Greetings,

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

As we dive into 2019, we are once again preparing another two-day conference for you! We had such lovely feedback from the 2018 two-day that we wanted to ensure you had another amazing opportunity to network and obtain CEU’s. Look for dates in coming announcements and emails and plan ahead!

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

We are saddened by the additional closing of local chapters during 2018 but reserve hope for a few to be revived in the coming year and encourage you to reach out if you are interested in creating or participating on the local Board near you.

In 2018 we worked on expanding our collaborative efforts to area schools with graduate programs in related fields to encourage student engagement. In 2019, we plan to continue this collaboration with area schools and engage with students as well as our seasoned professionals. We hope to instill in the next generation that networking and professional development is an integral part of keeping up with the ever-changing profession.

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

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

Thank you!
Amy Taylor, CRC
president@ohiorehab.org

Not since 1966…

has ORA had a President serve consecutive terms. We are pleased to announce Amy Taylor has agreed to serve a consecutive term as ORA President in 2019.

At the December 7, 2018 ORA Full Board Meeting, Carl Sabo, ORA Past President, presented Amy with her unexpected and engraved presidential gift of a clock with three panels for pictures.

OUR MISSION…

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

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

1-3
RECOGNIZING THE ORA BOARD'S SERVICE IN 2018

4-7
REFLECTING BACK ON OUR CHAPTER/DIVISION ACTIVITIES IN 2018

9
RECOGNIZING OUR 2018 DISTINGUISHED RANK OF FELLOW AWARD RECIPIENT

11
REVIEWING ORA’S UNIQUE MEMBERSHIP BENEFITS! ARE YOU TAKING ADVANTAGE OF ALL ORA OFFERS?

13
REFLECTING ON THE CHANGES FOR NRA IN 2018

15-17
ORA / NRA REMAIN ADVOCATES FOR THOSE WITH DISABILITIES — JOIN US IN BEING AN ADVOCATE!

18-21
REFLECTING BACK ON ORA’S 2018 TWO DAY CONFERENCE IN DUBLIN! GREAT EVENT!

22
RECOGNIZING CVS AND GIANT EAGLE

23
OUR STUDENT AMBASSADORS REFLECTIONS OF THEIR ORA CONFERENCE EXPERIENCE

28-30
REVIEWING CHANGES IN CERTIFICATIONS AND LICENSURES — KEEPING UP-TO-DATE

31
LOOKING AHEAD TO 2019—GET FAMILIAR WITH YOUR 2019 BOARD MEMBERS

CONTACTING THE ORA HOME OFFICE

VICKIE LEEMING, ORA HOME SECRETARY
6111 CHANEY DRIVE
TOLEDO, OH 43615

PHONE: (419) 841-8889
FAX: (419) 843-2243
EMAIL: oravickie@accesstoledo.com
ASSOCIATION’S EMAIL: ora@bex.net
WEBSITE: www.ohiorehab.org
FACEBOOK AND LINKEDIN: ORA—OHIO REHABILITATION ASSOCIATION

PUBLICATION NOTICE
Please note we have endeavored to ensure the accuracy and completeness of this newsletter. Material sources have been identified whenever possible (note hyperlinks). We apologize for any omissions or errors which may be found. In addition, ORA does not endorse any product or service on the advertisements included in this issue.
Publication Date: March 22, 2019
RECOGNIZING THOSE WHO SERVED IN 2018

OFFICERS

**PRESIDENT***
Amy Taylor ........................................ amytaylor@vgsjob.org

**IMMEDIATE PAST PRESIDENT***
Carl Sabo ........................................ carl.sabo@wright.edu

**SECRETARY***
Laura Sears ..................................... lsears@matrixvoc.com

**TREASURER***
Doug Bailey ....................................... dbailey77@aol.com

NRA DELEGATE ASSEMBLY REPRESENTATIVE 2017-2018
Deanna Arbuckle

BOARD MEMBERS-AT-LARGE

**TERM ENDS 2018**
Judy Roth ........................................... jlr1102@gmail.com
John Tooson ....................................... jtooson@wilberforce.edu

**TERM ENDS 2019**
Tanya R. Chiles* .................................. tanya.chiles@arcind.com
Libby Land* ........................................... eland@matrixvoc.com

**TERM ENDS 2020**
Mykal Leslie* ....................................... mleslie8@kent.edu
Jackie Stanton* ..................................... jstanton@metrohealth.org

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

CHAPTER & DIVISION PRESIDENTS

**CORA (CENTRAL OHIO)**
Ron Swain ............................................ swainrt@yahoo.com

**NEORA (CLEVELAND AREA)**
Amy Taylor ......................................... neora@ohiorehab.org

**JTA (JOB TRAINERS ASSOCIATION)**
Lori McCarthy .................................... lmccarthy@medinaesc.org

COMMITTEE CHAIRS

**AWARDS**
Libby Land ........................................... eland@matrixvoc.com
Judy Roth ........................................... jlr1102@gmail.com

**CERTIFICATION**
Jay Leeming ....................................... jleeming@accesstoledo.com

**CONFEREENCE PLANNING CHAIR**
Tanya R. Chiles ................................. tanya.chiles@arcind.com

**CONSTITUTION & BYLAWS**
John Tooson ....................................... jtooson@wilberforce.edu

**GOVERNMENTAL AFFAIRS**
Carrie Moreland Hyder ...................... cmorel9293@aol.com
Jackie Stanton* ..................................... jstanton@metrohealth.org

**MEMBERSHIP**
Vickie Leeming ................................. oravickie@accesstoledo.com

**NOMINATING**
Carl Sabo ........................................... carl.sabo@wright.edu

**SCHOLARSHIP AND STUDENT AMBASSADOR**
Mykal Leslie ....................................... mleslie8@kent.edu

**SOCIAL MEDIA! PUBLIC RELATIONS!**
Michael Ricke ..................................... ricke.7@osu.edu

**SUCCESS FUND**
Tom Kinser ......................................... tomk@3hab.com
Tom also served as the GLR Board Secretary in 2018

**WAYS & MEANS (BASKET RAFFLE TOO!)**
Libby Land ........................................... eland@matrixvoc.com

**WEBSITE**
Vickie Leeming ................................... oravickie@accesstoledo.com

www.ohiorehab.org

December 7, 2018 in Columbus, Ohio

From left to right: Carrie Moreland Hyder, Carl Sabo, John Tooson, Laura Sears, Libby Land, Tom Kinser, Doug Bailey, Tanya Chiles, Amy Taylor, and Mykal Leslie
2018 FALL ONE DAY CONFERENCE

On Friday October 5, NEORA held its 2018 Fall Conference in Independence, Ohio at the DoubleTree Hotel. Close to 40 people attended and their feedback was overwhelmingly favorable. If you were not in attendance, here is a summary of what you missed.

Dr. Mykal Leslie from Kent State University presented on Patterns in Allegations of Workplace Discrimination Filed by Americans with Substance Use Disorders Under Title 1 of the ADA. He was able to speak to what EEOC data tells us about how persons with a physical disability and a substance use history manage when making a claim with EEOC regarding potential workplace discrimination. Dr. Leslie found overwhelming evidence that such individuals are to a great extent not found to have merit cases of discrimination and therefore rulings are predominantly made in favor of the employer. He was able to discuss this in the context of the prevailing sentiment that substance use and addictions are still often viewed as a character flaw versus a medical condition or disease. The program was well received by attendees who commented it was an excellent program with great information.

Jared Daly from Cuyahoga County Board of DD rounded out the day with his presentation on Trauma and its Impact: Implications for Supporting Individuals with a Developmental Disability. He specifically spoke about Trauma-Informed Care and presented data on the ACE (Adverse Childhood Experiences) assessment and implications for later life occurrences of depression and PTSD. Audience members expressed it was a very appropriate topic and excellent presentation.

Other feedback NEORA received that day included comments such as: “I have always walked away with additional tools from NEORA Conferences;” “I always enjoy the location as well as the diverse topics;” “Always good presentations;” “Nice venue and food is great;” “Loved it!” “Excellent!” and “Awesome!”

Thank you for your service!
The 2018 NEORA Board

President, Amy Taylor; Treasurer, David Reichert; Secretary, Bruce Holderead; Conference Planner, Sam Carlson; and Board Members-at-Large: Kate Reis, Nora Owens, Jackie Stanton, Joe Tabol, David Shopp
In 2018 the CORA Board met periodically at their favorite spot, the Shade Restaurant in Canal Winchester. Though they did not host any training events on their own in 2018, they did chose to support ORA’s activities financially. However, by the end of 2018, the CORA Board made the difficult decision to go inactive. Below is the official notice of this decision.

Note: The CORA Treasury will be held in trust for 24 months to provide the opportunity for individuals to re-activate this local chapter in the Columbus area.

January 15, 2019

In December of 2018, the CORA Board made the decision to go inactive. With the retirement of our President, Ron Swain, along with the difficulty of filling leadership positions on the Board, we no longer have enough interested individuals to sustain the organization. The Board currently has vacancies for President, President-Elect, Treasurer, Secretary and two (2) Board positions for 2019.

If you are interested in keeping the chapter active by holding a Board position, please contact us at ora@bex.net.

