Minnesota, Chapter of the Year Award (see below for program note)
- ◆ Rick Sizemore, Belle Greve Memorial Award
- ◆ Marilyn Padget, Max T. Prince Meritorious Service Award
- ◆ Ellen Sokolowski, Yvonne Johnson National Leadership Award



*\*The Minnesota Rehabilitation Association (MRA) has been a leader among state chapters within NRA for a number of years. At home, they traditionally hold two annual training conferences every year to accommodate members across the large state. Members are active advocates communicating with State and Federal legislators on pertinent issues. Their membership has remained stable and they continue to always seek new ways of increasing membership to also include students. They always have a presence at National conferences, and have, among their members, 2 individuals who have served both as President of NRA-JPD, but NRA as well....Sara Sundeen and current President Doris Illies.*

Another goal of attending the NRA Conference was to participate in the Delegate Assembly. During the Delegate Assembly, new Board Members were announced including Dr. Mary-Ann Joseph of Alabama as the 2018 NRA President-Elect and Nicole Walker of Louisiana as the new 2018 Board Member.

NRA also announced that Patricia Leahy will no longer be serving as the NRA Governmental Affairs Director due to budgetary issues. Dr. Fredric Schroeder, NRA Executive Director, will take a primary role in Government Affairs and the NRA Board will be looking to members for additional assistance in this area, especially with respect to the NRA Government Affairs Summit format.

Finally, in the Delegate Assembly, NRA announced the plan for a new membership category for retired members. This new membership rate requires a change in the NRA Constitution which can only occur with a vote from the Delegate Assembly members.\* Information will be shared with all members and a call for a vote from delegates will be addressed after the first of the year. Once the NRA Constitution is updated, the NRA Board will update the NRA Bylaws reflecting the new membership category with a rate of \$75 per year.

The 2018 NRA Annual Training Conference is slated for fall of 2018 in Oklahoma City, Oklahoma.

***\*Deanna Arbuckle will serve as our Delegate Assembly Representative, with the support of the ORA Board, until October 2018.***

***ORA supports the vote to approve the new Retiree membership category.***

# ORA IN 2018 ~ ORA BOARD



## A MESSAGE FROM YOUR 2018 ORA PRESIDENT AMY TAYLOR

Greetings and Happy New Year!

As 2018 begins we are excited to start planning for a two-day conference and are determined to expand and offer opportunities for continuing education and professional development. It is my hope and vision to continue to offer additional web-based training and CEU opportunities to fit into the busy schedule of professionals we serve.

We will continue to advocate for professionals at both a national and state level and encourage you to reach out regarding issues which you feel need our attention.

Many local chapters have gone inactive in the past and we encourage new and seasoned professionals interested in becoming involved in the local regions to connect with us and learn about opportunities for reinstatement and/or networking. We plan to expand our collaborative efforts to area schools with graduate programs in related fields to encourage student engagement and demonstrate the importance of professional development and networking. We hope to instill in the next generation that networking and professional development is an integral part of keeping up with the ever-changing profession.

Please feel free to reach out if you have any questions, concerns, or would like to see how you can become more involved with local chapters and ORA! Businesses and schools who are interested in having us come talk to students or staff about opportunities can reach out and schedule with us as well!

We encourage you to be innovative, creative, and bring exuberance back into Vocational Rehabilitation services.

Thank you!

Amy Taylor

[president@ohiorehab.org](mailto:president@ohiorehab.org)

[www.ohiorehab.org](http://www.ohiorehab.org)

 FACEBOOK

[www.facebook.com/groups/151567288323540/](https://www.facebook.com/groups/151567288323540/)

LINKEDIN

[www.linkedin.com/groups/7473339/profile](https://www.linkedin.com/groups/7473339/profile)



## OFFICERS

### PRESIDENT\*

Amy Taylor ..... [president@ohiorehab.org](mailto:president@ohiorehab.org)

### IMMEDIATE PAST PRESIDENT\*

Carl Sabo.....[carl.sabo@wright.edu](mailto:carl.sabo@wright.edu)  
[NOMINATING COMMITTEE CHAIR]

### SECRETARY\*

Laura Sears.....[lsears@matrixvoc.com](mailto:lsears@matrixvoc.com)  
[CONFERENCE PLANNING COMMITTEE]

### TREASURER\*

Doug Bailey ..... [dbailey77@aol.com](mailto:dbailey77@aol.com)

## BOARD MEMBERS-AT-LARGE

Judy Roth (2018)..... [jlr1102@gmail.com](mailto:jlr1102@gmail.com)  
[AWARDS COMMITTEE CO-CHAIR]

John Tooson (2018)..... [jtooson2@wilberforce.edu](mailto:jtooson2@wilberforce.edu)  
[CONSTITUTION & BYLAWS COMMITTEE CHAIR]

Tanya Chiles (2019)\*..... [tanya.chiles@fcbdd.org](mailto:tanya.chiles@fcbdd.org)  
[CONFERENCE PLANNING COMMITTEE CHAIR]

Libby Land (2019) ..... [eland@matrixvoc.com](mailto:eland@matrixvoc.com)  
[AWARDS COMMITTEE & WAYS & MEANS COMMITTEE CHAIR]

Mykal Leslie (2020)\* ..... [mleslie8@kent.edu](mailto:mleslie8@kent.edu)  
[SCHOLARSHIP/STUDENT AMBASSADOR COMMITTEE CHAIR]

Jacqueline Stanton (2020)\*.... [jstanton@metrohealth.org](mailto:jstanton@metrohealth.org)  
[GOVERNMENTAL AFFAIRS COMMITTEE]

### DELEGATE ASSEMBLY REPRESENTATIVE

Deanna Arbuckle ..... [darbuckle1@udayton.edu](mailto:darbuckle1@udayton.edu)

## CHAPTER & DIVISION PRESIDENTS

### CORA (CENTRAL OHIO)

Ron Swain ..... [swaint@ yahoo.com](mailto:swaint@ yahoo.com)

### DACORA (DAYTON AREA)

Position Open

### NEORA (CLEVELAND AREA)

Amy Taylor ..... [neora@ohiorehab.org](mailto:neora@ohiorehab.org)

