



NewsNotes

A quarterly Publication of the Virginia Rehabilitation Association
2011 Third Quarter, July-September No. 43

Presidential Pondering by Jennifer McDonough

I hope you are all enjoying the hot summer that has descended on Virginia! It is a season of transitions out of school and into vacations for many of our families! VRA has been busy and there is nothing slowing down for us over the summer months.

While we are talking about transitions, I want to let you know about the success Virginia has embraced through the transition program called Project SEARCH. While many of you may have heard about SEARCH, you may not know that it has spread rapidly across our Commonwealth and resulted in some outstanding jobs for young adults with disabilities. Virginia currently has 8 SEARCH sites with 2 more starting in the fall. DRS, school systems, employment service organizations, Virginia Department of Education, and community services boards are collaborating across the state with the ultimate goal of employment for youth leaving high school. If you would like to learn more about what is happening with Project SEARCH in Virginia, please contact me at jltodd@vcu.edu.

The Collaborations Conference will be here before you know it! If you have not already made your reservations, please do so now. The conference will be held on October 2-4th at the Wyndham Virginia Beach Oceanfront. There will be five tracks for Concurrent Sessions: Transition, Employment Development, Emerging Practices in Service Delivery, Leadership and Management in Changing World, and Employment First. For more information, go to http://www.vaaccses.org/collaborations_conference/information.

As we prepare for the conference, please take a moment and consider nominating someone for one of the many VRA Awards.



The VRA Awards Committee will be accepting nominations until August 31st, 2011. The awards will be presented at the 2011 Collaborations Conference Awards Luncheon. Don't put it off. Take the time right now and nominate someone you feel is deserving of an award.

One more reminder! Don't forget to register a team for the VRA Benjy Burnett Memorial Golf Tournament. It will be held at Hunting Hawk Golf Course in Glen Allen, VA on September 13th. Many thanks as always to Howard Green for doing such a fantastic job on putting together this event. Howard will need support for this event! Not a golfer? Then consider sponsoring a hole, donating a prize or volunteering your time. Contact Howard Green at GreenH@nod.org for more information.

I hope the remainder of your summer finds you happy and healthy, and we will see you at the beach in October!

--Submitted by Jennifer McDonough, VRA President



VRA News

VRA Board Members and Officers for the new year

The VRA is currently recruiting for new Officers and Board Members: President-Elect, Secretary, and Board Members at large. The President-Elect and Secretary serve a one year term. The Board Members at large serve a three year term. Plus, there is a vacant Board Member at large position for a two year term.

If you have an interest in running for any of these positions or you have questions, please contact Liz Smith at Elizabeth.Smith@drs.virginia.gov or 804-662-7071.

--Submitted by Liz Smith

Collaborations Conference Update



Collaborations Conference 2011

October 2-4, 2011
Wyndham Virginia Beach Oceanfront
5700 Atlantic Avenue
57th & Oceanfront
Virginia Beach, VA 23510
757-428-7025

Co-Hosted By: Virginia Rehabilitation Association
Virginia Association for Persons in
Supported Employment
Virginia Association of Community
Rehabilitation Programs

Watch your email for Early Bird Registration information!

To find out more, visit the 2011 Collaborations Conference website at www.vaaccses.org. DRS employees should contact Susan Gaillard, Training Manager, about their interest in attending.

Annual Membership Meeting

VRA will conduct its annual Membership Business Meeting at the Collaborations Conference on Monday, October 3rd, at 12:00pm.

Lunch will be provided!

Be sure to check the conference agenda for more details.

--Submitted by Liz Smith

Call for VRA Award Nominations

Nominations can be made for VRA Awards through August 31st, 2011. Please submit nominations to Eleanor Williams at Eleanor.Williams@drs.virginia.gov. Further information can be found on pages 3-4.



VRA AWARD DESCRIPTIONS

Norman C. Hammond Award: Mr. Hammond was credited with creating "IBM Data Processing for the Handicapped" Program. This award was established to honor business and industry leaders whose contributions to the field of rehabilitation in Virginia are outstanding and result in the employment of persons with disabilities. Eligible for this award may be organizations or industrial leaders that have made a contribution to the rehabilitation of individuals with disabilities in activities over and beyond the purpose for which the organization was established. Preference is given to individuals or organizations that have effectively and actively advocated for individuals with disabilities; introduced innovative programs and approaches to rehabilitation; and impact rehabilitation beyond the Commonwealth of Virginia.

Franz Stillfried Barrier Free Achievers Honor Roll: Established in 1988 to recognize efforts made by individuals, businesses or organizations for the removing of architectural, attitudinal and environmental barriers. A plaque honoring Mr. Stillfried's work for more accessible facilities was prepared and presented to Mr. Stillfried's family when this award was established. Awarded to an individual who has exercised notable leadership in either removing environmental, attitudinal or legal barriers and/or has contributed to the attainment of independence for persons with disabilities by significantly supporting the growth of rehabilitation services throughout Virginia. The purpose of this award is threefold: (1) to develop a cooperative resource link between Virginia's Mayors' Committees/Commissions and the Virginia Rehabilitation Association; (2) to increase awareness and share information on innovative projects; and (3) to generate more activities and participation in barrier removal.