Ron Swain, President
Doug Bailey, Treasurer
Tanya R. Chiles, Board Member

Thank You to CORA for their basket donation at this year’s ORA Conference

JOB PLACEMENT DIVISION

In 2017 JPD and CORA joined forces in an effort to better serve their respective members. However, in December of 2017, JPD voted to go inactive and their treasury was put in trust with ORA. These JPD funds will remain in trust until December of 2019. If you are interested in re-activating this division, please contact us at ora@bex.net. Please note, the Board vacancies which need to be filled are President, Treasurer, Secretary and three Board Member positions.
A MESSAGE FROM

JTA’S PRESIDENT
LORI ANN MCCARTHY

The Job Trainer’s Association of Ohio was founded at an ORA conference in 1992 and has a long history of providing excellent training to promote professionalism in the field of job coaching/job training. In 2018 the JTA’s Board of Directors dissolved but we are fortunate to continue to have the support of ORA who will hold our treasury in trust until we can, once again, establish a Board of Directors (or July 2020). As the 2018/2019 President, I am willing to continue to serve in this position and I am looking for interested individuals to lend a hand. We have the following positions available: Treasurer, Secretary, and Board Member (five). Please feel free to reach out to me at jta@ohiorehab.org. I look forward to hearing from you!

REACTIVATING LOCAL CHAPTERS/DIVISIONS

The SWORA Chapter went inactive in December of 2016 and ORA has held their treasury in trust since then. However, effective January 2019, the SWORA treasury will be absorbed into the ORA general account. The SWORA Constitution & Bylaws was last updated on June 2, 2011.

HOPE SPRINGS ETERNAL

Any chapter or division may be re-activated at any time by meeting the requirements of the ORA Bylaws, Article IV—Administration, Section 5: Local and Campus Chapters, paragraph A which states: “. . . A local chapter may be organized in a geographical area. A group shall not be accredited as a local chapter until it has identified officers (President, Treasurer, and Secretary) and submitted a Constitution and Bylaws for approval by the ORA Board, on recommendation of the ORA Constitution and Bylaws Committee.”

Per the ORA Constitution and Bylaws, any chapter or division which goes inactive has its treasury held in trust for a period of 24 months (paragraph E of the same Article above). In addition, copies of each Chapter/Division’s Constitution and Bylaws are on file with the ORA Home Office (ora@bex.net).

The ORA Board will fully support this action and funds will be made available to start-up once again.

For those interested in seeing this once great local chapter live again, please contact the ORA Home Office to connect with others in the area who are also interested.
REACTIVATING LOCAL CHAPTERS/DIVISIONS

DACORA ~ DAYTON AREA

The DACORA Chapter (Dayton Area) has not technically gone inactive but it has not had a proper Board of Directors in several years. Because the Dayton area includes the Wright State University and Wilberforce University areas, it has been hoped this local chapter could reactivate for the benefit of the student members and rehab professionals in the area. John Tooson, ORA Board Member-at-Large, has been endeavoring to achieve this end; however, it has been a struggle.

GREAT LAKES REGION REPORT

The NRA membership is divided into seven geographical regions: Pacific, Great Plains, Southwest, Great Lakes, Southeast, Mid-Atlantic, and Northeast. These regional chapters are quite active, e.g., in 2018 the NRA Conference in Oklahoma was jointly sponsored by the Southwest Region and the Oklahoma state chapter.

For Ohioans, we are part of the Great Lakes Region (GLR) which is comprised of Ohio, Michigan, Wisconsin, Illinois, and Indiana. The Indiana Chapter is currently inactive, but their members are still included in the GLR. The purpose of the GLR is to address issues held in common by each of its’ state chapters and to represent the region’s concerns to the NRA Governing Board.

In 2019, the GLR Board consists of Harold Wasner (MI) as President, Tom Kinser (OH) as Secretary, David Campbell (MI) as Treasurer, and Janis Bensted (MI) as the GLR Representative to the NRA Board. As with many Boards, those who volunteer are elected. Any NRA member in the region is eligible to run for the Board or attend GLR Board meetings.

In early 2019 it is hoped this local chapter will either get re-established or be declared officially inactive. There are funds available to assist in these endeavors. Like SWORA, this chapter needs all of the Board positions filled and their Constitution & Bylaws updated (the last version on file is dated December 14, 2001).

HOPE SPRING ETERNAL . . . . For those interested in seeing this local chapter live again, please contact the ORA Home Office at ora@bex.net to connect with others in the area who are also interested.

REACTIVATING LOCAL CHAPTERS/DIVISIONS

GREAT LAKES REGION REPORT

GLR

The Great Lakes Region is governed by a Board of Directors, consisting of the Presidents of each of the state chapters, plus others as may be elected. They elect a Regional Representative to the NRA Board. Each states’ President participates in bi-monthly teleconference GLR Board meetings. Ohio, like other chapters, contributes financially to this Regional Chapter through annual "dues." The purpose of the dues is to help offset the GLR Reps travel expenses to NRA Board meetings and to fund other GLR initiatives in support of the regions chapters, such as regional chapter development grants and providing accurate membership data to the regions chapters.

The GLR Board continues to face several challenges, not unlike other regional boards, e.g., determining how best to focus the energy of the Board, and the allocation of projects or funds for improving services to the region’s membership. Due, in part, to the transition to Odoo by NRA, each of these state chapters has struggled to obtain an accurate membership roster which is needed to recruit individuals to serve in Board positions and stop the downward trend of membership throughout the region.

On a final note, we do want to recognize the time and efforts of the GLR Board and these state chapters for coming together to share, discuss and seek solutions to the many membership and professional issues which cross state lines.
A MESSAGE TO OUR MEMBERS—OHIO’S MEMBERSHIP

Conversion to ODOO
2018 presented numerous challenges to Vickie Leeming, our Home Secretary, in regards to tracking who renewed, let alone who joined. NRA’s conversion to ODOO from iMIS (which was a conversion from WebLink) revealed numerous database errors which had occurred over the year with each conversion. Consequently, many members were given a “grace” membership expiration date which made it difficult for us to determine if/when someone had renewed or not. Also, new members were difficult to identify. James Liin, the new NRA Membership Coordinator, has endeavored and worked many long hours to locate and ensure the accuracy of as much information as possible (membership data and financial records). In the fall they began the painstaking process of matching an individual’s membership to an actual financial payment in 2018.

During this process, Vickie worked closely with Mr. Liin by providing feedback, corrections, and even tested various aspects of the system. We are hopeful that in 2019 the errors will be greatly diminished and periodic reports on who paid to renew their membership or join can be obtained with assurance the data is correct and timely.

Therefore, we wish to express our appreciation to our members who did renew their membership in 2018! “Thank You!” To those who joined in 2018, please accept our apologies for not acknowledging your support and membership ~ Welcome!

We also wish to acknowledge our Donor Members ~ Thank You for your support!

Membership Status Report for Ohio
We do know our Ohio membership has continued to decline as more of the long-term members retire and move on to a new chapter in their lives. Furthermore, we are still striving to determine how to engage and attract younger members, e.g., GenXers and Millennials. One way we’ve done so is to utilize our Facebook page more. If you have any suggestions, concerns, feedback, or ideas on how to grow our membership, please let us know at ora@bex.net.

Our deepest sympathies to the family and friends of . . .

Sandy Slevinski, Stow
Joined NRA in 1978
Sandy passed away May 2018
Sandy will be especially remembered for her service as ORA Home Secretary from the late 1980’s thru 1993

Nancy Borgeson, Westlake
Joined NRA in 2001
Nancy passed away June 2018

to Dr. Mona Robinson who was elected as 2nd Vice President of the National Council on Rehabilitation Education (NCRE) in the Spring of 2018. She will serve as the 2020-2021 NCRE President

The Gold Watch goes to . . . the following members who retired in 2018!
We wish them the very best!

Debi Kuhn
Ron Swain
AND THE DISTINGUISHED RANK OF FELLOW AWARD GOES TO . . .
RON SWAIN, M.ED., CWIC

This year, the ORA Board unanimously voted to award Ron Swain with the ORA Distinguished Rank of Fellow Award. This award is given to an individual who has demonstrated years of faithful and outstanding service and leadership to ORA through any segment or combination of segments of association activities or life. Emphasis is placed on both the length of service and levels of service. Understanding Ron was retiring at the end of 2018, the ORA Board wanted to show their appreciation for his dedication, advocacy, leadership and contributions to ORA and the community.

Ron joined NRA in January of 1995. From 2001 through 2003 he served as an ORA Board Member and on the Executive Committee. He then moved into the position of President-Elect in 2004, served as ORA President in 2005 and then transitioned to Past President in 2006. Since 2004 he served on the CORA Board in a variety of positions: Board Member (2004-2005 and 2008-2009); Secretary (2010-2011); and President of CORA (2012-2014 and again from 2017-2018).

Professionally, Ron worked as a Senior Benefits Analyst and was known for his expertise. Over the years we appreciated his willingness to present on work incentives and benefit options at our conferences. Ron was able to illustrate the various Social Security Administration, Job and Family Services and HUD work incentives available to SSDI beneficiaries and SSI recipients along with providing information on the financial benefit of working including asset development and continuing Medicare and Medicaid Coverage.

Ron will be missed yet we wish him the very best with his new endeavors in retirement.

