Presidential Pondering by Rob Froehlich

As I draft this last Presidential Pondering we are just about to enter into election week in Virginia. I can’t help but link the concepts of participation in our democratic system with participation in a professional member organization like VRA. We all have opinions (just sit with me for 5 minutes and you’ll be subjected to hearing many of them!) but what makes the difference between having those opinions and using those opinions as the basis for action and outcomes relates to the choices and behaviors we engage in.

When we vote we have a direct impact on the chosen candidate, and when we participate in professional organizations we have a direct impact on the face of our profession. Even though this is my last pondering as President, I hope to have the ability to continue to interact with the many wonderful colleagues I have within VRA as you all continue to have that direct impact on the face of the rehabilitation profession.

The period of August through October afforded the VRA community several opportunities to come together for professional development and collegial interaction. VRA was prominently represented at the National Rehabilitation Association Annual Conference August 17th through the 20th in NY, NY, and members played key roles in the awards ceremony, pre-conference training session, and the Delegate Assembly. The 2013 VRA Benjy Burnett Golf Tournament was held on Tuesday, September 10th and once again was a great success. On the state level, the Virginia Collaborations Conference was held September 29th through October 1st in Virginia Beach. The Annual VRA Membership Meeting was held on September 30th. The meeting was well attended and input from VRA members on future action items was much appreciated. So many VRA folks played key roles in planning, implementing, facilitating, and evaluating for the conference.

This year was an amazing conference, however so much work goes into Collaborations each year that planning for 2014 has already begun. VRA will play a key role in chairing the steering committee for Collaborations 2014.

Kim Shepard and I have worked together closely as she transitions into leading the Association next year and I am confident 2014 will be an excellent year for the Virginia Rehabilitation Association! As you all are aware, the roles of the rehabilitation professional are many and varied. While we continue along our career paths, the various roles and experiences touch us or have an impact in different ways. Having the opportunity to serve, as VRA President was one of my most memorable professional development activities. I want to take this opportunity to thank the many individuals who were helpful, supportive, insightful, and collaborative in assisting me this year. Your contributions have been most appreciated by me.

--Submitted by Rob Froehlich
The **Corbett Reedy Award for Excellence** was established to recognize excellence in the field of service to persons with disabilities. The year’s award is posthumously recognizing **Dr. David Dean**, Associate Professor of Economics in the Robins School of Business at the University of Richmond, and Director of UR’s Bureau of Disability Economics Research, for his studies of the long-term impact of employment programs for people with disabilities. David’s commitment to examining the efficacy of VR over the past 25 years produced valuable information for Virginia. From his early work on the effectiveness of supported employment to his recent work on developing robust and flexible return on investment measures for VR and supported employment, David provided valuable insights for program administrators and policy makers about VR’s impacts on employment and earnings for Virginians with disabilities. The accolades for Dr. Dean and his work and many contributions go on and on. As one supporter wrote “He embodied the same values as my friend and colleague Corbett Reedy”. Accepting the 2013 Corbett Reedy Award for Excellence is Holly Dean.

The **Distinguished Achievement Award** was established to recognize 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. This year’s award is being given to two very deserving young men. The first recipient is **Sam Leckrone**. The nominator writes, “When I met with Sam and his supervisor I quickly realized that Sam was one of a kind and that despite having a significant neurological disability that resulted in cognitive, communication, and social skills deficits he had always found a way to overcome barriers and achieve his goals. This included graduating from Purdue’s School of Transportation Engineering, living independently in the community, and having a career in the field of transportation engineering, an area of passion since he was a very young child. Today Sam is employed at the Virginia Department of Transportation as a Traffic Engineer. Sam’s manager at VDOT describes him as a “Technical Genius”. He has been with VDOT for three plus years and was recently promoted after applying for a competitive position as a Traffic Engineer in Staunton, Virginia. To all those who work with and truly engage Sam he is a model of perseverance, and commitment toward personal and professional growth.” Accepting the 2013 Distinguished Achievement Award is Sam Leckrone.

