I am very excited about the activities that have occurred this quarter. These times remind me of how and why I have a passion for this career.

New initiatives are escalating—WIOA, Career Pathways, and Career Credentials for job candidates. Get excited; get involved with NRA/VRA Chapter Divisions so your voice can be heard and have an impact on the outcome of some critical decisions being made for our profession!

The VRA Golf Tournament was a great success again this year. A special thanks to Kim Shepard, Chair of the Golf Tournament; Margie Millner—VRA President Elect; and to our former chair, Howard Green, for making this a success another year!

NRA Conference—thanks to our NRA President Eleanor Williams for bringing this conference to Virginia this year. Eleanor and her committee had key speakers at this conference – Janet L. LaBreck, Commissioner of the Rehabilitation Services Administration (Office of Special Education and Rehabilitative Services, Department of Education); Kimberly Vitelli (Deputy Administrator of Employment and Training Administrator of Workforce Investment, US Dept. of Labor), and Jim Rothrock (DARS Commissioner).

I would like to thank our Membership Chair, Susan Gaillard, for coordinating a recruitment drive at the DARS Statewide Managers’ Meeting. As a result VRA will see an increase in membership before the end of the fourth quarter. This team has an impact and the ability to empower our next generation of VRA members and Board positions. Please note this quarter’s highlight of members as shown above in a picture at a membership event. This team empowers our
staff to work with our community partners in making this organization a platform to address critical issues we face with WIOA.

We have been very busy this quarter, but still have lots to do to enhance our profession. DARS Commissioner, Jim Rothrock, mentioned a benefit of being a member of VRA allows members to be with a population committed to the same goal. The goal is to enhance the outcomes of our citizens with disabilities, help them become successful in life, reach independence and employed and to enjoy a better quality of life.

VRA membership is lower than it has been in years. Let’s work together to help individuals in this profession understand how valuable being a member of this organization can enhance their career.

Let’s go after at least (1) new member for each current member before 2016 ends. We offer numerous educational sessions to not only help your profession but offer critical topics that will help you make decisions to help our customers succeed. Take advantage of these opportunities.

Thanks to our Education Chair, Margie Millner, and other divisions for coordinating education training opportunities.

Plan to attend our next Board Meeting October 21 in DARS Conference Room, 8004 Franklin Farms Drive at 10 am. Collaboration Conference will be held November 16-18, 2016 at the Hilton Garden Inn, Atlantic Avenue, VA Beach, VA.

I look forward to working with all of you and continuing the great work of VRA!

---

**VRA News**

**Wellness is For Everyone! – Submitted by Shirley Lyons**

In times of stress, your body often reacts and sometimes the result is being tired, having aches and pains and sleeplessness (or the opposite – sleepiness). There are plenty of ways to combat stress. These remedies include increasing physical activity, watching your diet, keeping track of the other “numbers” that are important to certain health conditions and finding ways to relieve the stress. Healthy ways are so important versus finding other ways of stress relief liking drinking to excess or chain smoking.

Another important way to relieve stress is to have fun – yes FUN – even while at work.

How do you do that? Here are just a few ideas.

- Play games as an icebreaker at a meeting to build rapport and camaraderie
- Tell people how good they are, how you like their style, etc.
- Use positive self-talk
- Take a few minutes each day to LAUGH
- Find fun quotes and share
  
  Example: “In times like these, it helps to recall
that there have always been times like these.” - Paul Harvey

Want more? Want some practice? Come to the session on Wellness at Collaborations = Learn and have fun at the same time. Hope to see you there!!!

Meet our new Members! – Submitted by Veronica Hunter, Senior Manager (Program Experience at Goodwill of Central and Coastal Virginia

Veronica Hunter is the Senior Manager, Program Experience at Goodwill of Central and Coastal Virginia. As the Senior Manager, Program Experience she is responsible for ensuring that the job seekers experience is outstanding by making sure the individuals served are able to access services and build a career path regardless of challenges they may face.

