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Record Group/Collection: Donated Historical Materials
Collection/Office of Origin: Frieden, Lex, Collection
Series: Disability Rights Organizations
Subseries:

OA/ID Number: 52059
Folder ID Number: 52059-006

Folder Title:
NRA [National Rehabilitation Association] '83-'84

Stack: **Row:** **Section:** **Shelf:** **Position:**

1 - inv. Dispersion (board-group) (Jen send)

Steve Kapsalis
~~Kerry Smith~~
Bert
Nina

2. district access guidelines (Judy send)

Spencer Marden

~~Steve Kapsalis~~
Marsha
George

3. PR re. purpose

Richard Nichol
Robert
~~James~~
Carolyn

4. review editorial policy (Judy send) (Jef send)

Jack Gerson
Gwen
James

5. review/develop fundraising policy (Mary Sawyer)

Dan

Dan

(1) Call Judy 707 836 0550
(2) Call Chairs 415-20 Sally 94133
(3) write Com 553-22 Atlanta 404 875 1665
(4) write report

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

David L. Mills
Executive Director

MEMORANDUM

#84/B/1

TO: Board of Directors
FROM: Tom Gaines, President TG/jah
DATE: December 20, 1983
RE: National Council on the Handicapped's National Policy.

Enclosed is a copy of the recently completed and adopted National Policy For Persons with Disabilities for your review.

I respectively request that you give this document a very thorough reading and your most serious consideration. At some point during the March Board meeting (location and dates to be communicated later) I think it would be important for us to make a decision about the policy. That is, do we/should we (NRA) endorse, support and publicize the policy. I am personally aware that a great deal of work went into the development of the policy and with it deserves our careful attention.

I hope that you and yours have a most Merry Christmas and a very happy and prosperous 1984. Just know that I really am excited about working with you throughout the year.

TG/jah

enclosure

cc: Dave Mills
Jack Duncan

Ted:
Here is a copy for your information
Judy

DIVISION OF REHABILITATION SERVICES
Office of the Director
Atlanta, Georgia 30334-1202

Thomas R. Gaines

Suite 1054
East Floyd Building
404/656-2621

Lex:

Many thanks again for chairing the commission. I rest easily knowing that you will do an excellent job — yours customary trait! Please call on me when I can be of assistance to you.

My best to Laurie, Laurel, and Noe and I hope to see you soon!

Sincerely,

Tom

RECEIVED FEB 2 0 1984

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

February 8, 1984

MEMORANDUM

TO: Members - NRA Commissions

FROM: Thomas R. Gaines, President

On behalf of NRA, please accept my sincere appreciation for your willingness to serve our organization in the important capacity as a Commission member. As you are well aware, the Commissions represent the major means for achieving most of NRA's annual goals. It follows, then, that the organization depends quite significantly on your energies and on your willingness to actively contribute to the tasks (objectives) at hand.

Enclosed is a packet of basic information which should prove to be somewhat helpful to you. You may already have been or will soon be contacted by the Chairperson of your particular Commission regarding initiation of 1984 work activities.

I anticipate an excellent year for NRA and for rehabilitation in general. My anticipation is bolstered by my confidence that you are committed to the continued progress of our organization and its great purpose -- to advance rehabilitation for persons with disabilities. Thanks again for your willingness and all that you have contributed and will contribute to our purpose. Here's to a great 1984!

TRG:ls

cc: Mr. David Mills
Mr. Jack Duncan
Dr. Betty Hedgeman
Commissions' Chairs

Enclosures

RECEIVED FEB 2 0 1984

NATIONAL REHABILITATION ASSOCIATION

1984

- GOALS
- OBJECTIVES
- COMMISSION MEMBERSHIPS
- COMMISSION INFORMATION
- BOARD OF DIRECTORS' MEMBERSHIP

"ADVANCING REHABILITATION OF AMERICANS WITH DISABILITIES"

RECEIVED FEB 2 0 1984

National Rehabilitation Association

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Alexandria, VA 22314
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Thomas R. Gaines
East Tower - 10th Floor
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Atlanta, GA 30334
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NATIONAL REHABILITATION ASSOCIATION

1984 GOALS

- Legislative networks operational in each state
- Fund-raising program operational and funds actually received
- New membership dues structures (alternatives) developed
- Guidelines/procedures developed for enhancing communications and coordination of efforts and activities among Board of Directors - NRA staff - Regions - Chapters - Divisions
- 1984 program theme, "Rehabilitation and Technology: The Way of the Future" employed by all units of NRA (Regions, Chapters, and Divisions)
- Expanded and increased involvement of members in legislative and advocacy activities
- Expanded and increased involvement of Business and Industry in NRA
- Orientation and leadership development program developed for new officers and Board members (National, Regions, Chapters, and Divisions)
- NRA policy manual completed and disseminated
- Ten percent increase in Membership
- First annual Employers' Conference held in conjunction with 1984 Atlanta Conference
- Continued exploration of potential affiliations and/or cooperation with related organizations
- Development and implementation of editorial policy and glossary of terms pertaining to "handicapping language"
- Development and implementation of criteria to guide decision processes of NRA Nominating Committee
- Achievement of "standing committee" status of the Mary E. Switzer Memorial Committee
- Achievement of long-term financial solvency of the Mary E. Switzer Memorial Committee
- Achievement of greater understanding of and support for the purpose of NRA among NRA members and other groups and individuals concerned with programs for persons with disabilities.

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON CONSUMER RELATIONSHIPS AND ENVIRONMENTAL CONCERNS

BY-LAWS REFERENCE

The Commission on Consumer Relationships and Environmental Concerns shall have overall responsibility for overseeing the Association's activities in the area of consumer relationships and environmental concerns, liaison with consumers, civil rights of handicapped people, housing and transportation, minority relationships and special populations. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Develop recommended ways and means for more significantly involving disabled persons in the decisions and activities of the association.

2. Develop recommended ways and means for facilitating total association ownership and use of NRA's conference accessibility guidelines (Regions, Chapters, and Divisions).

3. Develop recommended ways the association might better enlighten members, would-be members, and the public-at-large about the purpose of NRA's existence.

4. Develop NRA glossary of current terms which would identify/describe individuals with disabilities (contrast of negative versus positive terms).

COMMISSION ON CONSUMER RELATIONSHIPS AND ENVIRONMENTAL CONCERNS

1. NAME (Chair) Lex Frieden — Telephone (713) 797-0200
   Address ILRU, 1333 Moursund, Houston, Texas 77030

2. NAME (Vice-Chair) Margie Sloan — Telephone (404) 256-4707
   Address 4399 Tree Haven Drive, S.E., Atlanta, GA 30342

3. NAME Richard Nichol — Telephone (319) 324-0683
   Address 602 Putnam Building, Davenport, IA 52801

4. NAME Dan McAlees — Telephone (715) 232-1389
   Address R&T Center, University of Wisconsin-Stout, Menomonie, WI 54751

5. NAME George McCrowey — Telephone (312) 353-3569
   Address 300 S. Wacker Drive, 15th Floor, Chicago, IL 60606

6. NAME James Paschiutti — Telephone (201) 233-3720
   Address 335 Darby Lane, Mountainside, NJ 07091

7. NAME Robert Horvath — Telephone (517) 373-4040
   Address Bureau of Rehabilitation, P.O. Box 30010, Lansing, MI 48906

8. NAME Gwen Countryman — Telephone (501) 371-2571
   Address 1401 Brookwood Drive, P.O. Box 3781, Little Rock, ARK 72203

9. NAME Steve Kapalka — Telephone (401) 277-6958
   Address Jenckes Hill Road, Lincoln, RI 02865

10. NAME Nina Wallace — Telephone (205) 479-8611
    Address 1870 Plaza Avenue, Mobile, AL 36617

11. NAME Spencer Moseley — Telephone (414) 497-3179
    Address 200 N. Jefferson St., Suite 311, Green Bay, Wisconsin 54301

12. NAME Mary Sawyer — Telephone (713) 797-1440 ext. 201
    Address Div. of Ed. - TIRR, P.O. Box 20095, Houston, Texas 77025

13. NAME Carolyn Emerson — Telephone (612) 870-2624 (N)
    Address Honeywell, Inc., Honeywell Plaza, MN 12-2141, Minneapolis, Minn. 55408

14. NAME Don L. Gann — Telephone (314) 751-3251
    Address Div. of Voc. Rehab., 2401 East McCarty St., Jefferson City, MO 65101

15. NAME Jack Genskow — Telephone (217) 786-6504
    Address 1916 Claremont, Springfield, IL 62703

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON GOVERNMENTAL AFFAIRS

BY-LAWS REFERENCE

The Commission on Governmental Affairs shall have the responsibility for recommending rehabilitation policy as related to state-federal legislation, liaison with state and federal executive branches, legislative information services to members, analysis of legislative proposals, implementation of policy, and liaison with other national organizations. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Review and recommend reaffirmation and/or revision of the association's social action policies.

2. Recommend positions NRA should assume with regard to pending or proposed legislation which will or might impact the lives of disabled persons.

3. Assist in planning and conducting the 1984 Legislative Seminar.

4. Assist by whatever means in making legislative networks operational in each state and in insuring that functions and expectations of networks are clear.

5. Develop recommended ways and means for expanding and increasing the involvement of members in the association's legislative and advocacy pursuits.

COMMISSION ON GOVERNMENTAL AFFAIRS

1. NAME (Chair)
   Address
   Marvin Spears
   Div. of Voc. Rehab., Space Center Bldg.
   444 Lafayette Road, St. Paul, Minn. 55101
   Telephone (612) 296-5628(o)
   (612) 488-0974(h)

2. NAME (Vice-Chair)
   Address
   Amos Sales
   Rehab. Dept., College of Education, University of Arizona, Tucson, Arizona 85721
   Telephone (602) 626-4413

3. NAME
   Address
   Randy Gray
   2427 W. Pampa Circle
   Mesa, AZ 85202
   Telephone (602) 969-3800(o)
   (602) 838-2372(h)

4. NAME
   Address
   Jack Roper
   4232 Epperly Drive
   Del City, Oklahoma
   Telephone (405) 424-4311
   ext. 2858
   (405) 672-2987(h)

5. NAME
   Address
   Rosemarie McClain
   P.O. Box 2026
   Atlantic Beach, N.C. 28512
   Telephone (919) 728-4060(o)
   (912) 247-2157

6. NAME
   Address
   Peter Lund
   1901 S. Bascom Avenue, Suite 237
   Campbell, CA 95008
   Telephone (408) 559-8647

7. NAME
   Address
   Fred Tenney
   Ariz. Assoc. of Rehab. Facilities, 4410 N. Saddlebag Trail, Suite B, Scottsdale, AZ 85251
   Telephone (602) 949-0135

8. NAME
   Address
   Bonnie Jones
   445 W. Commerce
   Lewisburg, TN 37091
   Telephone

9. NAME
   Address
   Dr. Bill Weber
   P.O. Box 6155
   Nacogdoches, Texas 75962
   Telephone (409) 569-2906

10. NAME
    Address
    Leon Meenach
    Div. of Rehab. Services, Suite 1052 East
    47 Trinity Ave., S.W., Atlanta, GA 30334
    Telephone (404) 656-2480

11. NAME
    Address
    Vernon Hawkins
    Rehab. Services, 605 G Street, N.W.
    Suite 1101, Washington, D.C. 20001
    Telephone (202) 727-3227

12. NAME
    Address
    Carol Whitcraft
    118 E. Riverside Drive
    Austin, Texas 78704
    Telephone (512) 445-8116

13. NAME
    Address
    Elmer Bartels
    Mass. Rehab. Commission, Statler Office Bldg.
    20 Providence Street, Boston, Mass. 02116
    Telephone (617) 727-2172

14. NAME
    Address
    Chris Isengard
    620 Roma, N.W., P.O. Box 864
    Albuquerque, N.M. 87103
    Telephone (505) 247-4033

15. NAME
    Address
    Jim Dejung
    Richmond Ctr. for Independent Living
    6118 Jahnke Rd., Richmond, VA 23225
    Telephone (804) 233-2033

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON INTERNAL AFFAIRS

BY-LAWS REFERENCE

The Commission on Internal Affairs will have the responsibility to study the organizational structure of the Association and the operations of the National Office and make recommendations to the Board of Directors relating thereto. Also, it shall have general oversight of nominating and election procedures and maintain liaison with councils, divisions, and chapters, and perform other related functions assigned to it by the President or the Board.

1984 OBJECTIVES

1. Develop recommended guidelines/procedures that would facilitate improved communications and coordination between and among Board of Directors, Regions, Chapters, and Divisions.

2. Develop recommended ways and means for more significantly involving Business and Industry in the Association (linkages, affiliations, new divisions, etc.).

3. Assist NRA headquarters' staff as might be needed in final development and dissemination of NRA Policy Manual.

4. Assist fund-raising task force as might be needed in implementing fund-raising programs.

5. Complete the development of role descriptions for and expectations of officers and Board members.

6. Review NRA Constitution & By-Laws to recommend language changes in all indicated places to "persons with disabilities."

7. Develop Constitutional Amendment to eliminate Sustaining Membership category.

8. Review Nominations Guidelines and develop finalized recommendations.

9. Develop proposal for merger of Commission on Environmental Concerns and Consumer Affairs and the Council on Consumer Members (Commission on Rights and Access for Persons with Disabilities).

10. Assess whether Regional Presidents should be constitutional delegates to NRA Delegate Assembly and develop appropriate recommendations.

11. Assess "accessibility status" resolution from Michigan Rehabilitation Association, Inc., and make recommendations to Board of Directors in terms of guidelines for its use.

COMMISSION ON INTERNAL AFFAIRS

1. NAME (Chair) Terry Brigance — Telephone (505) 982-4555
   Address 604 San Mateo, Santa Fe, N.M. 85703

2. NAME (Vice-Chair) Larry Warnock — Telephone (617) 727-2194
   Address Mass. Rehab. Commission, 20 Park Plaza, Boston, Mass. 02116

3. NAME Arnold Sax — Telephone (715) 232-1389
   Address University of Wisconsin-Stout, Menomonie, WI 54751

4. NAME Ted Daniels — Telephone (202) 727-3227
   Address RSA, 605 G Street, N.W., Washington, D.C. 20001

5. NAME Joan Cockrell — Telephone (919) 733-5365
   Address Voc. Rehab., P.O. Box 26053, Raleigh, N.C. 27611

6. NAME Lonnie Ladson — Telephone (404) 542-6588
   Address Div. of Rehab. Services, P.O. Box 1546, Athens, GA 30603

7. NAME Vince Rhodes — Telephone (803) 758-3237
   Address Voc. Rehab. Dept. P.O. Box 4945, Columbia, SC 29240

8. NAME Lynn Pimentel — Telephone (408) 277-1102
   Address Dept. of Industrial Relations, Rehab. Bureau, 100 Paseo de San Antonio, 2nd Floor, San Jose, CA 95113

9. NAME Neil Scully — Telephone (314) 751-2890
   Address 2401 E. McCarty, Jefferson City, MO 65101

10. NAME Henry DeVasher — Telephone (205) 759-5711
    Address 1107 6th Avenue East, Tuscaloosa, AL 35401

11. NAME Lucy Bartlett — Telephone (505) 347-5491
    Address 502 West Bonney, Roswell, NM 88201

12. NAME Jeri Carter — Telephone (404) 542-3564
    Address Div. of Student Affairs, 201 Academic Bldg., University of Georgia, Athens, GA 30602

13. NAME James Adams — Telephone (502) 554-0636
    Address 3418 Lone Oak Road, P.O. Box 7671, Paducah, Kentucky 42001

14. NAME Terry Anderson — Telephone (612) 871-2402
    Address 1500 Chicago Avenue, S., Minneapolis, Minn. 55404

15. NAME — Telephone
    Address

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON MEMBERSHIP SERVICES

BY-LAWS REFERENCE

The Commission on Membership Services shall have responsibility for organizing and conducting a membership campaign, making recommendations to the Board relative to services to individual members, including insurance programs, carrying on studies relative to how well the Association's program is serving the interest of individual members. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Lead the association's efforts to increase membership by a minimum of ten percent (10%) by the conclusion of calendar year 1984 (statistical base for comparative purposes will be data reported in December, 1983 Membership Report).

2. Develop recommended training module and operational guidelines for Chapters' and Divisions' membership chairpersons.

3. Develop recommended new ways and means of "selling" NRA renewals and new memberships (i.e., beyond tradition).

4. Establish schedules for and lead a minimum of two highly visible membership drives during calendar year 1984.

5. Develop at least two alternative membership dues structures (alternatives to current structure).

6. Review concept of dues installment plan (deferred dues payment), consult with Councils of Chapter Presidents and Division Presidents and develop recommendations.

7. Assess concept of including $1 or $2 donation space on membership dues notices.

8. Clarify "Supporting Membership" category, define services this category is/should be entitled to and make recommendations to Board of Directors.

COMMISSION ON MEMBERSHIP SERVICES

1. NAME (Chair) Evan Jones — Telephone (703) 560-7700
   Address DRS/NVMHI, 3302 Gallows Road
   Falls Church, VA 22042

2. NAME (Vice-Chair) Bill Brownfield — Telephone (804) 257-0316
   Address P.O. Box 11045
   Richmond, VA 23230

3. NAME Vaughn Kesterson — Telephone (501) 624-4411
   Address P.O. Box 579
   Mt. Ida, ARK 71957

4. NAME Willie Horne — Telephone (601) 335-3350
   Address 1505 Genie Fairway
   Greenville, MS 38701

5. NAME Diane Cullipher — Telephone (919) 733-5365
   Address Voc. Rehab., P.O. Box 26053
   Raleigh, NC 27611

6. NAME Susan Mansfield, Multi-Resource Centers — Telephone (612) 871-2402
   Address 1900 Chicago Avenue, S.
   Minneapolis, Minn. 55404

7. NAME Larry Johnson — Telephone (205) 281-8780
   Address 2129 East South Blvd.
   Montgomery, AL 36198

8. NAME Ruby Ferrell — Telephone (505) 622-1704
   Address 702 Deborah
   Roswell, NM 88201

9. NAME Mary Koleski — Telephone (317) 924-3251
   Address 8005 Dartmouth Road
   Indianapolis, IN 46260

10. NAME Lon Huff — Telephone (405) 521-8025
    Address 3317 Prairie Ave.
    Edmond, Oklahoma 73034

11. NAME Lani Deauville — Telephone (904) 488-6210
    Address Office of Voc. Rehab. 1309 Winewood Blvd.
    Tallahassee, Florida 32301

12. NAME Cathy Bruce — Telephone (404) 656-2669
    Address Div. of Rehab. Services, Suite 1066
    47 Trinity Ave.,S.W., Atlanta, GA 30334

13. NAME Harry Smith, Bureau of Rehabilitation — Telephone (517) 373-6685
    Address P. O. Box 30010
    Lansing, Michigan 48906

14. NAME _____ — Telephone _____
    Address _____

15. NAME _____ — Telephone _____
    Address _____

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON PROFESSIONAL CONCERNS

BY-LAWS REFERENCE

The Commission on Professional Concerns shall have the responsibility to oversee the professional activities of the Association, including the professional activities of divisions, the national conference and publications. It shall, also, maintain liaison with professional organizations and make recommendations to the Board relative to standards and accreditations, research and training, and perform other related functions assigned to it by the President or the Board.

1984 OBJECTIVES

1. Provide assistance as may be needed in developing and maintaining effective liaisons and relationships with related organizations (list organizations, describe potential relationships, and define what is expected).

2. Develop recommended uniform orientation and leadership development program for use by Regions, Chapters, and Divisions.

3. Provide assistance as might be needed to Women's Task Force.

COMMISSION ON PROFESSIONAL CONCERNS

1. NAME (Chair)
   Address
   Joan Barker
   Dept. for Health Services, 275 E. Main St.
   1st Floor East, Frankfort, KY 40621
   Telephone (502) 564-4448

2. NAME (Vice-Chair)
   Address
   Gary Austin
   811 W. Fairview
   DeKalb, IL 60115
   Telephone (815) 753-1484(o)

3. NAME
   Address
   Marcella Jesse
   118 East Prospect
   Pierre, SD 57501
   Telephone (605) 773-3195

4. NAME
   Address
   Peter Howell
   S.C. Voc. Rehab. Dept., P.O. Box 4945
   Columbia, S.C. 29240
   Telephone (803) 758-3088

5. NAME
   Address
   Flo Cornutt
   1540 Arbutus Drive
   San Jose, CA 95118
   Telephone (408) 288-3746

6. NAME
   Address
   William Herrick
   510 E. 12th
   Des Moines, Iowa 50319
   Telephone (515) 281-4149

7. NAME
   Address
   Anice Nelson
   Selective Placement Prog. Div., Office of Personnel Mgmt.
   1900 E. NW Street, Washington, D.C. 20415
   Telephone (202) 632-5687

8. NAME
   Address
   Paul Ashton
   Rehab. Psychology, 3M Center
   224-2 SW, St. Paul, Minn. 55144
   Telephone (612) 733-9850

9. NAME
   Address
   Clifford Collins
   Goodwill Industries, 2201 Glenwood Ave., S.W.
   Atlanta, GA 30316
   Telephone (404) 377-0441

10. NAME
    Address
    Frank Woodrich
    Office of Rehab. Services, 1309 Winewood Blvd.,
    Room 450, Tallahassee, FL 32301
    Telephone (904) 487-1730

11. NAME
    Address
    Steve Thomas
    301 Kenilworth Road
    Greenville, N.C. 27834
    Telephone (919) 757-6961, ext. 299

12. NAME
    Address
    Roger E. Flint
    214 Valley Street
    Dayton, Ohio 45404
    Telephone (513) 222-5001

13. NAME
    Address
    Orlando Giron
    Div. of Voc. Rehab., 604 W. San Mateo
    Sante Fe, NM 85703
    Telephone (505) 982-4555

14. NAME
    Address
    Virginia Collins
    2600 Denali St., Suite 501
    Anchorage, Alaska 99503
    Telephone (907) 276-7943

15. NAME
    Address
    Charlotte Faris
    468 East Main Street
    Abingdon, VA 24210
    Telephone (703)628-6035

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON PROGRAM AND ACTIVITIES

BY-LAWS REFERENCE

The Commission on Program and Activities shall have overall responsibility for program development, program evaluation, fiscal planning and special projects. It shall perform such other related functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Assist President-Elect in develoopment of 1985 program theme and in development of 1985 NRA goals and objectives (work plan).