Dr. Roy M. Hoover Award for Outstanding Medical Achievement: Dr. Hoover of Tallahassee, Florida, former Roanoke orthopedic surgeon and former medical director of Woodrow Wilson Rehabilitation Center, initiated this award at Woodrow Wilson Rehabilitation Center. In 1969 WWRC requested that the Virginia Rehabilitation Association accept the responsibility for its administration. It honors a physician practicing in Virginia who has given outstanding medical rehabilitation services to persons with disabilities and whose contributions are substantial. This nominee may have a local, statewide, or regional impact on services to clients through rehabilitation, in the field of medicine or in any field, rehabilitative in nature. Length of service in Virginia and voluntary efforts is a consideration.

A. R. Dawson Humanitarian Award: In 1971, Dr. Dawson, Director of geriatric and rehabilitation services for the Virginia Department of Mental Hygiene and Hospitals, initiated this award with a \$1,000 grant and presented the first award. It is presented for outstanding services to people with disabilities by a practitioner, who is not in an administrative or supervisory position. Awarded to a professional person having direct contact with persons with disabilities in the rehabilitation process, and whose efforts have had a significant impact on their lives. Individuals may have worked in psychology, vocational evaluation, or medical specialties.

R.N. Anderson Award for Leadership: In 1986 a classroom at Woodrow Wilson Rehabilitation Center was dedicated to the memory of Mr. Anderson, the first Commissioner of the Virginia Department of Rehabilitative Services. This award is given to a current member of the Virginia Rehabilitation Association who has demonstrated excellence in services to persons with disabilities. The first R.N. Anderson Award was presented in 1961.

Virginia Rehabilitation Association Distinguished

Achievement Award: Awarded to a person with a disability who has demonstrated imagination, perseverance, resolve, and an indomitable spirit in working to overcome barriers in their lives resulting in a better quality of life for themselves and others. When making nominations for this award, volunteer work, part time and full time employment is a consideration but not a requirement.

Corbett Reedy Award for Excellence: This award was created in 1985 to honor Corbett Reedy who was a Virginia Rehabilitation Association service provider, as well as an official of the Rehabilitation Services Administration. Upon his retirement to his native Virginia, he was appointed to serve on the policymaking Board of the Department of Rehabilitative Services. Awarded to a resident of Virginia currently involved in the rehabilitation field, but not limited to rehabilitation professionals. This person must have creatively pursued excellence in contributions to the rehabilitation program, projects, issues, publications or a significant rehabilitation cause. Excellence in the field of service to persons with disabilities is recognized through this award.



**VIRGINIA REHABILITATION ASSOCIATION
AWARDS NOMINATION FORM**

Name of Award _____

Name of Nominee _____

Nominee's Address _____

SUPPORT FOR NOMINEE

(1) On a separate page, please submit a statement detailing why the nominee is deserving of the award. Please provide historical information that supports the nomination. The nominee's resume or curriculum vita may also be included.

(2) Please include supporting documents from others knowledgeable of the nominee's outstanding accomplishments.

Name of Nominator _____

Nominator's Address _____

Telephone Number (H) _____ (W) _____

E-mail Address _____

Signature _____ Date _____

Nominations and supporting documents must be received by:

Eleanor Williams, @ DRS-CBS Division, 8004 Franklin Farms Drive, Richmond, Virginia 23229 or
eleanor.williams@drs.virginia.gov

DEADLINE FOR NOMINATIONS IS AUGUST 31, 2011



2011 Benjy Burnett Annual Golf Tournament

Get Into "The Swing" at Hunting Hawk on September 13th!

WE NEED YOUR HELP! Please get the word out that we need teams to play in the September 13th VRA Benjy Burnett Golf Tournament. It will be held at Hunting Hawk Golf club in Glen Allen, VA and starts at 8:30 a.m. Registration fee is \$75 per person (\$300 per team) and includes 18 holes of golf, beverages on the course, lunch, and drawing for door prizes.

Fax or mail entry form and fees, payable to Virginia Rehabilitation Association to Howard Green (2641 Hillanne Drive, Midlothian, VA 23113) or FAX to (804) 828-2193. You can register yourself or your team by going to our web site: www.vra.org

We also need hole sponsors! Please contact at least one business and get them to buy a sign (3X3) for only \$125.00. This is important to VRA. In order to have a successful tournament we need you to get involved.