She recently received her MBA from the University of Phoenix. Veronica moved to Virginia from New York when she accepted a position with Goodwill fifteen years ago. Veronica enjoys running races, and is in the process of training for a half marathon. She can be contacted at Veronica.H.Hunter@outlook.com.

VRA Nominations needed! – Submitted by Jean Stevenson, Past President

VRA is currently recruiting for nominations for the following positions: Three board members, President-Elect, Treasurer and Secretary. Your organization needs your help to keep VRA thriving and vital! Please let me know if you or anyone you know who is a member is interested. I will look for your email by 11/9/16. Please send to Jean.stevenson@dars.virginia.gov. Don't be afraid to nominate yourself!!!

2016 Golf Tournament Success! – Submitted by Kimberly Shepard, Chair

The 17th annual VRA Benjy Burnett Memorial Golf Tournament was held at Stonehenge Golf Club on September 12, 2016. It was a beautiful day to play golf and mingle with friends and colleagues.
We would like to thank everyone who assisted to make this a successful event again this year!! In appreciation, those folks who made this a success are Howard and Susan Green, Margie Millner, Liz Smith, Chrissy Redfearn, Nancy Santiago, Beth Groff, Adair Jensen-Smith, and Becky Bowers-Lanier.

This year we had 22 hole sponsors and 17 teams. Thanks to the folks who donated items for prizes as the golfers always really enjoy these.

Based on the initial figures VRA will earn over $3,000.00 and maybe as much as $3,500.00 for the tournament.

We 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. We would ask that you start now and reach out to someone you know to get a $125.00 sponsorship for the 2017 golf tournament. See you next year!!

Howard was also recognized for the many things he has done to support VRA and with the tournaments!
VRA needs YOU!

VRA needs YOU to help with a variety of functions of the organization. Please give of yourself, your time and your talents in ways that are fun and pleasing for you.

There are a number of committees and other behind the scenes work making VRA an effective, efficient and viable organization. We are also looking to fill 2017 VRA Board positions!

YOU can be an important LINK to the infra-structure and continuing work to build VRA and to make a real difference!

VRA Division and Committee News

VRA Membership Committee Update -- Submitted by Susan Gaillard, Membership Chair

As a reminder, for all members in their first year of membership in the Va. Rehabilitation Association: As part of your free first year membership you were assigned a VRA Friend and you were told you may attend a VRA training event of your choice in your first year, free!

If you haven’t used that option yet, I want to be sure you have are made aware of all of the amazing trainings being offered throughout the year through VRA and VARL, to name a few organizing groups.

We will continue to update you with trainings throughout the state on varying topics and look forward to meeting all of you at Collaborations!

VARL Update – Submitted by Robin Metcalf, VARL President

NARL and VARL meet together at National Rehabilitation Conference
During The National Rehabilitation Association conference in Richmond, VA September 12th-15th the Virginia Association of Rehabilitation Leaders was proud to host the National Association of Rehabilitation Leaders for a meeting and get together in the President’s Suite, graciously provided to us by Eleanor Williams, current NRA President. Evan Jones, of NARL led our formal meeting and we then had an informal discussion regarding leadership today in the field of rehabilitation. Some of the issues and questions brought forward included the struggle between ethics, changes in the field and the ever changing rules, the difference between being a manager and a leader and how to help rehabilitation professionals take ownership of their job and be the best they can be in the field. The group agreed since one of the goals of NARL and VARL is on-going training many of these questions can be addressed through on-going training and both NARL and VARL plan to continue their on-going education efforts.

VARL will sponsor both Dr. Chris Reid and Dr. Amy Armstrong on a pre-con presentation at Collaborations at the Hilton Hotel in Virginia Beach on November 16th from 2 -5 pm. One area of emphasis of the presentation will be the role and responsibility of supervisors and leaders to develop systems supportive of appropriate discussions of ethical dilemmas. As always, I am sure both Dr. Reid and Dr. Armstrong will help us brainstorm effective solutions. Please join us at the pre-con.