2. Develop ways and means whereby all units of NRA (Regions, Chapters, and Divisions) will employ the association's annual program theme and design and execute immediate steps that would achieve employment of the 1984 theme.

3. Provide leadership, oversee, and insure smooth coordination of the arrangements for and conduct of the 1984 Atlanta conference.

4. Solicit bids for 1988 National Conference from NRA's Western District and make site selection recommendation to Board of Directors.

COMMISSION ON PROGRAM AND ACTIVITIES

1. NAME (Chair)
   Address
   Phil Chase — Telephone (404) 542-2663
   Management Control Project, University of Georgia
   413 Aderhold Hall, Athens, GA 30603

2. NAME (Vice-Chair)
   Address
   Ethel Briggs — Telephone (202) 727-0904
   RSA, 605 G St., N.W., Suite 1100
   Washington, D.C. 20001

3. NAME
   Address
   Bob Davis — Telephone (317) 923-1321(o)
   9875 Lakewood Drive, E (317) 846-0457(h)
   Indianapolis, IN 46280

4. NAME
   Address
   Dale Sattler — Telephone (701) 227-2771
   Div. of Voc. Rehab., Pulver Hall
   Dickinson, N.D. 58601

5. NAME
   Address
   Roberta Housman, Vice Pres. of Operations, — Telephone (212) 824-4004
   Aging in America, Inc., 1500 Pelham Parkway, S.
   Bronx, NY 10461

6. NAME
   Address
   Paul Meyer — Telephone (513) 241-7230
   Cincinnati Eval. Center, 923 Carew Tower
   Cincinnati, Ohio 45202

7. NAME
   Address
   Donna Holt — Telephone (919) 733-5920
   Voc. Rehab., P.O. Box 26053
   Raleigh, N.C. 27611

8. NAME
   Address
   Tom O'Bryant — Telephone (404) 955-0123(o)
   Champion International, 1870 The Exchange (404) 394-3584(h)
   Atlanta, GA 30339

9. NAME
   Address
   Ed McMillion — Telephone (803) 758-8433
   Box 4945
   Columbia, S.C. 29240

10. NAME
    Address
    Dotsy LeBlanc — Telephone (504) 342-2272
    Office of Rehab. Services, Dept. of Health & Human
    Resources, P.O. Box 44371, Baton Rouge, LA 70804

11. NAME
    Address
    William Ralston — Telephone (401) 277-2303(o)
    State Services for the Blind/Visually Impaired (401) 245-8723(h)
    46 Aborn Street, Providence, RI 02903

12. NAME
    Address
    Judy Spolum — Telephone (303) 320-5921
    4350 South Franklin
    Englewood, Col. 80110

13. NAME
    Address
    Mike Oliverio — Telephone (304) 292-7361
    Div. of Voc. Rehab., P.O. Box 869
    Morgantown, W. VA 26505

14. NAME
    Address
    J. Elton Moore — Telephone (601) 354-6411
    V.R. for the Blind, Dept of Public Welfare
    P.O. Box 4872, Jackson, Miss. 39216

15. NAME
    Address
    Arnold Stanton — Telephone (302) 737-7488
    35 Salem Church Road
    Newark, Delaware 19713

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

NATIONAL REHABILITATION ASSOCIATION

1984

INFORMATION FOR COMMISSIONS

- The NRA Commissions effectively function as the standing committees - the "working arms" of the Board of Directors. Their primary function is to directly execute a great many of the activities necessary to the continued development and maintenance of the Association, but the leadership and coordinating roles they play with respect to seeing that others get things done are of equal importance.

- While limited funds may be available for telephone calls, postage, etc., there are no funds available for conducting Commission meetings. Should it be necessary to use NRA funds for communications, prior approval must be obtained from the Executive Director, NRA.

- Commissions are limited to 15 members each, but other NRA non-Commission members should be called upon as resource persons. This is customarily done via sub-committee structures and by calling upon individuals for advice/consultation purposes. Commission Chairs are urged to enlist other NRA members to assist in the accomplishment of work objectives, especially because the Commission structure represents the most substantial forum for members' potential involvement.

- Written reports are essential! What follows is a list of the various reports Commission Chairs are responsible for submitting and deadlines for same:

  (1) Initial Progress Report for NRA Board ..... Due February 29, 1984 (in NRA Office)

  (2) Interim Progress Report for NRA Executive Committee ..... Due June 20, 1984 (in NRA Office)

  (3) Final Report (if applicable) for NRA Board .... Due August 1, 1984 (in NRA Office)

REPORTS SHOULD BE MAILED TO ATTENTION OF JUDY HARRIS, NRA OFFICE.

NATIONAL REHABILITATION ASSOCIATION

COMMISSION _____

REPORT: _____ INITIAL _____ INTERIM _____ FINAL

OBJECTIVE 1: (Verbatim)

PROGRESS: (describe in brief eventful activities, issues, needs, problems, etc.)

RECOMMENDATIONS: (specific actions Board of Directors should take or have others take)

OBJECTIVE 2:

PROGRESS:

RECOMMENDATIONS:

(etc.)

(signature) _____
CHAIRPERSON

BOARD OF DIRECTORS
NATIONAL REHABILITATION ASSOCIATION
1984-1985

OFFICERS

PRESIDENT

* Thomas Gaines
Department of Human Resources
Division of Vocational Rehabilitation
47 Trinity Ave S.W. 10th Floor
Atlanta, GA 30334
(404) 656-2621 (o)

PRESIDENT-ELECT

* Betty Hedgeman, Ph.D.
410 East 6th Street
New York, New York 10009
(212) 563-4347
(212) 254-2634 (h)

IMMEDIATE PAST PRESIDENT

* Marvin Spears
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(612) 296-5628 (o)
(612) 488-0974 (h)

TREASURER

* James Adams
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Paducah, KY 42001
(502) 554-0636 (o)

BOARD MEMBERS AT LARGE

Willie L. Horne
1505 Genie Fairway
Greenville, MS 38701
(601)335-3350 (o)

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(919)247-2157 (h)

Larry Johnson
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Montgomery, AL 36198
(205)281-8780(o)

Arnold B. Sax
Stout Rehabilitation Institute
University of Wisconsin-Stout
Menomonie, WI 54751

Arnold Stanton
35 Salem Church Rd
Newark, DE 19713
(302)737-7488 (o)

* Executive Committee Member

BOARD OF DIRECTORS
NATIONAL REHABILITATION ASSOCIATION
1984-1985

ELECTED BY REGIONS

GREAT LAKES
Gary Austin, Ph.D.
Northern Illinois Dept of
Communication Disorders
DeKalb, Illinois 60115
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(815)758-0218 (h)

GREAT PLAINS
Dale Sattler
Vocational Rehabilitation
Pulver Hall
Dickinson, N.D. 58601
(701)227-2771(o)
(701)225-8989(h)

MID-ATLANTIC
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NORTHEAST
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(401)723-7513 (h)

PACIFIC
Randy L. Gray
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(615)359-6251 (W)

SOUTHWEST
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(405) 424-4311, ext 2860 (o)

ELECTED BY COUNCILS

CHAPTER PRESIDENTS
* W.H. Brownfield
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(804)270-1673 (h)

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School of Allied Health
East Carolina University
Greenville, NC 27834
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CONSUMER MEMBERS
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(404)256-4707 (h/o)

NON WHITE MEMBERS
* Ted Daniels
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(202)583-7369 (h)

STUDENT MEMBERS
Jeri Carter
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University of Georgia
Athens, GA 30602
(404)542-3564

*Executive Committee Member

BOARD OF DIRECTORS
NATIONAL REHABILITATION ASSOCIATION
1984-1985

ELECTED BY DIVISIONS

JOB PLACEMENT DIVISION (JPD)
Roberta Housman, Director
Planning & Development
Academy for Gerontological Education & Development
1500 Pelham Parkway, South
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NATIONAL ASSOCIATION OF INDEPENDENT LIVING (NAIL)
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NATIONAL ASSOCIATION OF REHABILITATION INSTRUCTORS (NARI)
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(505) 623-0975 (h)

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Marcella Jesse
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NATIONAL REHABILITATION ADMINISTRATION ASSOCIATION (NRAA)
Joan T. Barker
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NATIONAL REHABILITATION COUNSELING ASSOCIATION (NRCA)
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VOCATIONAL EVALUATION WORK ADJUSTMENT ASSOCIATION (VEWAA)
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(317)846-0457 (h)

ALABAMA REHABILITATION ASSOCIATION

Dedicated to the Rehabilitation of Disabled Persons

2129 East South Boulevard • P.O. Box 11586 • Montgomery, Alabama 36111-0586
(205) 281-8780

February 15, 1984

EXECUTIVE DIRECTOR
Marvin P. Mantel

OFFICERS

President
Nina Wallace
Mobile

President-Elect
Milton Moats
Birmingham

Secretary
Ruth H. Cullifer
Montgomery

Treasurer
James M. Searcy
Montgomery

Immediate Past President
Larry Johnson
Montgomery

DIVISIONAL PRESIDENTS

CYD
Carolyne Gann
Birmingham

JPD
James Hilyer
Montgomery

NARI
Robin Nash
Mobile

NARS
Jean Breland
Mobile

NRAA
C. Claude Morris
Decatur

NRCA
Barry C. Stephens
Birmingham

VEWAA
Marcus Beasley
Opelika

BOARD MEMBERS

Term Expires 1983
Ellen Armstrong
Robert McNutt
Dr. Charles M. Merrill
Billy Don Sims

Term Expires 1984
Gordon Doss
H. Gene McDowell
Selma V. Smith
J. Merrill Taylor

Term Expires 1985
Jim Allen
Gloria C. Hamlin
Anne Ramsey
Dorothy S. Sawyer

MEMBERSHIP CHAIRMAN
Gene Kerlin

M E M O R A N D U M

TO: Mr. Thomas R. Gaines

FROM: Nina A. Wallace N.W.

Please correct my address to read as follows:

Nina A. Wallace
Vocational Rehabilitation Service
2419 Gordon Smith Drive
Mobile, Al 36617
Telephon 205/479-8611

I am on the Commission on Consumer Relationships and Environmental Concerns.

Thanks so much Tom, and I hope to see you in Myrtle Beach.

/nw

CC: Mr. Lex Frieden ✓
ILRU, 1333 Moursund
Houston, Texas 77030

RECEIVED FEB 2 0 1984

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON CONSUMER RELATIONSHIPS
AND ENVIRONMENTAL CONCERNS

BY-LAWS REFERENCE

The Commission on Consumer Relationships and Environmental Concerns shall have overall responsibility for overseeing the Association's activities in the area of consumer relationships and environmental concerns, liaison with consumers, civil rights of handicapped people, housing and transportation, minority relationships and special populations. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Develop recommended ways and means for more significantly involving disabled persons in the decisions and activities of the association.

board rep.

2. Develop recommended ways and means for facilitating total association ownership and use of NRA's conference accessibility guidelines (Regions, Chapters, and Divisions).

3. Develop recommended ways the association might better enlighten members, would-be members, and the public-at-large about the purpose of NRA's existence.

fundraising policy

editorial policy

COMMISSION ON CONSUMER RELATIONSHIPS AND ENVIRONMENTAL CONCERNS

1. NAME (Chair)
   Address
   Lex Frieden
   ILRU, 1333 Moursund
   Houston, Texas 77030
   Telephone (713) 797-0200

2. NAME (Vice-Chair)
   Address
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13. NAME
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14. NAME
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15. NAME
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National Rehabilitation Association

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(703) 836-0850

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

NATIONAL REHABILITATION ASSOCIATION

1984

INFORMATION FOR COMMISSIONS

- The NRA Commissions effectively function as the standing committees - the "working arms" of the Board of Directors. Their primary function is to directly execute a great many of the activities necessary to the continued development and maintenance of the Association, but the leadership and coordinating roles they play with respect to seeing that others get things done are of equal importance.

- While limited funds may be available for telephone calls, postage, etc., there are no funds available for conducting Commission meetings. Should it be necessary to use NRA funds for communications, prior approval must be obtained from the Executive Director, NRA.

- Commissions are limited to 15 members each, but other NRA non-Commission members should be called upon as resource persons. This is customarily done via sub-committee structures and by calling upon individuals for advice/consultation purposes. Commission Chairs are urged to enlist other NRA members to assist in the accomplishment of work objectives, especially because the Commission structure represents the most substantial forum for members' potential involvement.

- Written reports are essential! What follows is a list of the various reports Commission Chairs are responsible for submitting and deadlines for same:

  (1) Initial Progress Report for NRA Board ..... Due February 29, 1984 (in NRA Office)

  (2) Interim Progress Report for NRA Executive Committee ..... Due June 20, 1984 (in NRA Office)

  (3) Final Report (if applicable) for NRA Board .... Due August 1, 1984 (in NRA Office)

REPORTS SHOULD BE MAILED TO ATTENTION OF JUDY HARRIS, NRA OFFICE.

NATIONAL REHABILITATION ASSOCIATION

COMMISSION _____

REPORT: _____ INITIAL _____ INTERIM _____ FINAL

OBJECTIVE 1: (Verbatim)

PROGRESS: (describe in brief eventful activities, issues, needs, problems, etc.)

RECOMMENDATIONS: (specific actions Board of Directors should take or have others take)

OBJECTIVE 2:

PROGRESS:

RECOMMENDATIONS:

(etc.)

(signature) _____
CHAIRPERSON

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
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47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

November 22, 1983

Mr. Lex Frieden
ILRU, 1333 Moursund
Houston, Texas 77030

Dear Lex:

I truly appreciate your willingness to serve as 1984 Chairperson of the Commission on Consumer Relationships and Environmental Concerns. You were asked to serve because of the widespread recognition that you have long been an active contributor to the activities and efforts of our association and because of your obvious leadership skills.

Enclosed is information for your use. The enclosure has also been distributed to members of the NRA Board of Directors and to each of the Commissions' members. Thus, the members of your Commission have the same information as you.

I will make every effort to contact you by telephone in advance of the Christmas holidays so we can discuss in more detail the work objectives for your Commission and perhaps talk about some of the implications of same. In the meantime, please give thought to how you and your Commission members might "divide the labor" and otherwise proceed expediently and thoroughly toward achievement of your charges. I also encourage you to go ahead and correspond with your members during the month of December if for no other reason than just the psychology of establishing contact.

It will be my practice to keep you involved and informed throughout the year and you will receive, I am sure, courtesy copies of much correspondence I initiate. Likewise, I ask that you include me and Dr. Betty Hedgeman as recipients of copies of your Commission-relevant correspondence.

This letter is the first of many I am sure I will send to you during the coming year. I want us to stay closely in touch and in tune. You may be assured of my personal commitment to be of whatever support and assistance I can be to you and your Commission, so don't hesitate to call on me. Once you and I are clear about the work objectives (expectations), the methods/strategies for achievement are completely in your hands.

If you have any questions and want to talk before I initiate contact with you, please call. In either event, I look forward to talking with you soon and, again, I really do appreciate your willingness to serve NRA in this very important leadership capacity.

Sincerely,

Tom

Thomas R. Gaines

TRG:pb

Enclosure

cc: Dr. Betty Hedgeman
Mr. David Mills (w/enc.)
Mr. Jack Duncan (w/enc.)

NATIONAL REHABILITATION ASSOCIATION

1984

- **GOALS**
- **OBJECTIVES**
- **COMMISSION MEMBERSHIPS**
- **COMMISSION INFORMATION**

"ADVANCING REHABILITATION OF DISABLED AMERICANS"

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
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47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

NATIONAL REHABILITATION ASSOCIATION

1984 GOALS

- Legislative networks operational in each state
- Fund-raising program operational and funds actually received
- New membership dues structures (alternatives) developed
- Guidelines/procedures developed for enhancing communications and coordination of efforts and activities among Board of Directors - NRA staff - Regions - Chapters - Divisions
- 1984 program theme, "Rehabilitation and Technology: The Way of the Future" employed by all units of NRA (Regions, Chapters, and Divisions)
- Expanded and increased involvement of members in legislative and advocacy activities
- Expanded and increased involvement of Business and Industry in NRA
- Orientation and leadership development program developed for new officers and Board members (National, Regions, Chapters, and Divisions)
- NRA policy manual completed and disseminated
- Ten percent increase in Membership
- First annual Employers' Conference held in conjunction with 1984 Atlanta Conference
- Continued exploration of potential affiliations with related organizations (NARPPS; PWI; etc.)

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON GOVERNMENTAL AFFAIRS

BY-LAWS REFERENCE

The Commission on Governmental Affairs shall have the responsibility for recommending rehabilitation policy as related to state-federal legislation, liaison with state and federal executive branches, legislative information services to members, analysis of legislative proposals, implementation of policy, and liaison with other national organizations. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Review and recommend reaffirmation and/or revision of the association's social action policies.

2. Recommend positions NRA should assume with regard to pending or proposed legislation which will or might impact the lives of disabled persons.

3. Assist in planning and conducting the 1984 Legislative Seminar.

4. Assist by whatever means in making legislative networks operational in each state and in insuring that functions and expectations of networks are clear.

5. Develop recommended ways and means for expanding and increasing the involvement of members in the association's legislative and advocacy pursuits.

COMMISSION ON GOVERNMENTAL AFFAIRS

1. NAME (Chair)
   Address
   Marvin Spears
   Div. of Voc. Rehab., Space Center Bldg.
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3. NAME
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7. NAME
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   Ariz. Assoc. of Rehab. Facilities, 4410 N. Saddlebag Trail, Suite B, Scottsdale, AZ 85251
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8. NAME
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   Telephone

9. NAME
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10. NAME
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12. NAME
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13. NAME
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14. NAME
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15. NAME
    Address
    Telephone

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON INTERNAL AFFAIRS

BY-LAWS REFERENCE

The Commission on Internal Affairs will have the responsibility to study the organizational structure of the Association and the operations of the National Office and make recommendations to the Board of Directors relating thereto. Also, it shall have general oversight of nominating and election procedures and maintain liaison with councils, divisions, and chapters, and perform other related functions assigned to it by the President or the Board.

1984 OBJECTIVES

1. Develop recommended guidelines/procedures that would facilitate improved communications and coordination between and among Board of Directors, Regions, Chapters, and Divisions.

2. Develop recommended ways and means for more significantly involving Business and Industry in the association (linkages, affiliations, new divisions, etc.).

3. Assist NRA headquarters staff as might be needed in final development and dissemination of NRA Policy Manual.

4. Assist fund-raising task force as might be needed in implementing fund-raising program.

5. Complete the development of role descriptions for and expectations of officers and Board members.

COMMISSION ON INTERNAL AFFAIRS

1. NAME (Chair)
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3. NAME
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4. NAME
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5. NAME
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6. NAME
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7. NAME
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8. NAME
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9. NAME
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10. NAME
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    Telephone (502) 554-0636

14. NAME
    Address
    Telephone

15. NAME
    Address
    Telephone

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON MEMBERSHIP SERVICES

BY-LAWS REFERENCE

The Commission on Membership Services shall have responsibility for organizing and conducting a membership campaign, making recommendations to the Board relative to services to individual members, including insurance programs, carrying on studies relative to how well the Association's program is serving the interest of individual members. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Lead the association's efforts to increase membership by a minimum of ten percent (10%) by the conclusion of calendar year 1984 (statistical base for comparative purposes will be data reported in December, 1983 Membership Report).

2. Develop recommended training module and operational guidelines for Chapters' and Divisions' membership chairpersons.

3. Develop recommended new ways and means of "selling" NRA renewals and new memberships (i.e., beyond tradition).

4. Establish schedules for and lead a minimum of two highly visible membership drives during calendar year 1984.

5. Develop at least two alternative membership dues structures (alternatives to current structure).

COMMISSION ON MEMBERSHIP SERVICES

1. NAME (Chair)
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   DRS/NVMHI, 3302 Gallows Road
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   Telephone (703) 560-7700

2. NAME (Vice-Chair)
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3. NAME
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    Telephone

14. NAME
    Address
    Telephone

15. NAME
    Address
    Telephone

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON PROFESSIONAL CONCERNS

BY-LAWS REFERENCE

The Commission on Professional Concerns shall have the responsibility to oversee the professional activities of the Association, including the professional activities of divisions, the national conference and publications. It shall, also, maintain liaison with professional organizations and make recommendations to the Board relative to standards and accreditations, research and training, and perform other related functions assigned to it by the President or the Board.

1984 OBJECTIVES

1. Provide assistance as may be needed to the Mary Switzer Program Committee.

2. Provide assistance as may be needed in developing and maintaining effective liaisons and relationships with related organizations (e.g., NARF; NARPPS; NCILP; PWI; etc.).

3. Develop recommended uniform orientation and leadership development program for use by Regions, Chapters, and Divisions.