The second recipient is **Greg Gorman**. The nominator writes, “Greg, one of eight children in the Gorman family, was born with Down’s Syndrome in the 1960’s at a time when many individuals with special needs like Greg’s were often institutionalized and segregated. Greg has lived at home with his parents all of his life. Even though he learned sign language at an early age to assist in communication, his father was interested in seeing him live as “normal” a life as possible, and insisted that he learn to communicate with his voice as much possible. Greg attended and graduated from Huguenot High School with a Special Education diploma at the age of 22. He is active in sports and has participated regularly in Special Olympics. With the assistance of his high school teacher, Greg had a number of work experiences while in school and prior to graduation, and went to work at Willow Oaks Country Club as a dishwasher/kitchen helper. He has maintained this employment with Willow Oaks for over 25 years now. Greg did not receive supported employment services – there was no such thing back then. He obtained, learned and maintained this employment primarily on his own, with natural supports from his teacher, family and co-workers. Greg is a hard worker and is extremely dependable. Greg works approximately 25 hours a week, receives both vacation and sick leave, has medical insurance and a retirement 401 K through his employment. Greg is kind and sweet, friendly and giving. His indomitable spirit and perseverance have afforded him a full and happy life. Accepting the Distinguished Award is Greg Gorman.

The **Don T. Johnston President’s Award** is given to a member or members selected by the President for outstanding services within the Chapter. It distinguishes a dedicated individual who provides services beyond those required by membership and prescribed offices. This year’s award goes to **Ms. Susan Gaillard**. Susan embodies the spirit of the award due to her outstanding educational, training, and organizational services within the Chapter. Susan assumed the role of Education Committee Chair, with some trepidation. Almost immediately this trepidation was replaced with enthusiasm and efficiency as Susan reached out to key stakeholders and developed an agenda of outstanding trainings
this past year that complemented the training agendas of Virginia’s other professional associations. She also increased the input and involvement of training participants to include a much higher participation level with Virginia’s ESO community. Susan not only effectively accomplished providing the activities and services required by her role as a VRA Education Committee Chair but she was essential in building the excitement and dedication of her committee, and in doing so paved the way for added input, creativity, and opportunities for emerging VRA leaders. For all these reasons Susan Gaillard is awarded the 2013 Don T. Johnston President’s Award.

--Submitted by Eleanor Williams

Golf Tournament Update

The 14th annual VRA Benjy Burnett Memorial Golf Tournament was held at Hunting Hawk in Glen Allen on September 10, 2013. It was a beautiful day to play golf and mingle with friends and colleagues. I would like to thank everyone that assisted in making this event successful. The list of folks is as follows: Susan Green, Kristina Derderian, Liz Smith, Eleanor Williams, Mary Kaye Johnston, Ericka Neville, Becky Bowers-Lanier, Beth Groff, and Ned Cambell. This year we had 15 sponsors and 18 teams. Many individuals donated item(s) for prizes and once again several businesses donated gift certificates to the tournament. Based on the figures below submitted by Eleanor Williams, VRA will earn $3,291.00 from the tournament. I would like to thank everyone and remind our members that we can raise more money if each member would be committed to get one business to sponsor a hole for the tournament. Money raised from the golf tournament is the primary fund raiser that supports the advocacy and legislative work of VRA! YOU can help by reaching out to someone or business that you know to obtain new Hole sponsorships (@$125) for the September 2014 golf tournament. Please start NOW.

The Choice Group (left) wins the 14th Annual VRA Golf Tournament.

--Submitted by Howard Green

VRA Division and Committee News

Legislative Liaison & Committee Report

This report covers the results of the election and the potential impact on the individuals we serve, recommendations from the Disability Commission the Governor’s budget bill that will be submitted to the General Assembly “money” committees in December, advocacy day January 20, 2014, and new section titled, “Federal Clip.”

Election results

At the time of this writing (early morning November 6), the statewide election results are (almost) completely in. With Terry McAuliffe taking the top spot, we will have a (presumed) moderate who pledges to work with both sides of the aisle. And importantly, McAuliffe supports expansion of Medicaid. What impact his Medicaid position will have on the recalcitrant House of Delegates remains to be seen. With Cuccinelli’s loss, the voters have determined that a pledge to cut taxes by over $1B is not the right direction to take. From my perspective, I’m breathing a sigh of relief about a budget-cutting fight.