### JTA (JOB TRAINERS ASSOCIATION)

Lori McCarthy..... [lmccarthy@medinaesc.org](mailto:lmccarthy@medinaesc.org)

\*Served also as an **Executive Committee** Member

## ADDITIONAL COMMITTEE CHAIRS

### CERTIFICATION

Jay Leeming ..... [jleeming@accesstoledo.com](mailto:jleeming@accesstoledo.com)

### GOVERNMENTAL AFFAIRS

Carrie Moreland Hyder ..... [cmorel9293@aol.com](mailto:cmorel9293@aol.com)

### SOCIAL MEDIA! PUBLIC RELATIONS!

Michael Ricke..... [ricke.7@osu.edu](mailto:ricke.7@osu.edu)

### SUCCESS FUND

Tom Kinser ..... [tomk@3hab.com](mailto:tomk@3hab.com)

# NEWLY ELECTED MEMBERS TO THE ORA BOARD



**MEET**  
**JACQUELINE STANTON,**  
**PH.D., CRC, LPCC-S**



**MEET**  
**MYKAL LESLIE,**  
**M.ED., LPC, CRC, ABD**

I have had the great pleasure of working as a Vocational Rehabilitation Counselor for almost 28 years now with the MetroHealth System in Cleveland, Ohio. Our department, Vocational Services, is a sub-division of Physical Medicine and Rehabilitation. We serve persons of working age with various employment goals and health conditions.

I attended Ohio University for undergraduate studies and stayed at Ohio University for a Masters of Education in Rehabilitation Counseling (August 1990). I then attended Kent State University and obtained Ph.D. in December 2006. I have been so honored to occasionally teach part-time in the Rehabilitation Counselor Education program at Kent State University.

I enjoy staying up-to-date on governmental affairs pertinent to the field of rehabilitation. We also want to note that Jacki has served as an ORA Board Member-at-Large this past year [2017] fulfilling the remainder of Andrew Byrne's term when he resigned as a Board Member-at-Large to move to California. We are pleased that Jacki has volunteered to run for another full term in this position.

Mykal Leslie is a Professor of the Rehabilitation Counseling Program at Kent State University in Ohio. A nationally Certified Rehabilitation Counselor and Licensed Professional Counselor in Ohio, Mykal received his bachelor's degree in psychology from Marietta College and his master's degree in Clinical and Rehabilitation Counseling from Ohio University. He is pursuing his Ph.D. at Kent State University in Counselor Education and Supervision.

He has served as a counselor in both clinical and vocational rehabilitation settings where he provided services to adults and adolescents in inpatient, outpatient, and community settings including providing individual counseling for individuals diagnosed with a variety of substance use and psychiatric disorders. Mykal has also worked as a Vocational Rehabilitation Counselor with Ohio Bureau of Vocational Rehabilitation and the West Virginia Division of Rehabilitation Services, where he counseled and provided vocational services for adults with a wide range of neurological, physical, sensory, and psychiatric disabilities. He was previously a research assistant for the Center for Disability Studies at Kent State University where he has authored and co-authored research publications and textbook chapters spanning the topics of emerging disabilities, workplace accommodations, and employment concerns of people with neurological disorders, specifically Multiple Sclerosis and Traumatic Brain Injury.

Mykal has worked as a course instructor for the Kent State University Rehabilitation Counseling program teaching courses in psychosocial aspects of disability, as well as measurement and appraisal in rehabilitation. He also teaches principles and methods of community inclusion in the Kent State University undergraduate program in Disability Studies and Community Inclusion. Mykal is currently the Scholarship Committee Chair for the Ohio Rehabilitation Association and has previously served on the board for the Eastern Ohio Rehabilitation Association (EORA).

His research interests include neurological disabilities, substance use addictions, transitions issues of students with mental and physical disabilities, psychosocial adjustment to disability, and workplace discrimination experiences of Americans with disabilities. Mykal has presented research findings locally, regionally, and on a national level. He has authored and co-authored six journal articles in nationally peer-reviewed journals and co-authored four textbook chapters in research and rehabilitation counseling.

## **LOOKING FOR OUR 2018 PRESIDENT-ELECT... HOW ABOUT YOU?**

The ORA Board is looking for someone to serve in the position of 2018 President-Elect (2019 President). We have listed below a brief outline of the duties of this position. We hope to secure a candidate early in 2018. Please send your nomination to Carl Sabo at [carl.sabo@wright.edu](mailto:carl.sabo@wright.edu) or the Office at [ora@bex.net](mailto:ora@bex.net).

- 1) Perform the duties of the President in the event of the resignation, incapacity, absence, or death of the President.
- 2) Serve as a member of the ORA Board and the Executive Committee.
- 3) Become informed of the current affairs and activities of the Association and become involved in these activities as requested by the Board.
- 4) Perform various functions as requested by the President.
- 5) Serve as chair of the Program Committee and coordinate program planning for the ORA annual training conference.
- 6) If possible, attend the NRA Government Affairs Disability Employment Summit and the ORA and NRA Annual Training Conferences. This person serves as Past-President following term as President, for a total term of office of three (3) years.



**CORA'S  
2017-2018  
PRESIDENT  
RON SWAIN**

## **A LOOK AHEAD AT 2018**

For 2018 the CORA Board will continue meeting with **Ron Swain** as President, **Doug Bailey** as Secretary/Treasurer, **Cathy Ridenbaugh** and **Tanya R. Chiles** as Board members. **John Medert** often attends and contributes to CORA functions. CORA looks forward to another year of supporting ORA and its mission.

If you have any questions, ideas, suggestions, or would like more information on the CORA Chapter, please contact me at: [swainrt@yahoo.com](mailto:swainrt@yahoo.com).

*Ron Swain, 2017-2018 CORA President*

## **A LOOK BACK AT 2017**

The Central Ohio Rehabilitation Association's Board continues to meet on a quarterly basis. In 2017 we were able to provide some assistance for the Ohio Rehabilitation Association's one-day conference at Xenos.

We also experienced a change of leadership when Patricia Batdorf needed to step down and I was able to assume the duties of President mid-year.

