



# The Experts' Express

June 26, 2008

## The International Association of Rehabilitation Professionals

Uniting Rehabilitation Professionals

### From the Helm: IARP President Report

#### Welcome to The Experts' Express!

#### About The Experts' Express

The Experts' Express is a member-only monthly e-newsletter, keeping you informed about IARP issues and upcoming events. Each month a different sections and chapters will be highlighted. You will be provided with the latest news, details on member benefits, and information you will need to stay tuned in to what IARP is doing to give you the most for your membership.

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#### President's Message

*Neil Bennett,*  
President, IARP

The IARP board welcomes four new members to serve on the International Board during fiscal year 2008 – 2009; three new faces - Angie Heitzman joins the board as Forensic Section Representative, Dennis Funk as Council of Chapter President's Representative, Rodney Isom as Vice President and one returning face, former President Steve Shedlin, who returns as Representative at Large. I welcome and am looking forward to an enjoyable year with these committed volunteers who bring considerable experience, energy and thoughtfulness to the table. This board has already accomplished its first challenge of every fiscal year – approving an operations budget. This document outlines the way in which the Association will spend its money.

In past years, the budget was developed by the Executive Director and Secretary/Treasurer then approved by the board, often after lengthy discussion. The budget was often a reflection of the Executive Director's understanding of the economic status of the Association and the board's strategic goals for the year.

Last year, at the recommendation of the Executive Director, each section and committee chair submitted a budget request to the Executive Committee (comprised of President, Vice or Past President, Secretary/Treasurer and Council of Chapter President's Representative), the Executive Director and CPA, Doug Gustafson. This group utilized best association management practices to develop a budget predicated on membership growth, revenues from two conferences, section-based revenues, and affinity

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### Chapter Highlights

#### IARP Texas Chapter

Texas Chapter (TARPPS) Chooses New Officers, Board

*Tom Selman*  
President, TARPPS

For the first time in many months, the Texas Chapter has a fully constituted slate of officers and board of directors membership. The Chapter plans to have its first Board meeting in July to inaugurate its new year and focus on the myriad of problems and issues that currently face the chapter and its professional membership.

**Tom Selman, Ph. D.** will begin his final year as President of TARPPS, a position he has held for most of the past decade plus. **Robert Cogburn, CRC**, an in-house vocational counselor with Texas Mutual Insurance Company, will assume the office of First Vice President (President-

elect); **Kacy Turner, CRC, CVE**, and pursuing **Certified Life Care Planner** status is owner of her own rehabilitation firm as well as a vocational specialist with Rehab Without Walls, and she will become the chapter's new Secretary. **Selman, Cogburn, and Turner** will also constitute the Texas' Chapter's Executive Committee that can act on behalf of the entire chapter between official meetings of the Board.

Texas' Board members are chosen at-large by the entire membership, but they are chosen to represent particular regions of the State. Founding member and early Chapter President **Robert Boudreaux, CRC, CCM** an employment specialist with the Community Learning Center in Dallas and a private vocational reha-

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## Section Focus

### "A Unique and Under Published Side of the Arizona's Workers' Compensation Community...The Fred Brick Memorial Award in Honor of the 2008 Recipient's"

*Lisa Clapp, MA, CRC, CEA*  
Forensic Chair, IARP

The Fred Brick Memorial Rehabilitant of the Year is an annual award given to a worthy individual, injured on the job in Arizona. Each spring the local workers' compensation community nominates qualified candidates. Recently, efforts have been made to increase public awareness and community involvement of this worthy cause.

Fred Brick was a State IARP Chapter President/Member and also participates at the National IARP level being instrumental education locally regarding legislative changes important to the vocational rehabilitation community. His spirit and tenacity for helping and recognizing the injured worker lives on through this memorial. He was a leader, mentor and innovator, and respected on a local and national level.

"By further publicizing this award, we are memorializing Fred's outstanding contributions. At the same time we recognize the incredible achievement of Arizona injured workers and their plight to achieve the highest rehabilitation potential available given their circumstances", explains Lisa Clapp a vocational rehabilitation counselor and Chair of the Fred Brick Memorial (FBM) Foundation. "This is such a meaningful award that recognizes not only the prevailing injured workers, but also the professionals who play an integral role in their road to recovery. There are so many folks who might be part of the process. To name just a few we see doctors, therapists (physical, speech, occupational and more), employer representatives, adjustors, case managers, vocational specialists, and even attorneys!" says Clapp.