McAuliffe’s win has the potential for sustained influence from the disAbility community, which worked to insert a disAbility platform into the campaign. The community will have to work diligently with the McAuliffe transition team to assure that disAbility issues remain on the table.
On the down ticket notes, Senator Northam’s win as Lt. Governor helps to secure a common sense, experienced person in this part-time position. The AG race remains too close to call at the time of this writing. And the House of Delegates remains approximately the same, with Republicans holding a secure majority.

Disability Commission
The Disability Commission consists of members of the General Assembly, appointees of the Governor and members of Executive branch agencies. To find current information on the Commission, click on http://dls.state.va.us/commissions/vdc.htm. You can obtain a copy of the Commission’s 2014 recommendations by going to the “Meetings” button and click on that, then click on the October 21, 2013 meeting “materials.”

Among the 2014 recommendations include legislative changes to increase the minimum number of accessible units included in any new multi-family construction, increase tax credits through the Livable Home Tax Credit program, increased funding for long-term employment support services, funding for three new sites for Project SEARCH, increased funding for the personal assistance services program, increased funding for long-term rehabilitation case management, increased funding for brain injury services, restoration of funding for the Centers for Independent Living. We expect that the Commission members will take up budget amendments on behalf of the Commission.

The Governor’s Budget Bill
As many of you know, one of the interesting anomalies of our legislative calendar is that the outgoing governor submits his budget to the “money” committees in December of his last year in office, and the incoming governor one month later is vested with the responsibility of advocating for a budget bill he didn’t submit. As with all previous “new” governors, Governor McAuliffe will be submitting budget amendments in the 2014 session. Eventually we will have a budget, and hopefully that will be in March 2014.

VRA will be working in the 2014 session to protect and support any increases in vocational rehabilitation funding that the Governor might have in his budget bill. We know that the Department of Planning and Development (DPB) has included in its decision brief for the Governor to consider an additional $2.6 million to address the VR wait list. We will not know his decision on whether or not to include the increased funding until he submits his budget in December.

Coalition Advocacy Day January 20, 2014
Much of our advocacy work revolves around lending voice to the individuals we serve in vocational rehabilitation and employment support services. We also work with our sister disAbility advocacy organizations, which will most assuredly be focused on funding for peer recovery support services (mental health and substance abuse), brain injury outreach and case management, and increased waiver slots for individuals with ID/DD. VRA is a member of the Coalition for Virginians with Mental Disabilities, and the advocacy day for this coalition is Monday, January 20, 2014 (which is of course MLK day, but the Virginia General Assembly takes no holidays while it is in session).

Federal clip
On October 31st, the National Council on Disability released its annual report on the nation’s progress in achieving equality of opportunity, independent living, and full participation and economic self-sufficiency for Americans with disabilities. The full report can be found at http://www.ncd.gov/progress_reports/10312013. The Cliff Notes version (the executive summary) contains 31 recommendations that do not require congressional approval. These recommendations are categorized as follows: (1) ratification of the Convention on Rights of Persons with Disabilities; (2) economic empowerment; (3) health care and access to medical treatment; and (4) community integration.

--Submitted by Becky Bowers-Lanier
VRA Education Committee Update

The VRA workshop in Fairfax in July 2013 was well attended and netted approximately $330.00 for VRA. Attendees expressed interest in hearing more on the topic of job placement for persons with criminal backgrounds. This workshop was one of the first attended by a majority of professionals from the ESO community rather than DARS. Whether that resulted from the topic, the email distribution, the lower costs (no-cost to members) or a combination of these factors, I hope to see more ESO staff in attendance at future workshops as well, since previous experience has been that workshops are heavy with DARS representation.

The Education Committee is in preliminary discussions on the next workshop offering, likely to be held in the Eastern Region. One topic of interest is an overview of the changes to the DSM-V.

Across the calendar year in 2013, the VRA Education Committee netted close to $1000.00 in training registration dollars, across 3 workshops.

--Submitted by Susan Gaillard

Other News & Notes

DARS Honors Disability Champions for Employment

The Commonwealth’s 2013 Disability Employment Champions include a Richmond member of a presidential committee for people with disabilities and a Newport News businesswoman who has hired fellow agency clients to work for her home care company.