# JOB PLACEMENT DIVISION

# JPD



*December 20, 2017*

## **THANK YOU FOR YOUR SERVICE**

### **JPD BOARD**

President, **Cathy Ridenbaugh**  
[mytencats@gmail.com](mailto:mytencats@gmail.com)



Past President, **Chuck Geiger**  
[chuck.geiger@cincyblind.org](mailto:chuck.geiger@cincyblind.org)

Treasurer, **Doug Bailey**  
[dbailey77@aol.com](mailto:dbailey77@aol.com)

Secretary, **Jennifer Bechtel**  
[jennifer.bechtelt@ftsjobs4u.com](mailto:jennifer.bechtelt@ftsjobs4u.com)

*Dear Job Placement Division (JPD) Members,*

*I am writing to inform you that the Ohio JPD Board has made the decision to go inactive. As you know, JPD has a long history as a vibrant group of rehab professionals in Ohio.*

*Unfortunately, we have had great difficulty the past few years filling leadership positions on the Board and no longer have enough interested individuals to sustain the organization. The Board currently has vacancies for President, President Elect, Secretary and three Board positions for 2018.*

*If you are interested in keeping the division active by holding a Board position please notify the ORA Home Secretary, Vickie Leeming at [ora@bex.net](mailto:ora@bex.net). Also note, the remainder of the JPD Treasury will be on deposit with ORA for a year should a group of members wish to revive the Division.*

*Sincerely,*

**Doug Bailey**  
JPD Treasurer



## **NEORA'S 2017-2018 PRESIDENT**

**AMY TAYLOR**

### **LOOKING BACK AT 2017**

NEORA has been in a flurry of business wrapping up the 2017 year and conference planning for 2018. The 2017 conference is in the books and considered a success with approximately 40 attendees and presenters joining together at the Doubletree Hotel in Independence, Ohio, to discuss Ethics, Benefits of Neuropsychological Evaluation in Informing the VR Process, and Removing Employment Barriers with Use from Rehab Technology. Overall the feedback received from the sessions was wonderful and everyone reported they had a great time.

### **LOOKING AHEAD TO 2018**

We are beginning to get a jump on 2018 with our annual planning retreat to be held on January 19, 2018 at Vocational Guidance Services, where we will review and discuss our **Fall 2018 One Day Conference**, tentatively scheduled for October 2018. For this conference we are looking for those interested in

presenting on issues, topics, changes, challenges, etc. in the rehab field. If you are interested or have any suggestions, please contact us at [neora@ohiorehab.org](mailto:neora@ohiorehab.org). Rest assured your NEORA Board will be diligently working to bring you a wonderful conference again in 2018.

**Call for NEORA Board Members** – in addition to preparing for the 2018 year we are currently accepting volunteers or nominations for Board members. We have added four new members in the last few years and would like to continue to increase opportunities to any professionals looking to expand their involvement and experience in conference planning by offering professional development to peers and professionals. If interested in becoming a Board member please contact Amy Taylor at [neora@ohiorehab.org](mailto:neora@ohiorehab.org).

## **THANK YOU FOR YOUR SERVICE!**

### **2017 NEORA BOARD**

President, Amy Taylor  
Treasurer, David Reichert  
Secretary/Conference Planner, Sam Carlson

#### Board Members-at-Large

Bruce Holderead  
Kate Reis  
David Shopp  
Jacki Stanton  
Joe Tabol



## **A MESSAGE FROM**

**JOHN TOOSON,  
ORA BOARD MEMBER AND DACORA MEMBER**

*Dear DACORA Members,*

*For the past several months, I have been working on getting a new DACORA Board assembled and in place for 2018. We need to elect a President, Treasurer, Secretary, and preferably four Board Members-at-Large. I believe I do have someone interested in serving as President. In addition, Tony Rakestraw is still acting as the current DACORA Treasurer. However, he is retiring, and fortunately, is willing to mentor someone in that role. I'm pleased that some of my students here at Wilberforce University are interested in serving on the Board. During this process we have encountered setbacks with confirming an individual's NRA membership (as required by the Constitution & Bylaws) which must be current.*

*If you are interested in serving on the DACORA Board or have any suggestions for the rehab professionals in the Dayton area, please contact me at: [jtooson2@wilberforce.edu](mailto:jtooson2@wilberforce.edu).*



## *A MESSAGE FROM*

*JTA'S PRESIDENT  
LORI MCCARTHY*



## *YES, JTA IS STILL ALIVE AND KICKING*

*Hello to all, yes JTA is still alive and kicking (although has been laying low lately). JTA plans to host a training conference mid-2018 in the Medina area. Stay tuned for developments. If there are any pressing job training topics that would be of particular interest, please do not hesitate to let me know. The agenda will be developed early in 2018.*

*Lori McCarthy*

[lmccarthy@medinaesc.org](mailto:lmccarthy@medinaesc.org) [NEW]

# GREAT LAKES REGION

# GLR

The NRA membership is divided into seven geographical regions: Pacific, Great Plains, Southwest, Great Lakes, Southeast, Mid-Atlantic, and Northeast.



The **Great Lakes Region** is comprised of **Ohio, Michigan, Wisconsin, and Illinois**. Indiana is technically included in this region but went inactive in 2015. As of 2017, the Illinois Chapter is struggling to remain active due to being divided into three areas: north, central and south and it is challenging to have a united chapter physically. The northern Illinois chapter, currently inactive, is attempting to revive, especially with Chicago within its boundaries.

Each state's President attends the GLR Board meetings and Ohio does contribute financially to this Regional Chapter each year in the form of "dues." In 2017, the GLR Board consisted of Harold Wasner (MI) as President and Tom Kinser (OH) as Secretary.

## *2017 GLR GRANTS*

The GLR offers development and innovation grants of up to \$1,000 to the states in the region which promote membership and/or the profession. The purpose is to assist the state(s) to grow and thrive, and/or to envision and develop more effective ways of being a rehabilitation association at the state or divisional level. Grant applications are offered twice a year (March and September).

In March the GLR awarded two grants of \$800 each to Michigan and Wisconsin. This information was published in the NRA "Contemporary Rehab."

Interesting to note was Wisconsin's use of the grant to contract with a marketing firm to put together a marketing plan to attract members.