"We hear so many negatives about the workers' compensation system and people who abuse it. This award celebrates the institution and the people in it and that is refreshing," states Mark Hyland, occupational and certified hand therapist also a committee member of the FBM Foundation.

"We are very excited to expand the scope of the FBM award," explains Julie Palko, local nurse case manager and FBM committee member. "Case managers in the workers compensation arena see many hero's who struggle with the recovery process. It brings such joy to recognize the great effort and perseverance of the ex-

ceptional injured worker who traveled their road to recovery". FBM nominees are now being accepted. If you know of a worthy candidate please consider nominating them for this wonderful recognition of their efforts.

In this program, Arizona injured workers are nominated and their accomplishments considered by a panel of Arizona workers' compensation professionals. The panel is assembled each year and consists of case managers, claims and employer representatives, medical providers, attorneys and rehabilitation counselors. The 2008 panel included Kirk Barberich of Klein, Lundmark, Barberich and Lamont, Erin Welsh, MA, CRC, of Arizona Vocational Consulting & Forensic Services, Inc., Jessica Lee of Pinnacle Risk Management, Jan Hazelton, RN of Orchard Medical Consulting and Sandy Goldstein, PT Chairperson of the Arizona 60 Summits project. One Rehabilitant of the Year winner is chosen from the nominees based on their efforts and outcomes in the rehabilitation process. The award ceremony was held May 13<sup>th</sup>, 2008 at the Arizona Workers' Compensation Claims Association ([www.awcca.com](http://www.awcca.com)) monthly dinner meeting before the summer break.

Though, all nominees are winners and recognized for their achievement. This year's response yielded 13 nominees and therefore we honored the top three, and acknowledged the remaining 10 very honorable mentions. Following is a brief outline of the 2008 recipients:

1. Carlos Velarde  
Mesa, Arizona  
Nominated by Karen Schwarz/Ricky Ray of Gentiva Rehab Without Walls
2. Robert Grieves  
Glendale, AZ  
Nominated by Diane White of Gentiva Rehab Without Walls.
3. Stanley Rorls  
Tucson, Arizona  
Nominated by Kathy Grant, RN Genex Services

The Fred Brick Memorial had a record breaking number of 10 VERY Honorable mentions:

Steve Lake, Glendale, Arizona, Nominated by Terry Mastey, Strength Training Incorporated; Marianne Johnson, Mesa, Arizona, Nominated by Jan Taglia of Orchard Medical Consulting; Peter Jual, Phoenix,

*(Section Focus Continued on page 3)*

## Express Job Bank Highlights

**Looking to fill or find a rehabilitation related position?**

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The International Association of Rehabilitation Professionals unites REHABILITATION PROFESSIONALS around the world and is the premier recruitment resource for organizations looking for rehabilitation professionals. With a professional membership of over 2,500 individuals, employers and recruiters have access to the most qualified talent pool with relevant work experience to fill their staffing needs.



**IARP**

**Dedicated to return-to-work services on behalf of persons with disabilities and the economically disadvantaged.**



(Section Focus Continued from page 2)

Arizona, Nominated by Shana Estes, RN, Genex Services; Joseph Cerkvencic, Phoenix, Arizona, Nominated by Donell Hewett, Larry Mayer and Susan Auditore, RN; Charlie Peterson, Scottsdale, Arizona, Nominated by Carol Tomaino, MM&R Consulting; Donald Yost, Queen Creek, Arizona, Nominated by Pat Collins, PT clinic coordinator, Rehab Without Walls; Robert Greenwald, Sun City West, Arizona, Nominated by Shana Estes, RN, Genex Services; Heather Woodruff, Glendale, Arizona, Nominated by Mark Hyland, STI, Inc; Guillermo Castillo, Phoenix, Arizona, Nominated by Carolyn Mittelsteadt, Spooner Physical Therapy; Hector Sanchez, Phoenix, Arizona, Nominated by Carrier Fancher and Carol Mittelsteadt of Spooner PT. (For a comprehensive outline regarding the more information concerning all of our nominees injuries, rehabilitation, winning attitudes, and outstanding rehabilitation

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The FBM organization is a non-profit entity and raises funding in order to operationalize its worthy mission each year. Generous sponsors from the workers' compensation community have, and continue to, support the Foundation. Each year fundraising activities have been held in conjunction with AWCCA events. A new event held this year was a casino night held following the AWCCA's Annual Seminar February 15, 2008. We brought a little bit of Vegas to Phoenix for an awesome cause!! Many of the members of Arizona's workers' compensation and rehabilitation communities enjoy the effort of sustaining a worthy award ceremony that spotlights Arizona's injured workers who have incredibly overcome daunting odds.