Please join us at Collaborations and consider joining VARL if you are not already a member. While you are considering membership, please also consider a position with the board. It is a great way to meet and network with the current leaders in the field and help pave the way for your future in leadership. If you have questions, please feel free to call me at 804-615-6231 or by email at robin.metcalf@thechoicegroup.com

VRA Training Committee Update -- Submitted by Margie Millner, Education/Training Chair

VRA hosted a workshop on the DSM-5 on October 7, 2016 at the Portsmouth DARS office. Due to popular demand, this is the second training on this topic that VRA has sponsored this year, with the first event occurring in the Richmond area. Mr. Patrick Slifka, Director of Training with the National Counseling Group, is an engaging speaker who provided an overview of the DSM-5 with related changes and practical applications to the field. Twenty participants attended, representing various agencies to include DARS, ESOs, and CSBs. CRC credits were provided.

VRA is excited to be offering an upcoming training entitled “Serving Persons with Criminal Histories” in the Fairfax area on October 28, 2016.

**Brief Description:** Many professionals in the mental health, substance abuse, probation, and vocational rehabilitation fields struggle with the multiple barriers faced when serving reentering citizens. This workshop will provide inspiration, resources, and incentives to more effectively serve persons with criminal histories.

**Goals and objectives:** Upon completion of this workshop, attendees will be able to:

- Understand Virginia Fidelity Bonding
- Be versed in the Work Opportunity Tax Credit
Learn of Virginia’s Restoration of Rights activities
Understand EEOC and fair hiring practices as they relate to criminal history checks
Learn of strategies, programs and resources to aid in successful reentry and employment outcomes

Various presenters from Probation and Parole, Sheriff’s Office, DARS, Job Developers, Reentry Programs and state representatives will provide insight, experiences, and strategies to aid in successful job placement and community reintegration.

Thanks to Shawn Zimmerman for being instrumental in the development and implementation of this event!

Other News & Notes

The Assistive Technology Loan Fund Authority-- Submitted by Sandra Banker, Executive Director

The Assistive Technology Loan Fund Authority (ATLFA) is a Commonwealth of Virginia State Authority created with public funds to help Virginians with disabilities obtain assistive technology. The ATLFA provides affordable financing alternatives (loans with below-market interest rates, no down payments, longer repayment terms, etc.) to help make adaptive equipment a possibility for individuals who might not otherwise be eligible for borrowing. Any type of equipment can be financed as long as it relates to an individual’s disability; examples include recreational equipment, vision aids, communication and hearing devices, and home and vehicle modifications.

Regardless of income, any Virginia resident with a disability, or a caregiver of a person of any age with a disability, can apply for a loan. Credit history, income and debt are considered in loan approval. Individuals with no credit history or poor credit are considered; special consideration given to disability and medically related credit issues. To apply, call 1-866-835-5976 or visit www.atlfa.org.

The disAbility Resource Center Update -- Submitted by Kimberly Lett, Program Coordinator/Deputy Director

The disAbility Resource Center
409 Progress Street, Fredericksburg, Virginia 22401
Website: www.cildrc.org, Email: drc@cildrc.org

DATE: September 21, 2016 CONTACT: Kimberly Lett, Program Coordinator/Deputy Director
540-373-2559 or klett@cildrc.org

dRC Happenings

The dRC's annual fall event, Masquerade Gala 2016, will be held October 8, 7pm to 11pm at the A. Smith Bowman Distillery, 1 Bowman Rd., Fredericksburg. It is a night of fun and philanthropy. There will be dining, dancing, door prizes, and an auction and auction items include airline tickets, Disney tickets, sports
memorabilia and more. Tickets are $50 and can be purchased on line at https://drcmaskgala.eventbrite.com or at the dRC office, 409 Progress St., Fredericksburg. Funds raised will support the independent living services we provide to people with disabilities in our community. For more information, email drc@cildrc.org or call Kim Lett at 540-373-2559.