In September, the GLR awarded a \$300 grant to Ohio to cover the expenses of the products purchased from Skidz Reimagined for the ORA 2017 Fall Seminar in Columbus. Please see the pages within on this Seminar to view some of the products raffled off at this event! We will let you know of any outcome these grants had on achieving their purpose as they become known.

## *2018*

Tom Kinser, GLR Secretary, reported at the ORA January 2018 Full Board Meeting, that they have a 2018 Board in place as follows: Harold Wasner (MI), President; Tom Kinser (OH) as Secretary; Janis Bensted (MI), GLR Representative to the NRA Board, and Colleen Etzbach (WI) as Treasurer. However, the GLR Board continues to face several challenges, not unlike other state boards, e.g., determining the role of the Board and the allocation of projects or funds for increasing membership.

As of January 2018, each of the current active state chapters are all struggling to survive with dwindling membership and problems obtaining individuals to serve in Board positions. For example, the Michigan chapter does have money and hosts a conference. The northern Illinois chapter is inactive and while the southern part continues to be active, they struggle in obtaining volunteers to serve on a Board. Without active state chapters, the GLR does not serve any purpose and thus may face its own demise.

# PROFESSIONAL CERTIFICATION

**"Surely everyone is aware of some seismic shifts impacting the rehabilitation counseling profession. From the Workforce Innovation and Opportunities Act (WIOA), to accreditation of master's degree programs in rehabilitation counseling by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), to the effects of the aging baby boomer generation, everyone in the profession is feeling the earth move underneath them to some degree."**

A statement from Steven L. West, Ph.D., CRC, President's Report for the CRC Connections FY' 2016-2017 Annual Report. To read more visit: [https://issuu.com/crccert/docs/crcc\\_annualreport\\_fy16-17-final?e=20576866/54555336](https://issuu.com/crccert/docs/crcc_annualreport_fy16-17-final?e=20576866/54555336).

## **THE CORE-CACREP MERGER**

**Effective July 1, 2017**

### **CACREP Takes Over/CORE No More**

To review, what was the merger? "The CACREP/CORE merger represents an affiliation between the two largest national organizations that offer accreditation and provide curricular guidelines for counseling degree programs — the Council for Accreditation of Counseling & Related Educational Programs (CACREP) and the Council on Rehabilitation Education (CORE). The two bodies now have a unified accreditation process for counselor education programs, with CACREP overseeing the mission of both organizations." (obtained from: <https://www.onlineeducation.com/counseling/faqs/cacrep-core-merger>)

In a search for current information on this merger, the Michigan Rehabilitation Association (MRA) website provided, under its Advocacy tab, a well-written article covering these five questions: **What are CORE and CACREP? What actually happened? What is going to change in the immediate future? What has already changed? How does this impact members of MRA?** The last question/answer section had a strong statement as to how this will impact the rehab profession. We have inserted just a few sentences from this article on the importance of this merger and to the future of rehab counseling:

". . . As such, members should be paying attention to any and all information coming out about the merger in the future so as to protect the field going forward. As currently certified rehabilitation counselors and/or licensed counselors or nationally certified counselors, changes in the education of preservice counselor's is largely important. . . Rehabilitation counselors are still the most prepared group of professionals trained in working with individuals with disabilities, and advocating and promoting the field should be the responsibility of all who are interested in its well-being." (<http://michiganrehabilitationassociation.org/advocacy/corecacrep-merger/>)

We encourage you to check out this article and to visit the CACREP website for more information: [www.cacrep.org](http://www.cacrep.org)



Commission on  
Rehabilitation Counselor  
Certification (CRCC®)

[WWW.CRCCERTIFICATION.COM](http://WWW.CRCCERTIFICATION.COM)

**THE NEW CODE OF ETHICS WENT INTO  
EFFECT JANUARY 1, 2017**

### **WHAT DISTINGUISHES A CRC PROFESSIONAL FROM OTHER COUNSELING PROFESSIONALS?**

The CRC designation represents an advanced level of specialized, graduate education and training. CRCs have a commitment to ethical practice. CRCs engage in lifelong learning. Rehabilitation counselors who have earned the CRC designation possess a marketable and valuable credential that distinguishes them from other counseling professionals.

### **CRCC e-UNIVERSITY**



Check out  
[www.crccertification.com/  
euniversity](http://www.crccertification.com/euniversity)

### **FILING CRCC CERTIFICATES OF ATTENDANCE:**

To have your clock hours added to your certification file, log on to your profile on the CRCC website. Under **Certificants** click on the link to 'add pre-approved continuing education program' then click 'Add CE Pre-Approved.' Please scan and upload the document (please note, ORA sends its Certificate of Attendance already in PDF format) or mail a copy to the address below. It is best to submit this documentation as activities are completed or at least on an annual basis!

## **EARN VALUABLE CRC CREDITS BY VOLUNTEERING WITH YOUR ORA STATE BOARD OR LOCAL CHAPTER**

[www.crccertification.com/filebin/pdf/CRCRenewalCriteria.pdf](http://www.crccertification.com/filebin/pdf/CRCRenewalCriteria.pdf)

**CRCC** recognizes the valuable contribution of those who put together our conferences, lobby our politicians, and work to keep our profession strong. Service to a professional rehabilitation counseling membership organization falls under **"PROFESSIONAL DEVELOPMENT."** A maximum of **50 hours** (one hour credit for each hour served) is allowed within your five year renewal cycle. Refer to the above link for the **Criteria for Certification Renewal and Continuing Education Document.**

### **CONTACT INFORMATION FOR CRC:**

Phone: (847) 944-1325; Fax: (847) 944-1346

Email: [info@crccertification.com](mailto:info@crccertification.com)

1699 E. Woodfield Rd., Ste. 300, Schaumburg, IL 60173

# PROFESSIONAL CERTIFICATION



## **AMERICAN BOARD OF VOCATIONAL EXPERTS (ABVE)**

[WWW.ABVE.NET](http://WWW.ABVE.NET)

The American Board of Vocational Experts (ABVE) is a professional credentialing body established as a not-for-profit organization with members who have academic preparation in several disciplines (rehabilitation, psychology, economics and various aligned disciplines) and in assessment, counseling and consulting. ABVE was founded to preserve the integrity, standards, ethics, and uniqueness of vocational experts. As litigation continues to proliferate, the need for qualified vocational experts becomes greater every day.