### IARP Board of Directors

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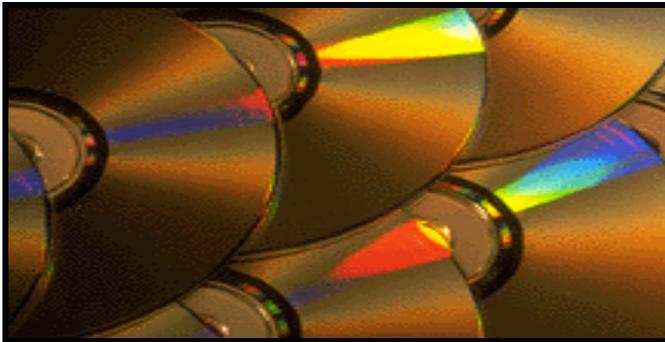
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## News Flash

### IARP 2008 Forensic Conference

The IARP Forensic Conference is the only educational and networking event that provides attendees with the opportunity to learn formally and informally from both vocational rehabilitation counseling and life care planning perspectives. It provides a unique opportunity to interact and network with professionals in the field, both voca-

tional rehabilitation consultants and life care planners, as well as individuals important to our professions such as judges, attorneys and vendors. The conference offers exceptional educational opportunities and plenty of time to network with peers and exhibitors.

Plan to join us Oct. 30 - Nov. 1, 2008 in southern Florida at the Hyatt Regency Bonaventure!



**The Hyatt Regency Bonaventure**  
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*(Chapter Highlights Continued from page 1)*

tion practitioner, and **Valerie Armstrong, CRC, CDMS, LPC**, one time Chapter Secretary and Dallas-Fort Worth Activities Chair, and now a counselor with the Centre for Neuro Skills and Adjunct Professor of Rehabilitation with the University of North Texas, will represent the Greater North Texas Area on the Board.

The Greater Houston Area will be represented by **Cornelius E. Gorman, Ph. D., CRC** who is currently in private practice with Gorman & Gorman, Inc. in Galveston, Texas, and who also serves as a trustee of Shriners Hospital for Children – Galveston. He will be joined on the new Board by long-time chapter member **Calvin J. Turner, CRC**, who will represent the Greater Central Texas area centered around Austin-San Antonio. Calvin Turner is a Vocational Rehabilitation Specialist who owns his own firm, Capital Cities Rehab Group.

The final member of the Board will be **Penelope Caragonne, Ph. D.** who resides in Ajijic, Jalisco, Mexico, and practices in

Texas and Mexico. She heads her own firm, Caragonne & Associates and specializes in Life Care Planning and Case Management. She is a Certified Life Care Planner among other certifications.

For the first time the Board will be a truly diversified Board with expertise in the area of Vocational Rehabilitation, Medical Rehabilitation Life Care Planning, Forensics, Rehabilitation Counseling, Veterans Affairs, Pediatric Rehabilitation, Brain Injury, Vocational Evaluation, Rehabilitation Facility Administration, Psychology, and broad, general multi-cultural abilities. The Board will need all these skills and more to address the myriad of issues that currently face the private rehabilitation profession in Texas.

One of the first things the board will do is to look at political and legislative issues that may be forthcoming with the convening of the Texas Legislature in January 2009 as well as the on-going rules and guidelines promulgation process by the Division of Workers' Compensation. The Division's Commissioner recently resigned

as well,

and the Board will monitor the selection process of the new commissioner with great interest and attempt to have input into the selection process.

The Board has other issues on its plate as well – membership, finances, on-going educational programming, inequity in services to its various regions, involvement with the various state university rehabilitation programs, downturn in referrals to private rehabilitation, and assisting its membership to diversify its approaches to business and learn to traverse the often rocky road of private rehabilitation in the State.

Because the membership of the Board is so spread out throughout the State, it is likely that most Board Meetings will be held via Conference Call – although Plans are for at least one meeting to call for an in-person assemblage. Efforts are underway to also add one additional Board Member for the Greater Houston Area.

## Suits for Soldiers

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<http://www.rehabpro.org/news/iarp-is-collecting-suits-for-soldiers/>  
for more information.



*(Presidents Report Continued from page 1)*

partner revenue. Last year's budget began as a balanced budget designed to generate sufficient revenue to contribute to the board mandated reserve fund. Unfortunately, this budget goal was not achieved.

