



NewsNotes

A Quarterly Publication of the Virginia Rehabilitation Association
2005 Fourth Quarter, October— Dec. No. 20

Presidential Pondering by Robin Metcalf

I hope everyone enjoyed Collaborations! VRA served as the lead organization this year and although the numbers are not yet in, by all appearances, it was a huge success. I heard a great deal of positive feedback regarding the session topics and speakers, and we had a record number of exhibitors. I noticed many folks had the opportunity to network with their peers, and also have a bit of fun. A great big thank you to those of you who volunteered and helped to make this such a worthwhile event.

We held our annual business meeting while at Collaborations. We had a lively discussion regarding membership and incentives to bring in additional members. It continues to be the responsibility of every member to recruit and bring new members into "the fold". Eleanor Williams was able to announce at the meeting we finally had a full slate of nominees, so she would be able to send out a ballot and the ballot has already arrived in my mailbox. Please make Eleanor's time and efforts worthwhile by casting your ballot. Bonnie Hawley brought us up to speed on the status of the mid-atlantic region and the plan is to attempt to meet with other mid-atlantic states at NRA the end of October, in Alexandria, to further discuss the status and their intentions. Howard Green was able to report on another successful golf tournament. Thanks again, Howard, on your "annual" fund raising effort to benefit VRA. We are still in the midst of our project to electronically store and maintain VRA documents and I'm sure everyone who has been involved will agree this is a daunting task. Many thanks to those of you who have volunteered for this project. A few new names and faces attended our meeting and a

Presidential Pondering (continued on page 2)

Reminiscing and Honoring the Rehabilitation Counselor

Former Commissioner of the Department of Rehabilitative Services, Al Dickerson and now a member of the VRA Foundation Board, provides this tribute to counselors and the history of VRA awards. He claims the honor of receiving the first counselor award, THE FIRST FENCE POST AWARD presented in 1956. He shares the following description of his experience "in the field."

"The Rehabilitation Counselors have been the mainstay of the State and Federal Vocational Rehabilitation Program. From the earliest days of the program persons with disabilities have been the recipient of individualized services. Even before the IWRP (individualized written rehabilitation program {or plan}), the counselor or district supervisor maintained a very personal interest in the "client."

When I first became an employee of Rehab, in the 1950's, we were called district supervisors. The title was an early forerunner of the rehab counselor. That person was assigned a territory to cover. We were given a brief case and various written tests. A part of the package was determining aptitudes, eye, hand coordination and dexterity. In rare cases, a Psychologist was used to determine IQ and other factors for eligibility. The reliability and professional judgment depended on the district supervisors.

The offices that were used for home base were located near the center of the service areas. The district supervisor usually spent one day per week in the office to answer mail and write up plans for clients needing services. Some times there were two or more supervisors using the

Honoring Rehab Counselor (Continued on page 2)

Dec. 9, 2005 VRA Meeting and Retreat



Presidential Pondering (Continued from page 1)

few folks also volunteered to become more involved with VRA. First of all, welcome to the new people and thank you to our new volunteers. I will look forward to recruiting you in the coming year as nominations become my responsibility.

So far this has been a great year! I owe many thanks to the members, and especially the officers and board of VRA who have been a tremendous support and have carried on even when I have not been my "usual self" due to my extraordinary year. Thank you all for your continued support and commitment to VRA.

Robin Metcalf
VRA President

SPECIAL OPPORTUNITES FOR YOU.....

Have you viewed the VRA website recently? There you will find updated information for **YOUR Virginia Rehabilitation Foundation**. You have every right to be proud of the educational awards provided since the incorporation of the Foundation.

This Foundation provides at least two opportunities for your involvement. First, your VRA membership provides you and family members the opportunity to take advantage of educational grants available. The Foundation Board is proud to have been able to award several grants this year. Recipients are listed on the website and in this newsletter. Letters of appreciation from recipients are also published.

Secondly, you may also become more involved through donations. Your tax exempt donations increase the amount of the endowment. All donations are endowed and the interest is used for grants. You, also, have the opportunity to give special donations in honor or in memory and the recipients are notified of your gift. Donations may be mailed to: Bill Burnside, Treasurer, VRA Foundation, PO Box 1085, Locust Grove, VA. 22508.

Submitted by Bernice Chattin

Reminiscing and Honoring the Rehabilitation Counselor (Continued from page 1)

same local office. One secretary did the work for all of the staff. This involved a person who could use shorthand, type and make appointments for doctors and other staff. The supervisors scheduled their office days to accommodate the secretary.