Virginia Department for Aging and Rehabilitative Services Commissioner Jim Rothrock will present the agency’s awards to five current or former clients and their employers at noon, Oct. 16, at the University of Richmond’s Jepson Alumni Center. Individuals will be recognized for persevering in pursuit of employment and greater independence; their employers will be honored for demonstrating outstanding business and employment practices that encourage all Virginians to contribute their skills, ideas and talents to the Commonwealth’s workforce. The event is part of a series of activities across the Commonwealth in recognition of October as Virginia’s Disability Employment Awareness Month.

“Success is oftentimes the result of solid partnerships,” said Rothrock. “This year’s champions demonstrate the success that can be realized when talented Virginians with disabilities, supported by skilled professionals, meet the employment needs of progressive employers who readily identify the abilities, not disabilities, presented to them. This event allows more employers across the Commonwealth to learn about partnering with our agency and the capable clients we serve.”

The awards ceremony is part of a series of activities across the Commonwealth in recognition of October as Virginia’s Disability Employment Awareness Month. The statewide 2013 Disability Employment Champions award employee/employer recipients are:

• Teena Carter, whose vocational training at the Woodrow Wilson Rehabilitation Center enabled her to obtain a state license as a certified nursing assistant and gain employment at Spring Arbor of Leesburg;

• Rex Cole, a U.S. Air Force veteran whose unpaid internship on an amphibious crane project for international crane manufacturer Tadano Mantis Corp. in Richlands led to a job as a supervisor of a maintenance area unit for Chrysler Group LLC in Michigan;

• Mark Schomaker, who pursued a degree in electrical engineering following a diving accident and now works as a controls engineer for Delta Star, a Lynchburg manufacturer of mobile substations and transformers;
• Justin Spurlock, a former pharmacy technician who returned to school after a car accident and is an AutoCAD operator with Roof Consulting Services of Glen Allen; and

• Juanita Zguro, a licensed practical nurse with All Ways There Home Care, whose employer, Valerie Jones, was herself a DARS client and started the home care business in Newport News.

In addition, Rothrock will present the agency’s Colorado Award to Jack Brandt, a former DARS client who is a disability policy specialist at Virginia Commonwealth University’s Partnership for People with Disabilities. The Colorado award honors DARS clients who have maximized their employment opportunities, independence and full inclusion into society.

Brandt’s public service as a governor’s fellow under Gov. Timothy Kaine and as an intern with U.S. Sen. Michael Enzi of Wyoming laid the groundwork for an appointment to Virginia’s Statewide Independent Living Council, for which he served as chairman from 2010 to 2012. He also serves on the Commonwealth’s Community Integration Advisory Commission. In 2012, President Obama appointed him to the Committee for People with Intellectual Disabilities.

Brandt, 34, has a developmental disability. He received a bachelor’s degree from James Madison University and completed his master’s degree in rehabilitation counseling at VCU in August.

Read Gov. Bob McDonnell’s proclamation recognizing October as Virginia Disability Employment Awareness Month at http://1.usa.gov/GzvFTg. Learn more about the national campaign to raise awareness about disability employment issues and the contributions of America’s workers with disabilities at www.dol.gov/odep/topics/ndeam/.

--Submitted by A.J. Hostetler

**WWRC Updates**

**WWRC Recognized at 2013 National Career Pathways Network Conference**

WWRC Principal, Sharon Mullen, just received an award in the Career Pathways Partnership Excellence Program including $2,000 in cash that will be used to supplement WWRC’s existing program. The award recognized WWRC’s efforts with the Career Readiness Certificate program. The program has proven to be extremely beneficial in helping WWRC consumers reach their goal of employment. Feedback from Agency placement staff has consistently noted that consumers with Career Readiness Certificates have a greater chance of getting interviewed and hired.