The certified vocational expert is expected to keep abreast of the effects of personal injury on earning capacity, labor market changes, hiring practices, and knowledge of occupational requirements, as well as the growth and decline patterns in local labor markets. ABVE, through professional educational seminars and publications, keeps the certified vocational expert current in the field of changing and developing issues.

### **FILING ABVE CERTIFICATES OF ATTENDANCE:**

Send your copy to ABVE via email, fax, or mail as shown below.

#### **CONTACT INFORMATION:**

Phone: (831) 464-4890; Fax: (831) 576-1417  
3121 Park Avenue, Suite C, Soquel, CA 95073

## **2018 ABVE ANNUAL CONFERENCE "ELEVATE YOUR PRACTICE"**



**APRIL 6-8, 2018  
SALT LAKE CITY, UTAH**

To learn more:

<http://www.abve.net/conferences.asp>



## **National Association of Benefits and Work Incentives Specialists**

National Conference in Columbus, Ohio  
April 23-24, 2018

**"Pathways to Better  
Work Incentives Counseling"**

For more information, visit <https://nabwis.org/>



## **COMMISSION FOR CASE MANAGEMENT CERTIFICATION**

[WWW.CCMCERTIFICATION.ORG](http://WWW.CCMCERTIFICATION.ORG)

CCMC® is the first and largest nationally accredited organization that certifies case managers. It is a nonprofit, volunteer organization that oversees the process of case manager certification. The CCM® is the first nationally accredited case manager credential, supporting the case management industry.

**2017 News:** CCMC/CMSA announce collaborative agreement to promote and support CCM certification and CMSA membership for professional case manager development. (June)

### **FILING YOUR CCMC CERTIFICATES OF ATTENDANCE:**

Go to <https://ccmcertification.org/ccmc-dashboard>

#### **CONTACT INFORMATION:**

Phone: (856) 380-6836 ~ Fax: (856) 439-0525  
1120 Route 73, Suite 200, Mt. Laurel, NJ 08054  
Email: [pace@ccmcertification.org](mailto:pace@ccmcertification.org)



[WWW.CDMS.ORG](http://WWW.CDMS.ORG)

CDMS® provides certification and recertification to ensure the competence of those who provide disability management services. The CDMS Commission offers the only independent, nationally accredited program that certifies disability management specialists and promotes competence, high professional standards, and ethical practice in the field for those involved in a variety of practice disciplines, including rehabilitation counseling, nursing, safety, risk management, and HR.

### **FILING CDMS CERTIFICATES OF ATTENDANCE:**

Got to [www.cdms.org](http://www.cdms.org) and click on MY ACCOUNT. Have your Certificate of Attendance handy in order to complete the "Recertification Application" questions with the information contained on your Certificate. Retain your Certificate should CDMS require it for documentation.

#### **CONTACT INFORMATION**

Phone: (844) 681-8156 ~ Fax: (856) 439-0525  
1120 Route 73, Suite 200, Mt. Laurel, NJ 08054  
Email: [cdmshq@cdms.org](mailto:cdmshq@cdms.org)

# PROFESSIONAL CERTIFICATION/LICENSURE



[WWW.DODD.OHIO.GOV](http://WWW.DODD.OHIO.GOV)

ORA provides continuing education units through our conferences/seminars for any individual employed by a County Board in a position that includes directly providing, or supervising persons who directly provide, services or instruction to or on behalf of individuals with developmental disabilities.

**GOOD NEWS: DODD gives partial credit for continuing education presentations!**

**Attendees at ORA Conferences can get credit for the actual hours of attendance!**

#### **FILING YOUR DD CERTIFICATES OF ATTENDANCE:**

Please note DODD assigns an individual approval number for each session which is reflected on your *Certificate of Attendance*. Please retain a copy of this form and submit a copy to your Supervisor at your local DD Board (per 2014 State rule changes). This form is for pre-approval by DD only and will only be added to your certification file with them.

#### **CONTACT INFORMATION:**

Phone: 1-800-617-6733

30 East Broad Street, 13<sup>th</sup> Floor, Columbus, OH 43215

Email: [provider.certification@dodd.ohio.gov](mailto:provider.certification@dodd.ohio.gov)



**OHIO COUNSELOR, SOCIAL WORKER AND MARRIAGE AND FAMILY THERAPIST BOARD (CSWMFT)**

[WWW.CSWMFT.OHIO.GOV](http://WWW.CSWMFT.OHIO.GOV)

The Counselor and Social Worker Board's primary responsibility is to protect the citizens of the State of Ohio through the licensure of Counselors and Social Workers. The Board does this through the establishment of licensure and practice standards for the professional practice of counseling and social work.

#### **FILING YOUR CERTIFICATES OF ATTENDANCE:**

Continuing education information is only submitted to the Board if you are audited after renewing your license. If you are chosen for audit you will have 30 days to submit proof of your completed continuing education—so keep your Certificates of Attendance safe! The Board currently audits 30% to 50% of all renewals submitted.

#### **CONTACT INFORMATION:**

Email: [cswmft.info@cswb.ohio.gov](mailto:cswmft.info@cswb.ohio.gov)

Phone: (614) 466-0912 ~ Fax: (614) 728-7790

77 South High Street, 24<sup>th</sup> Floor, Room 2468

Columbus, OH 43215-6171



Continued. . . .

#### **NOTE TO SOCIAL WORKERS:**

The Board does "accept trainings approved by NASW National, NASW Ohio, and ASWB."

#### **NEWS ON NATIONAL BOARD OF CERTIFIED COUNSELORS**

In March 2017, the CSWMFT Board approved giving NBCC authority for one year to approve both programs and providers of counseling continuing education credit. This decision was part of the Board's effort to expand continuing education options. The Board has a pending rule change that would authorize the Board to identify more experienced, qualified associations that can approve continuing education.

#### **NOTE FOR RN CERTIFICATE OF ATTENDANCE:**

The Ohio Board of Nursing recognizes the State of Ohio CSWMFT Board as an approved provider of CNE for multi-disciplinary activities. Please retain your Program Book in order to provide the titles, presenters' names, and description of the sessions you attended which may be required when submitting your CNEs.