The dRC’s Friday Afternoon Live is now Wednesday Afternoon Live! Every Wednesday from 2pm to 4pm the dRC’s hosts events and activities for adults with disabilities, their friends, and caregivers. To register and get more information on events, contact Tanya Stephens at tstephens@cildrc.org or 540-373-2559. October activities include Fives Wishes which involves personal planning similar to creating a Living Will (Oct. 5 and 12), What’s in Your Wallet about budgeting and making your money go further (Oct. 10), and a Halloween Social (Oct. 26).

The dRC is sponsoring the following two workshops at its office on October 21:

10-11:30am - Americans with Disabilities Act and Employment: The Updated Employment Regulations and What it Means for You. The Americans with Disabilities Amendments Act (ADAAA) and implementing regulations have made significant changes to the ADA as it applies to the workplace. In this overview, learn about significant changes and additions to central ADA employment provisions including the expanded definition of disability, changes to reasonable accommodations expectations, and the newly added interactive process provisions.

1-2:30pm - Requests for Workplace Accommodations Under the Americans with Disabilities Act and What to Do Next. Workplace accommodations are critical for many people with disabilities to be productive employees and employers are legally obligated to provide them. Most accommodations are relatively easy and inexpensive to provide. However, employers and employees alike struggle with how to request them, how to recognize those requests, and what to do next. This in-depth training will provide practical information on the requirements for reasonable accommodations under the Americans with Disabilities Act and the interactive process that should be used to respond to requests and successfully implement accommodations.

Register to attend one or both ADA workshops by linking to http:dRCADA.eventbrite.com. Contact Kevin Koziol for any questions or accommodations, kkoziol@cildrc.org or 540-373-2559.

Kate Brown-Wing with Look-n-Listen Dog Training is teaching a seven-session Canine Good Citizen Certification class at the dRC beginning October 8 from 3 to 4pm for weeks 1 to 5, 9 to 10:30am week 6, and 3 to 4:30 on week 7 when testing and certification for Canine Good Citizenship will be given during a short ceremony. The class is ideal as a basic foundation for individuals who hope to train their dog to one day become a therapy, support, or service animal. Dogs of any breed or mixed breed aged 4-months and up are welcome. All dogs must have flat collars with ID, be health and have current vaccines. To ensure the safety and best learning experience for the group, this class is not intended for dogs that are aggressive. Tuition for the 8-week program is $125 and the Good Canine Certificate is an additional $10. For registration form and more information, contact Kate Brown-Wing at katebrownwing01@gmail.com or 540-359-0539.

The dRC is also participating in Pathways, the bi-annual transition conference sponsored by the Fredericksburg Area Council on Transition. Pathways is November 12 at Chancellor High School in Spotsylvania. For more information, contact Linda Galloway at lgalloway@cildrc.org or 540-373-2559.
Mark your calendar for the dRC’s Walk ‘n Roll around Fredericksburg’s Heritage Trail on April 2, 2017, and our 2nd annual Independent Living Expo schedule for May 13, 2017. Vendors are currently being solicited for the Independent Living Expo. Email or call drc@cildrc.org or call 540-373-2559 for information.

Wilson Workforce Rehabilitation Center News and Updates! -- Submitted by Jackie M. Davis, WWRC Representative

Brian’s Story
Brian Evans recently concluded his intensive Vocational and Physical Rehabilitation at WWRC following a serious motorcycle accident. Brian returned to work at the Bank of America on July 1st. This follows a very long and arduous journey. Brian is another example of the unbelievable capacity of individuals with disabilities to overcome the obstacles to employment when they get the supports and rehabilitation services needed. Brian worked diligently at WWRC to regain physical function and to master assistive technology needed to be successful on the job. You can hear Brian share his bone-chilling, as well as inspirational, story of vocational rehabilitation on our most recent podcast episode.

Rebecca Glazebrook, Brian’s counselor, relayed that the Center environment gave Brian back his life, motivated him and put him back on track to regain his employment at the Bank of America.