4. Provide assistance as might be needed to Women's Task Force.

COMMISSION ON PROFESSIONAL CONCERNS

1. NAME (Chair)
   Address
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   Telephone (502) 564-4448

2. NAME (Vice-Chair)
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   DeKalb, IL 60115
   Telephone (815) 753-1484(o)

3. NAME
   Address
   Marcella Jesse
   118 East Prospect
   Pierre, SD 57501
   Telephone (605) 773-3195

4. NAME
   Address
   Peter Howell
   S.C. Voc. Rehab. Dept., P.O. Box 4945
   Columbia, S.C. 29240
   Telephone (803) 758-3088

5. NAME
   Address
   Flo Cornutt
   1540 Arbutus Drive
   San Jose, CA 95118
   Telephone (408) 288-3746

6. NAME
   Address
   William Herrick
   510 E. 12th
   Des Moines, Iowa 50319
   Telephone (515) 281-4149

7. NAME
   Address
   Anice Nelson
   Selective Placement Prog. Div., Office of Personnel Mgmt.
   1900 E. NW Street, Washington, D.C. 20415
   Telephone (202) 632-5687

8. NAME
   Address
   Paul Ashton
   Rehab. Psychology, 3M Center
   224-2 SW, St. Paul, Minn. 55144
   Telephone (612) 733-9850

9. NAME
   Address
   Clifford Collins
   Goodwill Industries, 2201 Glenwood Ave., S.W.
   Atlanta, GA 30316
   Telephone (404) 377-0441

10. NAME
    Address
    Frank Woodrich
    Office of Rehab. Services, 1309 Winewood Blvd.,
    Room 450, Tallahassee, FL 32301
    Telephone (904) 487-1730

11. NAME
    Address
    Steve Thomas
    301 Kenilworth Road
    Greenville, N.C. 27834
    Telephone (919) 757-6961, ext. 299

12. NAME
    Address
    Roger E. Flint
    214 Valley Street
    Dayton, Ohio 45404
    Telephone (513) 222-5001

13. NAME
    Address
    Orlando Giron
    Div. of Voc. Rehab., 604 W. San Mateo
    Sante Fe, NM 85703
    Telephone (505) 982-4555

14. NAME
    Address
    Virginia Collins
    2600 Denali St., Suite 501
    Anchorage, Alaska 99503
    Telephone (907) 276-7943

15. NAME
    Address
    Charlotte Faris
    468 East Main Street
    Abingdon, VA 24210
    Telephone (703)628-6035

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON PROGRAM AND ACTIVITIES

BY-LAWS REFERENCE

The Commission on Program and Activities shall have overall responsibility for program development, program evaluation, fiscal planning and special projects. It shall perform such other related functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Assist President-Elect in develoopment of 1985 program theme and in development of 1985 NRA goals and objectives (work plan).

2. Develop ways and means whereby all units of NRA (Regions, Chapters, and Divisions) will employ the association's annual program theme and design and execute immediate steps that would achieve employment of the 1984 theme.

3. Provide leadership, oversee, and insure smooth coordination of the arrangements for and conduct of the 1984 Atlanta conference.

COMMISSION ON PROGRAM AND ACTIVITIES

1. NAME (Chair)
   Address
   Phil Chase — Telephone (404) 542-2663
   Management Control Project, University of Georgia
   413 Aderhold Hall, Athens, GA 30603

2. NAME (Vice-Chair)
   Address
   Ethel Briggs — Telephone (202) 727 0904
   RSA, 605 G St., N.W., Suite 1100
   Washington, D.C. 20001

3. NAME
   Address
   Bob Davis — Telephone (317) 923-1321(o)
   9875 Lakewood Drive, E (317) 846-0457(h)
   Indianapolis, IN 46280

4. NAME
   Address
   Dale Sattler — Telephone (701) 227-2771
   Div. of Voc. Rehab., Pulver Hall
   Dickinson, N.D. 58601

5. NAME
   Address
   Roberta Housman, Vice Pres. of Operations, — Telephone (212) 824-4004
   Aging in America, Inc., 1500 Pelham Parkway, S.
   Bronx, NY 10461

6. NAME
   Address
   Paul Meyer — Telephone (513) 241-7230
   Cincinnati Eval. Center, 923 Carew Tower
   Cincinnati, Ohio 45202

7. NAME
   Address
   Donna Holt — Telephone (919) 733-5920
   Voc. Rehab., P.O. Box 26053
   Raleigh, N.C. 27611

8. NAME
   Address
   Tom O'Bryant — Telephone (404) 955-0123(o)
   Champion International, 1870 The Exchange (404) 394-3584(h)
   Atlanta, GA 30339

9. NAME
   Address
   Ed McMillion — Telephone (803) 758-8433
   Box 4945
   Columbia, S.C. 29240

10. NAME
    Address
    Dotsy LeBlanc — Telephone (504) 342-2272
    Office of Rehab. Services, Dept. of Health & Human
    Resources, P.O. Box 44371, Baton Rouge, LA 70804

11. NAME
    Address
    William Ralston — Telephone (401) 277-2303(o)
    State Services for the Blind/Visually Impaired (401) 245-8723(h)
    46 Aborn Street, Providence, RI 02903

12. NAME
    Address
    Judy Spolum — Telephone (303) 320-5921
    4350 South Franklin
    Englewood, Col. 80110

13. NAME
    Address
    Mike Oliverio — Telephone (304) 292-7361
    Div. of Voc. Rehab., P.O. Box 869
    Morgantown, W. VA 26505

14. NAME
    Address
    J. Elton Moore — Telephone (601) 354-6411
    V.R. for the Blind, Dept of Public Welfare
    P.O. Box 4872, Jackson, Miss. 39216

15. NAME
    Address
    Telephone

BOARD OF DIRECTORS
NATIONAL REHABILITATION ASSOCIATION
1984-1985

OFFICERS

PRESIDENT(1984-1985)

* Thomas Gaines
Department of Human Resources
Division of Vocational Rehabilitation
47 Trinity Ave S.W. 10th Floor
Atlanta, GA 30334
(404) 656-2621 (o)

PRESIDENT-ELECT (1984-1985)

* Betty Hedgeman, Ph.D.
410 East 6th Street
New York, New York 10009
(212) 563-4347
(212) 254-2634 (h)

IMMEDIATE PAST PRESIDENT(1984-1985)

* Marvin Spears
Division of Vocational Rehabilitation
Space Center Building - 3rd Floor
444 Lafayette Road
St. Paul, Minnesota 55101
(612) 296-5628 (o)
(612) 488-0974 (h)

TREASURER (1984-1985)

* James Adams
P.O. Box 7671
Paducah, KY 42001
(502) 554-0636 (o)

BOARD MEMBERS AT LARGE

Willie L. Horne (1982-1985)
1505 Genie Fairway
Greenville, MS 38701
(601)335-3350 (o)

Edward H. McMillion (1982-1985)
Box 4945
Columbia, S.C. 29240
(803) 758-8433 (o)

Rosemary McClain (1981-1984)
P.O. Box 2026
Atlantic Beach, NC 28512-2026
(919)728-4060 (o)
(919)247-2157 (h)

Larry Johnson (1984-1988)
2129 East South Blvd
Montgomery, AL 36198
(205)281-8780(o)

Arnold B. Sax (1984-1988)
Stout Rehabilitation Institute
University of Wisconsin-Stout
Menomonie, WI 54751

Arnold Stanton (1981-1984)
35 Salem Church Rd
Newark, DE 19713
(302)737-7488 (o)

* Executive Committee Member

BOARD OF DIRECTORS
NATIONAL REHABILITATION ASSOCIATION
1984-1985

ELECTED BY REGIONS

GREAT LAKES (1981-1984)
Gary Austin, Ph.D.
Northern Illinois Dept of
Communication Disorders
DeKalb, Illinois 60115
(815)753-1484 (o)
(815)758-0218 (h)

MID-ATLANTIC (1981-1984)
Vernon Hawkins
Bureau of Rehabilitation Serv.
605 G Street, N.W.
Washington, D.C. 20001
(202) 727-3227(o)

PACIFIC (1982-1985)
Randy L. Gray
2427 W. Pampa Circle
Mesa, Arizona 85202
(602)969-3800 (o)
(602)838-2372 (h)

SOUTHWEST (1984-1987)
Jack Roper
4232 Epperly Drive
Del City, Oklahoma 73115
(405) 424-4311, ext 2860 (o)

GREAT PLAINS (1981-1984)
Dale Sattler
Vocational Rehabilitation
Pulver Hall
Dickinson, N.D. 58601
(701)227-2771(o)
(701)225-8989(h)

NORTHEAST (1984-1986)
Steven E. Kapalka
Jenckes Hill Road
Lincoln, R.I. 02865
(401)277-6958 (o)
(401)723-7513 (h)

SOUTHEAST (1984-1987)
* Bonnie J. Jones
P.O. Box 496
Shelbyville, TN 37160
(615)684-6949 (M-Th-F)
(615)359-6251 (W)

ELECTED BY COUNCILS

CHAPTER PRESIDENTS (1984-1985)
* W.H. Brownfield
P.O. Box 11045
Richmond, VA 23230-1045
(804)257-0271 (o)
(804)270-1673 (h)

CONSUMER MEMBERS (1981-1984)
Margie Sloan
4399 Tree Haven Drive, S.E.
Atlanta, GA 30342
(404)256-4707 (h/o)

STUDENT MEMBERS (1984-1986)
Jeri Carter
201 Academic Bldg
University of Georgia
Athens, GA 30602
(404)542-3564

DIVISION PRESIDENTS (1984-1985)
Stephen W. Thomas
Department of Rehabilitation Studies
School of Allied Health
East Carolina University
Greenville, NC 27834
(919)757-6961 (ext 299)

NON WHITE MEMBERS (1982-1985)
* Ted Daniels
3861-B Penn Ave S.E.
Washington, D.C. 20020
(202)727-3227 (o)
(202)583-7369 (h)

*Executive Committee Member

BOARD OF DIRECTORS
NATIONAL REHABILITATION ASSOCIATION
1984-1985

ELECTED BY DIVISIONS

JOB PLACEMENT DIVISION (JPD) (1981-1984)
Roberta Housman, Director
Planning & Development
Academy for Gerontological Education & Development
1500 Pelham Parkway, South
Bronx, New York 10461
(212) 824-4004

NATIONAL ASSOCIATION OF INDEPENDENT LIVING (NAIL) (1984-1985)
Cahterine Bruce
Division of Vocational Rehabilitation
47 Trinity Avenue Room 6325
Atlanta, Georgia 30334
(404)656-2669(o)

NATIONAL ASSOCIATION OF REHABILITATION INSTRUCTORS(NARI) (1984-1985)
Lucy Bartlett
502 West Bonney
Roswell, N.M. 88201
(505)347-5491 ext 306 (o)
(505) 623-0975 (h)

NATIONAL ASSOCIATION OF REHABILITATION SECRETARIES (NARS) (1983-1986)
Marcella Jesse
118 E Prospect
Pierre, South Dakota 47401
(605) 773-3195

NATIONAL REHABILITATION ADMINISTRATION ASSOCIATION (NRAA) (1982-1985)
Joan T. Barker
124 Laurel Way
Versailles, Kentucky 40385
(502)564-4448

NATIONAL REHABILITATION COUNSELING ASSOCIATION (NRCA)
Betty Hedgeman, Ph.D.
410 East 6th Street
New York, NY 10009
(212) 563-4347 (o)
(212) 254-2634(h)

VOCATIONAL EVALUATION WORK ADJUSTMENT ASSOCIATION (VEWAA) (1982-1985)
Robert M. Davis
9875 Lakewood Drive E
Indianapolis, IN 46280
(317)923-1321 (o)
(317)846-0457 (h)

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National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

February 27, 1984

MEMORANDUM

TO: Members - NRA Commissions

FROM: Thomas R. Gaines
President

RE: Addition of New Commission Members
Plus Some Address Corrections

Please add the following individuals' names and addresses to the information packets recently mailed to you from my office.

Commission on Internal Affairs

Peter Griswold
Bureau of Rehabilitation
Department of Education
P. O. Box 30010
Lansing, Michigan 48909
(517) 373-3390

Commission on Membership Services

Patricia G. Kallsen
Division of Vocational Rehabilitation
Department of Health & Social Services
131 W. Wilson Street - 7th Floor
P. O. Box 7852
Madison, Wisconsin 53702
(608) 266-5466

Please correct the following addresses and phone numbers:

(over)

Commission on Governmental Affairs

Bonnie Jones TO: P. O. Box 496
Shelbyville, Tennessee 37160
(615) 684-6949

Commissionon Consumer Relationships.....

Nina Wallace TO: Vocational Rehabilitation Services
2419 Gordon Smith Drive
Mobile, Alabama 36617
(phone # is same)

Commission on Internal Affairs

Lynn Pimentel TO: Occupational Counseling Center
1570 The Alameda, Suite 222
San Jose, California 95126-2353
(408) 286-9890

Terry Anderson TO: 1900 Chicago Avenue, S.
(Multi-Resource Centers)

Thanks!

TRG:ls

cc: Betty Hedgeman
Marvin Spears
Dave Mills

NATIONAL REHABILITATION ASSOCIATION

1984 COMMISSIONS

COMMISSION ON CONSUMER RELATIONSHIPS AND ENVIRONMENTAL CONCERNS

BY-LAWS REFERENCE

The Commission on Consumer Relationships and Environmental Concerns shall have overall responsibility for overseeing the Association's activities in the area of consumer relationships and environmental concerns, liaison with consumers, civil rights of handicapped people, housing and transportation, minority relationships and special populations. It shall perform such other functions as assigned by the President or the Board.

1984 OBJECTIVES

1. Develop recommended ways and means for more significantly involving disabled persons in the decisions and activities of the association.

2. Develop recommended ways and means for facilitating total association ownership and use of NRA's conference accessibility guidelines (Regions, Chapters, and Divisions).

3. Develop recommended ways the association might better enlighten members, would-be members, and the public-at-large about the purpose of NRA's existence.

4. Develop NRA glossary of current terms which would identify/describe individuals with disabilities (contrast of negative versus positive terms).

RECEIVED FEB 2 0 1984

See page 3

NATIONAL REHABILITATION ASSOCIATION
633 South Washington Street
ALEXANDRIA, VIRGINIA 22314
(703) 836-0850

MINUTES
COMBINED EXECUTIVE COMMITTEES -- 1983-1984
NATIONAL REHABILITATION ASSOCIATION
DECEMBER 12-13, 1983
Hyatt Regency Crystal City
Arlington, Virginia

CALL TO ORDER

President Marvin Spears called the meeting to order at 9:00 a.m. E.S.T. Executive Committee members in attendance were Marvin Spears, Thomas Gaines, Daniel C. McAlees, David Horn, Gary Austin, Joan T. Barker, Betty Hedgeman, James Adams, Bonnie J. Jones, W. H. Brownfield, Ted Daniels. Margie Sloan was absent due to surgery. NRA staff consisted of David L. Mills, Richard E. Dietl, Judy Harris and Jack Duncan.

Guests included Will Massie and Evan Jones.

MINUTES

MOTION BY DAN MCALEES AND SECONDED BY JAMES ADAMS TO APPROVE THE MINUTES OF 6/23/83 AS MAILED. MOTION CARRIED.

TREASURER'S REPORT

David Horn provided a written report and included the income and expenditure statement for July 1 through November 30, 1983. The Mary E. Switzer fund statement for year ending June 30, 1983 was included. The report indicated that NRA is operating under an interim six month budget, July 1 through December 31, 1983. Income through November 30 is $342,109 and expenses are $300,077. There was an excess of $42,032 income over expenditures. The concept of a balanced budget has been maintained. The audit was completed by Fox and Company and copies were mailed to current and incoming board members.

There will be an up to date report provided to the board at the March meeting of the Mary E. Switzer funds.

MOTION BY DAN MCALEES AND SECONDED BY BILL BROWNFIELD TO ACCEPT THE TREASURER REPORT. MOTION CARRIED.

AUDIT REPORT

MOTION BY BILL BROWNFIELD AND SECONDED BY GARY AUSTIN TO ACCEPT THE AUDIT REPORT. MOTION CARRIED.

A budget committee will be established outside the CIA and include the treasurer.

EXECUTIVE DIRECTOR'S REPORT

David Mills provided a written report which included completion of a preliminary review of the Constitution and Bylaws related to sexist language, preferred language related to individuals with disabilities, outdated or obsolete language, additions

needed and any recommended changes to accommodate current practice and policy statements. The review will be given to CIA for further action.

A policy manual review is being done to determine necessary changes. This will be turned over to the appropriate Commissions for their recommendations.

A concept of including a $1 or $2 donation space on the dues notices is being considered as a fund raising source. Further discussion of this concept would be to include a check list to donate toward a specific activity such as the legislative, Mary Switzer, Building Fund, etc. This concept was endorsed and will be referred to the Membership Commission for review and recommendations.

The plan for building fund solicitation was endorsed. A solicitation of life members is being planned, as well as conferring with Chapter and Regional Presidents.

Through the efforts of the Great Lakes Region, donations have been received toward the purchase of TTY equipment. This equipment will provide the NRA office accessible communication to persons who are deaf as well as portability. Special certificates of appreciation will be provided all contributors.

An endorsement of increasing the NRA Newsletter from six issues to eight issues per year was made as well as looking at the possibility of going to 12 issues per year.

MOTION BY GARY AUSTIN TO INCREASE THE NUMBER OF ISSUES TO EIGHT AND SECONDED BY TOM GAINES. MOTION CARRIED.

The budget will be increased to include these additional two issues.

GENERAL COUNSEL REPORT

Jack Duncan referred to the most recent Update for his report. The Reauthorization bill will go to conference January 25. The new budget will come out on February 6.

Legislative Seminar #3 is planned for March 25-28, 1984. The board meeting dates will precede the seminar which will encourage board members to attend the seminar.

A special notation will be provided in the Newsletter reminding the membership to write thank you's to key Congressional people who have supported our programs.

MOTION BY DAN MCALEES AND SECONDED BY JAMES ADAMS TO THANK OUR GENERAL COUNSEL ALONG WITH THE MEMBERSHIP FOR OUR SUCCESS THIS YEAR. MOTION CARRIED.

OLD BUSINESS

A. ACTION ITEMS FROM BOSTON FROM BOARD MEETING AND DELEGATE ASSEMBLY

Action items were reviewed from the Boston Conference. With some actions, it was felt that additional motions were in order. They are as follows:

Language used in all publications referring to the usage of "persons with disabilities" be adhered to in all publications within NRA and all its units.

MINUTES
EXECUTIVE COMMITTEE
December 12-13, 1983

MOTION BY TOM GAINES AND SECONDED BY DAN MCALEES TO CHARGE THE CHAIRPERSON OF THE COMMISSION ON CONSUMER RELATIONSHIPS AND ENVIRONMENTAL AFFAIRS WITH THE DEVELOPMENT OF A POLICY STATEMENT ON THE INTENT OF THE MOTION. THIS WOULD THEN BE SENT TO ALL UNITS IN NRA. MOTION CARRIED.

It was also discussed that as part of the editorial policy for the Journal of Rehabilitation, the editor correct any language of authors not adhering to our policy.

This policy statement will also be shared with other organizations.

2. A motion was passed in Boston stating that a glossary be developed by NRA of terms currently in use which would identify individuals with disabilities and to identify those terms which are negative with the alternative positive term. This will be referred to the Commission on Consumer Relationships and Environmental Affairs for development. Any information on this subject should be referred to this commission for their consideration.

MOTION MADE BY DAN MCALEES AND SECONDED BY JAMES ADAMS TO CHANGE THE BY LAWS TO CHANGE THE LANGUAGE CONSISTENT WITH OUR POLICY. THE NATIONAL OFFICE STAFF WAS AUTHORIZED TO DO THE NECESSARY EDITING. THIS WILL THEN BE SENT TO THE CIA FOR THEIR REVIEW. MOTION CARRIED.

MOTION MADE BY TOM GAINES AND SECONDED BY BONNIE JONES TO REFER THE CONSTITUTION TO THE CIA FOR CHANGING THE LANGUAGE IN ACCORDANCE WITH OUR POLICY STATEMENT. MOTION CARRIED.

It was pointed out that all chapters need to review their By Laws and Constitutions in terms of language usage. CCP will assist in urging chapters to do this.

3. A revised Conference Site Selection process was approved authorizing a four year rotation. The four year rotation, based on the membership and geographic distribution will be Eastern Region, Western Region, Eastern Region, Central Region alternation and beginning in 1988. It was asked that we go to the Western Region because last time we were in the Western area would have been in 1982.

MOTION BY GARY AUSTIN AND SECONDED BY TOM GAINES TO APPROVE GOING TO THE WESTERN DISTRICT IN 1988. MOTION CARRIED.

NRA Sponsored trips to foreign countries. At the present time, we are being asked to sponsor a trip (in name only) to Spain or Italy to review rehabilitation programs. Because of previous accessibility problems encountered and NRA being unable to check out the areas, there is concern as to our continuing sponsorhip of these tours.

MOTION BY BETTY HEDGEMAN THAT WE CONTINUE THE "SPONSORSHIP" OF THE TRIP WITH THE UNDERSTANDING THAT WE WOULD REFER THIS ISSUE TO CIA FOR A POLICY STATEMENT IN THE FUTURE. SECONDED BY TOM GAINES. MOTION CARRIED.

Dave Mills will notify Professional Consultants who are arranging this trip that a statement regarding accessibility or lack, thereof, be included.

B. NOMINATIONS COMMITTEE GUIDELINES

The Nominations Committee Criteria as proposed by CIA In August were discussed. The approved guidelines will be carried in the NRA Newsletter along with the call for nominations. The following criteria will be used.

MOTION BY DAN MCALEES AND SECONDED BY DAVID HORN THAT AT LEAST TWO NOMINATIONS AND A MAXIMUM OF FOUR FOR EACH OFFICE FOR 1984 BE PLACED ON THE BALLOT. MOTION CARRIED.

If it becomes necessary to reduce the number of nominations, committee will consider the following items: (A) State Chapter Office or Board Members. (B) Endorsement by State Chapter. (C) Regional Officer or Board Members. (D) Endorsement of NRA Region. (E) NRA Division office or Board Members. (F) NRA Board Members. (G) NRA Elected officers. (H) Membership solicitations. (I) Affirmative Action Policy which would include disability status, minority, gender. (J) Committee/Commission Membership in state, regional and national level.