#### **A BRIEF CHECK OF THE CHANGES IN 2017:**

- The roll out of *eLicense* (January 22, 2018 a new login process is being implemented for *eLicense*. Check the updates page for details on the OH/ID.
- The Board introduced a video covering the laws and rules. The exam format has been discontinued.
- The new master's exam policy states that after January 1, 2018, all MSW graduates who are not already a Licensed Social Worker in Ohio will be required to pass the Masters exam to qualify as a Licensed Social Worker.
- Effect September 1, 2017 fees were increased for license renewals and applications.
- Increases in the continuing education provider and program fees were also approved. **ORA will now pay \$60 for program approvals.**
- For ORA—this next one will require us to follow new procedures when submitting our conference presentations to the CSWMFT Board for approval: The CSWMFT Board is partnering with CE Broker to provide continuing education provider and program approval services, as well as continuing education audit services. By using CE Broker, the Board will be able to offer real time listings of approved providers and programs.



**Ohio's Workers' Compensation Medical & Health Symposium**

and BWC's Ohio Safety Congress and Expo  
Greater Columbus Convention Center in Columbus  
March 8-9, 2018

For more information, visit

<https://bwc.expoplanner.com/content/osc18/>

# NRA GOVERNMENT AFFAIRS 2017 & 2018



*April 2-4, 2017  
Alexandria, Virginia*

This was the 36<sup>th</sup> Annual Government Affairs Summit held by NRA. The theme this year was "With Liberty and Justice for All." Unfortunately, Ohio was not represented at this year's Summit, but we did want to share the following snippets from Patricia Leahy's article written in the April 2017 issue of the **Contemporary Rehab**:

"This year's GA Summit was held during one of the most turbulent times in modern political history when many of the programs that serve as a lifeline to children and adults with disabilities (among others) are being threatened with block grants, per capita caps (caps are never good), significant budget cuts and possible elimination."

Furthermore, ORA also agrees with NRA regarding the "importance of advocacy and how one person can make a difference in a person's life, which all of you do every day. . . . Advocacy is what we do and who we are. . . . Advocacy on behalf of and with others is one of the greatest callings one can have in life. All of you recognized that calling a long time ago and chose a profession that provides "Liberty and Justice for All.""

*"Now is NOT the time to be complacent.  
Now is the time to educate.  
Now is the time to advocate."*

The 2017 NRA Issue Statements are also part of this event. Visit the NRA or ORA websites to view this year and past years' Issue Statements.

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## *Changes in the NRA Government Affairs Director Position Announced ~ November 2017 From Dr. Fredric Schroeder, Executive Director*

"At our national conference last week in Corpus Christi, the NRA Board of Directors reviewed the association's finances. As you know, membership associations are struggling to retain and attract new members, and, unfortunately, the National Rehabilitation Association is facing the same challenge. As a result, we need to reduce the size of our national office staff. Specifically, we have eliminated the position of Director of Government Affairs.

This is particularly sad since our Government Affairs Director, Patricia Leahy, has been with NRA for over 16 years and has been a powerful and effective voice in advocating on behalf of children and adults with disabilities. We understand that this is a grave loss to the National Rehabilitation Association and wish we had better news.

An announcement of Patricia's departure was made at the national conference immediately following Patricia's policy update. You will not be surprised to learn that the conference attendees expressed their sincere appreciation for Patricia's work with a prolonged standing ovation.

The NRA national office will continue to send information about legislative and regulatory matters effecting people with disabilities and will continue to advocate vigorously for equal opportunity for people with disabilities everywhere. The work we do is too important to lessen our efforts, and while it will not be the same without Patricia, we will rise to the challenge."

*2017 Lead On Award  
Recipient*



*Thomas Wilson  
NRA's 2011 President*

A special note to those of us here in Ohio who know Tom Wilson. Mr. Wilson was awarded the 2017 Lead On Award at this year's NRA Government Affairs Summit. The plaque reads: "in respectful recognition of your leadership, your commitment to, and your support of quality employment for Americans with disabilities and for the qualified rehabilitation counselors who serve them."

*Congratulations!*



*The National Rehabilitation  
Association is proud to  
announce the 37<sup>th</sup> Annual  
Government Affairs  
Disability Employment  
Summit [NEW NAME!]*

*March 25—27, 2018  
Alexandria, Virginia*

*At this time, ORA is pleased  
to announce we hope to have  
a representative(s) at this  
event! Stay tuned!*

# ADVOCACY! LEGISLATION!

## WHY DOES ADVOCACY MATTER? HOW CAN I BE AN ADVOCATE?

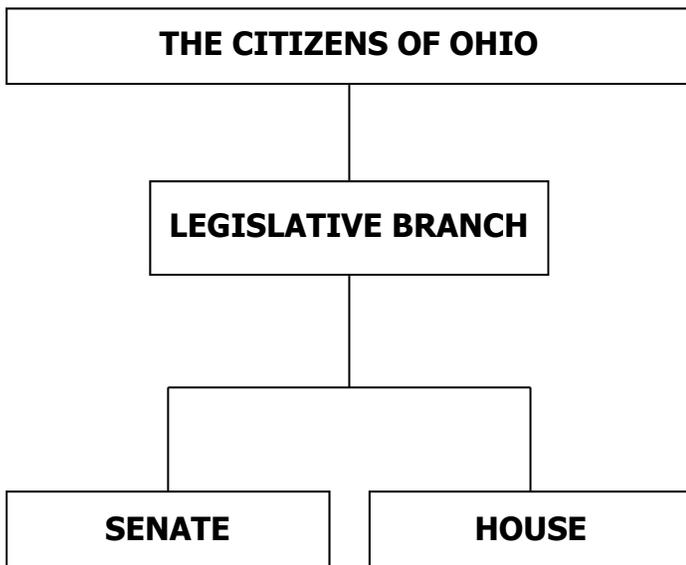
**“Why does advocacy matter?** When done effectively, **advocacy influences public policy** by providing a conduit for individuals and organizations to voice an opinion. These efforts can, in turn, sway public opinion, garner press coverage, and ultimately provide policymakers an opportunity to **respond to constituents’ needs.**”  
**What is Advocacy?** It “is the process of stakeholders making their voices heard on issues that affect their lives and the lives of others at the local, state, and national level. It also means helping policymakers find specific solutions to persistent problems. Most nonprofits can and do engage in as much advocacy as possible to achieve their goals.”  
**Examples of advocacy:** a) **“Telling** your member of Congress how a federal grant your organization received has helped your constituents.” b) **“Educating** a member of Congress about the effects of a policy on your constituency.” c) **“Inviting** a member of Congress to visit your organization so that he/she may see firsthand how federal funding or a policy affects day-to-day operations and the difference it makes.” (Obtained from the National Council on Aging’s website ([www.ncoa.org/public-policy-action/policy-news/are-nonprofits-allowed-to.html](http://www.ncoa.org/public-policy-action/policy-news/are-nonprofits-allowed-to.html), May 18, 2012 — emphasis ours.)