New Certifications for WWRC Consumers

Many students are in vocational tracks at WWRC that could lead to a role in directing traffic around logistical, construction, plant operations, and other related fields. WWRC is evolving a new certification for consumers who would like to obtain their “Flagging” Certification from the Virginia Department of Transportation. The first pilot class completed the training on July 19, 2016, and received their certifications. Mike Hall, Safety and Risk Management; Larry Soper, Physical Plant Services and Stevie Surratt, Grounds Lead Staff, are authorized to provide the training.
Kurt Sprenger gives Presentation

WWRC Lead Analyst, Kurt Sprenger, gave a presentation at the 9\textsuperscript{th} Annual Summit on Performance Management in Vocational Rehabilitation held in Richmond on September 7-8. This was a huge honor, and Kurt talked about some really important data like the fact that the percentage of DARS transition age successful closures served at WWRC continues to increase. During the current Federal Fiscal Year, over 36\% of all transition cases have been served at WWRC, and 45\% of all Agency transition consumers with an autism diagnosis have been served at WWRC.

Dr. Mullen Appointed to the Virginia Board of Education’s Adult Education and Literacy Advisory Committee

Dr. Sharon Mullen was recently appointed to the Virginia Board of Education’s Adult Education and Literacy Advisory Committee for a three-year term. Dr. Mullen is the Principal of WWRC’s Education Services Unit, oversees credentialing, and is involved in a new project to support the use of the Career Readiness Certificate across the state.

Bruce Dellinger Donates Art to WWRC

A special thanks to our good friend, Bruce Dellinger, for his donation to WWRC. Bruce is a special guy. His art, of course, is incredible in its own right, but when we consider how he draws these phenomenal masterpieces, most are left in awe of his unique talents. Bruce is well known for drawing by holding the pencil in his mouth because of the limited use of his hands. He wanted everyone to know that this donation is a gesture of goodwill toward WWRC for its role in helping individuals with disabilities become independent and employed. Thanks again to this wonderful artists and partner in WWRC’s mission.
State Rehabilitation Council Meeting

On August 22, 2016, at the State Rehabilitation Council meeting, Rick Sizemore provided a report about WWRC and the work that continues at the Center to help people with disabilities as they strive to become independent and employed. Kathy Hayfield and Rick often report alongside each other, which gives us the opportunity to reflect on the powerful partnership between WWRC and DRS. For example how DRS and WWRC have worked together to get over 3,700 students employed in SFY2016 with almost 1 in 5 attending WWRC. This year was the final presentation of the Council’s Roy Ward Award and the previous award winners were acknowledged. Pictured is WWRC’s contingent of winners. L-R: Tracy Topolosky, Barb Ostrander, Wendy Cullen-Lawhorne, and Sharon Russo. Russ Neyman and Dr. Kristen Chesser also received this award; however, they were unable to attend.

Life Skills Transition Program’s Greenhouse

The WWRC Life Skills Transition Program consumers have been busy this year growing vegetables and herbs that they get to eat in the cafeteria. The greenhouse is part of the hands-on learning that consumers are involved in while learning how to be great employees on jobs. Some of the projects involve raised beds, container gardening, and vertical planters.
F. R. Drake Management Tour WWRC

The Wilson Workforce and Rehabilitation Center Foundation recently made contact with the F. R. Drake Company and invited their President, Tom Ivy; Vice President; George Reed, and their Human Resources Manager to the Center for a tour. F. R. Drake is the world’s leading manufacturer of equipment that sorts, organizes and packages cylindrical food items such as sausage, cheese and hotdogs. Located in Waynesboro, Virginia, F. R. Drake employs almost 100 workers in many different roles and is constantly looking for ways to sustain its talent pool, especially with manufacturing and production workers. Rick Sizemore, WWRC Director, and Anne Hudlow, WWRC Foundation Director, conducted a tour on August 23, 2016. During the tour, WWRC staff reviewed the workforce driven curriculum and how its programs are built from labor market information and feedback from business and industry. Tom Ivy emphasized Drake’s need for workers and interest in partnering with DRS and WWRC. Following the tour, Nate Mahanes, Business Development Manager, and Dee Dee Batten, DARS Director of Workforce Development, were advised, and plans were set in motion for a site visit to Drake to further explore a working relationship between DRS/WWRC and Drake. The WWRC Foundation continues to function in alignment with the Agency Business Development Unit to channel interested businesses to WWRC and many instances to DRS.