**Business Information and Technology (BIT)** – Fifteen consumers graduated from BIT in September. Among others, they are working for employers like the Institute for Defense, Belvoir Community Hospital and Valley Community Services Board. We celebrate with Don Whittington, DARS Fishersville, and one of his BIT graduates that landed a fulltime IT job making $57,000 annually with benefits. This case is also an example of “Intensive Consumer Engagement” (ICE) in the classroom. The job resulted from a classroom job search which is built into every week’s curriculum. Don said, “Brett was struggling with his disability, but coming to the Center for a Computer Support Specialist Program really turned things around for Brett. It allowed him not only to gain skills for work, but also provided him the opportunity to improve his self-confidence and self-esteem.”
Health Occupations
Teena Carter, received the Regional Dream Catcher Award from Northern Virginia Regional Staff as well as a “Champion Award” at the Agency’s October event in Richmond. She completed WWRC’s Life Skills program and Certified Nursing Assistant Program, before going to work at Spring Arbor Assisted Living Facility. At the ceremony, Teena thanked Sarah McCarty, her DARS Counselor, Lapearl Smith, placement staff and WWRC staff.

Building Trades and Maintenance
The program has been expanded to allow graduates a variety of options in “trade related” occupations. Ben Biegel began his six-week student internship program on September 10, 2013, at Mill Cabinet Shop in Bridgewater Virginia. Just three weeks into his internship, Ben had so impressed Lee Stover, owner of Mill Cabinet, that Lee offered Ben a full-time position with the company. Ben gladly accepted the position and began full time work on October 28, 2013. Ben came to WWRC from the Northern Virginia Regional Office and was originally referred by Bonnie Hawley. Jessica Battisti is his DARS Counselor.

External Training Option
Leslee Melcher has just finished her Dog Grooming program and returned home to begin work in a local business. Leslee says, “WWRC is a nice place to stay, a good place to learn. Richard Keene, Leslee’s Field Counselor in the Abingdon Office, said “Leslie is just such a joy to work with. Leslee had struggled with career choices. Following a feasibility evaluation and a Life Skills Training Program (LSTP) Leslee realized her passion for working in animal care and feels the WWRC training has paved the way for her to realize her career goals.

Funding through the Reeve Spinal Cord Injury and Paralysis Foundation
The WWRC Foundation successfully applied for funding through the Christopher Reeve Spinal Cord Injury and Paralysis Foundation’s Quality of Life grant program on behalf of the WWRC Wheelchair Seating program. The $10,000 was used to purchase several specialized seating technology products.

WWRC’s seating team recently used the OttoBock Tru-Shape custom seat molding system with two clients and was very pleased with the ease of adjustment that enabled them to position the client properly for successful molding.

In addition, the Center was able to replace the pressure mapping mat and acquire the automatic calibration unit. The new mat uses stretch sensor technology which will allow for a digitized map or view the pressures between a client’s body and the contours of the custom molded seating systems fabricated with the Ottobock OBSS system. Thanks to the WWRC Foundation and the Christopher Reeve Spinal Cord Injury and Paralysis Foundation for this important equipment upgrade.

Empowerment Through Communication Program (ETC)
The Empowerment Through Communication Program (ETC) celebrated another graduation on August 2, 2013. The program is an intensive group AAC program that the Communication Services Department offers. The primary goal is for individuals that utilize communication devices to become competent and functional users in a variety of communication environments. ETC focuses on transition and employment. Graduates will complete a Vocational Evaluation at WWRC, and pursue employment goals with a DARS Counselor and placement staff.

--Submitted by Jackie Davis
Karen Michalski-Karney, Executive Director of the Blue Ridge Independent Living Center (BRILC), Roanoke, has been selected as the recipient of the 2013 William Patrick White Award for Advocacy by the Independence Center, Inc., (ECI) Norfolk.

The William Patrick White Award recognizes individuals whose work has advanced the goals of independent living in the Commonwealth of Virginia. The award is in memory of William Patrick White, the first President of ECI’s Board of Directors. William Patrick White set a standard of dedication and hard work, which made independent living a reality in Virginia. Previous recipients of the William Patrick White Award include U.S. Senator Robert Dole, Lt. Governor Donald B. Beyer, Jr., and Governor Charles S. Robb.

Steve Johnson, Executive Director of ECI, said, “Michalski-Karney was chosen for this year’s award because of her many years of strong advocacy and leadership in Virginia’s disability community; leading the charge to advance independent living services/advocacy through some very difficult economic and political times during the past decade.”

Michalski-Karney has been Executive Director of BRILC since 1989.

In an attempt to ensure that individuals with disabilities have access to independent living services, BRILC is currently operating satellite centers for independent living in both the Piedmont and New River Valley areas. BRILC was also instrumental in establishing the Lynchburg Area Center for Independent Living (LACIL) in Lynchburg.