Tournament information can be found at the following link:
<http://www.vra.org/ngw/server/pdf/golf%20flyer%202011.pdf>

--Submitted by Liz Smith

VRA Member Testimonial

I have been a member of NRA for over 45 years. I first joined because I had no choice, it was required by my employer. I soon learned it was very valuable to me as I got to meet and discuss many issues with other Rehabilitation Counselors around the state. I soon became very involved becoming a board member and then was elected as president of VRA for two different terms. This experience helped me in my job and my personal life, developing leadership skills and becoming very knowledgeable of issues regarding services to people with disabilities. My involvement with NRA helped me become aware of the legislative processes

for disability programs, meeting many people throughout the US in the field of Rehabilitation. I have also been involved with NARL/VARL for many years serving as president of both organizations, learning about leadership styles, meeting new professionals and continuing to work in the profession I love. My time in this organization has been very gratifying, helping me understand the needs of people with disabilities and services that enrich their lives. I am very grateful for what this organization has done and is doing for me.

--Submitted by Bill Burnside

2nd Annual VRA Fish Fry

Arrgh...Don't be missin' ye Second Annual VRA Fish Fry! It will be held in the Tidewater area this fall. Aye remember, this is a fundraisin' event for VRA.

Members and prospective members welcome!

For more information, contact Kimberly Shepard: kimberly.shepard@drs.virginia.gov.



--Submitted by Barclay Shepard



VRA Division and Committee News

Education Committee Update

On July 13th, the Virginia Rehabilitation Association presented “Vocational Counseling for Individuals with Asperger Syndrome and High Functioning Autism.” This training will focus on examining your values in working with this population, neurological sub-traits of autism spectrum disorders, resources for further understanding, and developing effective vocational and employment strategies. This training also included a panel of individuals on the spectrum and an ESO representative.

Your VRA Education chairs are looking forward to seeing you all at Virginia Collaborations in Virginia Beach in October and we look forward to bringing you a number of different educational opportunities at the Conference. In addition, we’d like to draw your attention to several on-line continuing education opportunities that may be of interest to you.

GW TACE Center Rapid Courses

The George Washington University Region 3 TACE Center is pleased to announce a new method of providing online continuing education: Rapid courses. In addition to our 6-week blackboard offerings, rapid courses are another way for the Region 3 TACE Center to provide rehabilitation professionals with tutorials that address contemporary issues within the field.

Those interested in registering should visit the GW TACE Center website at www.gwccre.org. Locate the Technical Assistance and Training drop down menu, and click on Rapid Courses to see the menu of available Rapid Courses. Estimated completion time for each Rapid Course is two hours. Once you have completed the reading, you will be asked to take a brief quiz. If you receive 70% or higher on the exam, you will obtain two CRC credits. Rapid Courses are free for individuals working for State VR Agencies and their partners, Community Rehabilitation Programs, within Region 3. For those who do not meet this criteria, rapid courses are \$20 per course. If you have any questions, please email Rob Froehlich at rfro@gwu.edu or phone 804-794-6667. Current course offerings include:

- An Introduction to Case Management
- Issues in Job Placement and Retention
- 2010 Updates of the CRC Code of Ethics
- Counseling the Culturally Diverse
- Funding Assistive Technology

National Clearinghouse of Rehabilitation Training Materials

The National Clearinghouse of Rehabilitation Training Materials website <https://ncrtm.org/moodle/> is also a great resource of educational materials for rehabilitation professionals and VRA members alike. One particular link, found under the Hot Links area provides access to many RSA technical assistance archived webinars that may be of interest to some of our membership. These resources are free as well.

--Submitted by Rob Froehlich

VRA Foundation News

The VRA Foundation is making two financial awards for education to children of VRA members. The lucky recipients are Jermile Batten, daughter of Dale Batten, and Alexa Painter, daughter of Penni Wetherell. Congratulations to the recipients, both rising Seniors in undergraduate programs.

--Submitted by Mary Kaye Johnston



Virginia Association of Rehabilitation Leadership (VARL)

I hope that everyone is enjoying their summer!

The VARL Board wishes to thank everyone who participated in the “Ethics and Social Networking” training held on June 8th. It was very well attended and very well received by all. VARL hopes to be able to provide this training again as this topic is critical and very timely for all professionals in our field.

Our next training is another one you will not want to miss! “Leaving a Leadership Legacy.” Shirley Lyons will be presenting this particularly relevant workshop on August 17th in Newport News. Please see the flyer on page 15 for specific information. Your leadership legacy is what others will remember as you are ending your career. By thinking *now* about what your legacy will be *later*, you have time to influence how you are defined as a leader.

Please mark your calendars also for another must not miss training....on November 2nd, NISH, co-sponsored by STEPS will be presenting their highly acclaimed “7 Habits of Highly Effective People”. Time and location information will be provided soon.



The VARL Board Meetings for the rest of this year are August 9th and December 13th. At each of these meetings a board member has committed to facilitating a Leadership “Board Chat”.

Please consider becoming actively involved with VARL. We need your energy and expertise by signing on to serve on our Education, Membership and Awards committees. You can make the difference!