History of WWRC

WWRC was approached last year by Connie Deboele, a video producer who had just retired from a twenty-year career with CSPAN, and local historian/author, Nancy Sorrells. They have been contracted to produce a film and write a book on the history of WWRC. The project, which has been funded by family members of a former WWRC staff and the Community Foundation, is nearing completion. The premier of the film and the release of the book will be held at WWRC on November 11, 2016, from 2:00 p.m.-4:00 p.m. in the auditorium. Some noteworthy figures will be featured in the film, including Commissioner Rothrock and former consumers from throughout the Center’s history. A Town Hall meeting will follow the showing of the film; this will be recorded and televised at a later date. The film will air on Public Television sometime later this year, as well. The premier will be open to the public and WWRC consumers.

Success Stories

Alex Cullison and his parents visited WWRC on August 12 and met with his former counselor, Emily Huffman, and with Rick Sizemore, Center Director. They toured the Center to see what changes had taken place since his admission in 2007. Alex and his parents shared his many successes that they felt were due in great part to the services he received at WWRC in 2007-2008. He participated in the Life Skills Transition Program where he gained experience and confidence in daily living and work readiness skills. After an initial training, Alex enrolled in the Records Data Base Management program, which he completed after a successful internship with the Department of Social Services/Child Support Enforcement. He also participated in Communication services to gain the self-confidence needed to relate to others on a personal, as
well as a business level. He also obtained his driver’s license while at the Center. Upon his return home, Alex was hired by CSRA in Fairfax, Virginia. He is working 40 hours per week earning $15.00 an hour as part of a program involving Priority Telecommunication Services; he is in charge of all the mailings. In his leisure time, he is writing a book he hopes to have published called “Twilight Sun.” Both Alex and his parents are very grateful for the Center’s services and the changes they could see in Alex after he graduated and entered the world of work. He is responsible at home for paying bills, owns his vehicle, and drives daily in very intense and heavy traffic in the Northern Virginia area.

The percentage of DARS transition age successful closures that were served at Wilson Workforce and Rehabilitation Center (WWRC) continues to increase. During the current Federal Fiscal Year, over 36% of all transition cases have been served at WWRC, and 45% of all Agency transition consumers with an autism diagnosis have been served at WWRC. One recent success story is that of a former WWRC consumer, Jimmy Fraley, who began working towards earning his GED at WWRC on December 2, 2015. After months of participating in the GED (General Equivalency Diploma) preparation class, he earned his GED on May 26. Jimmy knew that having his GED would open doors for him in certain areas of employment that otherwise would not be open.

This proved to be true; he has recently been hired as the head technician at Sprint in Waynesboro. Immediately following his hiring, he participated in a week-long training to obtain a special certification required for his specific job. He works full time 50 hours per week, and earns $8 an hour and $15 per phone that he repairs. Jimmy is extremely pleased with his job. While at WWRC, he was encouraged to be a self-advocate to increase his chance of success on the job. He shared that his new office space was designed to meet some of his special needs. Due to his disability, Jimmy prefers very low-light environments. Jimmy visited WWRC recently and expressed his gratitude to Center staff for assistance in his skill gains and confidence, which lead to employment in a position that provides a family sustaining wage.
The Brain Injury Association of Virginia will host its 16th annual brain injury conference on March 10-11, 2017 at Hilton Richmond Hotel and Spa - Short Pump. The conference will offer a variety of educational sessions to share new and innovative topics and opportunities for persons with brain injury, caregivers, and professionals in the brain injury community.

The objectives of this annual conference are to:

- provide a venue for the exchange of information about brain injury programs, resources, treatment and therapies.
- create a positive learning environment through discussions, case studies, lectures, and exhibits.
- design a program that is specific to individuals with brain injury, caregivers, family members and professionals.