MOTION BY DAN MCALEES THAT THE NOMINATING COMMITTEE USE THE ABOVE FACTORS IF IT BECOMES NECESSARY TO REDUCE THE NUMBER OF NOMINATIONS FOR ANY OFFICE. SECONDED BY TED DANIELS. MOTION CARRIED.

There will be no point system used in this process. The Nominating Committee will solicit nominations if there is any office with less than two nominations.

MOTION BY TED DANIELS THAT WE RECONSIDER THE MOTION OF MAXIMUM AND MINIMUM NUMBER. SECONDED BY JAMES ADAMS. MOTION DEFEATED.

Further discussion affirmed that these were <u>interim gudelines for 1984 ONLY</u> and that a charge to CIA was given to consider these guidelines for next year after receiving input from Council of Chapter Presidents.

C. FUND RAISING PLANS/PROGRESS

Marvin Spears updated fund raising plans and progress. We have established goals for fund raising and an advisory body to assist in the effort. A proposal was presented that Dorothea Beardmore of Iowa and Beverly Kauffman of Virginia be requested to co-chair a meeting of individuals that would constitute "Friends of Rehabilitation". This meeting and event would be held during our March 1984 Board Meeting.

MOTION BY DAN MCALEES AND SECONDED BY TOM GAINES TO ACCEPT THE ABOVE PROPOSAL AS PRESENTED BY MARVIN SPEARS. MOTION CARRIED.

D. NIHR GRANT STATUS

NRA is preparing a grant for submittal to NIHR to conduct a national rehabilitation round table entitled "Changing Job Opportunities and the Workplace: Implications For Rehabilitation policies and Practices". The principles and objectives of the grant were presented as well as a brief plan of operations which included a listing of the advisory committee. Actions to take place in the near future are: (1) Develop a second draft for review for the planning committee. (2) Develop a budget. (3) Prepare a grant application for submission. (4) Continued follow-up on literature search. (5) Continue talks with labor, business and industry. (6) Begin assemblying lists of potential national round table participants.

The success of the grant (if awarded) will be assured as NRA chapters get involved so that round tables can be conducted locally. This networking system of NRA chapters is essential to the grant objective. The Delegate Assembly supported this national rehabilitation round table.

Will Massie who is handling the preparation of the grant proposal provided additional information and was available for any questions from the Executive Committee. Mr. Massie was commended for his excellent work.

E. MARKETING GENERAL - PROPOSAL

Evan Jones, Chairperson, Membership Commission presented the Marketing General Proposal. This proposal if accepted, would allow Marketing General to recruit membership. The primary objective will be to develop and implement a strong national media program using direct mail, space ads and perhaps the telephone. This program will complement existing NRA Membership activities and not compete with them.

This proposal has been thoroughly reviewed and recommended by the membership Commission. Evan provided background information that covered all aspects of this type recruitment. Evan had also checked out all the references provided by MGI and found them to be excellent. It is recommended that the proposal be approved as written.

MOTION BY DAN MCALEES TO ACCEPT THE CURRENT MGI PROPOSAL AS SUBMITTED SUBJECT TO REVIEW BY LEGAL COUNSEL. SECONDED BY BONNIE JONES. MOTION CARRIED.

The proposal will be submitted to our legal counsel for review.

F. OHIO CHAPTER REQUEST

Marvin Spears read a letter from Roger Flint, President of the Ohio Rehabilitation Association chapter which asked if NRA would approve the Ohio chapter becoming a bargaining agent for the state personnel with regard to collective bargaining.

After much discussion of NRA's position, the following motion was made.

MOTION BY BETTY HEDGEMAN THAT WE DO NOT SUPPORT THE OHIO REQUEST THAT A STATE CHAPTER BECOME A COLLECTIVE BARGAINING UNIT. SECONDED BY BILL BROWNFIELD. MOTION CARRIED.

President Spears will communicate with the Ohio chapter our position.

G. STATUS - MARY SWITZER COMMITTEE

A motion was passed by the NRA Board in August that the Mary Switzer Memorial Committee be a free standing committee, a chairperson appointed by the president with the board approval and the switzer committee funds be a part of the treasurer's report. Chairman Gary Austin was concerned of the implication that the guidelines that had been worked on would be discarded. However, previous work done will be incorporated into the new guidelines for this committee. The two vacant positions will be filled quickly. The operating guidelines will be reviewed during the March Board Meeting.

This committee will be an ad hoc committee until the formal by laws change is made.

H. NEW ORLEANS HOTEL SITE

Dave Mills has been negotiating with the hotels in New Orleans for our 1987 national conference site. In finding rates fluctuating at certain times, he prepared a chart for comaprison between Hyatt Regency, Hilton and Sheraton. The best time and the best possible negotiated rate would be at Labor Day or Thanksgiving. The Executive Committee requested that the November dates be considered first and then labor day. The Hyatt is offering the better percentage rates but all needs will be considered in these negotiations and the

executive Director will make the final decision.

I. MEMBERSHIP DIRECTORY

Dave Mills provided a proposed membership directory working paper. It was proposed that NRA develop a computer generated membership list that can be formulated into two directories. A chapter directory would include officers and key chapter personnel with full address and telephone number and an alphabetized listing of all members by city/state. This directory would be sent with the membership card. A national directory would include name, address and phone numbers of Board of Directors, NRA office, Commissions/Councils, Chapter/Regional/Division presidents and an alphabetized list of members with city/state only. The National Directory would be on sale at regionals and national conferences and from the national office.

Benefits of this type services would be (1) A free chapter directory of each member's own chapter which lists members and give addresses and telephone numbers of chapter officers. (2) An indirect benefit by having a chapter list that each member can see who other chapter members are. The knowledge of this list might induce others to join and get their name on the list. (3) A national directory for purchase that gives name, addresses and telephone numbers of all NRA groups/leaders and a listing of members by city/state for persons who like to keep up with acquaintances whereabouts. (4) Personal satisfaction by seeing one's name in print.

Action required for this proposal is the consensus by the Executive Committee to move forward with further planning and implementation of this concept.

MOVED BY GARY AUSTIN AND SECONDED BY DAVID HORN TO CONSIDER THIS MEMBERSHIP DIRECTORY. MOTION CARRIED.

J. JOURNAL OF REHABILITATION GUIDELINES

Joan Barker provided policy guidelines for the management and publication of the Journal of Rehabilitation. There will be some language change with regard to using "persons with disabilities" rather than "disabled persons". Joan has done an outstanding job in preparing these policies.

MOTION BY DAN MCALEES TO ADOPT THESE POLICY GUIDELINES FOR THE MANAGEMENT AND PUBLICATION OF THE JOURNAL OF REHABILITATION. SECONDED BY JAMES ADAMS. MOTION CARRIED.

K. VOTER REGISTRATION

Discussion was held with regard to voter registration and how NRA would want to be involved. It was felt that NRA is supportive of the concept and would

work toward total accessibility at voter sites as well as encouraging individuals to register to vote. This would be on a bi-partisan participation.

The Governmental Affairs Commission will take this as a charge to develop a policy on this issue.

L. OSERS ASSISTANT SECRETARY POSITION STATEMENTS

President Spears provided information of a report from Handicapped American Reports of statements taken from Assistant Secretary Madeleine Will's speech before the Association for the Severely Handicapped. It was felt that President Spears and President-Elect Tom Gaines should prepare a letter to Mrs. Will on behalf of NRA exressing concern and requesting information.

General Counsel Jack Duncan has been in contact with Mrs. Will and will be meeting with her monthly in representing NRA.

M. LAPEL PINS

Marvin Spears introduced the idea of purchasing lapel pins with the NRA logo and having them ready for the board meeting in March. The lapel pins would be sold to members through the chapters, regions and national meetings.

MOTION BY BONNIE JONES AND SECONDED BY DAVID HORN TO APPROVE THE PURCHASE OF THESE PINS. MOTION CARRIED.

NEW BUSINESS:

A. LORENZ/BAKER TRIBUTE COMMITTEE

The following members will make up the Lorenz/Baker Tribute Committee: Stu Phillips, Gary Austin, Chairman Bill Emener, Dan McAlees, Gary Sigmon, Martha Wolf.

B. LEGISLATIVE SEMINAR BUDGET-FEES

Dave Mills provided a proposed budget and registration fees for 1984 Legislative Seminar.

MOTION BY JAMES ADAMS TO ADOPT THE BUDGET PROPOSAL AND REGISTRATION FEES FOR THE 1984 LEGISLATIVE SEMINAR. SECONDED BY BONNIE JONES.

Discussion was held on the registration fees indicating that it was too low to assure meeting the budget. It should be increased by $5 per member attending.

MOTION BY DAN MCALEES TO AMEND THE MOTION TO READ $50 MEMBER REGISTRATION FEE AND $100 NON MEMBER FEE. SECONDED BY BETTY HEDGEMAN. MOTION CARRIED.

The NRA reception will be left at the option of the national office contingent upon other activities planned. A tentative date should be established now for the 1985 Legislative Seminar and careful analysis of the desirability of expanding the seminar.

C. NAIL CONSTITUTION APPROVED

Dave Horn reported that the CIA Has received the NAIL Constitution revised and ratified by the NAIL Delegate Assembly 8/16/83. It was recommended that this be approved.

MOTION BY DAVID HORN TO APPROVE THE NAIL CONSTITUTION AND SECONDED BY JAMES ADAMS. MOTION CARRIED.

David Horn reported that a resolution had been received by CIA from Wisconsin Chapter requesting that NRA respond to former Interior Secretary James Watts' statement of referring to a person with a disability as a "cripple". Due to Mr. Watts' resignation, it was recommended that nothing be done at this time.

D. NRA ENDORSEMENT OF OTHER ORGANIZATION'S MEETINGS

A recent meeting was held in Snowmass Village, Colorado on "Employment Opportunities For the Handicapped" which NRA, VEWAA, NRCA co-sponsored along with other related associations including the President's Committee on Employment of the Handicapped.

Concerns related to architectural accessibility and program content were discussed. It was directed that a leadership policy statement be established that includes the conditions under which NRA and its DIVISIONS will participate/endorse and/or co-sponsor any conferences and meetings.

8. CHALLENGES: 1984 AND BEYOND

Marvin Spears discussed challenges including (1) long range planning, (2) fund raising, (3) strengthen NRA regions, (4) NRA/CSAVR organizational relationships, (5) broadening our legislative goals and objectives, (6) collaboration with other organizations in other fields, disability organizations, service providers. NRA has consistently demonstrated a leadership posture by virtue of the people in our history who have carried out leadership roles.

The gavel was turned over to Tom Gaines, 1984 President.

MOTION BY GARY AUSTIN TO RECOGNIZE MARVIN O. SPEARS AS A GREAT PRESIDENT DURING THE PAST YEAR AND ONE WHO HAS MADE SIGNIFICANT GAINS AND SHOWN A GREAT DEAL OF LEADERSHIP. SECONDED UNANIMOUSLY. MOTION CARRIED.

9. 1984 BUSINESS - TOM GAINES PRESIDING

A. FINANCIAL BUDGET

The budget proposed for 1984 was reviewed. The budget information will be printed in the NRA Newsletter.

DAN MCALEES MOVED TO ACCEPT THE BUDGET AS PROPOSED FOR 1984 AS MODIFIED. SECONDED BY JAMES ADAMS. MOTION CARRIED.

The modification was for the inclusion of $4,000 for the additional two Newsletters that was approved by this Committee for 1984.

Questions on adequate allowance for a part time staff were made. Plans are to hire a part time clerical person and to reassign job duties in accommodating program needs. Concern was raised by Executive Committee members that NRA's salary schedule be kept competitive with other salary schedules in the D.C. area. Dave Mills and Betty Hedgeman will review job functions and salary schedules for the board's action in March.

B. PROGRAM BUDGET

The program oriented budget will incorporate the 1984 goals and commission charges when they have been finalized.

C. WORK PLANS - COMMISSION APPOINTMENTS - 1984 GOALS

Tom Gaines presented the 1984 goals as follows:

1. Legislative networks operational in each state.
2. Fund raising program operational and funds actually received.
3. New membership dues structures (alternatives) developed.
4. Guidelines/procedures developed for enhancing communications and coordination of efforts and activities among Board of Directors - NRA staff - Regions-Chapters - Divisions.
5. 1984 program theme, "Rehabilitation and Technology: The Way of the Future" employed by all units of NRA (Regions, Chapters, and Divisions).
6. Expanded and increased involvement of members in legislative and advocacy activities.
7. Expanded and increased involvement of Business and Industry in NRA.
8. Orientation and leadership development program developed for new officers and Board members (National, Regions, Chapters, and Divisions).
9. NRA policy manual completed and disseminated.
10. Ten percent increase in membership.
11. First annual Employers' Conference held in conjunction with 1984 Atlanta Conference.
12. Continued exploration of potential affiliations with related organizations.
13. Development and implementation of editorial policy and glossary of terms pertaining to "handicapping language".
14. Development and implementation of criteria to guide decision processes of NRA Nominating Committee.
15. Achievement of "standing committee" status of the Mary E. Switzer Memorial Committee.
16. Achievement of long-term financial solvency of the Mary E. Switzer Memorial Committee.
17. Achievement of greater understanding of and support for the purpose of NRA among NRA members and other groups and individuals concerned with programs for persons with disabilities.

The goals 13-17 were additional goals that came out of action taken at this meeting.

MOTION BY DAN MCALEES AND SECONDED BY BETTY HEDGEMAN TO ACCEPT THE 1984 GOALS AS PRESENTED. MOTION CARRIED.

Commission appointments for 1984 were mailed to the Board in advance for approval, along with the Commission charges. These charges did not include action items from the Boston conference and reaffirmed at this meeting. There were some commission apointments left vacant.

MOTION BY DAVID HORN AND SECONDED BY DAN MCALEES TO PROVIDE TOM GAINES THE AUTHORITY TO FILL IN THE VACANCIES AS NECESSARY. MOTION CARRIED.

Tom Gaines will incorporate the action items into the appropriate commission charges, complete the appointments and mail the new document to all Board, Commission Members and the NRA office.

A new membership dues structure for 1987 was discussed. The Membership Commission will have a charge to develop at least two plans and more, if possible, that would reflect keeping our desire for solvency. It was recommended that we take a year to develop and another year to refine and not plan to present the final plan until 1986. This will be a long range activity. Input from the chapters will be solicited.

D. MEETINGS AND SCHEDULES

The 1984 Schedule of events was presented and will be printed in the NRA Newsletter.

E. ANNUAL CONFERENCE -- ATLANTA

(1) CONFERENCE REGISTRATION FEE

MOTION MADE BY MARVIN SPEARS AND SECONDED BY JAMES ADAMS TO ACCEPT THE 1984 CONFERENCE BUDGET AS PROPOSED. MOTION CARRIED.

MOTION AMENDED BY MARVIN SPEARS TO INCREASE THE PRE-CONFERENCE MEMBER FEE TO $60, ON SITE MEMBER FEE TO $75, NON-MEMBER PRE-CONFERENCE FEE TO $110, ON SITE NON-MEMBER FEE TO $135. SECONDED BY GARY AUSTIN. MOTION CARRIED.

(2) CONFERENCE PROGRAM FORMAT

MOTION BY BETTY HEDGEMAN TO ACCEPT THE ORIGINAL FORMAT AS PRESENTED AND CORRECTED AND SECONDED BY JAMES ADAMS. MOTION CARRIED.

Because we will be meeting on Sunday, a list of worship services will be included in the conference packet.

(3) CONFERENCE TOPIC FOR 1985

Betty Hedgeman, President-Elect, is in the process of collecting potential topics and will be presenting these to the Program and Activities Commission for their review and recommendation to the March Board meeting.

F. BALLOT COUNTING PROCEDURES

Dave Mills presented a working paper on the NRA Election Procedures as it pertains to counting ballots. The proposal with its time constraint makes it very difficult to change this year's procedure as the candidates should know the ground rules by mid-April. This year's procedure will follow the current Election and Delegate Certification Manual with the addition of official observers appointed by the candidates. The Commission on Internal Affairs should be assigned the tasks of reviewing the manual, studying the alternatives available and reporting to the Board.

MOTION BY DAN MCALEES THAT WE RETAIN THE CURRENT PROCESS ON COUNTING BALLOTS FOR 1984 WITH THE OPTION THE CANDIDATE CAN HAVE AN OBSERVER IF THEY CHOOSE. SECONDED BY MARVIN SPEARS. MOTION CARRIED.

MOTION BY BETTY HEDGEMAN THAT THE ISSUE BE REFERRED TO THE CIA FOR REVIEW WITH INPUT FROM REPRESENTATIVES FROM ELECTION AND DELEGATE CERTIFICATION COMMITTEE. SECONDED BY TED DANIELS. MOTION CARRIED.

G. LEGAL SERVICES - 1984

A letter from our legal counsel, Anthony S. Harrington of Hogan and Hartson was discussed. For annual retainer of $3,000.00 Hogan and Hartson would be available to provide limited, continuing legal advice on routine matters, including assistance with the annual meeting, Tony's service as parliamentarian, review and comments regarding problems indicated by Board minutes, matters relating to ownership of the headquarters, etc. The retainer would, however, not cover any litigation or assistance with substantial contracts and transactions, as to which any representation and charges would need to be worked out between us in advance.

MOTION BY BETTY HEDGEMAN TO ACCEPT THE PROPOSAL AS OUTLINED IN THE LETTER. SECONDED BY BONNIE JONES. MOTION CARRIED.

H. DEFERRED MEMBERSHIP PAYMENTS

A working paper on a proposed NRA dues installment payment plan was presented for the endorsement of the concept and referral to Membership Commission and Divisions for input.

MOTION BY BETTY HEDGEMAN TO REFER THE PROPOSED NRA DUES INSTALLMENT PAYMENT PLAN TO THE MEMBERSHIP COMMISSION, DIVISIONS, CHAPTER PRESIDENTS FOR THEIR INPUT. SECONDED BY DAN MCALEES. MOTION CARRIED.

I. COLLABORATION WITH OTHER ORGANIZATIONS

Since this item was discussed earlier at great length, no further discussion was needed.

J. CCM BOARD REPRESENTATION - MARGIE SLOAN

Due to surgery and convalescence time, Margie Sloan will be unable to attend the Board meeting in March and requested that Mary Sawyer, Chairperson of the council of Consumer Member be approved to fill her vacancy.

MOTION BY MARVIN SPEARS AND SECONDED BY DAVID HORN THAT WE ACCEPT MARY SAWYER, CURRENT PRESIDENT OF CCM AS A TEMPORARY REPLACEMENT FOR MARGIE SLOAN AT THE MARCH BOARD MEETING. MOTION CARRIED.

K. RECOGNITION OF JOE DUSENBURY'S TERM AS CHAIRMAN OF THE NATIONAL COUNCIL ON THE HANDICAPPED

MOTION BY MARVIN SPEARS AND SECONDED BY JAMES ADAMS THAT NRA GO ON RECORD AS EXPRESSING WHOLEHEARTEDLY AND DEEPLY FELT APPRECIATION OF JOE DUSENBURY AS HE SERVED HIS TERM AS CHAIRMAN ON THE NATIONAL COUNCIL OF THE HANDICAPPED. THIS RECOGNITION WILL ALSO BE IN THE FORM OF A SPECIAL RECOGNITION. MOTION CARRIED.

Tom Gaines, Marvin Spears, Betty Hedgeman, Dan McAlees will send a combined letter to communicate this. Marvin Spears will handle the special gift and presentation to Joe.

MOTION BY GARY AUSTIN AND SECONDED BY MARVIN SPEARS TO SEND AN APPROPRIATE THANK YOU TO JUSTIN DART FOR THE INVITATION TO THE RECEPTION IN HONOR OF JOE DUSENBURY. MOTION CARRIED.

MOTION BY JOAN BARKER AND SECONDED BY BONNIE JONES TO WRITE A CONGRATULATORY LETTER TO MRS. SANDRA SWIFT PERRINO AS BEING APPOINTED CHAIRPERSON OF THE NATIONAL COUNCIL ON THE HANDICAPPED. MOTION CARRIED.

L. SWITZER FUNDING

Gary Austin, Chairperson of the Mary E. Switzer Committee presented the need for future funding as there is only enough money for one more seminar at present.

MOTION BY GARY AUSTIN THAT THE BOARD CHARGE THE CHAIRPERSON OF THE MARY SWITZER COMMITTEE TO SOLICIT FUNDS ON BEHALF OF THE MARY SWITZER MEMORIAL SEMINAR ON BEHALF OF THE ASSOCIATION. SECONDED BY DAN MCALEES. MOTION CARRIED.

M. NATIONAL POLICY FOR PERSONS WITH DISABILITIES

NRA has been provided with the National Council on the Handicapped's national policy as it has just been printed. Tom Gaines requested that this policy be mailed to each Board member for review.

MOTION BY DAN MCALEES THAT WE SEND THE NATIONAL POLICY STATEMENT TO EACH BOARD MEMBER. SECONDED BY MARVIN SPEARS. MOTION CARRIED.

N. COMMENTS BY TOM GAINES

Tom Gaines presented his enthusiastic comments and looks forward to the 1984 year and will appreciate all advice and input from the board. He plans to re-emphasize the purpose of NRA and clearly establish what NRA is and what it is here for. Communciation will continue to be strengthened and to achieve stronger unity. Our focus will be on why we are here.

After many expressed their appreciation for serving on the Executive Committee, adjournment was called for.

MOTION BY MARVIN SPEARS TO ADJOURN. SECONDED BY BONNIE JONES. MOTION CARRIED.

Submitted By: David L. Mills

David L. Mills, Executive Director

DLM/ams

From the Desk of:

Lex, ***Judy Harris***

This is the specific section that pertains to"persons with disabilities" type info. with regard to the Journal of Rehabilitation policy guidelines. These guidelines were approved and adopted by the Executive Committee in December 1983.