**HOW CAN I BE AN ADVOCATE?** “You can be an advocate by **educating** policymakers about the needs of your organization and the people you serve. You also can **organize** supporters on issues of importance and educate a wider audience on your accomplishments. Some examples include: **Writing** letters, **calling**, or organizing meetings to see legislators and their staff, **attending** town hall meetings with lawmakers; **communicating** with policymakers through social media and other methods. . . .” To help you with this, below and on the next page you will find contact information for your legislative representatives. If you would like assist in advocating, you can also contact our ORA Governmental Affairs Committee Chair, Carrie Moreland Hyder, at [cmorel9293@aol.com](mailto:cmorel9293@aol.com).

On the next page we have provided you with a map of the Ohio U.S. Congressional Districts for 2018 and a list of your representatives and their websites. Be an Advocate! Contact your Representative today!

## OHIO’S GENERAL ASSEMBLY

Below is a chart of how the Citizens of Ohio have a voice in government. We hope this visualization will help you understand the role the Senate and the House play in the Legislative Branch of Government.



## OHIO SENATE DISTRICTS

Do you know in which Senate District you reside? In **OHIO** there are **33 SENATE DISTRICTS**. Each Senate District covers approximately three House Districts as shown below. To learn more about the Ohio Senate, visit their website at [www.ohiosenate.gov](http://www.ohiosenate.gov).

## OHIO HOUSE OF REPRESENTATIVES DISTRICTS

Do you know in which House District you reside? This representative is the most focused on your immediate local level. **OHIO** has **99 HOUSE REPRESENTATIVES!** To find out who your representative is and to learn more about the Ohio House of Representatives, visit their website at [www.ohiohouse.gov](http://www.ohiohouse.gov).

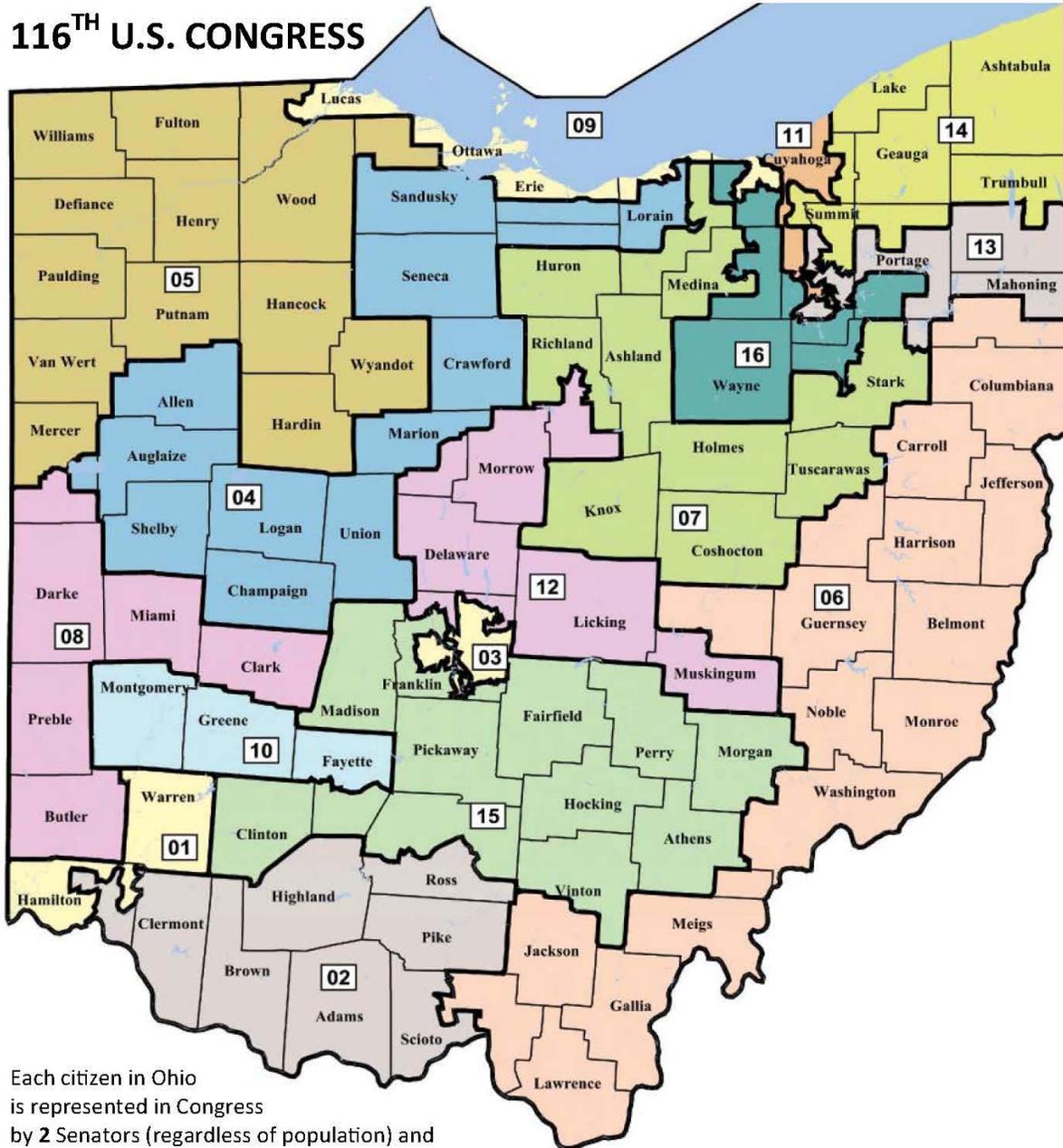
## OHIO GOVERNOR JOHN R. KASICH



The Ohio Governor is part of the Executive Branch and on an organizational chart, has direct accountability to the Citizens of Ohio just as the Legislative Branch does. As a citizen, you have a means with which to share your ideas and stay informed thanks to the Governor’s website. You can also sign up for email updates! [Term ends 2019]