To learn more about this event contact Debra Holloway 804-355-5748 or debra@biav.net

The Voice of Brain Injury: Help, Hope & Healing

Recent events:

The Conference on Brain Injury in Children and Adolescents, presented by Brain Injury Services, Inc. in Springfield, is a conference held every other year for professionals who work with young brain injury survivors, as well as their parents and family members. This year, it was held on October 6th in Herndon, Virginia. Please see link below for additional information.


Editor’s Note –Submitted by Dawn Scott, NewsNotes Editor

VRA wants to thank you for your continued support and advertisement in this quarterly membership newsletter. It is made available to all VRA members, occasionally legislators, and is posted on the website at www.vra.org with exposure to the public. The rates remain the same and are as follows:

¼ a page is $15 per issue or $50 for the full year

½ a page is $24 per issue or $90 for the full year

A full page is $50 per issue or $175 for the entire year

A billing form is available for completion and should be submitted with payment to VRA. Ads may be purchased throughout the year and should be submitted as a Word document. Article submissions are also appreciated to be in the Word format and pictures are welcome as separate attachments. If you have any questions or wish to discuss this further, please contact me at dawn.scott@vra.org or phone at 434-326-2185.
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
“I made a difference in someone’s life today.”

At the Department for Aging and Rehabilitative Services, most of our employees can say this at the end of each day.

We hire individuals with a variety of occupational skills: vocational rehabilitation counselors, vocational evaluators, disability determination analysts, program specialists and more.

Join us in our mission to secure independence, inclusion and integration of individuals with disabilities into our communities. Our employees truly make a difference in the lives of Virginians.

Visit www.vadsa.org/jobs/default.asp to learn more about careers at DARS.
Connect with other members of VRA!

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

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
VRA Events Calendar
Mark your calendars for these important dates for your state and national associations

Oct 21<sup>st</sup> 10-12pm; VRA Board Meeting, Richmond
Oct 28<sup>th</sup> VRA Training ‘Serving Persons with Criminal Histories,’ Fairfax
Nov 16-18<sup>th</sup> Collaborations Conference; VA Beach
Dec 2<sup>nd</sup> 10-12pm; VRA Board Meeting, Richmond
Dec 16<sup>th</sup> NewsNotes Deadline, Fourth Quarter

Deadline for next issue’s NewsNotes articles is Dec. 16<sup>th</sup>, 2016
Send to newsnotes@vra.org

VRA would like to hear from YOU! What would you like to see included in the NewsNotes? How do you use the NewsNotes and the information provided? What would be useful to you?
Thank you for your time in assisting us!
<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>VRA President</td>
<td>Dale Batten</td>
</tr>
<tr>
<td>President-Elect</td>
<td>Margie Millner</td>
</tr>
<tr>
<td>Past President</td>
<td>Jean Stevenson</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Eleanor Williams</td>
</tr>
<tr>
<td>Secretary</td>
<td>Adair Jensen-Smith</td>
</tr>
<tr>
<td>Board Members</td>
<td>Nora Tucker</td>
</tr>
<tr>
<td></td>
<td>Susan Gaillard</td>
</tr>
<tr>
<td></td>
<td>Lisa Biler</td>
</tr>
<tr>
<td></td>
<td>Tuajuana Smoot Hairston</td>
</tr>
<tr>
<td></td>
<td>Gerry O’Neill</td>
</tr>
<tr>
<td></td>
<td>Susan Collins</td>
</tr>
<tr>
<td></td>
<td>Chuck McElroy</td>
</tr>
<tr>
<td></td>
<td>Beth Groff</td>
</tr>
<tr>
<td></td>
<td>Shawn Zimmerman</td>
</tr>
<tr>
<td>VRCEA President</td>
<td>Marie Worley</td>
</tr>
<tr>
<td>VARL President</td>
<td>Robin Metcalf</td>
</tr>
<tr>
<td>NewsNotes Editor</td>
<td>Dawn Scott</td>
</tr>
</tbody>
</table>

Next Deadline for NewsNotes: Dec. 16th, 2016

Please Submit NewsNotes articles to Dawn Scott by Email at: newsnotes@vra.org or dawn.scott@vra.org