POLICY GUIDELINES FOR THE MANAGEMENT AND PUBLICATION OF THE JOURNAL OF REHABILITATION

AS APPROVED BY THE
NRA COMMISSION ON
PROFESSIONAL CONCERNS - 1983

The National Rehabilitation Association (NRA) is an organization dedicated to the rehabilitation and well-being of persons with disabilities. Since the Journal of Rehabilitation is the official publication of NRA, it should reflect the dedication and concerns of the Association. Consequently, the Journal of Rehabilitation must maintain a broad perspective which might be appealing to individuals who are interested in persons with disabilities and their rehabilitation, to rehabilitation practioners, and to citizens with disabilities themselves. For this reason, the primary content of each JOURNAL issue should include materials on (1.) people (i.e., feature stories on individuals with disabilities or on related programs/activities). (2.) ideas (i.e., professional articles that present, describe, and discuss rehabilitation concepts and related research findings), and (3.) things (i.e., consumer-oriented reports on devices or procedures that might assist persons with disabilities in leading a more independent and productive life).

With this in mind, the suggestions herein are guidelines to assist the NRA Board of Directors and/or its Commission on Professional Concerns in maintaining a policy through which consistency can be achieved in the ongoing management and publication of the Journal of Rehabilitation. These suggestions are organized into the following three categories: (1.) Format-Related Guidelines, (2.) Personnel-Related Guidelines, and (3.) Procedural Guidelines.

Format-Related Guidelines

1. The Journal of Rehabilitation will be published quarterly in February, May, August, and November of each year.

2. Each issue of the JOURNAL will be 8½" x 11½" in size, contain no more than 80 pages, and be printed on the same type and quality of paper that has been used for the past several years.

3. A photograph and a brief biographical sketch of each author will be included in the JOURNAL (when available), and pictures and related visual aids will be printed when they contribute to the aesthetic value or understanding of the text.

4. The front cover of each issue will contain a picture or an illustration which provides a visual depiction of an important item, person, or event described in that issue.

5. An abstract will be printed with each professional article published in the JOURNAL.

6. The procedures specified in the most current edition of the American Psychological Association's Publication Manual will be followed for the citation of references in the Journal of Rehabilitation.

7. The Table of Contents will be consistently printed on the first page of each JOURNAL issue, while the NRA Officers, Editorial Board Members, and information related to the JOURNAL'S publication and disposition will appear on page two of each issue.

8. The Association News will be published in the NRA Newsletter, rather than in the JOURNAL.

9. Due to policy approved by the NRA Commission on Consumer Relationships and Environmental Concerns, the NRA Publications will adhere to use of the language: persons, individuals, citizens, etc. "with disabilities".

The primary type of content that has appeared in the Journal of Rehabilitation (i.e., Feature Stories and Professional Articles), in the past will be expanded to include Consumer-Oriented material. Consequently, each issue of the JOURNAL should contain the following three sections:

1. Feature Story Section - include two or three feature stories on individuals with disabilities or on programs/activities designed specifically for people with disabilities.

2. Professional Section - include six to eight articles, an editorial, and a Book Review Column.

3. Consumer-Oriented Section - include informational reports with illustrations on two or three self-help or self-care techniques, critiques and/or comparisons of products commonly used by individuals with disabilities (i.e., wheelchairs, lifts, braces, prosthetic devices, hearing aids, and related products), home renovation plans and procedures for persons with disabilities, job search techniques, and technological developments that can contribute to independence and productivity.

In addition, the following format-related suggestions are offered.

1. That the top and/or bottom two inches of the JOURNAL'S outside front cover be color-coded and the same four colors be repeated with the respective issues in each successive year.

2. That the last item in each JOURNAL issue respectively contain the Guidelines for Contributors (February), Conference Announcement and Agenda (May), Divisional News (August), and Index (November).

Personnel-Related Guidelines

The following personnel-related decisions will continue as operational policy for the Journal of Rehabilitation:

1. That an NRA employee will serve as Managing Editor of the JOURNAL to assure that continuity is maintained in the management and publication of each JOURNAL issue.



RECEIVED AUG 17 1984

Children's *Specialized* Hospital

NEW PROVIDENCE ROAD, WESTFIELD-MOUNTAINSIDE, N. J. 07091 • 201—233-3720

August 10, 1984

Mr. Lex Frieden
The Institute for Rehabilitation - Research
The Texas Medical Center
P O B 20095
Houston, Texas, 77225

Dear Lex:

You did a great job this past year as Chairman of the Commission on Consumer Relationships and Environmental Concerns Commission. I commend you and support the recommendations made by each of the sub-committees.

I will be arriving in Atlanta on Friday, therefore I will not be able to attend the committee meeting on August 16, 1984. I will contact you on Saturday to provide any assistance necessary.

Sincerely yours,

J Pascuiti jpg

James M. Pascuiti, MA, CRC

JMPctl
att: ballot

P.S. Please correct the spelling of my name.

RECEIVED AUG 1 7 1984

BALLOT

To approve certain recommendations made by the NRA Commission on Consumer Relationships and Environmental Concerns

Please complete this ballot and return it by August 10, 1984 to Lex Frieden, ILRU Project, P.O. Box 20095, Houston, Texas 77225.

If you agree with and will support the recommendations contained in the report of the respective subcommittee, check the appropriate YES box below. If you disagree with and will not support the recommendations contained in the report of the respective subcommittee, check the approriate NO box below. If you agree with and will support part of the recommendations made by the respective subcommittee, check the appropriate EXCEPTIONS box below and list your exceptions on the back of this ballot.

YES	NO	EXCEPTIONS	
☑	☐	☐	Subcommittee on Involving Disabled People
☑	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☑	☐	☐	Subcommittee on Providing Enlightenment about Purpose
☑	☐	☐	Subcommittee on Developing Glossary Related to Disability
☑	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

James M Pascuti
Signature

8/6/84
Date

IMPORTANT MESSAGE

FOR Lex DATE 8-10 TIME 2:30 AM PM

M Jack Gensfield (Gensler)

OF

PHONE (217) 529-0724
AREA CODE NUMBER EXTENSION

MESSAGE will vote possitive on all issues

Q1- the report on glossary by the Sub-Committee recommended the glossary but it does not list in the glossary

Q2- the pejorative use of terms by B. Wright is copy written material was permission for use granted?

KBH

- TELEPHONED
- RETURNED YOUR CALL
- PLEASE CALL
- WILL CALL AGAIN
- CAME TO SEE YOU
- WANTS TO SEE YOU

SIGNED

TOPS FORM 4006

BALLOT

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YES	NO	EXCEPTIONS	
☒	☐	☐	Subcommittee on Involving Disabled People
☒	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☒	☐	☒	Subcommittee on Providing Enlightenment about Purpose
☒	☐	☐	Subcommittee on Developing Glossary Related to Disability
☒	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

Carolyn K. Jameson
Signature

8/7/84
Date

I'm not crazy about co-sponsoring telethons. Most consumers are not happy with the image that telethons give disabled people and a good proportion of the professionals also. I would hope MDA would be very selective in the telethons that it participated in.

BALLOT

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YES	NO	EXCEPTIONS	
☒	☐	☐	Subcommittee on Involving Disabled People
☒	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☐	☐	☒	Subcommittee on Providing Enlightenment about Purpose I cannot support objective #8 - Telethons are often patronizing in their portrayal of disabled persons
☒	☐	☐	Subcommittee on Developing Glossary Related to Disability
☒	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

Mary Ellen Faithfull
Signature

8/1/84
Date

RECEIVED AUG 2 1984

BALLOT

RECEIVED AUG 1 3 1984

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YES	NO	EXCEPTIONS	
☐	☐	☒	Subcommittee on Involving Disabled People
☒	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☒	☐	☐	Subcommittee on Providing Enlightenment about Purpose
☒	☐	☐	Subcommittee on Developing Glossary Related to Disability
☒	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

Spencer L. Mosley
Signature

August 8, 1984

1) While I wholeheartedly support the intent of including persons with disabilities in all phases of NRA (i.e. - its chapters, divisions, regions, Commissions, the NRA Board & Exec. Bd.), it would seem to me that percentage/quota requirements might better be sought via awareness in recruiting (appointments) and/or requests for participants.

RECEIVED AUG 9 1984

BALLOT

To approve certain recommendations made by the NRA Commission on Consumer Relationships and Environmental Concerns

Please complete this ballot and return it by August 10, 1984 to Lex Frieden, ILRU Project, P.O. Box 20095, Houston, Texas 77225.

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	YES	NO	EXCEPTIONS	
1.	☑	☐	☐	Subcommittee on Involving Disabled People (people with a disability) no asterisks
2.	☐	☐	☑	Subcommittee on Facilitating Use of Accessibility Guidelines
3.	☑	☐	☐	Subcommittee on Providing Enlightenment about Purpose
4.	☐	☐	☑	Subcommittee on Developing Glossary Related to Disability
5.	☐	☐	☑	Subcommittee on Reviewing and Developing Fund-raising Policy

Steven Kapalka
Signature

8/6/84
Date

[2] In #2 office color is blue; #3 Commission input needed;

[4] #1 Two groups of people?; #2 legal blindness can have 20/20 #4 legal deafness #5 Suppose a person who ~~has~~ is a slow learner/MR but doesn't need assistance — is this person developmentally disabled? #6 does disabled mean total? #9 I have trouble with the term "mental" #10 Slow learner better

[5] a better statement is: Recognizing that our society has not recognized the abilities of "all" people. Be it resolved that NRA will consider the total person in all NRA activities The purpose of NRA activities is to aid society by the inclusion of persons with disabilities in all aspects of society. (quick thought)

N.B. Lex - beautiful charges; great reports; more discussion needed; good job done.

BALLOT

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YES	NO	EXCEPTIONS	
☑	☐	☐	Subcommittee on Involving Disabled People
☑	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☑	☐	☐	Subcommittee on Providing Enlightenment about Purpose
☑	☐	☐	Subcommittee on Developing Glossary Related to Disability
☑	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

Richard Nichol
Signature

8-9-84
Date

5 years

BALLOT

RECEIVED AUG 1 3 1984

To approve certain recommendations made by the NRA Commission on Consumer Relationships and Environmental Concerns

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☒	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☒	☐	☐	Subcommittee on Providing Enlightenment about Purpose
☒	☐	☐	Subcommittee on Developing Glossary Related to Disability
☒	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

Excellent, but expensive!

Don L. Jones
Signature

7/8/84
Date

BALLOT

RECEIVED AUG 9 1984

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YES	NO	EXCEPTIONS	
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☒	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☒	☐	☐	Subcommittee on Providing Enlightenment about Purpose
☒	☐	☐	Subcommittee on Developing Glossary Related to Disability
☒	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

Nina A. Wallace
Signature

8-6-84
Date

Thanks for sending me copies of all the recommendations, they sound very good. I will not be able to be at the meeting on the 16th, but expect to be in Atlanta on the 17th. Hope to see you at the Conference.

nw

N.W.

RECEIVED AUG 9 1984

BALLOT

To approve certain recommendations made by the NRA Commission on Consumer Relationships and Environmental Concerns

Please complete this ballot and return it by August 10, 1984 to Lex Frieden, ILRU Project, P.O. Box 20095, Houston, Texas 77225.

If you agree with and will support the recommendations contained in the report of the respective subcommittee, check the appropriate YES box below. If you disagree with and will not support the recommendations contained in the report of the respective subcommittee, check the approriate NO box below. If you agree with and will support part of the recommendations made by the respective subcommittee, check the appropriate EXCEPTIONS box below and list your exceptions on the back of this ballot.

YES	NO	EXCEPTIONS	
☒	☐	☐	Subcommittee on Involving Disabled People
☒	☐	☐	Subcommittee on Facilitating Use of Accessibility Guidelines
☒	☐	☐	Subcommittee on Providing Enlightenment about Purpose
☒	☐	☐	Subcommittee on Developing Glossary Related to Disability
☒	☐	☐	Subcommittee on Reviewing and Developing Fund-raising Policy

David C. McClean
Signature

8-2-84
Date

1/13

Dan McAlees, PhD
R&T Center
Stout VRI,
School of Education
University of Wisconsin at Stout
Menominee, WI 54751

Dear Dan:

As you asked, I have rewritten the recommendations of our subcommittee based upon the input received during the full commission meeting on May 18, 1983. I trust this clearly represents the consensus view of the commission.

Very truly,

Lex Frieden

It was good seeing you in Chicago. I think you would support the outcome of our Sunday debate.

(1) NRA By-Laws should be amended to provide three reserved slots on the NRA board of directors for persons with disabilities. These slots may be filled by persons who are elected by the general membership or appointed by the president. Those persons who fill the three slots on the board reserved for persons with disabilities will be responsible for providing input from the viewpoint of consumers to NRA at the highest policy making level. They will also be responsible for recruiting persons with disabilities to be members of the organization. Finally, they will be responsible for assisting NRA staff and the elected officials at all levels of the organization to provide accommodations for and facilitate involvement of persons with disabilities in all NRA activities.

(2) When the preceeding action occurs, the present council on consumer members should be dissolved.

(3) The Commission on Environmental Concerns and Consumer Affairs shall include among its members those NRA board members who filled the three assigned slots for persons with disabilities. This Commission shall be given a standing charge to provide technical assistance to NRA staff and elected NRA officials at all levels regarding recruitment of disabled people into the organization, accommodating disabled people within the organization, and facilitating involvement by disabled people in all NRA activities. Efforts to meet this charge shall include but not be limited to producing written guidelines and suggestions, sponsoring seminars at local, state, regional and national conferences of NRA, and so forth.

(4) Consideration should be given to renaming this commission to reflect an emphasis on the involvement of disabled individuals regardless of whether they are consumers or providers.

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

February 17, 1984

MEMORANDUM

TO: Lex Frieden, Chairperson
Commission on Consumer
Relationships and Environmental Concerns

FROM: Thomas R. Gaines, President

I appreciate your February 1 memo concerning the proposed Constitutional and By-Laws changes previously submitted by Margie Sloan. In light of the telephone conversation you and I had, I concur that the proposal be referred to your Commission for further development. I also concur with and very much appreciate your feeling that a final proposal to the Board of Directors should be developed by your Commission and the Commission on Internal Affairs.

Thanks in advance for the fine work I know you, Terry Brigance and your respective Commissions will do relative to this task. As always, please don't be hesitant in calling on me, the NRA Office, or anyone else who might be of assistance.

TRG:ls

cc: Terry Brigance
NRA Board of Directors
Dave Mills

RECEIVED FEB 2 8 1984

UNIVERSITY OF WISCONSIN
STOUT
MENOMONIE WISCONSIN 54751

CENTER FOR REHABILITATION EDUCATION

February 23, 1984

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Avenue, SW
Atlanta, GA 30334

Dear Tom,

It was really a coincidence receiving your letter today to Lex Frieden concerning the proposed Constitution and By-Laws changes submitted by Margie. I had been thinking of this for the last two days and the main point of my thoughts concerned my feeling that Margie's proposal should be sent first to the Consumers Commission for thorough study and input; and once the decision was made for the structure of The Commission and possible Board representation it should be sent to CIA for Constitutional and By-Law changes so the whole package can be presented to The Board. I think what you have proposed in your letter to Lex is really sound and the results should be comprehensively and effectively presented.

Sincerely,

Arnold B. Sax, Ed.D.

tak

cc: Lex Frieden
Terry Brigance

UNIVERSITY OF WISCONSIN-STOUT IS AN EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION UNIVERSITY

Steven Kapelka 5/84

CONSTITUTION
of
THE NATIONAL REHABILITATION ASSOCIATION

ARTICLE I -- NAME

The name of this Association shall be The National Rehabilitation Association.

ARTICLE II -- PURPOSE

The purpose of the Association shall be to advance rehabilitation of all handicapped persons by--

1. Exercising leadership in identifying the needs of handicapped individuals, interpreting these needs to society, planning and promoting programs designed to meet these needs, and translating such programs into services at the community level.

2. Identifying the essential elements in the practice of rehabilitation and fostering the development and application of standards which will help to assure effective services to handicapped people.

3. Exercising leadership in developing concepts and practices which will foster interagency and interprofessional activity directed toward helping handicapped individuals increase their ability to function.

4. Encouraging the entry of competent and humanitarian individuals to the rehabilitation professions and fostering training opportunities required to make them effective practitioners.

5. Encouraging the search for improved methods and techniques in the organization, administration, and practice of rehabilitation and fostering the dissemination and evaluation of such findings.

6. Exercising leadership in removing environmental and legal barriers and overcoming discrimination which keeps handicapped individuals from living normal lives and enjoying the rights and benefits that should be the heritage of every American citizen.

ARTICLE III -- DEFINITIONS

For the purpose of this Constitution--

1. Association shall mean The National Rehabilitation Association.

2. Assembly shall mean Delegate Assembly of The National Rehabilitation Association.

3. Board shall mean Board of Directors of The National Rehabilitation Association.

4. State shall mean any one of the states and territories of the United States or the District of Columbia.

ARTICLE IV -- MEMBERSHIP.

Membership in the Association shall be available to all persons or organizations interested in the rehabilitation of handicapped persons and who contribute to the support of the Association as provided for in the Bylaws of the Association. No member of the Association shall be denied membership in any organizational unit of the Association because of race, creed, national origin, sex, age or disability.

SECTION 1. CLASSES OF MEMBERSHIP. The classes of membership of this Association shall be: Member, Associate Member, Sustaining Member, Life Member, Student Member, Individual/Corporate Sponsor and supporting member. Definition of each of the classes of membership and the dues for each class shall be determined in the Bylaws, provided however that no new Life Memberships may be made available after December 31, 1976 and further provided that any increase in dues for any class of membership shall be approved by a majority vote at a regular meeting of the Delegate Assembly before such increase may become effective or be placed in the Bylaws.

SECTION 2. PRIVILEGES OF MEMBERSHIP.

a. Members of the Association shall receive all official publications of the Association, as determined by the Board, with the exception that the Associate member class and supporting member class shall receive all official publications except the Journal of Rehabilitation.

b. All classes of members of the Association shall be entitled to become members of an affiliated state, local, or campus chapter. Chapters have the option to decide whether supporting members shall vote in local or state elections.

c. All classes of members except supporting members shall be eligible to hold an elective office, to serve as a member of the Board, and to serve as a member of the Delegate Assembly.

d. All members shall be antitled to participate in the national meetings of the Association and in the regional meetings of the region which includes the state, local or campus chapter with which they are affiliated.

SECTION 3. MEETINGS OF MEMBERSHIP. Except when the Board in unusual circumstances shall determine that it is not possible to hold such a meeting, there shall be at least one meting of the membership of the Association during each calendar year at a time and place to be determined by the Board.

ARTICLE V -- DELEGATE ASSEMBLY

Section 1. POWERS OF THE DELEGATE ASSEMBLY. The Assembly:

a. Shall be the law-making and policy-making body of the Association and shall perform such functions as are usually performed by such bodies.

b. Shall adopt rules of procedure for the conduct of meetings of the Assembly.

c. May request to hear all reports of Commissions of the Association.

d. May pass resolutions pertinent to the purposes and objectives of the Association, such resolutions to be considered policies of the Association.

e. May adopt amendments to this Constitution as herein provided.

f. May delegate to the Board any of its powers except the adoption of amendments to this Constitution; the adoption of resolutions of the Association and its power to approve increases in dues.

SECTION 2. MEMBERS OF THE DELEGATE ASSEMBLY.

a. Each Chapter of the Association shall be entitled to representation in the Assembly according to provisions established in the Bylaws of the Association.

b. Past Presidents of the Association and incumbent members of the Board shall be voting members of the Assembly. Such delegates shall be known as "Constitutional Delegates." A Chapter's apportionment of delegates as established in the Bylaws of the Association shall not be reduced because of having one or more constitutional delegates in its membership.

SECTION 3. MEETINGS OF THE DELEGATE ASSEMBLY. The Assembly shall convene for a regular meeting at the time and place of the meeting of the membership. Special meetings shall be called by the President upon request by a majority of the members of the Board.

SECTION 4. REPRESENTATION BY PROXY. Any affiliate chapter entitled to more than one delegate may designate a delegate of such chapter to represent by proxy such additional delegates to which it may be entitled, provided that no delegate shall hold more than two proxies in addition to their own status as a delegate. It is further provided that the Constitutional Delegates set forth in Article V, Section 2(b) may not be represented by proxy.

SECTION 5. QUORUM. Delegates whose combined voting strength constitutes one-third of the full voting strength of the Assembly shall constitute a quorum, provided at least one-half of the states are represented by a delegate or delegates.

SECTION 6. METHOD OF VOTING. Each member of the Assembly shall have one vote on any matter coming before the Assembly. In addition, they shall have one vote for each proxy which they are duly certified to hold, provided that in no instance shall any delegate cast more than a total of three votes on any issue. Voting shall be by voice or hand count at the discretion of the President or by special rules adopted by the Assembly.

ARTICLE VI -- BOARD OF DIRECTORS

SECTION 1. COMPOSITION OF BOARD. The Board of Directors shall consist of the President, President-Elect, Treasurer, the immediate Past-President, one member from each of the Regions herein provided for, one member from each

Division of the Association, one member each representing the Council of Chapter Presidents, the Council of Division Presidents, the Council of Consumer Members, the Council of Non-White Members, the Council of Student Members and six Members-at-Large.

SECTION 2. FILLING VACANCIES. The Board shall have authority to fill by the votes of its own members, the offices which have become vacant between elections, including vacancies in its own membership. When a vacancy occurs in one of the elective offices of the Association, the vacancy may be filled for the unexpired term of office. When a vacancy occurs in a Board member-at-large position the vacancy may be filled until the end of the term of office or until a successor is chosen at the next election of the Association, whichever occurs first.