Let’s Celebrate Individuals & Organizations with Awards

ORA has a long and rich history in the field of rehabilitation. Our officers, leadership and membership should be quite proud of our achievements and contributions to the field. During the course of our careers, many of us have been fortunate to be mentored by skilled and dedicated colleagues; inspired by persons with disabilities who have overcome obstacles (our Bell Greve and Doris Brennan awards); or had opportunities to contribute to the success of local business enterprises by providing creative job development options or supportive job coaching (our large/small employer or organization awards, as well as our media award). We also like to honor those who have had an impact on the legislative level or in the community. So, in the coming year, ORA members are invited to nominate those individuals, agencies and companies who have made significant contributions in our field.

Please visit the ORA website at www.ohiorehab.org for more information. Inquiries may be sent to awards@ohiorehab.org. We look forward to hearing from you!
ORA ANNUAL MEMBERSHIP MEETING ON JANUARY 18, 2019 VIA TELECONFERENCE

The 2018 ORA Annual Full Membership and Business Meeting was finally held on Friday, January 18, 2019 via teleconference. These meetings are required by ORA’s Constitution and Bylaws and serve the purpose of allowing our members to engage and interact with the members of the ORA Board and others from around the state. Basically a way to also provide a “state of the state” report. This year, once again, we actually had a few ORA members join us!

President’s Report by Amy Taylor
Amy Taylor shared her thoughts on ORA’s great 2018 year! She reviewed some of the activities and events which happened, e.g., well attended conference for NEORA and ORA and growing interest in membership. However, she also expressed concern over some of the changes in our local chapters. Amy expressed how much she has learned in her role as President and expressed her appreciation to the Board. Finally, she is looking forward to 2019 and continuing to serve in the role of President for ORA.

Annual Treasurer’s Report by Doug Bailey
Doug Bailey reviewed the income and expenses for 2018. It was noted we did receive more in NRA rebate money than expected and earned a small profit from our two day Fall conference. Our administrative expenses were less than expected. Administrative expenses include the ORA Home Secretary, our website, our Great Lakes Region dues, and miscellaneous items. We were able to provide some financial assistance for our representative, Tanya Chiles, to attend the NRA Annual Training Conference in Oklahoma. In the Fall of 2018 ORA did host a two day training event in Dublin, Ohio for approximately 70+ members and non-members (earning a small profit) along with sponsoring five Student Ambassadors. In sum, while we did end up in the red, the amount was much less than anticipated. We still finished the year with healthy checking and savings accounts.

There was a brief discussion about ORA’s future financial condition, especially in light of our expenses continuing to exceed our income. Doug Bailey assured those present, while we are doing “deficit budgeting,” we do have a healthy savings account and will continue to strive to find income-generating activities in 2019.

Nominating Committee Report by Amy Taylor
Amy Taylor presented the slate of nominees for the 2019 Board of Directors. This year the slate was not filled until January 2019 and therefore, those present voted to approve the slate unanimously. The slate included Jackie Stanton for President-Elect, Carrie Moreland Hyder for Secretary, and four individuals for three Board Member positions: Pamela Dunseith, Tom Kinser, Renee Scheidweiler, and John Tooson. Subsequently, the election process will proceed in the near future.

Membership Report by Vickie Leeming, ORA Home Secretary
Vickie Leeming reported on the long transition process and her efforts to work with NRA and maintain an accurate Ohio database. Ultimately, at this time, it is evident Ohio’s membership continues to drop.

As of January 13, 2019, Ohio’s membership is between 60 and 70. In 1996 Ohio had 983 members and in subsequent years the averages have been, for example, 2006 = 480; 2016 = 132; and 2017 = 91. Our membership continues to be primarily Professional members with a slight increase in Affiliate level members. Most concerning is the serious decline over the past few years of our student memberships. We continue to have two organizational members, Franklin County Board of DD and Clearwater Council of Governments. As for NRA’s membership, based on the January 2019 roster, their membership has significantly dropped as well.

Chapter and Division Annual Reports
Each of the Chapter and Division Presidents in attendance gave a quick report on their activities for the year. These activities have been published throughout the year via our monthly e-newsletters and summarized herein.

For a copy of the minutes, contact the ORA Home Office (ora@bex.net).
OHIO MEMBERSHIP BENEFITS

UNIQUE ADDITIONAL BENEFITS FOR THOSE HERE IN OHIO

- Professional networking at your state and community levels
- Monthly News and Calendar of Events e-newsletters* and our annual issue of The "INTERCHANGE" (Est. 1965)
- ORA's "Ohio Wire" on legislative and/or regulatory issues affecting Ohioans*
- Discounted rates to attend ORA's training events or ORA's webcasts
- Networking with students from around the state via our Student Ambassador program. Meet these students each year at our conference!
- Leadership and team building skill development through the opportunity to serve on the ORA Board or one of our Committees
- Earn CRC CEUs by serving on the ORA or local Board (up to 50 hrs.)
- Scholarships to attend NRA or ORA Conferences.*
- Access to ORA’s Success Fund available to all members and the individuals they serve. Funds are designed to be used to help an individual prepare for or seek employment*

*See adjacent column

ORA’S UNIQUE SUCCESS FUND

This Success Fund is available to all ORA members to assist the individuals they serve. Requests may be made for an individual preparing for or seeking employment. Three requests may be made each year. The limit is $50.00 per request. Visit the ORA website for an application form at www.ohiorehab.org. For more information please contact Tom Kinser at successfund@ohiorehab.org.

ORA’S UNIQUE MONTHLY E-NEWSLETTER

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

ORA’S UNIQUE “OHIO WIRE”

If issues, e.g., legislative, policy or regulatory, should arise that our Governmental Affairs Committee and/or the ORA Board feel you should be informed about as soon as possible, Ohio members will receive this news via email as an "Ohio Wire." If you would like a copy of any of our "Ohio Wires" or have not received these emails, please contact the ORA Home Office to make sure you are on our contact list.

OHIO’S UNIQUE MEMBER HONORED

THE MICHAEL MORRISON VISIONARY SCHOLARSHIP

In honor of Michael Morrison’s lifetime of service to the field of vocational rehabilitation and his dedication to people with disabilities, ORA offers the Michael Morrison Visionary Scholarship designed to provide support for rehabilitation professional(s) or student(s) participating in one of the following: NRA Disability Employment Summit (March 2019) and ORA’s Annual Training Conference (Fall 2019).

The recipient(s) of this scholarship will need to articulate how the scholarship will help her/him make an impact for people with disabilities in a 500 words or less essay to be published in the Interchange and/or our monthly e-newsletter. Priority will be given to those who articulate how they intend to become involved in serving the rehabilitation counseling profession.

For more information and/or to submit your application visit our website at www.ohiorehab.org or contact us at ora@bex.net.
NRA AND ORA CONNECT

OHIO’S ANNUAL REPORT TO NRA

Each year NRA requires each active state to submit a report outlining their activities in that given year. As such, Ohio provides information on our outgoing and incoming Board members and responds to various questions, e.g., the Chapter’s membership goals for the coming year, did/do we plan to hold membership drives and communicate with our current and expired members, conference activities, fundraising activities, and do we publish newsletters and/or have a website. At the end of the form, Ohio is asked to respond to the following question: What issues would your Chapter like the NRA Board of Directors or the NRA office to address in 2018? We stated/requested the following:

1) Have timely and accurate membership information.
2) A copy of NRA’s financial statements, specifically how much money did they make at the 2017 conference in Corpus Christi, Texas.
3) What is NRA doing to rectify the outstanding rebates, e.g., 2016?

Greg Mason, NRA President, did respond and address our issues!
1) For the first issue, this involved the exploration (and now actual) conversion from iMIS to ODOO. While we are still hoping at the end of 2018 for accurate information, it is a step forward.
2) For the second issue, the NRA financial statements were provided to us. As for the 2017 conference, the financials were not yet finalized but it appeared the loss or profit would be small.
3) For the third issue, NRA has actually caught up on sending our membership rebates (a % of each member’s payment is given to the state) for 2016 and 2017.

We appreciate President Mason’s transparency and response to our chapter’s issues.

TIPS ON RENEWING YOUR MEMBERSHIP AND THEN GETTING YOUR MEMBERSHIP BENEFITS

Tip 1: The new ODOO system is dependent upon an accurate and unique email address for each member. Please make sure NRA and ORA has your correct/preferred email address. Your membership benefits and our communication with you is dependent upon email. No email = missing out on benefits.

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

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

WOW! HERE ARE MORE MEMBERSHIP BENEFITS FROM NRA!

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

www.nationalrehab.org
I know many of you have been frustrated by our membership database. Without revisiting the past, suffice it to say that our previous system was slow, cumbersome and unreliable. People should not have to struggle to join or renew their memberships, and the Board has taken action.

Beginning on April 1, 2018, we have moved to a new, more flexible and dynamic membership platform called Odoo. The new platform gives us much more control of our data and is a far better platform for managing our website. The new system will also enable us to support our chapters and divisions in ways we have not been able to do in many, many years.

For example, chapters will be able to go online and review their membership lists without having to wait for the national office to generate a report. Chapters will receive an email each time a new member joins so the chapter can reach out and welcome the new member. Chapter announcements, such as conference flyers, can be sent out directly without having to send a request to the national office, and the chapter will be able to see its rebate balance at any time, enabling the chapter to have a far more accurate understanding of its finances.