My territory was large; 13 counties and several towns. Several counties were in the mountainous region of the state. Many locations were difficult to reach, especially in some of the "hollows." When a client was referred by a welfare, health or education person, the location occasionally required walking to the home in a hollow or on the side of a hill. Testing and completing forms was often done on location either on the hood of a car or on A FLAT FENCE POST. This took a few years of practice and it became widely known the counselor's desk was a fence post. Also, there was always the danger of torn clothes from barb wire, bad dogs, and suspicious citizens. On occasion, you could smell the odor of moonshine coming on the wind down the hollow.

I was fortunate to be the first recipient of the **First Fence Post Counselor Award**. The idea was developed by Ken Smith in the Abingdon office. He, too, experienced similar conditions in the territory he served. Whether this "award" is still in existence today is not known, but it was a novel idea in a realistic situation.

This short vignette is a part of the history of vocational rehabilitation and is a tribute to early supervisors and to the rehabilitation counselor today."

Submitted by Al Dickerson

Mr. Dickerson rose through the ranks of DRS and was appointed Commissioner by the DRS Board in 1974. The following year the Governor's Office began to appoint Commissioners. He was appointed by five governors and served until 1989.





Golf Tournament

The 2005 golf tournament was held at Hunting Hawk Golf Course and very successful. We had great weather. Seventeen teams (65) played in the tournament. The winning teams are listed on our web site (www.vra.org). I want to congratulate the team representing The Supply Room Company, Ukrop's Supermarket (Golf Samaritans) and Ed Rice and his R.S.V.P. team on their wins.

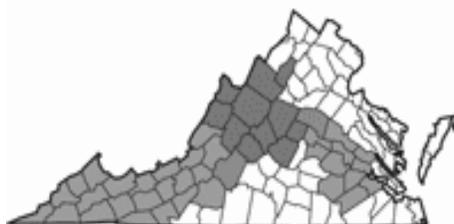
I would like to thank all of the Corporate Sponsors who contributed to the success of the tournament. In addition, I would like to thank the businesses for their donated gifts used for door prizes. A special thanks goes to Bill Burnside who helped secure four teams for the tournament as well as arranges for several prizes and hole sponsor. In addition, I would like to thank all of the volunteers on the day of the tournament. Susan Green did an outstanding job of getting everyone registered. Also, I would like to thank Marie Worley, Mary Kaye Johnston, and Ericka Umbarger for helping out during registration, selling raffle tickets and taking plenty of great pictures! Also, I appreciate Eleanor Williams getting the trophies donated

Golf Tournament (Continued on page

Outstanding Staff...Exceptional Service



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Manassas Counselor Receives Rehabilitation Partner in Service Award: Mark Fletcher, Counselor, received the "Rehabilitation Partner in Service Award" on September 29th at the 34th Annual Meeting and Awards Program of ServiceSource.

Check out this site today on your computer!!

www.vra.org





VRA Education Report 2005



Our 2005 Education committee consists of Ellen Braswell, Margaret Gillispie, and Marie Gibson . A big thank you to all of them for their hard work and efforts this year. Our goal this year was to continue to offer educational opportunities around the state. All trainings have been free to VRA members to date. We have planned for trainings that address disability education as well as professional growth.

Ellen Braswell and Margaret Gillispie coordinated a training on "Vocational Rehabilitation Services to Injured Armed Forces Members" in May in Charlottesville.. Many non-members from the local area attended the training. The training was provided by the Dept of Veterans Affairs and Dr. Fred Steier, Ed.D., was the presenter.

Margaret Gillispie coordinated a training in Radford on August 2nd "Empowering Culturally Diverse Clients and Families" in collaboration with Radford University. This training attracted a small group, which therefore offered opportunity for a discussion on culture that may not have otherwise taken place.

I coordinated a training on "The Culture of Poverty" in Ashland presented by Dr. Lewis of the MCV Dept of Rehabilitation Counseling. Again, this was a free training to VRA members.

Two more trainings that I am planning are coming up in November. One is a training for the Richmond area on Thursday, Nov. 10th to be presented by Dr. John Toscano of The Autism Society of VA. He will present a training on "Autism Spectrum Disorder: Preparing for the Real World". The location will be the Central Office of the VA Dept of Rehabilitative Services.

The second training will take place in the Fredericksburg area at the Fredricksburg Regional Library on Wednesday Nov. 16th and will be presented by Dr. Amy Armstrong of the MCV Dept of Rehabilitation Counseling. She will present "Success is a State of Mind."