Michalski-Karney currently serves as President of the Virginia Association of Centers for Independent Living (VACIL) and Chair of the Statewide Independent Living Center (SIILC). She also serves on the Board of the Greater Roanoke Transit Company (GRTC) and the disAbility Law Center of Virginia (dLCV). She is Vice Chair of the Community Integration Advisory Commission (CIAC) and serves on the Department of Behavioral Health and Developmental Services (DBHDS) Department of Justice Settlement Advisory Group.

ECI and BRILC are two of 15 centers for independent living (CILs) located around the Commonwealth. CILs are private, nonprofit organizations that assist individuals with disabilities to be independent. CILs also work within their communities to ensure accessibility. All CILs provide four (4) core services including peer counseling,
independent living skills training, advocacy, and information and referral. Fifty-one percent of CILs’ Board of Directors must be people with disabilities and the majority of staff also have disabilities.

For more information about BRILC call 540-342-1231 (v/tty). To learn more about CILs statewide visit www.vacil.org.

--Submitted by Karen Michalski

**CNI Trust Fund Advisory Board Welcomes New Governor Appointees**

The Brain Injury Services Unit of DARS’ Community Based Services Division is pleased to announce that Governor Bob McDonnell has appointed two new members to the Commonwealth Neurotrauma Initiative (CNI) Trust Fund Advisory Board, effective through June 30, 2016. Rosemary Rawlins of Glen Allen succeeds Page Melton of Richmond in the vacancy for “a Virginian with a traumatic brain injury or caretaker thereof.” Ms. Rawlins is a caregiver for her husband who sustained a brain injury in 2002. She is also an author, speaker, and blogger for Brainline.org.

Laurie Lindblom, M.D. of Hampton was appointed to succeed Gregory Helm, M.D., Ph.D. of the University of Virginia to fill the vacancy for “a person licensed to practice medicine in Virginia experienced with brain or spinal cord injury.” Dr. Lindblom is a physiatrist specializing in spinal cord injury medicine at the Hampton Veterans Affairs (VA) Medical Center.

The Code of Virginia specifies the number and types of members to serve on the advisory board. In addition to Ms. Rawlins and Dr. Lindblom whose terms end in 2016, there are five additional members, including the Commissioner of the Department for Aging and Rehabilitative Services, the agency that manages and staffs the CNI Trust Fund and its grant program. Visit the CNI website at http://www.vacni.org for more information on members, grant recipients, and other items of general interest.

--Submitted by Kristie Chamberlain

**Virginia Brain Injury Council Elects Two Officers**

The Virginia Brain Injury Council elected two new officers at the October 25, 2013 meeting. Cynthia O’Donoghue, Ph.D., CCC-SP, of Harrisonburg, was elected to a two-year term as vice president and Jodi Power, RN, JD, was elected to the position of secretary for a one-year term. Both positions are effective at the January 24, 2014 meeting.

Dr. O’Donoghue, Head of the Department of Communication Sciences and Disorders at James Madison University and Board President for Crossroads to Brain Injury Recovery, was initially appointed as a member of the Council in April 2010 to serve a three-year term. Dr. O’Donoghue has served on numerous council committees, including serving as chair of the Council’s Nominations and Elections Committee for two years.

Ms. Power is serving a second term as secretary, as she was first elected to the role of secretary in January 2013 (individuals may serve up to two consecutive one-year terms). The secretary is responsible for chairing the Bylaws Committee.

In addition to Dr. O’Donoghue and Ms. Power, the Council has two other Officers: Brian Shenal, Ph.D. of the Veterans Administration Center in Roanoke serves as chair, and Mark Salisbury of Yorktown serves as Immediate Past Chair. Both of their terms end January 2015.

Council meetings are held quarterly in Richmond (unless otherwise noted) and are open to the public. Check out the Council’s website at http://www.vaDARS.org/vbic.asp. For more information, please contact Kristie Chamberlain of the DARS Brain Injury Services Unit, Community Based Services Division, via voice at: (804) 662-7154 or electronically at kristie.chamberlain@dars.virginia.gov.