The new platform will also allow us to expand in needed ways, including giving us the ability to manage and archive webinar training and distribute information to members more quickly and efficiently. It will also allow us to give our website a long overdue facelift.

We know there will be growing pains, but the new system is up and working well. With that said, we want to know if you run into any problems accessing your membership profile or experience problems with the website. Our number one priority is good customer service, making each and every member know that her or his membership is valued and appreciated. To give us your feedback, please contact us at: info@nationalrehab.org.

At our recent meeting in Alexandria, the Board of Directors decided to streamline our national conferences. For many years we have hosted two national conferences: our National Training Conference and our Government Affairs Disability Employment Summit. With training funds becoming fewer and fewer, attendance at our conferences has suffered. Consequently, the Board has decided to hold only one conference each year. **In 2019, we will hold a Government Affairs Disability Employment Summit, and in 2020, we will hold our National Training Conference.**

That means that the 2020 National Training Conference will be held during the year we will celebrate the 100th anniversary of the public vocational rehabilitation program. Imagine that, 100 years of changing lives, one person at a time, supporting the ability of people with disabilities to live productive lives as contributing members of their communities. The 2020 National Training Conference will be a time of learning, a time of sharing, and a time of reflection and, most of all, a time of celebration.

In closing, I want you to know that the Board has taken a serious look at our strategic direction and at our internal processes to make sure that we use the resources we have as productively and effectively as possible in support of our mission—helping people with disabilities live with dignity and self-respect. It is what you as members deserve and it is what we are committed to demonstrate through our words and, more important, through our actions.
The National Rehabilitation Association held the 37th Annual Government Affairs Disability Employment Summit from March 25-27 in Alexandria, VA. Unfortunately, Ohio was not represented at this event as we hoped. One big change this year was the change in the name for this event to the “Government Affairs Disability Employment Summit.”

“CREATING THE EXTRAORDINARY IN A TIME OF CHANGE”

The National Rehabilitation Association held its Annual Training Conference in Oklahoma City, Oklahoma from October 11 through 14, 2018. This event appeared to be well attended and made a small profit!

We are proud to share our own Tanya R. Chiles, ORA Board Member and NRA Transition Division Representative, attended this event and served as Ohio’s Delegate Assembly Representative at the NRA Annual Delegate Assembly meeting.

Ms. Chiles also co-presented a pre-conference seminar entitled, “Making Students with a Disability a Wage Earner in Today’s Workforce” with Ray Cebula, J.D., an SSA work incentives and disability programming expert. This presentation discussed the special rules that will positively impact the ability of a transition-aged youth/student to begin making a transition to work while still in school. Student Earned Income Exclusions, basic use of work incentives, and consideration of special education plans allow almost every student with a disability to become a worker with a disability rather than an adult with a disability who does not work. Specific strategies to work with the youth and his/her parents, teachers and support persons were a significant part of this presentation.

NEW RETIREE MEMBERSHIP CATEGORY ANNOUNCED AUGUST 2018

Retiree Membership is now available to individuals who are retired but wish to continue their involvement in NRA. They will have full voting privileges and may hold division memberships as well as hold office at the local, state, and national levels. They will also receive the Contemporary Rehab and Journal of Rehabilitation. Due are just $75 per year. We hope our retired colleagues will take advantage of this membership and lend their experience and wisdom to our advocacy on behalf of people with disabilities.

ANNOUNCING THE 2019 NRA BOARD OF DIRECTORS

President, Dr. Mary-Anne Joseph  
President-Elect, Dr. DeAnna Henderson  
Treasurer, Eleanor Williams  
Secretary, Christa Martin

Board Members-at-Large
Dr. Carl Sabo (2019) YES OHIO IS ON!  
Nicole Walker (2020)  
Martha Johanson (2021)

For a complete listing of the entire 2019 NRA Board of Directors or information on the upcoming Disability Employment Summit, visit NRA’s website.
Below we have provided snippets of information for you to remember, digest, and continue to advocate on into 2019.

**Published in the Contemporary Rehab—April 2018 Issue**

In the “A Message from the Executive Director” Dr. Fredric Schroeder made this statement (page 3):

“... Finally, our impact in Congress continues to be felt. Our advocacy, together with that of many of our dedicated colleagues, has made a difference. In December, the Children’s Health Insurance Program (CHIP) was running out of money. **Because of your advocacy, CHIP is now funded for ten years.** In March, the House of Representatives passed H.R. 620, the ADA Education and Reform Act – a bill that would severely weaken the ADA – and now, 43 members of the U.S. Senate have written a letter to the Majority leader opposing the bill. These things do not happen by chance; they happen because people care.”

In the same issue, in the “2018 NRA Government Affairs Disability Employment Summit” article (page 10), the following was reported:

“... This year, we had a very ambitious advocacy agenda. As the Congress and the Administration consider disability policy, it is important that they be informed by those of us who deliver the services and administer the programs that support the full integration of people with disabilities.

This year we brought six issues to the attention of the Congress:

- The need to support the Master’s Level Requirement for Qualified Rehabilitation Counselors;
- The importance of keeping the Rehabilitation Services Administration in the Department of Education;
- Reasons for rejecting the ADA Education and Reform Act, H.R. 620;
- The need to pass the Disability Integration Act;
- The importance of protecting Medicaid funding and its support of employment services for people with disabilities; and
- The need to approve the resolution of ratification for the Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired or Otherwise Print Disabled

**Published in the Contemporary Rehab—August 2018 Issue**

In the “A Message from the Executive Director” Dr. Fredric Schroeder reported “on the legislative front. . .” (pages 7-8) where he outlined several bills which had been signed and those that had been introduced.

To find out more about each of these, visit: [www.congress.gov/bill/115th-congress](http://www.congress.gov/bill/115th-congress) and in the Search box, enter that Bill’s #, e.g., S. 3260 or H.R. 6251. The links to the detailed information are then provided.

**Signed by President Trump**

- H.R. 6042: Delay of Personal Care Services Electronic Visit Verification (July 30, 2018)

**Introduced**

- H.R. 6543: AIM Higher Act (July 26, 2018)
- H.R. 6611: Amends the Public Health Service Act (July 26, 2018)
- S. 3261: To establish the Office of Disability Policy in the legislative branch (July 24, 2018)
- S. 3260: Disability Employment Incentive Act (July 24, 2018)
- S. 3147 and H.R. 6251: Social Security Administration Fairness Act (June 27, 2018)

Finally, NRA “... is your voice in national disability policy. It is our collective voice, and it is vital that we remain vigilant and outspoken in advocating on behalf of people with disabilities. These and other legislative initiatives (local, state, and national) effect our work and our ability to assist people with disabilities to live full and productive lives. The stakes are high, but for nearly a century, we have been up to the challenge.” (page 8)

This is another reminder of the importance of why your membership in NRA and ORA matters.
WHY DOES ADVOCACY MATTER? HOW CAN I BE AN ADVOCATE?

“Why does advocacy matter? When done effectively, advocacy influences public policy by providing a conduit for individuals and organizations to voice an opinion. These efforts can, in turn, sway public opinion, garner press coverage, and ultimately provide policymakers an opportunity to respond to constituents’ needs.”

What is Advocacy? It “is the process of stakeholders making their voices heard on issues that affect their lives and the lives of others at the local, state, and national level. It also means helping policymakers find specific solutions to persistent problems. Most nonprofits can and do engage in as much advocacy as possible to achieve their goals.”

Examples of advocacy: a) “Telling your member of Congress how a federal grant your organization received has helped your constituents.” b) “Educating a member of Congress about the effects of a policy on your constituency.” c) “Inviting a member of Congress to visit your organization so that he/she may see firsthand how federal funding or a policy affects day-to-day operations and the difference it makes.”

(Obtained from the National Council on Aging’s website)

HOW CAN I BE AN ADVOCATE? “You can be an advocate by educating policymakers about the needs of your organization and the people you serve. You also can organize supporters on issues of importance and educate a wider audience on your accomplishments. Some examples include: Writing letters, calling, or organizing meetings to see legislators and their staff, attending town hall meetings with lawmakers; communicating with policymakers through social media and other methods…”. To help you with this, below and on the next page you will find a congressional district map of the 116th Ohio U.S. Congress and contact information for your Senate and House representatives. If you would like assist in advocating, you can also contact our ORA Governmental Affairs Committee Chair, Carrie Moreland Hyder, at cmorel9293@aol.com. Be an Advocate! Contact your Representative today!

OHIO’S GENERAL ASSEMBLY

Below is a chart of how the Citizens of Ohio have a voice in government. The Ohio Governor is part of the Executive Branch and has direct accountability to the Citizens of Ohio. Below we have provided a simple visualization of this organizational chart.

Also each Ohioan resides in a Senate and House of Representatives District — do you know which one you are in? Visit their websites to find out!

THE CITIZENS OF OHIO

LEGISLATIVE / EXECUTIVE BRANCHES

SENATE

HOUSE

SENATE

In Ohio there are 33 Senate Districts. Each Senate District covers approximately three House Districts as shown below. To learn which district you are in and more about the Ohio Senate, visit their website at www.ohiosenate.gov.