I want to end with a quote that I discovered a few years ago: *“Twenty years from now you will be more disappointed by the things you didn’t do than by the ones you did. So throw off the bowlines, sail away from the safe harbor, catch the trade winds in your sails. Explore. Dream. Discover.”* – Mark Twain

--Submitted by Teri Bertsch

VRCEA Update—Summer 2011

News: VRCEA sponsored training held at the DRS Central Office in Richmond on April 28th in collaboration with the Virginia Wounded Warriors Region I. The program was titled “Counseling Combat Veterans with T.B.I and P.T.S.D”.

Calls for Nominations: Nominations are being accepted for the Fall election of Officers and Board Members, terms beginning January 2012. Consider nominating a colleague or nominate YOURSELF! Contact VRCEA Past President Richard Kriner for more information at Richard.Kriner@drs.virginia.gov or 804-662-7438. Nominations will be accepted until August 29th.

A second call for nominations goes out to VRCEA members for the VRCEA Spirit Award. This will be the second year that VRCEA has given this award in recognition of a rehabilitation practitioner. The award will be presented at the 2011 Collaborations Conference. Nominations for this award will be accepted until August 29th.

The person nominated should embody the following characteristics:

- Work to advance the profession of rehabilitation counseling and rehabilitation education,
- Promote ethical practice,
- Enhance public understanding of the role of rehabilitation counseling in assisting persons with disabilities to become self-sufficient, self-supporting and contributing members of society,
- Work to develop innovative programs and services for all persons with disabilities,
- Be a professional rehabilitation counselor or rehabilitation educator for a period of 5 years or more.



VRCEA will sponsor a concurrent session at the Collaborations Conference on "Motivational Interviewing". Be sure to check the conference program booklet when you get there for more information and plan to attend.

The **VRCEA Annual Business meeting** will also be held on Sunday, October 2nd at the Collaborations Conference. All VRCEA members are encouraged to attend, as well as other interested individuals.

The next VRCEA Board meetings will be held on **August 31st** and Thursday, **December 8th** at 10 AM. at the DRS Williamsburg Office. Board meetings are open to members and individuals considering membership.

--Submitted by Emily West

NRA News

NRA Update

As a member of the Virginia Rehabilitation Association, it was an honor to serve last year as the President of the National Rehabilitation Association. It was an honor to represent Virginia and to represent the profession of Rehabilitation in many forums. This would not have been possible had it not been for the overwhelming support that I have received as a member of VRA. As a State Chapter, we continue to have a membership growth and provide many benefits for our members through training and networking opportunities. I am very proud of my home Chapter and all of the good work that you have done as well as your support of our Mid-Atlantic Region and active divisions with VARL and VRCEA.

I would like to share a memory of one day as your President....

Coming up is the 21st Anniversary of the signing of the ADA. Last year, I had the honor as President of the NRA to be present at some of the ceremonies that were held in recognition of the 20th Anniversary of the ADA, a monumental turning point in the history of disability. One of these ceremonies was the House of Representative Reception. It was hosted by then Speaker of the House, Nancy Pelosi (D-CA), along with

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The Honorable Steny Hoyer (D-MD) and The Honorable James Sensenbrenner (R-WI).

The highlight of the event came when Speaker Pelosi handed the Speaker gavel to The Honorable Jim Langevin, (D-RI). Mr. Langevin sustained a spinal cord injury during his teen years. He became active in local politics and was elected to serve as Representative for the State of Rhode Island in 2001. Due to the podium in the House being not wheelchair accessible, Mr. Langevin had never chaired a session of the House. In preparation for the 20th Anniversary, the podium of the House was made accessible and for the first time in history, a person using a wheelchair chaired the session from the podium that afternoon. As Congressman Langevin ascended to the podium, those present were on their feet, a standing ovation and tribute to one



man's determination but also, to the accomplishments that brought our Nation to that day.

To be witness to this first hand was a memory that I wanted to share with you. To be there was a privilege I do not take lightly, and it was made possible by your support, and I thank you for this. It has brought to me a better understanding and appreciation of the work we do each day. The impact we can make. It was a reminder of how far we have traveled over these 20 years and yet how far we still need to go. It is also a reminder to us that each of us has the opportunity daily to make a difference in the life of a person with a disability.

We meet people who have dreams, some have forgotten their dreams. "Dream big" I tell my customers, don't allow your disability to define you nor define your life. When I say this, I remember Mr. Langevin and his story. It is a story worth remembering, telling and sharing. His example of leadership, his perseverance and the ability that he has shown in representing his constituents goes beyond his disability. On that day of the 20th Anniversary, he embodied the

spirit of what the Americans with Disabilities Act was meant to do: to demonstrate that we are striving to become a Nation of equality and that each day, we bring that dream closer to reality for many.

Still there is much work that needs to be done. Unemployment rates for people with disabilities continue to be 6 times that of people who report no disability. Our customers continue to find doors closed when seeking employment. There is limited accessible and affordable housing and the essential respect of an independent life. I leave you with words you know, "Lead On," often quoted by Justin Dart, Father of the ADA, and I ask that each of you "Lead On" and carry the message of social justice and equality in every moment, in each action that you take with our customers.