SECTION 3. POWERS OF THE BOARD. Powers of the Board shall include, but not be limited to:

a. Adoption of a fiscal year for the Association.

b. Election of an Executive Director for an indefinite term, outlining the duties and fixing the compensation.

c. Establishing and maintaining a national office.

d. Adoption of policies governing all fiscal affairs of the Association, including bonding of officers and employees.

e. Establishing Commissions, prescribing their functions and the terms of their members, confirming the appointment of Commission Members by the President and hearing and acting on Commission reports.

f. Establishing advisory groups, prescribing their functions and membership and hearing and acting on their reports. Such advisory groups shall include a Council of Chapter Presidents, a Council of Student Members, a Council of Consumer Members, a Council of Non-White Members, and such other Councils as may be indicated with the approval of the Delegate Assembly.

g. Serving as the final judge of the results of elections of the Association.

h. Proposing resolutions and other policy statements to the Assembly.

i. Instructing the President to call meetings of the membership and the Assembly, setting the time and place of such meetings, and notifying the membership of such meetings through an official publication of the Association.

j. Formulating and carrying out agreements with other organizations whose purposes are in harmony with those of the Association when such agreements will advance and promote the purposes of the Association. Such organizations shall be known as Associated Organizations. A full report of the transactions under this provision will be made to the Assembly.

k. Adopting such Bylaws and rules/regulations as may be necessary for carrying out the activities authorized by this Constitution and the Assembly, including rules/regulations necessary in connection with the development and maintenance

of effective relationships with regional organizations, divisions and chapters, to assure the performance of the functions specified for such units of the Association in this Constitution.

SECTION 4. EXECUTIVE COMMITTEE.

a. Composition. There shall be an executive committee of the Board composed of the President, President-Elect, Treasurer, the immediate Past-President and three other members of the Board nominated by the President and confirmed by the Board. There shall be at least one member who has a special need. ✓

b. Powers of Executive Committee. The Executive Committee will:

1. Perform such functions of the Board as may be delegated to it by the Board.

2. Perform between sessions of the Board all the functions of the Board necessary to assure the orderly operation of the Association, except such functions as the Board may, by resolution, reserve for itself.

SECTION 5. TERMS OF BOARD MEMBERS.

a. Except in instances of any election to fill a vacancy, all board members except elective officers, shall be elected for a three year term. However, the Articles of Association of each Council shall govern their representatives term. The board shall have the authority to adjust the terms of office of board members elected to represent Regions, Divisions, or Councils so that as nearly as possible the same number of such board membership terms expire each year and further provided that all Regions, Divisions, or Council at the time of the passage of this Constitutional provision shall be allowed to complete the terms of office for which they were elected and all adjustments shall be made in the length of the term of office next following the one now being served by such board members.

b. Except when an adjustment in the term of office is made by the Board as provided for in Article VI, Section 5(a) of this Constitution, members of the Board representing Regions, Divisions, and Councils shall be elected in accordance with their Articles of Association by such organizations for the conduct of their elections.

c. Two Board Members-at-large shall be elected each year for terms of three years by a mail ballot. Such election shall be conducted under rules/regulations established by the Board.

ARTICLE VII -- OFFICERS

SECTION 1. ELECTIVE OFFICERS. The elective officers of the Association shall be the President, President-Elect and Treasurer.

SECTION 2. ELECTION OF ELECTIVE OFFICERS. Elective officers shall be elected by a mail ballot, such election to be conducted under rules/regulations

adopted by the Board. The elective officers shall assume the offices to which they have been elected at the close of the meeting of the membership next following their election.

SECTION 3. DUTIES OF ELECTIVE OFFICERS. The duties of elective officers shall be those usually pertaining to such positions, including the following specific duties assigned to each office:

a. President. The duties of the President shall include:

1. Calling meetings of the Association, the Assembly, the Board, and the Executive Committee.

2. Presiding over meetings of the Assembly, the Board, and the Executive Committee.

3. Nominating to the Board, members to fill vacancies on all Commissions except the Nominating Committee.

4. Serving as ex-officio member of all Commissions.

5. Representing the Assembly and Board in carrying out the policies of the Association.

b. President-Elect. The President-Elect shall serve on the Board and the Executive Committee and shall assume the presidency at the close of the second meeting of the membership following being elected. If the presidency of the Association should become vacant or if the President is unable to perform the duties due to temporary circumstances, the President-Elect shall serve as President until such time as the Board fills the vacancy or until the President is again able to resume the duties. The President-Elect shall have such other duties as the Board may from time to time assign.

c. Treasurer. The Treasurer shall be a member of the Commission on Internal Affairs of the Association and shall serve as a member of the Executive Committee. The Treasurer shall make recommendations to these bodies and to the Board with respect to financial policies of the Association. The Treasurer shall make an annual report to the Commission on Internal Affairs, to the Board, and to the Assembly of the financial status of the Association. The Treasurer shall perform other such related functions as may be assigned by the Board.

SECTION 4. EXECUTIVE DIRECTOR. The Executive Director shall be the chief administrative officer of the Association, responsible to the Board through the President for any actions. The Executive Director shall perform such functions as are generally assigned to this position, and shall serve as Secretary to the Assembly, the Board, and its Executive Committee.

ARTICLE VIII -- NOMINATIONS AND ELECTIONS

SECTION 1. NOMINATIONS.

a. Nominating Committee. There shall be a Nominating Committee composed of the immediate Past-President of the Association and one member elected by each Region as provided for in Article X of this Constitution. The immediate

There shall be at least one member who has a special need.

Past-President of the Association shall serve as chairperson of the committee but vote only in case of a tie.

Each Region shall make provision in its Constitution and/or Bylaws for the selection of one of its members to serve on the Nominating Committee of the Association and shall annually make such selection. Each person so selected shall assume a position on the committee at the close of the annual meeting of the Association next following their selection to membership on the committee and shall serve until the close of the annual meeting of the Association next following their assumption of membership on the committee.

b. Duties of the Committee. The Nominating Committee shall meet at least ninety days prior to the next meeting of the membership and shall nominate one or more members for each office and Board membership-at-large which shall become vacant at the close of the next meeting of the membership and shall report the Committee's nominations to the membership in an official publication of the Association at least sixty days prior to the next meeting of the membership.

SECTION 2. ELECTIONS.

a. Election by mail. An election shall be conducted by mail under rules/regulations established by the Board provided however that the following rules shall be included among those established by the Board:

1. The ballot shall be prepared listing by lot the names of all nominees under the office for which they have been nominated.

2. The same number of blank spaces shall be provided under each office for write-in votes as there are offices to fill.

ARTICLE IX -- DIVISIONS

SECTION 1. ORGANIZATION OF A DIVISION. Major scientific, professional or other interest groups may be organized as divisions within the Association to facilitate the promotion of specific interests and to meet the special needs of members of these groups when such interests and needs are in harmony with the purposes of the Association.

SECTION 2. CREATION OF A DIVISION. A division may be organized when a significant number of Association members request it and the Board approves. The Board may also create a division to help carry out the purposes of the Association. A division may not represent the Association in any matter of Association policy. A division may, by resolution, present its viewpoint on any matter directly to the Board and/or to the Assembly. The Board shall adopt provisions for reporting to divisions on action taken on such resolutions as may be presented to it.

ARTICLE X -- REGIONS

SECTION 1. PURPOSE OF REGIONS. For the purposes of effecting greater membership participation in the affairs of the Association and in carrying out the provisions of this Constitution, the Board shall designate such regions as it deems necessary.

SECTION 2. ESTABLISHMENT OF REGIONAL BOUNDARIES. The boundaries of regions shall follow the boundaries of state. The Board shall designate the regions and their boundaries.

SECTION 3. ESTABLISHMENT OF REGIONAL ORGANIZATIONS. Members of the Association, who are affiliated with a state, local or campus chapter included in the geographical area designated as a region, may form a regional organization to carry out the functions and responsibilities of regional organizations under the Constitution and Bylaws of the Association.

Regional organizations are not affiliate organizations but administrative units of the Association, and subject to the control of the Board.

SECTION 4. MEMBERSHIP IN THE REGIONAL ORGANIZATION. All members of the Association who are affiliated with a state, local or campus chapter which is included in the geographical area designated as a region shall be members of the regional organization.

SECTION 5. RESPONSIBILITIES OF THE REGIONAL ORGANIZATION.

a. Each region shall hold a conference at least once every two years. Bylaws of each regional organization shall specify whether its conference shall be held annually or biennially and, if biennially, whether in the even or odd numbered years.

b. Each Region shall provide for the selection of one of its members to serve on the Board and as provided in Article VIII, Section 1 (a) of this Constitution, it shall provide for one of its members to serve on the Nominating Committee.

SECTION 6. REFUNDS. Each Region complying with regulations of the Board governing regional activities shall receive a refund equal to ten percent (10%) of the membership dues paid by members of the region in the last fiscal year or five hundred dollars ($500.00) whichever is smaller.

ARTICLE XI -- CHAPTERS

SECTION 1. WHO MAY AFFILIATE. Members of the Association who live in a defined geographical area or who are members of a college or university student body or faculty may form an organization, the objectives of which are consistent with those of the Association, and may apply for affiliation with the Association. All such affiliate organizations shall be known as chapters. Those formed on a college or university campus by students and faculty shall be known as campus chapters. A chapter may not require the payment of dues in excess

of those specified in the Constitution and/or Bylaws of the Association as a prerequisite to membership, but may engage in other means of raising revenue. A chapter may not represent the Association in any matter of national policy. It may accept memberships from persons not living within its defined geographical area.

SECTION 2. FUNCTIONS OF CHAPTERS. A Chapter shall have as its objectives:

a. Advancing the objectives and policies of the Association.

b. Providing for the participation of its membership in the affairs of the Association.

c. Providing a forum in which the policies of the Association can be discussed and the attitudes of the membership communicated to the Board.

d. Conducting a membership campaign within the territory served by the Chapter.

e. Assuming such other responsibilities as the Board may assign.

SECTION 3. REFUND OF DUES TO CHAPTERS. The Board shall refund to all Chapters in good standing 20% of the membership fees paid by members of the Chapter. In addition to this refund the Board may make refunds and/or special grants to Chapters under regulations adopted by the Board provided such regulations are published and applied uniformly to all Chapters in good standing.

ARTICLE XII -- AMENDMENTS

The Constitution of the Association may be amended as follows:

a. An amendment approved by a majority of the Board may be adopted by a majority vote of the members of the Assembly present and voting at a regular meeting provided the proposed change is published in an official publication of the Association at least 30 days prior to the meeting of the Assembly during which such action is taken.

b. An amendment may be proposed by an delegate provided the proposal is submitted in writing and provided at least twenty-five delegates have signed an endorsement of the proposal. All such proposals shall be presented to the Assembly, and if approved by a majority of the Assembly present and voting, the proposal shall be referred to a special committee to be appointed by the President for study and recommendation to the next regular meeting of the Assembly, and if ratified at such meeting by a majority of members present and voting, the proposal shall be adopted.

ARTICLE XIII -- MISCELLANEOUS

SECTION 1. SAVING CLAUSE. All provisions of the previous Constitution and Bylaws of the Association not specifically deleted or revised in this Constitution and not in conflict with this Constitution shall remain in effect until the Bylaws of the Association are adopted by the Board.

SECTION 2. RULES OF ORDER. Robert's Rules of Order Newly Revised shall govern meetings of the Assembly, Board, and Executive Committee, when they are not in conflict with the Constitution or Bylaws of the Association or rules adopted by the Assembly or the Board.

Adopted: October 21, 1968, New Orleans, Louisiana.
Amended: September 28, 1970, San Diego, California.
Amended: October 29, 1973, Atlantic City, New Jersey.
Amended: October 13, 1975, Cincinnati, Ohio.
Amended: September 20, 1976, Hollywood, Florida.
Amended: September 8, 1977, Washington, D.C.
Amended: September 25, 1978, Salt Lake City, Utah.
Amended: September 17, 1979, Chicago, Illinois.
Amended: September 20, 1982, Anaheim, CA.

Steven Kopalka 5/84

BYLAWS
of
THE NATIONAL REHABILITATION ASSOCIATION

ARTICLE I -- BYLAWS

This document shall be known as the Bylaws of the National Rehabilitation Association, adopted pursuant to Article VI, Section 3, Subsection K, of the Constitution of the Association.

ARTICLE II -- DEFINITIONS

For the purpose of these Bylaws, the definitions in Article III of the Constitution of the Association shall apply.

ARTICLE III -- MEMBERSHIP

Section 1. MEMBER. Membership in the Association shall be available to each individual interested in the rehabilitation of persons with disabilities who contributes a membership fee of at least Forty-Five Dollars ($45.00) per year toward the support of the Association, beginning July 1, 1983, to be increased by six per cent to the next highest dollar each year thereafter through July 1, 1986.

Section 2. ASSOCIATE MEMBER. Associate membership in the Association shall be available to each individual interested in the rehabilitation of persons with disabilities who contributes a membership fee of at least Twenty-Nine Dollars($29.00) per year toward the support of the Association, beginning July 1, 1983, to be increased by six per cent to the next highest dollar each year thereafter through July 1, 1986. An individual holding Associate Membership in the Association shall be entitled to the same rights and privileges as other types of members with the exception that the Associate member shall not receive the Journal of Rehabilitation.

Section 3. SUSTAINING MEMBER. Sustaining membership in the Association shall be available to each individual or organization contributing at least Sixty-Five ($65.00) per year toward the support of the Association. Individuals making such contributions shall have the full rights and privileges of membership. An organization making such contribution may name one of its members to represent the organization with the full rights and privileges of NRA membership.

Section 4. LIFE MEMBER. Any person who holds a paid-up Life membership shall continue to be a Life member of this Association. Any person who has already made one or more payments on a Life membership prior to January 1, 1977 and who continues to make such payments for each membership year after that time, shall continue to make the payments each year at the rate established by the Board that was in effect at the time such person made the first payment. If the first payment was $20.00, the member shall become a paid-up Life member as soon as a total of $200.00 has been paid. If the first payment was $50.00, the member shall become a paid-up Life member as soon as a total of $500.00 has been paid. All payments on Life membership must be made in consecutive years. Life members are entitled to the full rights and privileges of membership.

Section 5. STUDENT MEMBER. Student membership in the Association shall be available to any full time college or university student interested in the rehabilitation of handicapped persons who contributes a membership fee of at least Thirty-One Dollars ($31.00) per year , beginning July 1, 1983, to be increased by 6% to the next highest dollar each year thereafter through July 1, 1986. An individual holding Student membership in the Association shall be considered to be a member of the Association and shall be entitled to the same rights and privileges as the member.

Section 6. INDIVIDUAL SPONSOR. Bronze, Silver and Gold are the categories available to an individual interested in the betterment of the lives of persons with disabilities by contributing substantially to NRA to help maintain the Association's strong advocacy role. The Individual Sponsor will have the same privileges as member and in addition will receive a certificate/plaque and listed annually in the Journal of Rehabilitation. Bronze contribution is at least One Hundred Dollars ($100.00) up to Two Hundred Forty Nine Dollars ($249.00) Silver contribution is at least Two Hundred and Fifty Dollars ($250.00) up to Four hundeed and Ninety-Nine dollars ($499.00). Gold contribution is at least Five Hundred Dollars ($500.00).

Section 7. CORPORATE SPONSOR. Bronze, Silver and Gold are the categories available to any corporation/organization interested in the betterment of the lives of persons with disabilities by contributing substantially to the Association to help maintain the Association's strong advocacy role. The corporate/organizations will have the same privileges as Member and in addition will receive a certificate/plaque that can be displayed to show their strong commitment and listed annually in the Journal of Rehabilitation. Bronze contribution is at least One hundred Dollars ($100.00) and not more than Four hundred and ninety-nine dollars ($499.00). Silver contribution is at least Five Hundred Dollars ($500.00) and not more than Nine Hundred and Ninety-Nine dollars ($999.00). Gold contribution is at least One Thousand Dollars ($1000.00).

Section 8. SUPPORTING MEMBERS. Supporting membership in the Association shall be available to each individual desiring to be advocates of persons with disabilities and who contributes a membership fee of at least Twenty Dollars ($20.00) per year toward the support of the Association. Such members will receive nationally a membership I.D. Card and the NRA Newsletter. Each chapter determines the membership privileges for their own chapter.

ARTICLE IV -- DELEGATE ASSEMBLY

Section 1. MEMBERS OF THE DELEGATE ASSEMBLY. Each chapter of the Association shall be entitled to one representative to the Assembly for each Fifty(50) members or major fraction thereof who contributes according to Article III Section (1)-(3)-(4)-(5)-(6)-(7), and to one representative to the Assembly, for each One Hundred (100) members or major fraction thereof who hold Associate membership in the Association; provided, however, that each chapter shall have at least one representative. Representation in the Assembly shall be based upon the number of paid up members on December 31st and chapters alerted as to their delegate count by the following February 1st. Conflicts arising under this section shall be resolved by the Elections and Delegate Certification Committee.

Section 2. SELECTION OF DELEGATES. Members of the Assembly representing chapters shall be selected by the chapters in accordance with provisions in their respective Constitutions and Bylaws. (See Constitution - Article V, Section 2)

Section 3. CERTIFICATION OF DELEGATES. The Executive Director shall notify chapter presidents of the number of delegates to which their organizations are entitled and the date before which certification must be made. Proper officials of the Chapters shall certify to the Executive Director and the President of the Association the names of their delegates and the number of proxy votes to which each shall be entitled before the designated deadline for such certification. (See Constitution Article V, Section 2)

Section 4. NOTICE OF MEETINGS OF THE DELEGATE ASSEMBLY. When special meetings are called by the President, each delegate certified to the President and Executive Director at the last annual meeting of the Assembly shall be notified by mail of such special meetings not less than 30 days prior to the date of proposed meeting. Such notification shall contain information concerning time and place at the meeting and shall set forth specific items on which action by the Assembly is sought. (See Constitution - Article V, Section 3)

ARTICLE V -- BOARD OF DIRECTORS

Section 1. MEETINGS OF THE BOARD. The Board shall meet at the time and place of the meeting of the membership as required in Article IV- Section 3 of the Constitution. Special meetings may be held upon the call of the President or upon written request of a majority of its members.

Section 2. MEETINGS BY MAIL. Whenever any matter of business requiring Board action is presented to the President, and if a special meeting of the Board is not deemed advisable or feasible, a special meeting of the Board may be held by mail setting forth the specific issue or proposal on which a decision is sought. Such a meeting shall be conducted under regulations of the Board, and the results thereof shall be deemed an official act of the Board.

Section 3. NOTICE OF MEETINGS. Notice of time and place of all meetings of the Board shall be given to every Board member in writing at least 15 days prior to the time of the meeting.

Section 4. VOTES OF THE BOARD. All roll call votes taken by the Board of Directors of the Association shall be recorded by name and attached to the NRA official office copy of the minutes and will be made available to members upon request.

Section 5. QUORUM. A majority of the membership of the Board shall constitute a quorum for transacting business.

ARTICLE VI -- ELECTIVE OFFICERS

Section 1. DISABILITY OF ELECTIVE OFFICER. If, in the opinion of the Board, any elective officer becomes incapacitated to the point of being unable to perform the duties or to further serve the Association in an efficient manner. or in the event an elective officer for any reason fails to perform the duties or is unable to perform such duties in a satisfactory manner, the Board may, by a two-thirds majority vote, declare the office to be vacant. The Boad may, if it chooses, fill a vacancy so created on a temporary basis until the elective officer will again be able to resume the duties of the office, provided however, that no elective officer shall be allowed to resume the duties of the office to which previously elected, after a successor has been elected by the Assembly.

ARTICLE VII -- COMMISSIONS

Section 1. APPOINTMENT OF COMMISSIONS. Not later than 60 days following the adjournment of the annual meeting of the Assembly, the President shall name the chairperson and members of the Commissions, subject to confirmation by the Board. They shall serve a term of one year or until the next Commission chairpersons and members are appointed following the next annual meeting of Assembly. The President names the following Commissions' members::

Commission on Professional Concerns
Commission on Internal Affairs
Commission on Program and Activities
Commission on Governmental Affairs
Commission on Consumer Relationships and Environmental Concerns

The President-elect shall name the chairperson and members for the Commission on Membership Services in a timely enough fashion so that they shall assume their duties on January 1st, subject to confirmation by the Board, and shall serve a term of one year.



There shall be at least one member of each Commission who has a spec. need.

Section 2. DUTIES OF COMMISSIONS. The duties of the Commissions shall include the following:

a. The Commission on Professional Concerns shall have the responsibility to oversee the professional activities of the Association, including the Professional activities of the Divisions, publications, and the administration of the Association's awards program including the graduate literary awards and awards for service and recognition presented annually. It shall also maintain liaison with professional organizations and make recommendation to the Board relative to standards and accreditation, research and training, and oversee the activities of the Mary Switzer Committee and Perform other related duties assigned to them by the President and the Board.

b. Commission on Internal Affairs. The Commission on Internal Affairs will have the responsibility to study the organizational structure of the Association and the operations of the national office and make recommendation to the Board of Directors relating thereto. Also, it shall have general oversight of nominating and election procedures and maintain liaison with councils, dividions, and chapters, and perform other related functions assigned to it by the President or the Board.

c. Commission on Program and Activities shall have overall responsibility for program development, program evaluation, fiscal planning, special projects, recommendation of site selection for the NRA Annual conference and the selection of general and concurrent sessions at the NRA Annual conference. It shall perform such other related functions as assigned by the President or the Board.

d. Commission on Governmental Affairs. The Commission on Governmental Affairs shall have the responsibility for recommendation of rehabilitation policy as relates to state-federal legislation, liaison with state and federal executive branches, legislative information services to members, analysis of legislative proposals, implementation of policy, and liaison with other national organizations. It shall perform such other functions as assigned by the President or the Board.

e. Commission on Consumer Relationships and Environmental Concerns. The Commission on Consumer Relationships and Environmental Concerns shall have overall responsibility for overseeing the Association's activities in the area of consumer relationships and environmental concerns, liaison with consumers, civil rights of handicapped people, housing and transportation, minority relationships and special populations. It shall perform such other functions as assigned by the President or the Board.

f. Commission on Membership Services. The Commission on Membership Services shall have responsibility for organizing and conducting a membership campaign, making recommendations to the Board relative to services to individual members, including insurance programs, carrying on studies relative to how well the Association's program is serving the interest of individual members. It shall perform such other functions as assigned by the President or the Board.