This year, we expanded on the process that was implemented last year, and included an additional stakeholder, the yearling Finance Committee, chaired by Secretary/Treasurer John Meltzer and comprised of volunteers from every section and the membership at large. As the Executive Director, President, and Secretary/Treasurer began the budgeting process this year we contemplated the factors that would affect our performance against budget. We observed that membership had remained stable over the prior year with no growth, we observed the financial underperformance of the Annual Conference and Life Care Planning Summit, and finally, we observed the national economy in general. We decided we needed to adopt new assumptions about the upcoming year: our first priority was the safety and security of the association; our second priority was to provide the best quality essential services possible; our third priority was to develop a budget that contributed sufficient revenue to the reserve fund to ensure that IARP remains a viable Association. In order to do this, we examined every line item of the budget and put each to the same test: 'does this expense contribute to the essential operations of the Association?' Through this rigorous examination, we developed a balanced budget that is based solely on membership dues and modest conference-generated revenues and that allows for the mandated contribution to the reserve fund. Unfortunately, this resulted in the funding for many projects and activities to be eliminated.

This draft budget was then reviewed by the Finance Committee, which after lengthy discussion and evaluation, was approved. The draft budget was then formally reviewed by the Executive Committee, who approved it as written. It was then presented to the full Board of Directors for review and eventual approval.

I am personally very proud of the action taken by the board in regard to this budget. It reflects the commitment each board member has to the importance and survival of the Association. By no means will this be a fun budget to implement. I will miss many of the programs that were previously offered that are no more; there are valu-

able and innovative projects that must go on hold. Chapter presidents will be informed of the discontinuation of services that will impact them. Annual awards to outstanding rehabilitation efforts will be discontinued. Sections will have limited funds to host their planning calls. Committees will need to become self-funding to continue their activities.

The website and listserves will remain, as will both journals, the Rehabilitation Professional and the Journal of Life Care Planning, however they will be distributed electronically beginning with the next edition of each journal. A modest spring conference is included in this budget; however the board is in the final stages of evaluation as to the viability of actually holding a conference in spring 2009.

I hope this budget is temporary, and that in six months the board will be back at the budget table deciding how to distribute increased membership and conference revenues.

You can help. This budget is based primarily on membership, which the board believes has THE most potential for impacting and improving our financial performance. If every ONE of our 2,500 members made a commitment to recruit one new member in the next year, we would be, 'out of the woods, with light at the end of the tunnel'. It's easy to join: applications are posted on the website – print a couple and carry them around in your briefcase and hand them out to the colleagues you see every day – convert them to becoming a 'RehabPro'. Joining via the website is also a very easy and immediate option. Consider this – we understand that attending a national conference is very expensive, so if you can't, why not sponsor a new member? In this way you will be making a tax deductible contribution to YOUR Association, providing immediate assistance and building for the future as that new member renews.

There is everything to gain and too much at stake to lose. As the folks in Beaverton, OR advise, "Just do it." Don't rely on your local chapter to host a conference or membership drive; don't wait for the next scheduled membership committee sponsored recruitment program. Take responsibility for the future of our Association and all its tremendous benefits.



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Rehabilitation Professionals*

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- ◆ IARP serves a diverse membership practicing in the fields of long-term disability and disability management consulting, case management and managed care, forensics and expert testimony, life care planning, and Americans with Disabilities Act (ADA) consulting.
- ◆ IARP supports professional growth of its 2,500 members by providing an ethics code, professional competence standards, continuing education programs, networking opportunities, and group-discounted packages of professional benefits.
- ◆ IARP fosters rehabilitation research and management innovation through national conferences and the publication of peer-reviewed articles in RehabPro, its quarterly journal.
- ◆ IARP strives to shape public policy favorable to private-sector rehabilitation by working closely with other professional associations, government, and industry. Explore this website to learn more about the IARP mission and how we work to achieve it.

## Member's Corner

### The New IARP Corporate Discount Membership Program

The International Association of Rehabilitation Professionals now offers corporate discount membership to employers enrolling ten or more employees as individual IARP members. To qualify for the corporate discount membership program an organization must have multiple members enrolled in IARP. Discounts are based on volume and will be determined according to the numbers of employees enrolled.

For more information on this program, please visit the IARP website at <http://www.rehabpro.org/membership/member-categories/corporate-membership>.

### Connect with other Rehabilitation Professionals

IARP offers several listservs, including the Forensic section listserv, the new Disability Management (DM) section listserv, the new Case Management (CM) section listserv, the new International Academy of Life Care Planners (IALCP) listserv, and the SSA-VE listserv, which are highly rated benefits. These listservs allow you to become part of a community of professionals and network with colleagues to get quick answers to your questions on industry issues, procedures and trends.

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