VRA also sponsored Dr. Emmett Jones at the Collaborations Conference and he presented "Accessing your Resources: Mind, Body and Spirit." The training focused on developing our own vision for success.

As always, we are looking for topics that you would like to see presented. You can reach me at marie.worley@drs.virginia.gov It would be great to hear what ideas you have for our committee in 2006!

Submitted by Marie D. Worley, Education Chair

Golf Tournament (Continued from page 3)

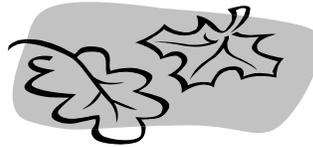
this year!

I would also like to thank VRA members who donated to the tournament. They include Al Dickerson, Jim Rothrock, Mary Kaye Johnston, and Judy Philpott.

After all expenses have been paid VRA will net approximately \$3,200.00 for the tournament.

Next years tournament site has not been selected but we hope to get a location soon and identify a sponsor to provide lunch. In addition, we will begin using a *flight system* for the winning teams.

Submitted by Howard Green



The Virginia Rehabilitation Association is sponsoring

JOHN TOSCANO

Executive Director of Commonwealth Autism Service

**Autism Spectrum Disorders:
Preparing for the “Real World”**

**Thursday November 10, 2005
Presentation 10 am -2 pm Sign in 9:30**

**DRS Central Office
8004 Franklin Farms Drive
Richmond VA 23229**

**CRC's will be provided
Cost \$10 for VRA members \$20 for non members;
Box lunch included
Please note if vegetarian box lunch needed
Registration Deadline Nov 3rd**

**To register please contact Marie Worley at (804) 662-7160
or
marie.worley@drs.virginia.gov**



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Virginia Rehabilitation Association sponsors

Success is a State of Mind

A discussion of the elements which serve to enhance the individual achievement of professional success

WEDS NOV. 16th

Starts 10 am – 1 pm Sign in at 9:30

Presented by

Dr. Amy Armstrong

Assistant Professor VCU/MCV Dept. of Rehabilitation Counseling

Presentation located at the

Alliance for Literacy Central Rappahannock Regional Library

FREDRICKSBURG

1201 Caroline Street (Corner of Lewis & Caroline Streets)

(540) 372-1144

COST FREE TO VRA MEMBERS \$10 NONMEMBERS

Make checks payable to VRA

Registration deadline November 9th

Email Marie at marie.worley@drs.virginia.gov

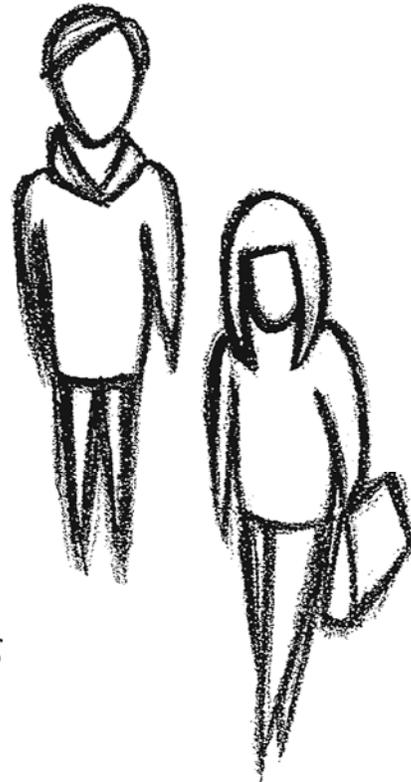
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Award Recipients at Collaborations 2005

Award Recipients honored at the Collaborations Conference 2005 held at the Ramada Plaza Oceanfront Hotel in Virginia Beach, VA on September 27, 2005. Recipients include:

Collaborations Leadership Award

Jane Woods, Commonwealth of Virginia, Secretary Health and Human Resources

Virginia Association of Community Rehabilitation Programs – vaACCSES

Staff Award for Excellence in Service to People with Disabilities:

Susan Randolph, Brain Injury Services
Beatrice Bullock, Hermitage Enterprises
Gretchen Mages, Worksource Enterprises, Inc.,

Community Partner of the Year:

Anne Winn, Greene County Department of Social Services

Employer of the Year:

Owens & Minor, Inc., Hanover County

Virginia Association for Persons in Supported Employment – VaAPSE

The Supported Employment Employee of the Year Award:
Donna Pollock, PRS

The Employer of the Year Award:

AMF Bowling, Hanover County

The Supported Employment Provider of the Year Award:
JoAnn Mancuso, Commonwealth Support Systems

Virginia Rehabilitation Association – VRA

Norman C. Hammond Award:

Garth Larcen, Positive Vibe Café, Richmond

Franz Stillfried Barrier Free Achievers Honor Roll:

Access Independence, Inc.,

2005 Award Recipients (Continued on page 10)



Send VRA News for the Jan. 2006 issue by **12/21/05**. Please send all the VRA articles by email to Steven Sommer at steve.sommer@drs.virginia.gov.