Section 3. COMPOSITION OF COMMISSIONS. All Commission appointments shall be for one year, but individuals will be eligible for reappointment. Each member of the Board of Directors will be offered membership on one Commission. No Commission shall contain more than five Board members. Each division will nominate to the President 2 persons it would like to see appointed to the Commissions. The President will appoint these individuals in such a way as to assure that not more than one of the nominees of each division is on the same Commission. In addition, there shall be a minimum of 5 other members appointed to each Commission. The minimum number of members on each Commission shall be 10.

Section 4. OPERATIONS OF COMMISSIONS. Each Commission will have a chairperson and associate chairperson appointed by the President. The chairperson of each Commission will present to the Board of Directors at a time specified by the Board a proposed program for the work of the Commission during the ensuing year and an estimate of resources that will be required to perform its functions. Each Commission will determine its own organization.

Section 5. MEETING OF COMMISSIONS. Each Commission shall meet at the time of the annual meeting of the Association and may meet at other times upon the call of the chairperson.

ARTICLE VIII -- DIVISIONS

Section 1. REQUIREMENTS FOR DIVISIONAL STATUS. A Division must meet the following requirements:

a. All members of the Division must be members of the Association.

b. Members of the Divisions shall be broadly representative of a scientific, professional or special interest segment of the Association.

c. Each Division may define its own qualifications for a membership in that Division.

d. Each Division shall have its own Constitution and/or Bylaws and officers. A copy of the Constitution and/or Bylaws and a list of the officers will be filed with the Board. The Association shall be kept currently advised of any changes of officers and Constitution and/or Bylaws. The Constitution and/or Bylaws shall set forth the purposes of the Division and shall contain provisions that will insure compliance with the Constitution and Bylaws of the Association, and the policies of the Association as established by the Board and/or the Delegate Assembly.

e. If a Division assesses and collects divisional dues, in a manner and in an amount to be determined by the Board, an annual accounting will be made to the Association of dues collected and of their disbursement.

f. The Board may request additional information from a Division or require that it include such special provisions in its Constitution and/or Bylaws as the Board may determine, provided that all such requirements are published and are applied uniformly to all Divisions.

g. The Board may reject an application for divisional status, or withdraw divisional status for failure to comply with the requirements of these Bylaws. Such rejection or withdrawal shall be substantiated by a report to the applying group or the Division, a copy of which shall be filed with the minutes of the meeting of the Board at which the application was rejected or divisional status withdrawn. An applying group whose application has been rejected may submit another application at any time thereafter.

Section 2. RETENTION OF DIVISIONAL STATUS. A Division may retain its divisional status by observing the following requirements:

a. Holding at least one announced meeting a year in connection with the annual meeting of the Association.

b. Maintaining a membership representative of the particular scientific, professional or special interest group within the Association.

c. Making such annual reports as may be required by the Board.

d. Refraining from making changes in its Constitution and/or Bylaws or supporting any action that would be in conflict with the Constitution and/or Bylaws of the Association.

Section 3. WITHDRAWAL OF DIVISIONAL STATUS. The Board may withdraw divisional status from a Division when such Division fails to comply with the provisions of these Bylaws, provided that such Division has been notified in writing of its failure and after 90 days has not complied with the cited provisions. Notice of action of the Board shall be delivered to the President of the Division within 30 days after such action is taken. The effective date of withdrawal of divisional status will be set by the Board and after that date the Division will not be in good standing and will no longer be considered a Division of the Association. A Division may

terminate its own divisional status if on a mail ballot at least two-thirds of those voting shall vote for such termination. A mail ballot on termination of divisional status shall be supervised and conducted by a special committee appointed by the President of the Association, such committee to be composed entirely of Association members who are not members of the Division whose status is being determined.

Section 4. REINSTATEMENT OF A DIVISION. An application for reinstatement of a Division shall be treated in the same manner as an original application for divisional status.

Section 5. DIVISIONAL UNITS. Divisions may organize divisional units within chapters and on college campuses.

Section 6. RESPONSIBILITY FOR DEBTS. The Association shall not be responsible for payment of any debt of a Division, whether the Division be currently active or whether its divisional status has been withdrawn or terminated. The Board may make loans or grants to a Division on a specific project basis.

Section 7. PROVISIONAL STATUS. The Board may grant provisional divisional status for a specified limited time only to a group attempting to organize a Division, pending its meeting of all requirements.

Section 8. INCORPORATION. Divisions fully approved shall be incorporated.

ARTICLE IX -- REGIONS

Section 1. REGIONAL CONFERENCE AUTHORIZED BY THE BOARD. When no regional o organization exists, the Board may authorize the holding of a regional conference and shall appropriate funds to pay the cost of such a conference.

Section 2. BOARD AUTHORIZED TO ACT FOR THE REGION. In the event that a regional organization fails to carry out its responsibilities, the President, with the approval of the Board, may appoint such committees as are necessary to:

a. Hold a regional conference.

b. Select a member residing within the region to represent the region on the Board when such is appropriate.

c. Select a member residing within the region to represent the region on the Nominating Committee of the Association.

Section 3. TERM OF OFFICE OF REGIONAL BOARD MEMBER. Except in instances when a Board member is elected by the regional organization to fill a vacancy, each person elected to serve as Board member to represent a region which has chosen to hold its regional conferences annually shall assume office at the close of the annual meeting of the Association next following being elected

and shall serve until the close of the annual meeting of the Association three years following the date of assuming the position on the Board. Each person elected to serve as Board members to represent a region which has chosen to hold its regional conference biennially shall assume office according to the following provisions:

a. If the term of office of the predecessor expires during the year in which being elected, the Regional representative shall assume office at the close of the annual meeting of the Association next following the election and shall serve until the close of the annual meeting of the Association three years following the date of assuming the position on the Board.

b. If the term of office of the predecessor expires during the year following the one in which being elected, the Regional representative shall assume office at the time the term of office of the predecessor expires and shall serve until the close of the annual meeting of the Association three years following the date of assuming the position on the Board.

Section 4. ACTIVITIES OF THE REGIONAL ORGANIZATION. The regional organization may undertake such activities as its membership may desire, if such activities are not in conflict with the objectives and purposes of the Association, and if such activities do not prevent the successful execution of the responsibilities enumerated in the Constitution and/or Bylaws of the Association.

Section 5. REGIONAL CONSTITUTION AND/OR BYLAWS. Each regional organization shall adopt suitable Constitution and/or Bylaws subject to the approval of the Board of the Association.

Section 6. REFUNDS TO REGIONAL ORGANIZATION. Refunds made to a regional organization under these provisions shall be used in paying expenses incurred in connection with holding regional conferences and other expenses necessary in carrying out other activities as provided for in these Bylaws and the Constitution.

Section 7. REGIONAL DUES. Regional organizations shall not charge dues for membership or issue memberships in a regional organization but may charge a registration fee for attendance at the regional conference.

Section 8. REGIONAL BOUNDARIES. Regional boundaries are as follows:

Northeast (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New York, New Jersey, Puerto Rico, Virgin Islands)

Mid-Atlantic (Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia)

Southeast (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee)

Great Lakes (Illinois, Indiana, Minnesota, Michigan, Ohio, Wisconsin)

Southwest (Arkansas, Louisiana, New Mexico, Oklahoma, Texas)

Great Plains (Iowa, Kansas, Missouri, Nebraska, Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming)

Pacific (Arizona, California, Hawaii, Nevada, Alaska, Idaho, Oregon, Washington)

ARTICLE X -- CHAPTERS

Section 1. REQUIREMENTS FOR AFFILIATION. All organizations applying for affiliation must meet the following requirements:

a. All members of the organization must be members of the Association.

b. The organization must have at least one hundred (100) paid-up members in the Association or at least one member for each thirty thousand (30,000) of the general population living in the geographical area to be served by the applying organization, whichever is smaller; provided, however, that no chapter shall have less than twenty-five (25) members. These membership requirements do not apply to Campus Chapters. A Campus Chapter shall be required to have at least ten (10) paid-up members to qualify for affiliation with the Association.

c. The organization must submit to the Board a copy of its Constitution and/or Bylaws and the names of its officers and Board members. The Constitution and/or Bylaws shall set forth the purposes of the organization and shall contain such provisions as are necessary to insure compliance with provisions of the Constitution and Bylaws of the Association with respect to affiliate chapters.

d. The Board may require such additional information from the organization or require that it include such special provisions in its Constitution and/or Bylaws as the Board may determine, provided that all such requirements are published and required uniformly of all affiliate chapters.

e. The Board may reject an application for affiliation for failure to comply with the requirements of these Bylaws. Such rejections shall be substantiated by a report to the applying organization, a copy of which shall be filed with the minutes of meeting of the Board at which the application was rejected. An organization whose application has been rejected may submit another at any time thereafter.

f. When the Board has approved the application of an organization for affiliation, the Executive Director shall notify the applying organization of the approval of its application. A charter suitable for framing with appropriate signatures shall be sent to the affiliate organization.

Section 2. RETENTION OF AFFILIATE STATUS. A chapter may retain its affiliation by observing the following requirements:

a. Holding at least one announced meeting during each calendar year.

b. Maintaining the minimum number of members required for affiliation.

c. Making such uniform annual reports as may be required by the Board of the Association.

d. Refraining from making changes in its Constitution and/or Bylaws that would be in conflict with the Constitution and Bylaws of the Association.

Section 3. WITHDRAWAL OF PRIVILEGES OF AFFILIATION. The Board may withdraw a charter of affiliation that has been issued to any chapter when such chapter fails to comply with the provisions of these Bylaws, provided that such chapter has been notified in writing of its failure and after 90 days has not complied with the provisions. Notice of the action of the Board shall be delivered to the chapter through its President within 30 days after such action is taken. Organizations whose charters of affiliation have been withdrawn shall not be considered to be in good standing and shall not be eligible for refunds from the Association or eligible to be represented by delegates to the meetings of the Assembly as provided in these Bylaws.

Section 4. REINSTATEMENT OF AFFILIATE CHAPTERS. Application for reinstatement of a chapter shall be treated in the same manner as an original application for affiliation.

Section 5. JURISDICTION OVER TERRITORY. No chapter applying for affiliation may embrace territory already included within the boundaries of another affiliated chapter unless it submits a certified copy of the minutes of the chapter from whom the territory is to be taken showing that at a meeting of the membership or the Board of the chapter, a majority of those present voted to relinquish such territory.

If the chapter which is requested to relinquish the territory fails to act or refuses to relinquish the territory, the members of the organization seeking affiliation and the affilate may submit the facts to the Board of Directors of NRA which shall make a determination based on the best interest of the members of the Association, the members of the existing affiliate and the members in the territory requesting affiliation.

ARTICLE XI -- ADOPTION OF FISCAL YEAR

The fiscal year of the Association shall begin on Jan 1 and end on Dec. 31

8/83

ARTICLE XII -- FISCAL POLICY

All officers and employees of the Association shall be bonded under a blanket surety bond in an amount sufficient to provide reasonable protection to the Association.

The accounts of the Association shall be audited as soon as practical following the end of a fiscal year by an individual Certified Public Accountant or by a firm of Certified Public Accountants. The audit shall include an examination of the safety deposit box held in the name of the Association.

Surplus funds of the Association shall be invested or deposited in United States Government Bonds, United States Treasury Notes or Bills, United States Government Agencies, federally chartered savings and loan ass tions, savings accounts or certificates of deposit issued by commercial bar or as otherwise directed by the Board. Deposits in savings and loan associ tions and commercial banks shall not exceed the amount insured by the Feder Savings and Loan Insurance Corporation and the Federal Deposit Insurance Corporation, respectively, except deposits in the 100 largest commercial banks in the United States. The Executive Director shall be authorized to make such investments and deposits.

ARTICLE XIII -- ADVISORY GROUPS

Section 1. COUNCIL OF CHAPTER PRESIDENTS - COMPOSITION - MEETINGS - ORGANIZATION. The Presidents, Presidents-Elect, and immediate Past Presidents, of all affiliated chapters shall constitute one of the national advisory groups, the Council of Chapter Presidents. The Council of Chapter Presidents shall meet at the time of the NRA annual conference. It shall develop such organizations as it sees fit to enable it to perform its functions, membership of people with special needs will be encouraged.

The functions of the Council of Chapter Presidents shall be to advise the Board with respect to the needs of handicapped people and how such needs may best be met and with respect to activities and problems of chapters in performing their functions. The Council shall elect a member to serve on the Board.

Section 2. COUNCIL OF DIVISION PRESIDENTS. The Presidents, Presidents-Elect, immediate Past Presidents of the Division, immediate Past Chairpersons of the Council of Division Presidents, and the person representing each Division on the Board shall constitute an advisory group, the Council of Division Presidents. They shall meet at least once during each calendar year upon the call of the Chairperson of the Council. It shall develop such organization as it sees fit to enable it to perform its function including a method of selecting a Chairperson each year, and electing a member to represent the Council on the Board. membership of people with special needs will be encouraged.

The function of the Council of Division Presidents shall be to keep the Board advised with respect to problems being encountered by the divisions on a national, regional or local level, and its recommendations for their solution.

Section 3. COUNCIL OF STUDENT MEMBERS. Student members of the Association shall constitute the Council of Student Members.

The function of the Council of Student Members is to advise the Board through the Executive Committee of the Council regarding the needs of its members and how their needs can best be met, to serve as liaison between the Board and the Student members of the Association and to elect a member of the Council to serve on the Board. *Membership of people with special needs will be encouraged*

A Student member of the Association is defined in Article III, Section 5 of the Bylaws of the Association.

Section 4. COUNCIL OF CONSUMER MEMBERS. Consumer members of the Association shall constitute the Council of Consumer Members.

The function of the Council of Consumer members is to advise the Board through the Executive Committee of the Council regarding the needs of disabled people and how these needs can best be met, to serve as liaison between the Board and the disabled members of the Association and to elect a member of the Council to serve on the Board.

A Consumer member of the Association is defined as any member of the National Rehabilitation Association who is, has been, or would have been eligible to receive rehabilitation services from a public or voluntary agency.

Section 5. COUNCIL OF NON-WHITE MEMBERS. Non-White members of the Association shall constitute the Council of Non-White Members.

The function of the Council is to advise the Board through their Executive Committee of the Council regarding how the Association can appropriately involve Non-White members in the affairs of the Association, to serve as liaison between the Board and the Non-White members of the Association and to elect a member of the Council to serve on the Board. *Membership of people with special needs will be encouraged*

A Non-White member of the Association is defined as any member of the Association who identifies as other than the white race.

Section 6. ORGANIZATION AND OPERATION OF COUNCILS.

a. Each Council referred to in this Article shall have an Executive Committee which shall:

1. Be responsible for selecting a member of the Council to serve on the Board.

2. Be responsible for the adoption of Articles of Association governing the affairs of the Council and also be responsible for adoption of amendments thereto.

3. Be responsible for planning and holding meetings of the Council and of the Executive Committee of the Council and keep minutes of all such meetings and make them available to the Board.

4. Make an annual report to the Board.

5. Help plan and encourage regional meetings of the Council.

b. Any of the Councils referred to in this Article may make special assessment upon its members for the purpose of assisting in carrying out functions but failure to pay such assessments will not disqualify members from attending meetings and participating in voting in Council elections and from serving on the Executive Committee or serving as a Board member.

c. The President of each NRA Region shall arrange for a meeting of individuals eligible for membership in each of the Councils referred to in this Article except the Council of Division Presidents. The member of the Executive Committee of each Council from each region shall be responsible for arranging for a meeting of each Council to be held during the Regional meetings of the Association.

d. Board members representing the Council of Student Members, the Council of Consumer Members and the Council of Non-White Members shall serve for a term of three years.

e. Members of the Executive Committee of all Councils and members of the Board representing Councils shall assume their respective offices at the close of the annual meeting of the Association next following their selection.

ARTICLE XIV -- RELATIONSHIP BETWEEN NRA, ITS REGIONS, DIVISIONS AND CHAPTERS

NRA is one organization governed by one Constitution and one set of Bylaws. For the purpose of accomplishing its objectives and permitting geographical and special interest groups to accomplish objectives peculiar to themselves and not inconsistent with the purposes of NRA, the organization of regions, divisions, and chapters has been encouraged. The Constitution and Bylaws

contain provisions governing the organization and operation of these groups.

It is essential that all organizational groups in NRA recognize, in fact, that they are parts of one organization and that all have the same basic objectives. This means that each organized group in the Association must maintain effective communications with every other organized group and with NRA. This implies joint planning and effective liaison in program operation. It implies that the Association must recognize the needs of regions, chapters, and divisions in its publications, conferences and other activities, and will consult with its advisory groups. It implies that regions and chapters shall accommodate the needs of divisions, and that chapters will be involved officially in regional and divisional planning. It implies that all organized groups will keep NRA fully informed of their problems and activities. From time to time the Board of Directors will issue policy statements appropriate to this declaration.

ARTICLE XV -- EXECUTIVE COMMITTEE

Section 1. ELECTION OF THREE MEMBERS OF THE EXECUTIVE COMMITTEE. At the meeting of the Board next following the adjournment of the annual conference, the President will nominate to the Board of Directors three members of the Board to serve on the Executive Committee during the term of office. A majority of the Board present and voting will be required to elect. In case the Board does not confirm a nomination, the President shall make another nomination.

Section 2. POWERS OF THE BOARD OF DIRECTORS DELEGATED TO THE EXECUTIVE COMMITTEE. The powers of the Executive Committee shall include, but not be limited except as specified in this Article, to:

a. Outlining the duties and establishing the salary of the Executive Director within the range approved by the Board;

b. Maintaining a national office;

c. Adoption of policies governing the fiscal affairs of the Association, including investments, bonding of officers and employees, and auditing of the fiscal affairs of the Association;

d. Adoption of personnel policies to include policies governing fringe benefits;

e. Preparation and recommendation to the Board of Directors of an annual budget;

f. Serving as trustees of the insurance program of the Association and of any other non-profit foundations or funds established by the Board;

g. Serving as final judge of the results of elections of the Association;

h. Carrying out agreements with associated organizations when such agreements have been approved by the Board of Directors as provided for in Article VI, Section 3, Subsection J of the Constitution of the Association.

Section 3. POWERS RESERVED TO THE BOARD OF DIRECTORS. The Board reserves for itself the following of its powers:

a. The adoption of a fiscal year;

b. The election of an Executive Director;

c. The establishment of a national office;

d. The establishment of special committees and prescribing their functions;

e. Approval of appointments to all Commissions;

f. The establishment of advisory groups and prescribing their functions;

g. Proposing resolutions and other policy statements to the Delegate Assembly;

h. Formulating agreements with other organizations as provided in Article VI, Section 3, Subsection J of the Constitution of the Association;

i. Adoption of amendments to the Bylaws of the Association;

j. Adoption of an annual budget.

ARTICLE XVI -- REPORTING RESULTS OF ELECTIONS TO MEMBERSHIP

The President shall report the results of the election of officers and Board members-at-large to the membership of the Association before the adjournment of the annual conference, and the results shall be announced in the first issue of an Association publication published following the election.

ARTICLE XVII -- REPORTING ACTIONS ON RESOLUTIONS TO REGIONS, DIVISIONS, AND CHAPTERS

The Executive Director shall report in writing to the petitioning body the action taken by the Board and/or Delegate Assembly on any resolution submitted for consideration by a regional organization, division or chapter. The report shall be made within thirty days of the date the action was taken.

ARTICLE XVIII -- AMENDMENTS

The Bylaws of the Association may be amended as follows:

1. An amendment may be proposed by any member of the Association and ratified by a majority of the full Board, provided such amendment was presented to the Board for its consideration at least 30 days prior to the date the ratification is considered.

2. An amendment may be proposed by any member of the Association and ratified by a three-fourths majority of the full Board, regardless of the length of time the proposed amendment has been presented for consideration.

ARTICLE XIX -- MISCELLANEOUS

Section 1. REPEAL CLAUSE. All provisions of previous Bylaws of the National Rehabilitation Association, Inc., are hereby repealed.

Section 2. CONFERENCE REGISTRATION. No person shall be allowed to attend any meeting of the Association or any meeting of a Division of the Association or any meeting of any of the Councils of the Association held in conjunction with the Annual Meeting of the Association who is not able to show evidence of Conference Registration as determined by the Board of Directors for the year then current. No person shall be allowed to serve as a Delegate to the Assembly who is not able to show evidence that they are a current member of the Association and have paid the Conference Registration fee as determined by the Board of Directors for the year then current. The Board shall set the amount to be paid for Conference Registration not later than the first day of each fiscal year and the enforcement of this provision is hereby assigned to the appropriate Conference officials.

September 19, 1979

September 2, 1981
September 18-22, 1982
March 26, 1983

Lof 1 7/16

RECEIVED JUL 24 1984

THE MICHIGAN REHABILITATION ASSOCIATION, INC.

July 3, 1984

Mr. Steve Kapalka
Department of Social and
Rehabilitation Services
46 Aborn Street
Providence, Rhode Island 02903

Dear Steve:

I have received a note from Bill Brownfield, the Chair of CCP, asking me to contact you about your suggestion regarding NRA Board Member candidates-at-large each year having some special need. Very frankly, I am opposed to the notion of creating an additional requirement or special category of eligibility for nomination to the Board of Directors.

I believe that if the National Rehabilitation Association wishes to establish itself as more creditable with organizations of consumers that there are other ways to achieve that agenda than to artificially showcase a few select leaders of the organization whose access to leadership is predicated upon their having a characteristic rather than on their leadership skills. I find no merit in the suggestion and will argue against it as forcefully as I will support meaningful relationships between the National Rehabilitation, self-help, consumer and advocate groups for the purpose of enhancing the opportunities for individuals with characteristics to enjoy the full participation in our society and our association.