Thank you for your membership in the Virginia Rehabilitation Association and the National Rehabilitation Association. You are the person that makes the difference each day! You have made a difference in mine.

--Submitted by Bonnie Hawley

2010 MAR Awards

The NRA Mid-Atlantic Region (MAR) Board was pleased to present the Administration Award and the Rehabilitation Professional Development Award on March 31, 2011. The MAR Board thanks the Pennsylvania Chapter for allowing these deserving individuals to be recognized as part of their 2011 Professional Development Institute. The MAR Board will announce this campaign in future years with an annual deadline for nominations of January 31st each year. Please begin to consider nominees for 2011. The NRA Mid-Atlantic Region includes Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia.

Administration Award Rose M. Higby, CRC

This award honors an individual who has shown unusual initiative or creativeness in the development and administration of a program of demonstrated value for people with disabilities. The person eligible for this award should be: (1) an administrator of a rehabilitation program; (2) a director of a rehabilitation service provider; (3) a person who has helped to develop outstanding rehabilitation programs in untried areas, although not personally involved in direct service to individuals.

Rose began her career as a rehabilitation counselor approximately 31 years ago and has been promoted to various levels of responsibility including her current position as the District Administrator for the Philadelphia OVR office. According to her Assistant, Barbara Shadell, Rose has always been an outstanding professional who believes that the OVR customer's service needs always come first. A central leadership theme in her office is that she encourages staff to treat each customer in a manner that we want to treat our family members.



Rose is well respected by community partners. She has the ability to bring together those who have diverse views on an issue, leading them to a group consensus, and achieving mutual goals. For example, Rose was instrumental in collaborating with the Mental Health Association of Philadelphia to begin a Certified Peer Specialist training program, a model now used by offices across the state. In concert with a Philadelphia hospital she helped to develop a Project SEARCH program for students with severe physical disabilities to learn various employment skills that aid them in obtaining employment after high school graduation.

Over the past several years Rose faced the challenge of serving customers during a period of constant numerous counselor vacancies. She maintained a positive attitude encouraging staff to help cover empty caseloads and meeting the ongoing needs of customers. The Philadelphia office was able to meet their goals of competitive employment outcomes while Rose recruited twenty-two new counselors in a span of one year.

In the words of Barbara Shadell, "Rose exhibits those qualities that separate an ordinary person from a great person. She not only has served this agency with integrity, dedication and spirit; she has been relentless in encouraging her staff to improve their skills, continue their education in all aspects of rehabilitation, and to perform at their highest level." The NRA Mid-Atlantic Region Board is pleased to present this award representing Rose's professional and personal dedication to OVR, her initiatives focused toward professional staff development, and her reach to and support of community partners. Her impact in assisting individuals with disabilities to become gainfully employed is immeasurable. Congratulations!



Rose M. Higby, CRC



Kenneth C. Hergenrath, PhD, CRC

**Rehabilitation Professional Development Award
Kenneth C. Hergenrath, Ph.D., CRC**

This award is to be presented to an individual NRA Mid-Atlantic Region member for significant contributions in the professional preparation and upgrading of rehabilitation personnel. The recipient may have initiated curriculum innovations, planned and implemented programs for a variety of rehabilitation personnel, inspired training in legislative and appropriations forums. The award signifies dedication and leadership in the pursuit of quality services to individuals with disabilities.

Dr. Ken Hergenrath was nominated for this award by Dr. Maureen McGuire-Kuletz, Director and Associate Professor, The George Washington University. She applauds Ken for his significant contributions in the professional preparation and upgrading of rehabilitation personnel, extensive research in and authorship of disability-related topics, and his ongoing dedication to professional organizations, particularly NRA.



Ken is an Associate Professor of Rehabilitation Counseling at George Washington University with teaching responsibilities at the masters and doctoral level and student recruitment and program development duties. As a Consultant with the Center for Rehabilitation Counseling & Education (GWU) his responsibilities include the development, administration, and evaluation of session online preparation courses for the Certified Rehabilitation Counselor examination; the development a comprehensive manual for preparation of the CRC examination; and a regional five-state public rehabilitation services agency training program addressing psychosocial aspects of disability. He has been an Adjunct Professor at Auburn University and the University of South Carolina, as well as an Invited Lecturer and Research Fellow at Coventry University in Coventry, England.

His extensive research agenda concentrates on persons living with HIV/AIDS and applications of behavioral theory addressing health behavior, employment, and counselor training needs. Ken's extensive research and publication of professional writings extends his educational reach to an immeasurable audience. He is a valued lecturer at national and international forums.

The NRA Mid-Atlantic Region Board is pleased to present this award as a small token representing Ken's professional and personal dedication to his students in the classroom, as a mentor, a lecturer, and an author. Congratulations on behalf of all those you have enriched!

--Submitted by Carl L. Marshall

Other News & Notes

BRILC receives funding to provide housing assistance for people with disabilities

For the first time in the Commonwealth of Virginia, Department of Housing and Community Development (DHCD) Emergency Solutions Grant (ESG) funding will be used to assist individuals with disabilities to transition out of nursing homes and other institutions and back into the community.