[www.governor.ohio.gov](http://www.governor.ohio.gov)

# 116<sup>TH</sup> U.S. CONGRESS



Each citizen in Ohio is represented in Congress by 2 Senators (regardless of population) and 16 Congressional District representatives as shown here

# OHIO U.S. CONGRESSIONAL DISTRICTS

NAME	16 DISTRICTS	WEBSITE ADDRESS
Steve Chabot (R)	1	chabot.house.gov
Brad Wenstrup (R)	2	wenstrup.house.gov
Joyce Beatty (D)	3	beatty.house.gov
Jim Jordan (R)	4	jordan.house.gov
Bob Latta (R)	5	latta.house.gov
Bill Johnson (R)	6	billjohnson.house.gov
Bob Gibbs (R)	7	gibbs.house.gov
Warren Davidson (R)	8	davidson.house.gov
Marcy Kaptur (D)	9	kaptur.house.gov
Michael Turner (R)	10	miketurner.house.gov
Marcia Fudge (D)	11	fudge.house.gov
Vacant	12	
Tim Ryan (D)	13	timryan.house.gov
David Joyce (R)	14	joyce.house.gov
Steve Stivers (R)	15	stivers.house.gov
Jim Renacci (R)	16	renacci.house.gov

## U.S. SENATORS FOR OHIO



**SHERROD BROWN**  
(D)

[brown.senate.gov](http://brown.senate.gov)  
2012–2018



**ROB PORTMAN**  
(R)

[portman.senate.gov](http://portman.senate.gov)  
2016–2022

# ORA IN 2018 ~ WHAT'S AHEAD

## JANUARY

1..... New Year's Day  
Ohio Minimum Wage Rate increase to \$8.30/hour goes into effect  
12..... ORA Full Board Teleconference Meeting @ 9:00 a.m.  
15..... Martin Luther King Jr. Day  
21..... U.S. First Class Postage increase to .50¢ per oz.

## FEBRUARY

TBD..... ORA Executive Committee Teleconference Meeting  
16..... Michael Morrison Visionary Scholarship Deadline  
19..... Presidents' Day

## MARCH

8-9..... BWC Medical & Health Symposium [see page 26]  
9..... ORA Full Board Teleconference Meeting at 9:00 a.m.  
11..... Daylight Saving Time Begins ~ Spring Forward!  
25-27..... NRA Government Affairs Disability Employment Summit  
[Note New Name! See page 27]

## APRIL

TBD..... ORA Executive Committee Teleconference Meeting  
6-8..... ABVE Annual Conference in Utah [See page 25]  
17..... Tax Day!  
23-24..... NABWIS National Conference in Columbus [See page 25]

## MAY

11..... ORA Full Board Teleconference Meeting @ 9:00 a.m.  
28..... Memorial Day

## JUNE

TBD..... ORA Executive Committee Teleconference Meeting

## JULY

4..... Independence Day Holiday!

## AUGUST

9..... Michael Morrison Visionary Scholarship Deadline  
10..... ORA Full Board Teleconference Meeting at 9:00 a.m.

## SEPTEMBER

3..... Labor Day  
14..... ORA Full Board Teleconference Meeting at 9:00 a.m.

## OCTOBER

**TBD..... NEORA One Day Conference  
DoubleTree by Hilton Hotel in Independence, Ohio**  
8..... Columbus Day  
10-14..... NRA Annual Training Conference in Oklahoma  
(visit [www.nationalrehab.org](http://www.nationalrehab.org) for more information)

## NOVEMBER

**TBD..... ORA Two Day Training Conference  
Columbus, Ohio**  
TBD..... ORA Annual Full Membership Meeting  
4..... Daylight Saving Time Ends ~ Fall Back!  
9..... ORA Full Board/Strategic Planning Meeting  
12..... Veterans Day  
22-23..... Thanksgiving Holiday

## DECEMBER

14..... ORA Full Board Meeting (Transition of Board)  
24-31..... The Holidays!

## 2018 ORA BOARD MEETING SCHEDULE

The ORA Full Board consists of the Officers, Board Members-at-Large, ALL Chapter and Division Presidents (or a representative), and Committee Chairs. Board members are required to attend the meetings as noted on the adjacent schedule. **Members are welcome to attend the Full Board Meetings as noted.** If you are interested in attending one of our meetings, please contact the ORA Home Office at [ora@bex.net](mailto:ora@bex.net).

*Please note, the ORA Home Office is closed on all major holidays.*

## RESPONSE TO OHIO'S ANNUAL REPORT TO NRA IN 2018

NRA requires a yearly annual report from each state chapter. Ohio submitted their report by the stated deadline. This report provides NRA with our Board roster and 2017 information on our conferences and membership activities. We also send the NRA Board/NRA Staff a list of concerns and issues. For 2017, the ORA Board submitted the following.

- 1) Have timely and accurate membership information [we received only four (4) membership rosters in 2017];
- 2) A copy of NRA's Financial Statements, specifically how much money did they make at the 2017 Conference in Corpus Christi; and
- 3) What is NRA doing to rectify the outstanding rebates, e.g., 2016? [We received our \$ rebates from 2015 in 2017].

If/when we hear from the NRA Board and/or Staff regarding these and other issues, we will inform our membership. If you have any questions, concerns, or issues you feel the ORA Board should be aware of, please contact the ORA Home Office ([ora@bex.net](mailto:ora@bex.net)) and/or 2018 ORA President, Amy Taylor at [president@ohiorehab.org](mailto:president@ohiorehab.org)