HOUSE OF REPRESENTATIVES

The House Representative is the most focused on your immediate local level. Ohio has 99 House Representatives! To find out who your representative is and to learn more about the Ohio House of Representatives, visit their website at www.ohiohouse.gov.

OHIO GOVERNOR, MIKE DEWINE

In 2019, Mike DeWine took office as Ohio’s 70th Governor. To learn more about the Governor’s administration, etc. or to sign up for alerts, visit www.governor.ohio.gov.
Each citizen in Ohio is represented in Congress by 2 Senators (regardless of population) and 16 Congressional District representatives as shown here.

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

U.S. SENATORS FOR OHIO

SHERROD BROWN (D)

brown.senate.gov
2019—2025

ROB PORTMAN (R)

portman.senate.gov
2016—2022

Updated March 18, 2019
ORA’S FALL 2018 CONFERENCE

TALKING ABOUT
“EMERGING ISSUES WITH DISABILITIES”
NOVEMBER 8-9, 2018
EMBASSY SUITES HOTEL, DUBLIN, OH

We listened to our members and were pleased to offer a two day conference experience for our members and fellow colleagues.

For we all know that . . . “in such a fast paced world our work days are often spent hustling and bustling from meeting to meeting, tasks to task, to meet each deadline, due date, or project time line that sits before us. . . . [so spend] two days to network, rejuvenate your professional skills, be challenged by courses and new thoughts, and be exposed to presentations that help you go back to work on Monday knowing the work you do is incredible, amazing, and life changing. Please, take a moment to reflect on the wonderful work you have dedicated your life to and know, that even on the most hectic of days, you are impacting the lives of the people you serve in unimaginable ways. Share with us, the joy of our profession, as we explore ‘Emerging Issues with Disabilities.’”

Amy Taylor, MS CRC,
ORA 2018 President’s Welcome Message

SPECIAL THANKS

to CORA, our Central Ohio (Columbus Area) Chapter of ORA, for their generous financial support for this Conference!

Conference Planning Committee
Tanya R. Chiles, Chair
Laura Sears and Mike Ricke

Budget / Treasurer
Doug Bailey

Certification
Jay Leeming. Chair
Our Student Ambassadors and Vickie Leeming

Registration
Tanya R. Chiles, Libby Land,
Laura Sears, and Vickie Leeming

Student Ambassadors
Mykal Leslie, Chair
Jay Leeming

Basket Raffle
Libby Land, Laura Sears,
and Doug Bailey

Awards
Libby Land, Judy Roth, and Beth Simone

Programs
Amy Taylor, Tanya R. Chiles, and Vickie Leeming
We wish to acknowledge the valuable contributions of all of our Presenters and thank them for sharing their skills, abilities, expertise and experiences with us! In addition, we especially wish to thank our Presenters who graciously agreed to bring their own laptops and projectors. Thank you for your support of our AV needs.

“How Can I Help? The Role of Rehab Educators & Professionals in the Opioid Crisis”
AND “Peers for Change: The Role of Peer Support in the Opioid Crisis”

presented by Dr. Mary Huber (shown above) along with her co-presenters Dr. Kevin Lorson and Alan Walder, respectively

“Stigma of Substance Use Disorders in the Workplace: Implications for Rehabilitation Professionals”

Presented by Dr. Mykal Leslie (shown here) and Dr. Jackie Stanton

A very well attended session on “Human Trafficking 101” was presented by Michelle Hannan, Amanda Friesel and Maria Busch.
As an ORA conference attendee, you can request a FREE duplicate Certificate(s) of Attendance for nine (9) months after the date of the certificate’s issuance. Certificates for this Conference were issued on November 16, 2018, thus the deadline for a FREE duplicate is August 23, 2019. AFTER that, there is a $30.00 charge per conference year requested. ORA does maintains a five year retention of all Certificates issued. To request a copy, contact the ORA Home Office at ora@bex.net.

This year we offered 12 hours of continuing education clock hours—3 hours in Ethics each day! We received unprecedented approval of 12 hours for LSW/LISW CEs and 10.5 hours for PC/PCC CEs!
ORA presented two awards at this event to CVS and Giant Eagle (see the next page)

Everyone enjoyed good food, good conversation, catching up with old friends making new friends.

Thank you to Doug Bailey, ORA Treasurer, (shown here pointing to the lineup) for handling the basket raffle at the end of our Awards Luncheon. There were many happy winners.

Libby Land won the Matrix Gift Card Wreath!
ORA HONORS . . . .

The Ohio Rehabilitation Association continues its tradition of honoring and recognizing the very best in our field. The 2018 ORA Awards Committee, comprised of Libby Land and Judy Roth, devoted considerable time and energy in reviewing the nominations and awarding this year’s recipients. Thank you to all who submitted a nomination. These awards were presented at the ORA Fall 2018 Conference on November 9, 2019.

ORGANIZATIONAL AWARD RECIPIENT ~ CVS, TWINSBURG, OH

The ORA Organizational Award goes to an organization with an outstanding record of service to persons with disabilities and has demonstrated effective concern for the care, treatment, education or rehabilitation of persons with disabilities.

This year, nominated by Amy Taylor, the award went to CVS in Twinsburg, Ohio.

CVS has taken the time to market and work with local area schools and Opportunities for Ohioans with Disabilities (OOD) to offer low or no cost training to transition you and individuals with disabilities to prepare for and obtain employment in CVS stores and similar locations. Working hard to provide opportunities for youth to learn cashiering skill and job skills in areas of retail, pharmacy tech, cashiering and customer service while continuing to provide resources, support and opportunities for growth after training. John has worked collaboratively with Heather Mauk from OOD to support and provide presentations to staff to ensure as many people as possible are taking advantage of the opportunities available.

The Award was presented by Amy Taylor to Duane Rohr and John White (left to right).

LARGE EMPLOYER AWARD RECIPIENT
GIANT EAGLE, CLEVELAND, OH

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

This year, nominated by Amy Taylor, the award went to Giant Eagle in Cleveland, Ohio.

John Germaine and Giant Eagle work diligently with providers to attend hiring events, share job leads, encourage inclusion and acceptance in departments within their stores and provide opportunities for training and growth to candidates as often as possible. John specifically works hard to let local providers know of possible opportunities at local stores in the greater Cleveland area and help ensure that highly qualified candidates are placed quickly and provided support needed to be successful.

ORA was pleased to host this year’s Awards Ceremony where representatives from the organizations being honored could come and share about what they are doing thereby adding inspiration to our event!
Zach Strickler, Kent State University

I greatly enjoyed my time at the ORA conference. I felt the speakers of the breakout sessions were knowledgeable about their respective topics. If I had to find fault with the conference, I would say that some speakers needed a hair more time to cover the riveting topics they had.

I want to thank those who allowed me to do a poster presentation, “A New Direction in ASD Interventions” as well. I had a great time and would recommend it to any of my peers who wished to get more involved with the field and network.

Each year, ORA endeavors to incorporate students from around the state into our conference through our Student Ambassador program. To fund this program, ORA raises funds each year through the basket raffle to support the cost of hosting (registration and hotel) approximately four to eight students. Students interested in this opportunity must submit an application to the Student Ambassador Committee, chaired by Mykal Leslie.

Once chosen, Student Ambassadors have the unique opportunity as a volunteer to attend presentations, meet rehab professionals, as well as help us with monitoring sessions and certification tasks. Following the conference, the students are to write a short article on their experiences at our conference (see below).

In 2018 we had six Student Ambassadors. From Kent State University: Angela Christy, Christopher Konieczko, and Zach Strickler. From Ohio University: Briana Brown and Sarah Spence. From Wilberforce University: Anesha Gray

Christopher Konieczko, Kent State University

First and foremost, thank you, Mykal [Dr. Leslie], for the opportunity to be a Student Ambassador representing Kent State University, our Rehabilitation Counseling program, and myself at “Emerging Issues with Disability,” ORA’s Fall 2018 Conference. For the first time, I felt more like a peer and less like a student while attending the conference in Dublin, Ohio. Vickie Leeming was very helpful and went above and beyond with my accommodations. I was able to arrive Wednesday evening instead of Thursday morning.

The Embassy hotel, conference halls, and my room were of high standards. The catering was top notch. The conference allowed me to witness the comradery among the counselors. It was refreshing to witness the close-knit bonds.

Every session I worked supplemented my expanding knowledge of our field. They were all very informative and I was able to request two sessions I was personally interested in: Assistive technology and Human Trafficking. I wish I was able to double-dip so I could have seen your [Dr. Leslie] presentation with Dr. Stanton.

Being a Student Ambassador granted me the opportunity to understand the roles of Rehabilitation Counselors to an even greater degree. I also had the chance to network and meet Amy Taylor. I am currently in the process of refining my resume to submit to her in order to obtain employment in a field relevant to our program.

I would recommend any fellow student to sign on for this experience. I would be privileged to be a Student Ambassador again in the future. Once again, thank you for this opportunity.

ORA’S 2018 STUDENT AMBASSADORS

I greatly enjoyed my time at the ORA conference. I felt the speakers of the breakout sessions were knowledgeable about their respective topics. If I had to find fault with the conference, I would say that some speakers needed a hair more time to cover the riveting topics they had.