Please visit www.vra.org for up to date information on what is happening in VRA!

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2005 Award Recipients

(Continued from page 9)

Dr. Roy M. Hoover Award for Outstanding Medical Achievement:

David W. Hebda, Ph.D., Clinical Psychologist/
Neuropsychologist, Manassas

A.R. Dawson Humanitarian Award:

Robin Metcalf, The Choice Group, Richmond

R.N. Anderson Award for Leadership:

Sharon L. Harrup, Executive Director of
Steps Inc., Farmville

Virginia Rehabilitation Association Distinguished
Achievement Award:

C.L. & Denise Brown, Eastern Shore, Virginia

Corbett Reedy Award for Excellence:

Richard S. Luck, Ed.D., Director, Woodrow
Wilson Rehabilitation Center, Fishersville

Don T. Johnston President's Award:

Sherman Gifford, The Choice Group, Rich-
mond

Virginia Rehabilitation Counseling Association - VRCA

Counselor of the Year Award:

Beth Groff, Department of Rehabilitative

VRA Foundation Report

The VRA Foundation has had an active year. During 2005, Benjy Burnett resigned from the Foundation Board after serving since its inception. The VRA Foundation would like to thank Benjy for his many years of service. The VRA Board elected Mary Kaye Johnston to replace Benjy on the Board and re-elected Howard Green to serve another 7 year term.

During 2005, the Foundation was able to provide a sum of \$ 1,750.00 which was split between five scholarship applicants. We were able to increase our scholarships this year.

The VRA Foundation switched its investment from CD's to an Oppenheimer Account which was good move financially. We will continue to monitor the account to make sure our funds are increasing.

The Foundation Board will be considering several options to raise additional funds for the Foundation. If you would like to donate to the Foundation please let us hear from you. Also, if you or a family member will be continuing your education please don; t forget about us!

During 2006, the VRA Foundation will be securing comments form previous and current scholarship awardees and post them on the web site.

Lynn Kushner will be the incoming chair of the VRA Foundation Board and Bill Burnside will assume the role of Treasurer/ Secretary.

Submitted by Bernice Chattin

Resources for Independent Living is hosting its 2nd Annual Juried Exhibition and sale of art and crafts created by artists and craftsmen with disabilities from across Virginia. Items include jewelry, paintings, drawings, weaving, woodcarving and much more. No admission charge. Saturday, November 12th, 11:00 a.m. to 3:00 p.m. at Resources for Independent Living, 4009 Fitzhugh Ave, Richmond, Virginia. For more details call 804-353-6503.



VRA Award Recipients at Collaborations 2005



Denbigh House Opens its Doors in Newport News:

During the 2004 General Assembly session, brain injury advocates made a single, unified request to legislators: funding for brain injury programs that were at risk of “closing their doors.” Legislators responded with funds for the targeted programs and also included funding for the development of new services in underserved areas of Virginia. As a result of this infusion of state general funds, Denbigh House, an innovative vocational rehabilitation program for survivors of brain injury, opened in Newport News on July 5, 2005.

While The Denbigh House is not yet known to many, its sister program, The Mill House, has been providing services in Richmond for over five years. When Community Futures Foundation (CFF) opened The Mill House in 1999, it was Virginia’s first clubhouse program for individuals with brain injuries. Following the success of this program, four additional programs opened around the state; Denbigh House (also operated by CFF) is the fifth, and newest, clubhouse in Virginia to serve people with brain injury. In addition to Denbigh House and The Mill House in Richmond, other clubhouses include High Street Clubhouse in Charlottesville; Westwood Clubhouse in Fredericksburg; and ADAPT Clubhouse in Fairfax. The Commonwealth of Virginia has more clubhouses serving people with brain injury than any other state in the country!