--Submitted by Kristie Chamberlain
VRCEA IS PROUD TO SPONSOR

Autism Spectrum Disorder: Employment Considerations

Presenter: Alissa Molinelli, MS, CRC

Thursday, December 5th, Portsmouth, VA
9:00 AM to 1:00 PM

Department for Aging and Rehabilitative Services
Portsmouth Office
3248 Academy Avenue, Suites 22-26
Portsmouth, VA 23703

Registration Fee: $10 VRA Members; $15 Non-Members
Pre-registration Required: Deadline December 2, 2013

Application made for CRCs
To register or get more information contact:
Karen Backus: (757)-253-4068
karen.backus@dars.virginia.gov
DON’T MISS THIS WORKSHOP!

Change – How to manage it 
within today’s technology driven – social media driven world

At the 2013 Collaborations Conference, we learned about Managing Change using John Kotter’s process he detailed in My Iceberg is Melting. This training continues to explore the world of managing change particularly as we are confronted with the ethical dilemma’s presented by technology and social media. How can we manage our stress and deal with the pressure of change? How do we help those we serve deal with the stress of change? And what do we need to know about doing our work with the easy access of social media sites? This interactive session will further your understanding of managing change using self-awareness and will introduce ideas of how to handle technology/social media issues.

Presenter: Shirley Lyons, M.S. 
University of Phoenix, Richmond/VA Beach Campus

Tuesday December 10, 2013 from 10:00 a.m. – 3:30 p.m. 
Henrico Area MH/DS Eastern Government Center
4825 S. Laburnum Ave., Henrico, VA 23231
(804) 222-2607
Check in and refreshments at 9:30 a.m.
CRC credits have been requested

$15 VARL members/ $25 non members
SEATING LIMITED - NO REFUNDS AFTER December 6, 2013
Lunch on your own Disability related accommodation requests must be received by Monday, December 2, 2013

Make check payable to VARL and mail to the attention of Naomi Aitken
Division of Rehab Services, 2211 Hydraulic Road, Suite 101 Charlottesville, VA 22902
Questions?? Contact Naomi.Aitken@dars.virginia.gov  434-566-2511
VRA Election Results Are In!

Congratulations to the newly elected VRA Officers and Board Members!

President Elect – Jean Steveson
Secretary – Addair Jensen-Smith
Board Members (Class of 2016) – Nora Tucker, Susan Gaillard & Alison Mundy

--Submitted by Mary Kaye Johnston
The Choice Group

- Independent Living Skills
- Life Skills Training
- Job Seeking Skills Training
- Vocational Assessments
- Situational Assessments
- Job Development
- Job Placement and Training
- Long Term Follow Along
- Job Coach Training Services
- Support Employment
- Placement
- Educational Services
- Individual and Group Counseling
- Therapeutic Consultation
- Career Counseling

We Help People With Disabilities Live Up To Their Abilities

The Choice Group
4807 Radford Avenue, Suite 106 • Richmond, VA 23230
(804) 278-9151 • Toll-free 877-374-5312
E-mail: info@thechoicegroup.com • www.thechoicegroup.com
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!

Hear Ye! Hear Ye!

VRA is seeking copies of old VRA NewsNotes and would like your help! If you happen to have a copy of NewsNotes the year 2000, 4th quarter; year 1999 3rd quarter; year 1998 2nd quarter; or anything earlier than that, please contact Mary Kaye Johnston at info@vra.org or call 804-965-0514. We would love to have your copy, scan your copy, or copy your copy to include in the VRA Archives. Your help is very much appreciated!

VRA Events Calendar

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Dec 10th</td>
<td>VARL Board Meeting</td>
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<tr>
<td>Dec 10th</td>
<td>VARL Training: “Change and How to Manage it,” Henrico Area MH/DS Eastern Government Center</td>
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<tr>
<td>Dec 13th</td>
<td>VRA Board Meeting</td>
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</tbody>
</table>
Next Deadline for NewsNotes: TBA.
Please Submit NewsNotes articles to Kristina Derderian by Email at:
newsnotes@vra.org

Or send by US Mail to:
VRA NewsNotes c/o Mary Kaye Johnston
4612 Kingsrow Drive
Glen Allen, VA 23060
804-965-0514