I want to thank those who allowed me to do a poster presentation, “A New Direction in ASD Interventions” as well. I had a great time and would recommend it to any of my peers who wished to get more involved with the field and network.

Each year, ORA endeavors to incorporate students from around the state into our conference through our Student Ambassador program. To fund this program, ORA raises funds each year through the basket raffle to support the cost of hosting (registration and hotel) approximately four to eight students. Students interested in this opportunity must submit an application to the Student Ambassador Committee, chaired by Mykal Leslie.

Once chosen, Student Ambassadors have the unique opportunity as a volunteer to attend presentations, meet rehab professionals, as well as help us with monitoring sessions and certification tasks. Following the conference, the students are to write a short article on their experiences at our conference (see below).

In 2018 we had six Student Ambassadors. From Kent State University: Angela Christy, Christopher Konieczko, and Zach Strickler. From Ohio University: Briana Brown and Sarah Spence. From Wilberforce University: Anesha Gray

Christopher Konieczko, Kent State University

First and foremost, thank you, Mykal [Dr. Leslie], for the opportunity to be a Student Ambassador representing Kent State University, our Rehabilitation Counseling program, and myself at “Emerging Issues with Disability,” ORA’s Fall 2018 Conference. For the first time, I felt more like a peer and less like a student while attending the conference in Dublin, Ohio. Vickie Leeming was very helpful and went above and beyond with my accommodations. I was able to arrive Wednesday evening instead of Thursday morning.

The Embassy hotel, conference halls, and my room were of high standards. The catering was top notch. The conference allowed me to witness the comradery among the counselors. It was refreshing to witness the close-knit bonds.

Every session I worked supplemented my expanding knowledge of our field. They were all very informative and I was able to request two sessions I was personally interested in: Assistive technology and Human Trafficking. I wish I was able to double-dip so I could have seen your [Dr. Leslie] presentation with Dr. Stanton.

Being a Student Ambassador granted me the opportunity to understand the roles of Rehabilitation Counselors to an even greater degree. I also had the chance to network and meet Amy Taylor. I am currently in the process of refining my resume to submit to her in order to obtain employment in a field relevant to our program.

I would recommend any fellow student to sign on for this experience. I would be privileged to be a Student Ambassador again in the future. Once again, thank you for this opportunity.
Briana Brown, Ohio University

I attended the Ohio Rehabilitation Association Conference on November 8th and 9th in Dublin, Ohio. The topic of the conference was *Talking about Emerging Issues with Disabilities*. I served as a student ambassador where I attended and monitored sessions. On Thursday I attended the welcome and general session which was titled *Ethics: Confidentiality, Privileged Communication, and Privacy*. The concurrent sessions I attended were titled *Maintaining Health and Wellness, Peers for Change: The Role of Peer Support in the Opioid Crisis*, and *Ethical Wellness for Counseling Professionals: The Mindfulness Approach*. On Friday I attended sessions titled *The Ethics of Work-Life Balance, A Multicultural View of Disability, and Stigma of Use Disorders in the Workplace: Implications for Rehabilitation Professionals*.

On Thursday, in the first general session, we were introduced to different case studies and how confidentiality, privileged communication, and privacy all played out in the case studies. I heard how different individuals would handle the same cases, all appropriately but approaching the situation differently which was interesting. The second session I attended was about health and wellness and I learned how to manage a healthy work-life balance and what negative health outcomes could arise if I do not take care of myself. I learned about different tests in the workplace that employers are using now such as a nicotine test which I didn’t know existed in the workplace. The third session I attended was one of my favorites because I got to hear from an Ohio Certified Peer Supporter. He talked about what his job is and how we can be leaders in the community. Hearing the statistic that over 90% of people that enter rehabilitation relapse was shocking to me. It was great to hear from Alan, the Peer, about his experiences because he was down to earth. He didn’t sugarcoat anything and for example, said that addicts don’t care about the issues we are voting on in the next election but where they are going to find their next drink, drug etc. Alan’s job along with other Peers, work with individuals with the highest risk for opioid use disorder and the program targets people living in specific zip codes. The last session that I attended Thursday was about mindfulness and ethical wellness. The presenter spoke about how we need to be mindful and well, or else we risk developing burnout. If we’re experiencing burnout then we most likely run the risk of being unethical in practice, where counselors then enter the realm of impairment. I learned some skills to maximize my wellness and doing a breathing exercise was a great way to end a long day of sessions.

On Friday I attended another session on ethics and how we balance ethical issues from both a personal and professional development perspective. I learned how the Ethical Guidelines are related to work and that we should follow them in our actions and behaviors. The second session on multiculturalism was one of my favorites at the conference, not just because Dr. Robinson presented, but because hearing about multiculturalism in a room full of different cultures was important to me. I could sense some discomfort in the room which made me glad because these are important issues we need to be talking about, especially in the rehabilitation community. With individuals with disabilities, the intersectionality of the different parts of their identity is like an umbrella with their disability as the handle. An individual’s race, gender, sexual/affectual orientation, socioeconomic status, and religion all are important pieces of an individual’s identity. The last session I attended on Friday was about the stigma of substance abuse. I especially enjoyed this presentation because it also addressed intersectionality and how different factors affect individuals and whether or not they may be reporting discrimination in the workplace and because of this, experiences of individuals with substance abuse disorders have been overlooked and underreported.

This is my first year that I’ve learned anything about rehabilitation counselors and I’m more excited to go into this field than ever. The presentations at this conference taught me a lot and have been a good foundation for me to build upon in the upcoming years. I wanted to start out with learning about ethics and health and wellness because I want to start my career as a young professional the right way in knowing how to practice ethically and take care of myself at the same time.

In conclusion, at this conference, I met many wonderful people, including other student ambassadors that I plan to keep in contact with over the years.
Anesha Gray, Wilberforce University

When my professor, Dr. Tooson, first asked me to be a part of the ORA conference, my immediate response was yes. I was so excited because I would get to finally start meeting people who work in the same field as I do. When I arrived to the conference, I was greeted so warmly and welcomingly, by Vickie and her husband, I was able to meet some friends from OU, and Kent State, friends who I will now be able to call on in the near future.

This conference allowed me to network, I gained information when it came to the laws, rules, and regulations of rehabilitation. My favorite session had to be about the Opioid Crisis that was going on in the city where I attend school, Dayton, Ohio. I also enjoyed hearing about meditation and how it can help relieve stress that we carry into our lives.

This conference meant everything to me, and I hope to be invited back next year. Thank you!

Sarah Spence, Ohio University

Helping out at ORA was a great experience for me as a graduate student. I look forward to helping out in the future as well as going to it once I am a professional. Everyone was friendly and willing to help me out when I ask any questions. I was able to participate in the sessions, asking questions, giving my input, and talk with other professionals.

Volunteering at the conference motivated me for my future career. I enjoyed talking with others in the field and hearing some of their experience in the field. I believe the best way to learn is from experience, and what better way than hearing from others who have been working for years.

Anesha Gray, Wilberforce University

When my professor, Dr. Tooson, first asked me to be a part of the ORA conference, my immediate response was yes. I was so excited because I would get to finally start meeting people who work in the same field as I do. When I arrived to the conference, I was greeted so warmly and welcomingly, by Vickie and her husband, I was able to meet some friends from OU, and Kent State, friends who I will now be able to call on in the near future.

This conference allowed me to network, I gained information when it came to the laws, rules, and regulations of rehabilitation. My favorite session had to be about the Opioid Crisis that was going on in the city where I attend school, Dayton, Ohio. I also enjoyed hearing about meditation and how it can help relieve stress that we carry into our lives. This conference meant everything to me, and I hope to be invited back next year. Thank you!”

Briana Brown, Ohio University

I have learned new ways to practice mindfulness and know that in order to be an ethical counselor I need to be well at all times and be aware when I am not. I am working to be as culturally competent that I can be and plan to improve my entire career because there will always be more to learn. I will continue to learn and research about topics that interest me such as substance abuse and learn what I can do to help the community I’m in. I’m glad that I had the opportunity to attend this conference and I fully intend on attending next year as well.

Thank you to all who participated in our basket raffle!

Thanks to you all, we raised $452 this year for our Student Ambassador Program!

Thank You to all of our Basket Raffle Donors! We appreciate your creativity, time, and expense to provide such fun and interesting baskets.
At the end of the conference, all attendees received an digital survey. We appreciate those who completed this survey as it provides valuable feedback in planning the next ORA conference. We received 51 responses out of approximately 75 attendees. (68% return rate!).

As you review the following information and stats, please note, your ORA Board and 2018 and 2019 Conference Planning Committees do take this feedback into account.

**OVERALL**, 82% who responded stated they were highly satisfied with their ORA Conference experience, while 16% were somewhat satisfied.