The Blue Ridge Independent Living Center (BRILC) and the Community Housing Resource Center (CHRC) furthered their collaboration by applying for these funds.

ESG funds will be used to pay the first month's rent and security deposit allowing individuals with disabilities with limited resources to move back into the community. Funds are available to assist those individuals with disabilities who do not qualify for services under Money Follows the Person. Individuals must be willing to secure housing in the counties of Botetourt, Craig, Roanoke and the City of Salem. Individuals must also meet income guidelines.

BRILC is a private, nonprofit organization that assists individuals with disabilities to be independent. BRILC also works with the community to ensure it is accessible to all. CHRC is a program of the Council of Community services that works collaboratively in the community in preventing homelessness.

For more information about the program or to determine if you are eligible for assistance, contact BRILC at 540-342-1231 (v/tty).

--Submitted by Karen Michalski-Karney

DBHDS to hold Employment First Summit October 4-5th in Virginia Beach

What is Employment First?

Employment First is a system and conceptual change that many states have undertaken recently in order to meet the desires of people with disabilities. Employment First means that ***Employment is the first service priority and preferred outcome of people with disabilities.*** Key components of Employment First are; employment is the first and preferred outcome for working-age youth and adults with disabilities, including those with complex and significant disabilities, for whom employment in the past has been limited, or has not traditionally occurred.



Why Employment first?

Employment is recognized as key to full citizenship for Virginians with disabilities. A job provides a structure to the day, a paycheck that can be used for purchasing goods and services, an identity as a contributing member of the community, and an increase in personal self-esteem. As we get better at person centered planning in Virginia we are discovering that most people with disabilities want to be employed and students transitioning from school expect that they will be working after school. In order to meet the desires of the consumers and provide the opportunity for inclusion in society we must move towards an Employment First philosophy.

What is being done for Employment First?

Virginia, through DBHDS, has joined the State Employment Leadership Network. The SELN is an interstate collaborative of state developmental disability agencies working to: maximize resources such as funding and employment services, develop more effective employment systems and partnerships, use data to guide program management at the local and state level, improve employment-related staff competencies, and share resources for systems change across states. The Virginia SELN Advisory Group is made up of consumers, advocates, service providers, and governmental departments working for employment for people with disabilities.

How can you be a part of determining how to make Employment First work?

How Virginia implements its Employment First Policy is dependent on you. We need to have input from the experts who are doing employment. What is working, what needs to be changed to make the system better support employment programs. Attending the Employment First Summit is your opportunity to influence the outcome of this exciting innovative system and conceptual change in how we serve people with disabilities in Virginia.

The Employment First Summit will be held October 4-5th. It is between to Collaborations Conference and the VACSB meeting so if you are attending either one you will have the opportunity to attend the Summit. For more information about the Employment First Summit please contact Adam Sass DBHDS Community Resource manager for Employment Services at: adam.sass@dbhds.virginia.gov.

--Submitted by Adam Sass

Helpful information about Heart Disease

For both women and men of all ages, heart disease could be the main killer. It kills more and more people than all kinds of cancer together. If you're black or older than 65, your chance of a heart attack is higher; however, it is an equal opportunity destroyer. Any person, anyplace, any time can have a cardiac event.

Myth #1: Exclusively mature people need to worry about their heart.

Things that could certainly lead to a heart attack build up in time. To be a couch-potato, boredom eating, and not training are all bad habits that may possibly begin in childhood. Large numbers of clinical doctors are starting to see victims of heart attacks in their 20's and 30's compared to sufferers primarily in their 50's and sixty's.

Simply being in good physical condition and at the correct body weight wouldn't make you immune to strokes. Though, both exercising regularly and keeping

an ideal body weight helps. You still must check your cholesterol and blood pressure level. The right blood cholesterol (or lipid profile) amount is less than 2 hundred. The best blood pressure is 120/80.

Myth #2: I'd feel sick if I had high blood pressure levels or high cholesterol.

They consider these "silent killers" simply because they present no signs or symptoms. Thirty percent of all older individuals have high blood pressure. Of those, one-third have no idea they already it.

High-cholesterol is a way of measuring the fats maintained by your blood. Fats can be dropped anywhere in your physique, but sometimes congregate around organs, including your heart. This tendency might run in families. So, even if you're at a good weight and do not smoke cigarettes, have your cholesterol and



blood pressure levels examined regularly. One time shouldn't be sufficient.

Myth #3: Males and females DON'T see the same symptoms.

Males and females can have the same signals, but they commonly will not. Females usually tend to have the subtler signs though men usually have the type of heart attacks you can view in the films. But, both genders can have any symptoms.