The first clubhouse was started in New York City in 1949 by individuals who wanted a consumer-run program to help them cope with and recover from psychiatric disability. The first clubhouse program for people with brain injury was not established until the 1980s. A clubhouse is a place where people can rebuild their lives, participants are called members, not patients or clients, and the focus is on strengths and abilities, not deficits. Work in the clubhouse, whether clerical, data input, meal preparation, or reaching out to fellow members, is the core of the rehabilitation and recovery process. Members build and have access to a supportive network of peers who share common struggles and ambitions. Membership is voluntary and life-long; members attend as often or as little as they wish.

Work at a clubhouse is organized within task areas or “work units” such as communications, kitchen, and maintenance. In a unique partnership, members and staff work side by side to operate the clubhouse. This may include, for example, writing and publishing a monthly newsletter, preparing lunches, fundraising, advocacy, maintaining the building and grounds, planning clubhouse events, and doing volunteer work within the community. Denbigh House – like other clubhouses in Virginia – offers a variety of services to its members: innovative vocational services, case management, volunteer work experiences, and social and recreational programming. The clubhouse is also closely integrated with existing services in the community (social services, DRS, local school systems, local Community Services Boards) and thus is able to provide or facilitate an array of services for individuals with brain injury.

The combination of brain injury specific services, meaningful work opportunities, and social connections for survivors makes the clubhouse an active and productive place, where every member is welcomed and appreciated. Members of the clubhouse both direct and inspire all aspects of the program, setting their own schedules and creating their own individualized service plan.

The Denbigh House in Newport News is currently open Tuesday-Thursday from 9:00-3:30 each day, but will soon expand to a five day a week schedule.

For additional information about Denbigh House and its programs, **contact Jessica Allen**, Program Coordinator, via e-mail Jessica@careersupport.net or phone 757/833-7845.

For information on other state-funded clubhouse programs, **contact Patti Goodall** at the Department of Rehabilitative Services (DRS) Brain Injury & Spinal Cord Injury Services website at <http://www.vadrs.org/cbs/biscis.htm>; e-mail Patti.Goodall@drs.virginia.gov or phone 804/662-7615; 800/552-5019.

Submitted by Patti Goodall



VRA Legislative Update October 2005

There is a lot going on today at both the federal and state levels, but probably nothing is more important today to Virginians with disabilities than the implementation of our Olmstead Plan in the Commonwealth. It wasn't until August 2003 that a plan was finally developed and presented to Governor Mark R. Warner. Since then, there has been considerable discussion among people with disabilities, advocates and members of the administration as to how to make the plan a reality. To give you some insight, articles by Ms. Joan Manley, Chairperson of the Olmstead Advisory Committee, a brief overview is featured in this edition of the NewsNotes. And Mr. Michael Cooper, member of the Virginia Association of Centers for Independent Living, is featured on the VRA Website—www.vra.org. During the months ahead, other guest writers will be featured to inform and facilitate discussion on key disability issues. (For the entire article go to www.org)

Olmstead in Virginia: Vision to Reality

By Joan Manley, Chair

OLMSTEAD Oversight Advisory Committee

On behalf of the Olmstead Oversight Advisory Committee (OAC) I welcome this opportunity to share our progress of taking the Olmstead Initiative from a vision to reality. A review of activities to date are available on the Olmstead website www.olmsteadva.com. The OAC has approached our work with a prevailing concern not to turn fragile individuals out into an unfriendly community that lacked support services. At the same time, the OAC has continued to remind the Governor that Virginia stands to reduce its costs by spending on community based services rather than institutional services. Our message has been to shift fiscal spending away from institutional care and appropriate to desire for community based service.

This year's Focus 2005 recommendations are identified in the OAC Second Annual Report due on October 3. There are five Executive Order recommendations:

1. *Increasing membership of people with disabilities, family members, and surrogate decision-makers on state and local boards and commissions*
2. *Establishing and maintaining a list of residents, by disability, who are appropriate for discharge, who want to be discharged, from nursing facilities and assisted living facilities*
3. *Assuring an appropriate statewide system for reporting of allegations of abuse, neglect, serious injuries and deaths by providers of community services and supports to people with disabilities*
4. *Developing a statewide system of consistent rights notification that includes a means by which the quality of information given to [people with disabilities], and the consistency with which information is given, are tracked*
5. *Monitoring the quality and coordination of services provided to persons with disabilities, including a process by which complaints relating to the denial, quality and coordination of services provided to persons with disabilities may be made by or on behalf of individuals with disabilities and resolved*

Subcommittees will include OAC members in cooperation with Implementation Team members, issue experts and other advocates. Each Subcommittee will address implementation by defining outcomes, identifying specific strategies and players, timelines, and moving forward on already identified regulatory and legislative requirements. We expect these Subcommittees to conduct the detailed activity that is critical to success. This year the OAC has recognized that housing, a vital component of community integration presents particular challenges due to its complicated network of authorities. It is the opinion of the OAC that a single lead agency will be needed to unravel the complexities and set Virginia on a path toward fostering affordable, accessible housing for persons with disabilities.