**Reasons to Attend this Year’s Event**

<table>
<thead>
<tr>
<th>Reason to Attend</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who the speakers were</td>
<td>30%</td>
</tr>
<tr>
<td>Session Topics Offered</td>
<td>72%</td>
</tr>
<tr>
<td>Types of Certifications</td>
<td>76%</td>
</tr>
<tr>
<td>Number of CEUs offered (12 hrs)</td>
<td>70%</td>
</tr>
<tr>
<td>Ethic CEUs offered (6 hrs)</td>
<td>40%</td>
</tr>
<tr>
<td>Networking Opportunities</td>
<td>62%</td>
</tr>
<tr>
<td>Marketing Opportunities</td>
<td>8%</td>
</tr>
<tr>
<td>Employer Paid</td>
<td>34%</td>
</tr>
</tbody>
</table>

*“Thanks for your commitment to maintaining this conference annually. I understand the change in membership, reduced membership over the past 25 years.”*

<table>
<thead>
<tr>
<th>Rating, . . .</th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email Announcements</td>
<td>69%</td>
<td>27%</td>
<td>4%</td>
</tr>
<tr>
<td>Conference Registration and Payment Process*</td>
<td>78%</td>
<td>20%</td>
<td>2%</td>
</tr>
<tr>
<td>Conference Rates</td>
<td>49%</td>
<td>41%</td>
<td>10%</td>
</tr>
<tr>
<td>Variety of Session Topics</td>
<td>47%</td>
<td>41%</td>
<td>12%</td>
</tr>
<tr>
<td>Conference Location/Hotel Rate</td>
<td>59%</td>
<td>33%</td>
<td>8%</td>
</tr>
<tr>
<td>Certification Process</td>
<td>73%</td>
<td>27%</td>
<td></td>
</tr>
<tr>
<td>Conference Program Materials</td>
<td>49%</td>
<td>43%</td>
<td>8%</td>
</tr>
<tr>
<td>Breaks/Buffet Luncheons</td>
<td>65%</td>
<td>29%</td>
<td>6%</td>
</tr>
</tbody>
</table>

*We continue to use only an online registration system and 77% of those who paid used PayPal as the preferred payment method. Credit card payments vs. checks continues to increase each year.*

**WHAT ROLE DID OUR FACEBOOK PAGE VS. OUR WEBSITE PLAY IN LOCATING CONFERENCE INFORMATION?** We are pleased that 53% of those who attended did refer to our website but only 10% looked on our Facebook page even though about 47% of those surveyed do have a Facebook page. The lesson here: keep our website updated and work more on our Facebook page presence.

**CONFERENCE RATES** this year were just a single rate structure of member and non-member full conference and single day registration rates, along with retiree and student full conference and single-day rates. This seemed to provide everyone with a way to attend even for a single day.

**HOTEL RATE** was $129 per night which seemed relatively affordable. HOWEVER, we became aware this year of attendees searching the internet for lower rates at the same hotel. The lesson here: make sure our block room rate can compare to an internet search rate.

**HOW LONG ARE YOU WILLING TO SIT IN A SESSION?** Well, 52% said 1.5 hours, but 46% said they like having a mix of 1 and 1.5 hours. The lesson here: shake things up a bit from time to time.

*“I truly enjoyed the conference and will be back.”*

Everything was done very well. Each speaker (for the sessions I attended) was very well versed in the topic they presented on.

*I had been an active member of ORA in the past and it was nice to attend their conference again.*
MORE ON THE ORA CONFERENCE EXPERIENCE

HOTEL CONSTRUCTION. . . . The ORA Board and Conference Planning Committee contracted with the Embassy Suites Hotel in Dublin early in the year. However, unknown to us, just before we arrived we discovered the hotel was going through major renovations. This did affect our overall meeting space. The picture below is the view we had from our Registration and Break area. Some of our meeting rooms were on the other side of the conference area which made finding rooms at times frustrating.

By the way, the hotel is now done with the renovations!

AV EQUIPMENT. . . . In an effort to save thousands of dollars in AV costs, we did endeavor to utilize donated LCD projectors. We so appreciate those presenters and other donors for bringing their LCD projectors! In the past, using donor projectors has actually worked for us. However, this time it did not.

We also had trouble with lighting in the room when projecting as well as some discomfort from the chairs.

The take-away from this experience, spend the $$ and utilize the available AV vendor.

Thank you to our Basket Raffle Donors

Matrix
www.matrixtpa.com

MetroHealth
www.metrohealth.org

Oxford Physical Therapy
www.oxfordphysicaltherapy.com

Novacare
www.novacare.com

Debi Schwartz
Social Security Consultant
www.getssahelp.com

Beth Simone
ORA Member

Thank you to our LCD Projector Donors

Vispero—Enhanced Vision
Mike Wood
www.vispero.com

Vocational Guidance Services
www.vgsjob.org
In 2018—A Message from CRCC Regarding the CRC Certification Eligibility

Dear Stakeholder:

In early 2016, CRCC directed its Standards & Examination Committee to begin a process of reviewing the eligibility criteria for the Certified Rehabilitation Counselor (CRC) certification culminating in a set of draft criteria that would align with the contemporary state of the profession of rehabilitation counseling. The Committee engaged in an iterative process over the course of the last 24 months, inclusive of a process to seek and review public feedback, resulting in a final set of CRC eligibility criteria. . . .

Our decisions were guided by the premise that eligibility criteria for national certification are established in a manner that provides a candidate with reasonable exposure to the knowledge necessary to be successful on the national CRC examination. This examination is designed to assess whether a candidate is able to demonstrate the minimum knowledge necessary to practice rehabilitation counseling in a wide variety of work settings and provide service to a wide range of individuals with disabilities. Decisions were also guided by a desire to streamline criteria, be flexible and inclusive, honor the philosophy of rehabilitation and approach to disability, and to consider contemporary employee and employer workforce needs.

CRCC believes these new criteria have accomplished these goals. They provide pathways for professionals entering the rehabilitation counseling profession to become certified and ascribe to the professional practices of continual learning and adherence to ethical practice.

We welcome you to view these new CRC eligibility criteria that are scheduled to take effect in late spring 2019 for individuals applying for the March 2020 examination. . . .

Yours in service to the profession,

~ The CRCC Board of Directors

WHAT DISTINGUISHES A CRC PROFESSIONAL FROM OTHER COUNSELING PROFESSIONALS?

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

CHANGE IN CRC’S EXECUTIVE DIRECTOR

In May of 2018, Cindy Chapman, Executive Director, resigned effective June 16, 2018. Cindy had served as Executive Director since 2005.

In September of 2018, CRC named Pam Shlemon as its new Executive Director. “An experienced executive with a strong corporate and non-profit management background, Pam brings a broad range of skills to the role of Executive Director.”

FILING CRCC Certificates of Completion

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

crccertification.com/euniversity

CONTACT INFORMATION

info@crccertification.com
Phone: (847) 944-1325
Fax: (847) 944-1346
1699 E. Woodfield Rd., Ste. 300, Schaumburg, IL 60173
PROFESSIONAL CERTIFICATION

AMERICAN BOARD OF VOCATIONAL EXPERTS (ABVE)

WWW.ABVE.NET

The American Board of Vocational Experts (ABVE) was founded to preserve the integrity, standards, ethics, and uniqueness of vocational experts. The certified vocational expert is expected to keep abreast of the effects of personal injury on earning capacity, labor market changes, hiring practices, and knowledge of occupational requirements, as well as the growth and decline patterns in local labor markets.

NEW ABVE now offers pre-approved CEs through ONLINECE.

FILING ABVE CERTIFICATES OF ATTENDANCE:
Retain the program book from any conferences or seminars in which you receive ABVE CEs or wish to submit for post-approval. Send your Certificate of Attendance to ABVE via email, fax, or mail as shown below.

Contact Information:
abve@abve.net
Phone: (831) 464-4890; Fax: (831) 576-1417
3121 Park Avenue, Suite C, Soquel, CA 95073

COMMISSION FOR CASE MANAGEMENT CERTIFICATION

CCMCERTIFICATION.ORG

CCMC® is the first and largest nationally accredited case manager credential, supporting the case management industry.

FILING YOUR CCMC CERTIFICATES OF COMPLETION:
Go to www.ccmcertification.org and click on LOG IN at the top of the screen. Click on CCM Dashboard. Then enter your information. [Changed in 2018]

Contact Information:
[NEW EMAIL]
cmcchq@ccmcertification.org
Phone: (856) 380-6836
Fax: (856) 439-0525
1120 Route 73, Suite 200, Mt. Laurel, NJ 08054

CDMS® provides certification and recertification to ensure the competence of those who provide disability management services and promotes competence, high professional standards, and ethical practice in the field for those involved in a variety of practice disciplines, including rehabilitation counseling, nursing, safety, risk management, and HR.

CDMS offers webinars via its “ONLINE STORE.” Check it out!

FILING CDMS CERTIFICATES OF COMPLETION:
Got to www.cdms.org and click on “My Account”. Once logged in, choose “My CDMS DASHBOARD.” Have your Certificate of Completion handy to complete the “Recertification Application” questions when you begin to “ADD YOUR CEs INTO YOUR CDMS DASHBOARD.” Retain your Certificate should CDMS require it for documentation.

Contact Information:
cdmshq@cdms.org
Phone: (844) 681-8156 ~ Fax: (856) 439-0525
1120 Route 73, Suite C, Soquel, CA 95073

AAACEUs.com has been an online/on-demand provider of high quality CEUs for credentialed healthcare professionals, including Case Managers, Rehab Counselors, Disability Managers, Nurses, Addiction Counselors, Substance Use Counselors, and Alcohol Counselors.

Courses are pre-approved by ABVE, CRC, CCM, CDMS and others. NRA Members receive 15% discount.