These subtler warning signs, for example jaw achiness, nausea or vomiting, shortness of breath and extreme fatigue, usually tend to get defined away. "My jaw hurt mainly because my lunch time sandwich was on whole-grain bread and I was forced to chew very hard," or, while clutching their stomach, "I should not have had that extra piece of pizza." "Half of females do not have chest pain in anyway," announces Kathy Magliato, a heart surgeon at California's St. John's Health Center. Put all the little signals at the same time and pay attention to your physique.

Myth #4: Assuming that my glucose level is under control, Being diabetic is absolutely not a heart risk.

Though keeping your blood sugar level with a normal range (80ml-120ml) keeps you significantly more healthy, just having the extra blood sugar in your body takes its toll on arteries. You will be performing exercises and eating healthier to help take control of your diabetes, but don't forget to check your blood pressure and cholesterol, too.

Myth #5: My doctor would order exams if I were at risk for heart problems.

Usually, we all forget to tell the doctor the little aches we feel. The physicians, not knowing the various things we deem as insignificant, could pass over heart exams.

"Mammograms and Colonoscopies are routinely recommended by doctors," says Merdod Ghafouri, a cardiologist at Inova Fairfax Medical center in the state of Virginia, [3] "and are required, but heart tests are not repeatedly done." A cardiac scan can discover plaque build-up within the arteries even before you realize you've got a problem.

Do you have the motor oil pressure and transmission liquid examined in your car / truck? Have other precautionary protection done? Doesn't your only heart merit as much care as your motor vehicle?

--Submitted by Millie Bruce

LinkedIn: Join with other members of VRA and VARL!

Do you have a story to share? Go to the VRA member LinkedIn discussion board. This is a secure, professional networking site devoted to issues and interests of our members. VARL also has a site for leadership topics.

VRA LinkedIn Network: <http://www.linkedin.com/groups?mostPopular=&gid=2114298>

VARL LinkedIn Network: <http://www.linkedin.com/groups?mostPopular=&gid=2613703>

Join the VRA Facebook Group

Network with other members of VRA by joining the VRA Facebook group! Members can discuss VRA issues and upcoming events on this social networking website:

<https://www.facebook.com/?ref=home#!/groups/258928867454860>

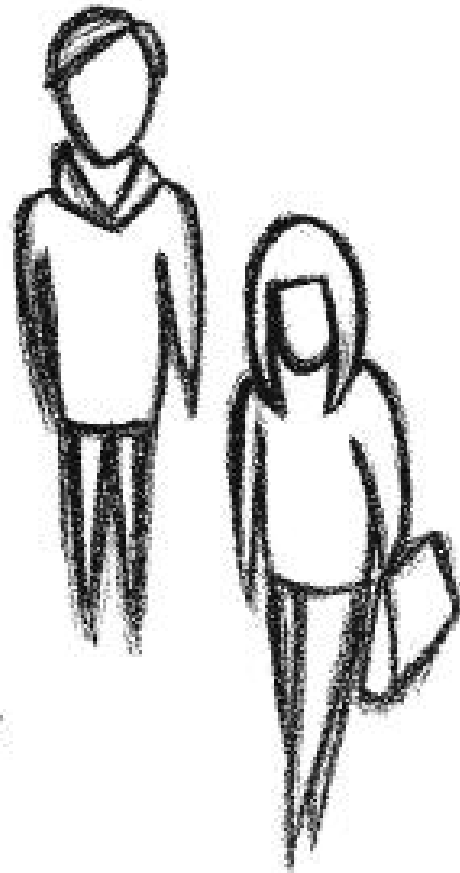
Please visit VRA.org

Please be sure to visit the VRA website at www.vra.org for important information about NRA and VRA news, updates on trainings and events, access to NewsNotes online, and photos of past VRA events!



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- Situational Assessments
- Job Development
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- Job Coach Training Services
- Support Employment
- Placement
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- Individual and Group Counseling
- Therapeutic Consultation
- Career Counseling



**We Help People With Disabilities
Live Up To Their Abilities**

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**SAVE THE DATE AND DON'T
MISS THIS WORKSHOP!**

*Leaving a Leadership
Legacy-
Improving your Skills today
with a Look to Tomorrow*

Whether you are in a position where you supervise others or you are a counselor, teacher, workforce developer, job coach, or PTA chair... your leadership legacy is what others will remember as you are ending your career. By thinking *now* about what your legacy will be *later*, you have time to influence how you are defined through your present actions. Using case studies of other leaders and their legacies, you will be able to evaluate your leadership and actions, with a look at starting you on the road to ensuring your legacy is what you want it to be. Let the leader in you be enhanced resulting in greater satisfaction in your work, more effective collaboration with employees, clients, colleagues, or the community, *and* outcomes to be remembered! Please join us for a day of introspection, fun, and learning how to be a better leader today!

Presenter: Shirley Lyons

Shirley Lyons, M.S., is a Program Manager for Henrico Area Mental Health/Developmental Services and has worked in this field for over 30 years. Shirley has been a student of leadership for years and her degree includes a specialty in Leadership. She has been a very popular trainer for VARL and other organizations including as a presenter at the Collaborations Conference for the last ten years. She currently facilitates business and leadership courses at the University of Phoenix, Richmond Campus, as adjunct faculty.