The OAC has recognized a failure to educate and inform state legislators and the general public as to the significance of the Olmstead Initiative. We will need their understanding and support when working to pass legislation next winter. We expect advocacy groups to be working in their own fields with projects that will compliment the Olmstead vision. We offer each reader an opportunity to participate in supporting the Olmstead Initiative by speaking to your legislators, localities, and associates to help to set a receptive stage for success.

We invite you to join us.

Submitted by David Williams, VRA Legislative Liaison



VARL Leaders Emerge !

The VARL mission is to develop, improve, and strengthen leadership skills and practices in both public and private rehabilitation organizations.

What a great Collaborations Conference we had this year! Many VARL members were there and participated in both the session VARL sponsored and in our leadership chat. On Monday, Susan Goldberg, J.D., M.A. presented an excellent workshop on the ADA and the pros and cons of disclosure. Her information was largely based on qualitative research she has done on barriers to employment faced by persons with psychiatric disabilities and on the strategies these individuals use to maintain employment. She is publishing information about her findings in an article, "The disclosure conundrum: How people with psychiatric disabilities navigate employment" which you can get a copy of by emailing her at gsusan@earthlink.net.

VARL also had a leadership chat facilitated by Susan Green on the subject, "The Crisis of Loyalty" from the book, *The Servant Leader*, by James Autry. We discussed the professional and personal aspects of loyalty between manager/employee, counselor/consumer, employee/colleagues, and overall loyalty to the mission of one's agency or business. Just before the chat, Evan Jones presented the Mary Switzer Award for Rehabilitation Leadership to Bill Burnside for all his many contributions to NRA, VRA, and to VARL in his career.

Leadership chats are one of the ways that VARL tries to provide opportunities for leadership growth and development. Get in touch with a VARL Board member or Officer (listed below) for information about a chat near you. Another way we hope to reach out more closely to our members is through regional VARL membership meetings. Karen Stevens and Margaret Gillispie have a regional meeting and chat scheduled for Nov 4th at Woodrow Wilson Rehabilitation Center in the small classroom of the Switzer Building from 10-12.

VARL Leaders Emerge! (continued in next column)

VRA Golf Tournaments are a fun and successful fund raising event each year. This year VARL is pleased to have been a part of the fundraising in that we sponsored a hole that proudly displayed our logo.

We are excited to announce that VARL is sponsoring Dr. Michael Gillette to present on October 29 at the National Rehabilitation Association conference in Alexandria VA. His topic is "Practical Applied Ethics for Rehabilitation Professionals". His presentation is designed to improve attendees' capacity to identify, analyze, and resolve sensitive moral problems.

Our membership continues to grow. As of August 2005 we had 45 members and continue to be the largest NARL chapter in the Country! A hearty welcome goes out to our newest members – David Rissmeyer and Byron Skeens.

Election results for 2006 are in and new officers and Board members are as follows: Carol Thacker, President-Elect; Bonnie Hawley, Secretary; Naomi Aitken and Ned Campbell, Board members. Our current Treasurer, Eleana Boyer will continue another year. President will be Susan Green and continuing Board members will be John Phelps, Karen Stevens, Sharon Harrup, and Jim Hall.

Please consider joining VARL and coming to our Board meetings. The next and final meeting for 2005 will be on November 2nd. Any and all VARL members and interested parties are encouraged to attend to be a part of determining our goals. We will begin at 10:00 a.m. in Charlottesville at the Dept. of Forestry.

Submitted by Susan Green,
(804) 674-2326,
susan.green@drs.virginia.gov

VARL 2005: President -Margaret Gillispie, President Elect - Susan Green, Past President - Mark Fletcher, Treasurer - Eleana Boyer, Secretary - Alice Berman, Board Members – Janet Davies, John Phelps, Karen Stevens, Jim Hall, Sharon Harrup, Carol Thacker

Virginia Rehabilitation Association
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Richmond, Virginia 23288
<http://www.vra.org>

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