Visit aaaceus.com today!
The following is a snippet of the article provided in the Fall 2018, Issue 3, CSWMFT News.

2018 began with a Bang!!! The Board joined forces with CE Broker to help you keep track of your continuing education.

. . . . this service allows you to enter the continuing education you complete throughout your renewal cycle, it keeps a running record for you. Many licensees have used the post program approval process to submit continuing education to the Board that was not pre-approved by the board. This process is now being handled through CE Broker also. . . .

Continuing education program not previously approved by the Board (post program approval process). . . . [has a] new post program approval request process. . . . The new eLicense system is a fully automated system. Renewal notice/regISTRATION emails are automatically sent out 90, 45 and 15 days prior to your renewal date. . . . [must] have your current email address on file. . . . All renewal information is now sent via email, paper notices and renewal applications are no longer available. . . .

(page 3) “. . . . At the July 2018 Board meeting the Board voted to require licensees renewing after January 2019 to submit their continuing education to CE Broker prior to renewal of their license. The Board also voted to require Board approved providers and program sponsors to report attendance to the licensee CE Broker accounts. . . .”

We encourage you to read this newsletter issue in full (Click on NEWSLETTERS on the HOME page).

FILING LSW OR LPC CERTIFICATES OF COMPLETION:
Go to: http://cswmft.ohio.gov
Top center of the Home page click on RENEWAL
Click on submit CE Certificates

NOTE: The Ohio Board of Nursing recognizes the State of Ohio CSWMFT Board as an approved provider of CNE for multi-disciplinary activities. Be sure to retain your Program Book for the titles, presenters’ names, and description of the sessions you attended which may be required when submitting your CNEs.
YOUR 2019 ORA BOARD OF DIRECTORS

OFFICERS

PRESIDENT* 
Amy Taylor .................. president@ohiorehab.org
Amy also represents Ohio on the GLR Board

PRESIDENT-ELECT* 
Jacqueline Stanton* .......... jstanton@metrohealth.org

IMMEDIATE PAST PRESIDENT* 
Carl Sabo.......................... carl.sabo@wright.edu

SECRETARY* 
Carrie Moreland Hyder .......... cmorel9293@aol.com

TREASURER* 
Doug Bailey ........................ dbailey77@aol.com

NRA DELEGATE ASSEMBLY REPRESENTATIVE 2018-2020 
Tanya R. Chiles .................. tanya.chiles@arcind.com

BOARD MEMBERS-AT-LARGE

TERM ENDS 2019
Tanya R. Chiles* .............. tanya.chiles@arcind.com
Libby Land ...................... eland@matrixvoc.com

TERM ENDS 2020
Mykal Leslie* .................... mleslie8@kent.edu
John Tooson ........................ jtooson2@wilberforce.edu

TERM ENDS 2021
Pamela Dunseith ................. pdunseith@matrixvoc.com
Renee Scheidweiler ............ rscheidweiler@matrixvoc.com

* Serves also as an Executive Committee Member

CHAPTER & DIVISION PRESIDENTS

NEORA (CLEVELAND AREA) 
Amy Taylor ...................... neora@ohiorehab.org

JTA (JOB TRAINERS ASSOCIATION) 
Lori McCarthy ................. lmcCarthy@medinaesc.org

COMMITTEE CHAIRS

AWARDS
Libby Land ........................ eland@matrixvoc.com
Renee Scheidweiler ............ rscheidweiler@matrixvoc.com

CERTIFICATION
Jay Leeming .................. jleeming@accesstoledo.com

CONFERENCE PLANNING CHAIR 
Tanya R. Chiles .................. tanya.chiles@arcind.com

CONSTITUTION & BYLAWS 
John Tooson ........................ jtooson@wilberforce.edu

GOVERNMENTAL AFFAIRS 
Carrie Moreland Hyder ............. cmorel9293@aol.com
Jackie Stanton* .................. jstanton@metrohealth.org

MEMBERSHIP
Vickie Leeming .................. oravickie@accesstoledo.com

NOMINATING 
Carl Sabo .......................... carl.sabo@wright.edu

SCHOLARSHIP AND STUDENT AMBASSADOR 
Pamela Dunseith .............. pdunseith@matrixvoc.com

SOCIAL MEDIA! PR! OUR FACEBOOK PAGE 
Michael Ricke .................. ricke.7@osu.edu

SUCCESS FUND 
Tom Kinser ...................... tomk@3hab.com
Tom is also serving as the 2019 GLR Board Secretary

WAYS & MEANS (BASKET RAFFLE TOO!) 
Renee Scheidweiler .......... rscheidweiler@matrixvoc.com
Doug Bailey ........................ dbailey77@aol.com

WEBSITE 
Vickie Leeming ................. oravickie@accesstoledo.com

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


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

www.ohiorehab.org

www.facebook.com/groups/151567288323540/

www.linkedin.com/groups/7473339/profile
ORI IN 2019 ~ WHAT’S AHEAD

JANUARY
1 .......................................................... New Year’s Day
21 ........................................................................................................................................ Martin Luther King Jr. Day

FEBRUARY
18 ........................................................................................................................................ Presidents’ Day
28-March 2 ................... CCMC New World Symposium in National Harbor, MD

MARCH
10 .......................................................................................................................... Michael Morrison Visionary Scholarship Deadline
10 …................................................ Daylight Saving Time Begins ~ Spring Forward!
22 .......................................................... National Rehabilitation Counselors Appreciation Day
28-31 ..................................................... ACA/ARCA Annual Conference in New Orleans, LA
31-April 2 .................................. NRA Disability Employment Summit in Alexandria, VA

APRIL
12-14 .......................................................... ABVE Annual Conference in Tucson, Arizona
15 (yes the 15th) ............................................................................ Tax Day!

MAY
10 .......................................................... IARP’s Action Day for Professionals in Columbus, Ohio
27 ........................................................................................................................................ Memorial Day

JUNE

JULY
4 .................................................................................................................................. Independence Day Holiday
17-20 .................................................. NAMRC Annual Training Conference, Atlanta, GA

AUGUST
27-29........... Kentucky State Chapter Conference, Cincinnati Airport Marriot Hotel

SEPTEMBER

CALL FOR NOMINATIONS ~ ORA 2020 BOARD OF DIRECTORS
2 ........................................................................................................................................ Labor Day
6 ................. NEORA CHAPTER’S ONE DAY CONFERENCE, INDEPENDENCE, OHIO
13 .............................................................................................Michael Morrison Visionary Scholarship Deadline

OCTOBER
14 .................................................................................................................................. Columbus Day
31-November 2............................... IARP Annual Conference, Portland, Oregon

FALL ~ TBD .................. ORA TWO DAY CONFERENCE, COLUMBUS, OHIO

NOVEMBER
3 ...................................................................................................................................... Daylight Saving Time Ends ~ Fall Back!
7-9 .......................................................................................................................... All Ohio Counselors Conference, Columbus, Ohio
8-10 .......................................................................................................................... NASW Ohio Conference, Columbus, Ohio
11 ...................................................................................................................................... Veterans Day
20-22.................................................. Ohio Center for Autism and Low Incidence Conference, Columbus, Ohio
28-29 .................................................................................................................................... Thanksgiving Holiday

DECEMBER
TBD ................................................... ORA Annual Full Membership Meeting (held via teleconference)
24-31 ..................................................................................................................................... The Holidays!

2019 ORA BOARD MEETING SCHEDULE
The ORA Full Board consists of the Officers, Board Members-at-Large, ALL Chapter and Division Presidents (or a representative), and Committee Chairs. Board members are required to attend the meetings.

Members are welcome to attend the Full Board Meetings as noted. If you are interested in attending one of our meetings or if you would like to express a concern, question or have suggestions or ideas for the ORA Board, please contact the ORA Home Office at ora@bex.net.

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

FULL BOARD MEETING SCHEDULE
The meetings identified below are teleconference meetings beginning at 9:30 a.m. and typically run 1 to 1½ hours.*

<table>
<thead>
<tr>
<th>Month</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>JANUARY</td>
<td>18</td>
</tr>
<tr>
<td>MARCH</td>
<td>18</td>
</tr>
<tr>
<td>MAY</td>
<td>10</td>
</tr>
<tr>
<td>JUNE</td>
<td>4</td>
</tr>
<tr>
<td>JULY</td>
<td>17-20</td>
</tr>
<tr>
<td>AUGUST</td>
<td>27-29</td>
</tr>
<tr>
<td>SEPTEMBER</td>
<td>5</td>
</tr>
<tr>
<td>OCTOBER</td>
<td>14, 31</td>
</tr>
<tr>
<td>NOVEMBER</td>
<td>3, 7-9, 8-10, 11, 20-22, 28-29</td>
</tr>
<tr>
<td>DECEMBER</td>
<td>TBD</td>
</tr>
</tbody>
</table>

EXECUTIVE COMMITTEE MEETING SCHEDULE**

<table>
<thead>
<tr>
<th>Month</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEBRUARY</td>
<td>21</td>
</tr>
<tr>
<td>APRIL</td>
<td>19</td>
</tr>
<tr>
<td>JUNE</td>
<td>21</td>
</tr>
<tr>
<td>OCTOBER</td>
<td>18</td>
</tr>
</tbody>
</table>

*Subject to change
**Additional meetings as needed