Wednesday, August 17, 2011 10:00 a.m. – 3:30 p.m.

Main Street Library

110 Main Street, Newport News, VA 23601

(757) 591-4858

Check in and refreshments at 9:30 a.m.

CRC ethics credits are in the approval request process

Lunch on your own

\$15 VARL members/ \$25 non members

SEATING LIMITED - NO REFUNDS AFTER AUGUST 5, 2011

Disability related accommodation requests must be received by Monday, August 8

Make check payable to **VARL** and mail to the attention of Sharon Cheek,
Dept. of Rehab Services, Ste. F, 2250 Murrell Rd., Lynchburg, VA 24501
Questions?? Contact Sharon.cheek@drs.virginia.gov or (434) 907-9278



National Network

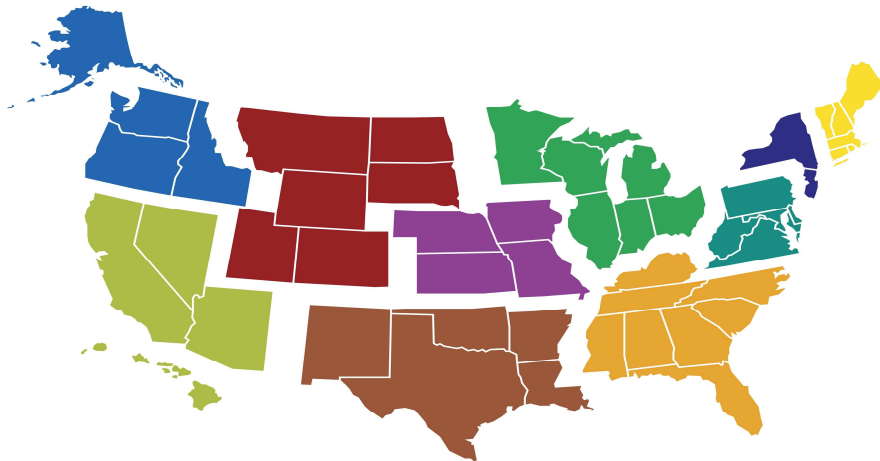
Information, Guidance and Training on the Americans with Disabilities Act by DBTAC

The ADA National Network provides information, guidance and training on the Americans with Disabilities Act (ADA), tailored to meet the needs of business, government and individuals at local, regional and national levels.

The ADA National Network consists of ten Regional ADA National Network Centers located throughout the United States that provides personalized, local assistance to ensure that the ADA is implemented wherever possible. We are not an enforcement or regulatory agency, but a helpful resource supporting the ADA's mission to "make it possible for everyone with a disability to live a life of freedom and equality."

Contact Your Regional ADA Center:

- Confidential ADA Call Center
- Customized and Local Training
- Webinars and Podcasts
- ADA Resources and Documents
- Regional and State Conferences
- Web-based Training & Resources



1-800-949-4232 (V/TTY)

www.adata.org



VRA Events Calendar

Mark your calendars for these important dates for your state and national associations

- Aug 17 VARL training, "Leaving a Leadership Legacy," presented by Shirley Lyons, Hampton, VA
- Aug 31 VRA Award Nomination Deadline
- Sept 13 Benjy Burnett Memorial Golf Classic
- Oct 2-4 Collaborations Conference, Wyndham Virginia Beach Oceanfront Hotel
- Oct 3 VRA Annual Membership Business Meeting (at Collaborations Conference), 12pm
- Oct 3 VARL training, "Leading with Clarity," presented by Dr. Amy Armstrong
- Oct 8 Deadline for submitting articles for NewsNotes
- Nov 2 "Seven Habits of Highly Effective People" training presented by Sabrina Harmon, hosted by NISH and STEPS Inc., Roanoke Workforce Center

Events and training programs also available on the VRA and NRA web sites.

Deadline for next issue's NewsNotes articles is October 8th, 2011.

Send to newsnotes@vra.org

Virginia Rehabilitation Association
P.O. Box 71864
Henrico, VA 23255
<http://www.vra.org>



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|-------------------------|---------------------------|
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| | Naomi Aitken |
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| VRCEA President | Emily West |
| VARL President | Teri Bertsch |
| NewsNotes Editor | Kristina Blough |

Run An Ad in the VRA NEWSNOTES

1/4 PAGE
\$ 15 / issue : \$ 50 / year
1/2 PAGE
\$ 24 / issue : \$ 90 / year
Full Page
\$ 50 / issue : \$ 175 / year

Next Deadline for NewsNotes: Oct. 8th.

**Please Submit NewsNotes articles to
Kristina Blough by Email at:
newsnotes@vra.org**

**Or send by US Mail to:
VRA NewsNotes c/o Mary Kaye Johnston
DRS Central Office
8004 Franklin Farms Drive
Richmond, Virginia 23299
Phone 804-662-9968**