Sincerely,

Harry R. Smith

HRS/dfh

cc: Bill Brownfield

Sec - only response received - for your information

(over)

A possible compromise (because I think Harry has a good point) is to have a sunset clause written into the By-laws. i.e., "requirement of a special need no longer in effect after 10 years."

National Rehabilitation Association
633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

David L. Mills
Executive Director

July 24, 1984

MEMORANDUM

TO: Board of Directors
FROM: Tom Gaines, NRA President Tom Gaines 1/jh
RE: National Conference Board Meeting

On the back is a tentative agenda for the Board meeting set for 1:00 p.m. on Thursday, August 16. Please indicate if you have any additional items.

Please submit your reports by August 1 to NRA so they may be mailed to Board members two weeks in advance of the meeting. Persons not meeting the deadline shouldbring 35 copies with them for inclusion in the packet.

As Board members the following are the major events that you will be involved in:

THURSDAY, AUGUST 16
8:00 a.m. - Noon NRA Commissions
1:00 p.m. - 7:00 NRA Board Meeting

FRIDAY, AUGUST 17
8:00 a.m. - Noon Board Meeting (if needed)
5:15 p.m. Exhibit Opening
6:30 p.m. - 8:00 p.m. Opening Session

SATURDAY, AUGUST 18
10:15 a.m. - 11:30 a.m. Second General Session
1:00 p.m. - 2:15 p.m. Third General Session
7:00 p.m. - 9:00 p.m. Awards Banquet
Reserve seating for board members - front table

SUNDAY, AUGUST 19
10:00 a.m. - 2:00 p.m. Delegate Certification
3:15 p.m. - 6:00 p.m. Delegate Assembly - sit in front rows.

MONDAY, AUGUST 20
7:30 a.m. - 9:00 a.m. New and Old Commission
9:00 a.m. - 10:00 a.m. Fourth General Session
10:15 a.m. - 11:15 a.m. Closing Session
11:30 a.m. - 2:00 p.m. Board Meeting (New board members will sit in but officially take over January 1)

Please be reminded of the Board policy that no expenses are allowed for the National Conference for Board members.

Looking forward to seeing you in Atlanta.

DM/jah

NATIONAL REHABILITATION ASSOCIATION

BOARD OF DIRECTORS
THURSDAY, AUGUST 16, 1984
1:00 p.m. - 7:00 p.m.
FRIDAY, AUGUST 17
8:00 a.m. - Noon

TENTATIVE AGENDA

1. CALL TO ORDER

2. MINUTES LAST BOARD MEETING, MARCH 24-25, 1984 (AS MAILED)

3. TREASURER'S REPORT

4. EXECUTIVE DIRECTORS REPORT

5. GENERAL COUNSEL REPORT

6. COMMISSION REPORTS

   (A) Consumer Relationship and Environmental Concerns
   (B) Governmental Affairs
   (C) Internal Affairs
   (D) Membership
   (E) Professional Concerns
   (F) Program and Activities

7. COUNCILS - TASK FORCE COMMITTEES

8. REGION REPORTS (Action only items)

9. DISISION REPORTS (Action only items)

10. OLD BUSINESS

_____

_____

_____

11. NEW BUSINESS

_____

_____

_____

12. RECESS UNTIL 11:30 a.m., Monday, August 20, 1984.

National Rehabilitation Association

633 South Washington Street
Alexandria, VA 22314
(703) 836-0850

Thomas R. Gaines
East Tower - 10th Floor
47 Trinity Ave., SW
Atlanta, GA 30334
(404) 656-2621

July 19, 1984

MEMORANDUM

TO: Chairs, NRA Commissions

FROM: Tom
Thomas R. Gaines

RE: Written Commission Reports for August Board Meeting

Just a reminder that your written reports for our August Board meeting are due to Judy Harris on August 1; August 3 at the latest. Judy needs the reports in order to prepare the portfolios for our meetings. If you fail to get a copy to Judy by August 3, please bring at least 35 copies of it to Atlanta with you.

I trust that all continues to go well and that you will let me know if I can be of assistance. Really looking forward to being with you here in Atlanta during August. We can at least promise much daytime heat!

Thanks!

TRG:ls

cc: Dave Mills
Betty Hedgeman
Judy Harris

Individualized Services Made Known for Atlanta

The Individualized Services Committee (Special Needs) for the 1984 NRA Conference under the direction of chairperson Ellen Longino is formulating plans to make accommodations for conferees with disabilities as accessible and comfortable as possible.

The cooperation of those in need of this service is essential. Without your help the committee cannot meet your needs. Please note your needs on both the Conference Registration and the Hotel Reservation forms, which allows us a backup check on requests. You can also call or write directly to Ellen Longino. Following is preliminary information from the committee:

Transportation Resources: Atlanta has two major private van services that conferees can choose from -- Wheelchair Limo and Care-A-Van. The cost for these services varies according to distance. Reservations must be made in advance.

Housing: It is mandatory that you fill out the special section of the Hotel Reservation form to determine your housing needs. Accessible sleeping rooms are available.

Interpreters: Interpreters for the deaf/hearing impaired will be available during the conference. They will be present at all General Sessions, the Delegate Assembly, and the NRA Awards Banquet. Please contact the committee to let us know what other interpreting needs you have, including concurrent sessions you plan to attend.

Special Equipment: Persons requiring Special Equipment (i.e., wheelchair) must order in advance through the committee. Any cost for equipment will be the responsibility of the conferee.

Meetings: Meetings have been scheduled only in accessible rooms and areas.

Social Events: NRA's scheduled social events at the hotel are in accessible areas. The trip to Stone Mountain, hosted by the Georgia Rehabilitation Association, will accommodate special accessibility needs. Two of the hotel's lounges (Acapulco and Another World) do not meet NRA accessibility requirements, but there are accessible public lounges.

Individualized Services Booth: The booth, located near the Registration Desk will provide information on accessibility of restaurants, tourist attractions, shopping areas, etc. Wheelchairs for emergency use and information on resources for equipment repair/replacement will be available. Brailled and taped copies of the NRA Program and access to an interpereter can be obtained at the booth. There will be a TDD at the booth.

How to get in touch with the Committee: Ellen Longino, Committee Chairperson, will assign committee members to make personal contact with you promptly upon notification of your needs. Contact Ellen at: **Atlanta Center for Independent Living, 1201 Glenwood Avenue, S.E., Atlanta, GA 30316, or call (404) 656-2952 (voice), (404) 656-5911 (TDD).**

POSITION OPENING

The Institute for Human Development at Northern Arizona University is recruiting for a full-time researcher for its National Research and Training Center in Native American Rehabilitation. Applicants for the Research Associate position should possess an earned doctorate in Psychology, Rehabilitation, Education or related field; training in scientific investigation with human subjects, preferably handicapped/disabled adolescents and adults; knowledge in cross-cultural research, experience with Native Americans preferred. Send letter of application, resume/VITA and two letters of reference to: **Chair, Search Committeee for Research Associated, Northern Arizona University, C.U. Box 5630, Flagstaff, AZ 86011.** Closing date is October 10, 1984.

Key Numbers
NRA Office:
(703) 836-0850 (voice)
(703) 836-0852 (TDD)

Jack Duncan's Office:
(202) 333-5841

POSITION OPENING
Coordinator, Services for Handicapped

Duties: To coordinate therapeutic, recreational, academic assistance, and transportation services for physically handicapped, visually impaired, hearing impaired, and learning disabled students in conjunction with student services and academic assistance programs in the University. To serve as a consultant to employment services and to facilities planning for developing accessibility for physically handicapped persons in the University. To assist appropriate departments in functions relating to outreach, admissions and financial aid, academic advising, academic and personal support services, social and health services, sports and recreational planning, career counseling and housing for handicapped students.

Supervision Received: Direction is received from the Office of the Vice President for Student Services, coordination with the Department of Special Support Services.

Supervision Exercised: Functional and administrative supervision is exercised over support staff. Coordinating prerogatives are exercised in various areas of responsibilities.

Qualifications: A BA degree or equivalent experience is required. Master's is preferred. Reasonable experience in a position involving work with handicapped persons in a counseling situatioin, college, community organization or service agency is required. Previous experience in organizing programs or activities and supervision of people is required. Applicants should have an understanding, preferably based upon experience within a college or university of complex organizations.

Salary: Commensurate with training and experience.

Application Procedure: Please send letters of application and resumes or nominations to: **Dean Phillip E. Jones, Office of the Vice President for Student Services, the University of Iowa, 105 Jessup Hall, Iowa City, IA 52242.**

Screening will begin immediately for the position.

The University of Iowa is an Affirmative Action/Equal Opportunity employer

News Beat continued

NATIONAL COUNCIL ON HANDICAPPED

Harvey Hirschi, Executive Director of the National Council on Handicapped, has announced that his office has a new telephone number: **(202) 453-3846,** and a new address: **800 Independence Avenue, Room 814, Washington, DC 20591.**

NARS

In an effort to broaden the **NARS Newsletter** more professional, Sybil Herndon, NARS President, issues a call for Newsletter items for the **NARS Newsletter,** from other rehabilitation professionals.

Articles are welcomed from Commissioners, Directors, Administrators, Counselors, Facility Managers, and Presidents of various NRA Divisions chapters.

Mail articles and news items to: Sybil Herndon, NARS President, P.O. Box 414, Armory, MS 38821 or to Mary Harrison, Editor, NARS Newsletter, 233 So. Benjamin, Stillwater, OK 74074.

Herndon also reports of a successful NARS meeting at the Northeast Regional Conference in Providence, R.I. Highlights included the President's Reception at the State House, a great Awards Banquet and a special meeting called for all secretaries in the Presidential Suite, hosted by William Messore, President-Elect of the Northeast Region; Dr. Sergio Lopez, President of the Region; and Charles Guglielmi, Vice President. Herndon was quick to add a special salute to Janice C. Hebert, Administrative Secretary, who helped the three officers pull off the special tribute.

There were positive results from this special meeting, according to Herndon. "We now have four new NRA members, six new NARS members, and a volunteer for the Northeast Regional Representative to the NARS Board in Frances Andrews. We thank the officers for the honored event and Frances for stepping forward to accept an exciting challenge."

ACCESS UNLIMITED

NAIL President-Elect Roger E. Flint, Dayton, Oh., and colleagues of ACCESS UNLIMITED, a Dayton-born advocacy group for the disabled recently held an exciting education seminar and provided their audience with a star-studded speaker's list.

Heading up the seminar, entitled, "Increasing the Economic Independence of the Disabled Citizens of Montgomery County, Ohio, were: Vernon Hawkins, Administrator of the D.C. Rehabilitation Services Administration, Washington, D.C.; Roland Sykes, Executive Director of the Tulsa Independent Living Center; Lex Frieden, Co-Director of the Independent Living Research Utilization Project, Baylor University of Medicine; David Williams, Director of the Ohio Governor's Office for the Advocacy for Disabled Persons; and Ray Petty, Doctoral candidate at the R&T Center for Independent Living, University of Kansas.

All of the speakers reenforced the concepts of the independent living philosophy and economic independence for the disabled as interdependent for them to be succesful.

INSTITUTE OF ART AND DISABILITIES

A National Conference on Art and Disabilities: Contemporary Issues, co-sponsored by the San Francisco Museum of Modern Art and the Institute of Art and Disabilities will be conducted at the Museum, October 11-14, 1984.

For information contact Florence Ludins-Katz or Dr. Elias Katz, Co-Directors, Institute of Art and Disabilities, 233 S. 41st St., Richmond, CA 94804 or call (415) 620-0290.

The Katz' have also produced an outstanding publication entitlted: **Art and Disabilities: the Creative Art Center for People with Disabilities: Philosophy, Conceptualization, Implementation.**

A trend setter in the field, the 235-page work deals with Creativity, Operation of an Art Center, Funding and Fund Raising, and an in-depth history of their Institute. The illustrations are excellent.

The publication is available at $15.00 per copy by writing: **Institute of Art and Disabilities, 2839 Ashby Avenue, Berkeley, CA 94705.**

NEW ALCOHOL AND DRUG ABUSE PROGRAM

San Diego Padres owner Joan B. Kroc, a nationally recognized leader in drug and alcohol abuse education and prevention, is funding a major training and education program and facility to study and adddress sports-related chemical issues.

The program will be operated by the internationally respected Hazelden Foundation at its rehabilitation and training center in Center City, Minn. It will be housed in a new $6.9 million complex to be built with a grant from Operation Cork, founded by Mrs. Kroc in 1976 to promote awareness of alcohol misuse and alcoholism and their impact on the family.

POSTDOCTORAL FELLOWSHIP POSITIONS

The Rehabilitation R&T Center on Aging at the University of Southern California/Rancho Los Amigos Hospital is pleased to announce the availability of two positions for postdoctoral graduates in clinical psychology beginning anytime after July 1, 1984.

These fellowships are supported by NIHR and are designed to help develop resource persons who will conduct clinical care, teaching and research programs upon completion. The fellowship is full time for one year and pays up to $14,700, partially tax exempt.

Applicants should send a letter expressing the reasons for their interest, a c.v. and two references to: **Bryan Kemp, Ph.D., Rehabilitation Research and Training Center on Aging, 7600 Consuelo St., Downey, CA 90242.**

Volunteer State Rehabilitation Association

The Volunteer State Rehabilitation Association is all set to host its annual conference on September 9-11 at the Hilton in Knoxville, Tenn.

For further information contact: **Sam A. Goodman, Jr., VSRA President, P.O. Box 90884, Nashville, TN 37209 or call (901) 642-1380.**

One of the highlights of the meeting will be the recognition of the 10th Anniversary of STARS and the Tennessee Secretaries are planning some special events.

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Social and Rehabilitative Services
R. I. STATE SERVICES FOR THE BLIND & VISUALLY IMPAIRED
46 Aborn Street
Providence, R.I. 02903

6/7/84

Lex Frieden
ILRU, 1333 Moursund
Houston, Texas

Lex,

Enclosed you will find copies of NRA Constitution and By-Laws — my suggested (changes additions) are marked with * and ✓.

The same material went to Nora with the added comment of contacting me with her suggestions.

Thanks for your last tel. call — it always help to share ideas.

Steven Kopolka, CRC

P.S. I've sent a letter to CCP's Bill Brownfield and shared ideas.

National Rehabilitation Association
~~1522 K Street, N.W.~~
~~Washington, D.C. 20005~~
~~(202) 659-2430~~

4/16/84
Jenckes Hl Rd
Lcln Rd 02865

Lex Lnieder
ILRU, 1333 Moursund
Houston, Texas 77030

Dear Lex

Here are 2 ideas to have more representation of people with special needs, on the NRA National Board:

I. I wish we could just change words in the Constitution and By-laws, or add phrases where appropriate which states that NRA will have "substantial involvement from people with special needs". This involvement would be in all the committees, commissions, Board, etc.

In addition:

II. A. Change the NRA Bylaws so that one of the 2 nominations for Board Member At-Large must have, has been or would have been eligible to receive rehabilitation services from a private or a volunteer agency. (Sloan's statement)

B. And: Using Margie Sloan's idea of "... one person on the Board" ——— replace the "one person" with 3 people who would have 1/3 vote each.

What are your thoughts?

Yours in Independent Living,
Steven Kapalka /SK

P.S. We have a deadline of end of April — please let me know your thoughts, as soon as possible.

M E M O R A N D U M

TO: Tom Gaines
Margie Sloan
Mary Sawyer
Terry Brigance

FROM: Lex Frieden

RE: Sloan Proposed Constitutional and By-Law Changes

DATE: February 1, 1984

I have studied Margie Sloan's proposed constitutional and by-law changes for the Commission on Rights and Access for Persons with Disabilities in NRA. Although this is an excellent first draft, I believe some of the points which were raised by our Commission on Consumer Concerns last year have not been addressed. Consequently, I would hope that this proposal is referred to the present Commission on Consumer Relationships and Environmental Concerns, and that no further action occur on this proposal at the present time.

I anticipate that the Commission on Consumer Relationships and Environmental Concerns will meet in the very near future. At that time, we will examine this proposal along with those which were made by the commission last year. It is my feeling at this time that the strongest proposal which we can offer should be formulated and presented jointly by our commission and the Commission on Internal Affairs. Thank you for your attention to this matter.

LF:rms

MARGIE S. SLOAN & ASSOCIATES
4399 TREE HAVEN DR., N.E.
ATLANTA, GEORGIA 30342
TELEPHONE 404•256-4707

MEMORANDUM

TO: Tom Gaines
Lex Friedan
Mary Sawyer
Terry Brigance

FROM: Margie S. Sloan

RE: Proposed Constitutional and By-Law Changes For Commission On Rights and Access For Persons With Disabilities

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For some time now, the NRA Board has discussed merging the Council of Consumer Members and the Commission on Consumer Relationships and Environmental Concerns. I have prepared a first draft amendment to accomplish this change, which I am enclosing for your review, comment, and action. I am sorry I will be unable to discuss this at the March Board meeting.

PROPOSED AMENDMENTS TO THE CONSTITUTION AND
BY-LAWS OF THE NATIONAL REHABILITATION ASSOCIATION

CONSTITUTION

Article IV, Section 1 is amended by deleting in the fifth and sixth lines thereof the phrase "the Counsil of Consumer Members" and substituting therefore the phrase "the Commission on Access and Rights for Persons with Disabilities".

BY-LAWS

Article VII, Section 1 is amended by deleting therefrom "the Commission upon Consumer Relationships and Environmental Concerns" and substituting therefore "the Commission on Access and Rights for Persons with Disabilities".

Article VII, Section 2(e) is amended by deleting therefrom in lines one and two "Commission on Consumer Relationships and Environmental Concerns" and substituting therefore "the Commission on Access and Rights for Persons with Disabilities."

Article VII, Section 3 is amended by adding thereto the following:

> In addition to the appointed commissioners, the Commission on Access and Rights for Persons with Disabilities shall have a representative from each region elected by regional Consumer Members of the Association. A "Consumer Member" of the Association is any member who is, has been, or would have been eligible to receive rehabilitation services from a probate or a volunteer agency. From among the Consumer Members of the Commission on Access and Rights for Persons with Disabilities, a representative to the Board of Directors of the National Rehabilitation Association shall be selected. The Consumer Member so elected shall serve for a term of three (3) years on the Board of Directors. The organization of the regional activities of Consumer Members of the the Commission on

Access and Rights for Persons with Disabilities shall be governed by Article XIII, Section 5 of these By-Laws Organization and Operation of Councils in the same manner as Councils.

Article XIII is amended by deleting therefrom Section 4 in its entirety and renumbering Section 5 as 4 and renumbering Section 6 as Section 5.

Article XIII, Section 6 (to be renumbered to be Section 5), paragraph (d) is amended by deleting therefrom the phrase "the Council of Consumer Members."

ilru

M E M O R A N D U M

TO: Tom Gaines, President
National Rehabilitation Association

FROM: Lex Frieden, Chairperson
Commission on Consumer Relationships and
Environmental Concerns

RE: Attached Report

DATE: March 7, 1984

Please find attached the initial report of the Commission on Consumer Relationships and Environmental Concerns . You will note that I have divided our commission into five subcommittees to work on five specific objectives which are pertinent to our role. I have spoken with each subcommittee chairperson, and have asked each one of them to be in contact with the members of their subcommittee within the next few weeks. Please let me know if there are issues in addition to those which we have already begun to address that you would like for our commission to consider.

LF:rms

Attachment

cc: Judy Harris
Betty Hedgeman

ilru

M E M O R A N D U M

TO: Members of the NRA Commission on Consumer Relationships and Environmental Concerns

FROM: Lex Frieden
Commission Chairperson

RE: Attached Report

DATE: March 7, 1984

Please find attached our initial commission report to the NRA board. You will note that I have divided our commission into five subcommittees to work on five specific objectives which are pertinent to our role. I have spoken with each subcommittee chairperson and have asked each of them to be in contact with the members of their respective subcommittee within the next few weeks. I trust you will not object to the somewhat arbitrary assignment of members to subcommittees. We will have an opportunity to review and to comment on the recommendations of each subcommittee prior to developing the final full commission report.

Thank you for your participation on this commission. I look forward to working with you. Please call me if I can assist you in any way.

LF:rms

Attachment

cc: Judy Harris
Tom Gaines
Betty Hedgeman

NATIONAL REHABILITATION COUNSELING ASSOCIATION

83-84

OFFICERS AND EXECUTIVE COMMITTEE

PRESIDENT

Martha S. Wolf, CRC (85)
Center for Independent Living
Nassau County Assn. for Children
with Disabilities
9 Albertson Avenue
Albertson, NY 11507
(516) 625-0419 (w)

PRESIDENT-ELECT

Patricia Mundt, CRC (86)
c/o Vocational Rehabilitation
1150 E. Williams, #217
Carson City, NV 89710
(702) 885-4425 (w)

NRA BOARD REPRESENTATIVE

Betty S. Hedgeman, Ph.D., CRC (84)
410 East 6th St.
New York, NY 10009
(212) 563-4347

PAST PRESIDENT

Henry DeVasher, Jr., CRC (84)
1107 6th Avenue, E.
Tuscaloosa, AL 35401
(205) 759-5711 (w)

SECRETARY-TREASURER

Steven Ostby, CRC (84)
3330 Monroe
Columbia, SC 29205
(803) 777-8131 (w)

EXECUTIVE COMMITTEE

Pat Decoteau, CRC (84)
(Address Below)

Susan Magruder, CRC (84)
(Address Below)

NRCA BOARD OF DIRECTORS

Board of Directors include Officers and Executive Committee.

BOARD MEMBERS-AT-LARGE

Judy Spolum, CRC (84)
4350 S. Franklin
Englewood, CO 80110
(303) 761-8138 (h)

Allen Searles, CRC (85)
JVS, 1 S. Franklin St.
Chicago, IL 60606
(312) 346-6700

Ethel Briggs, CRC (85)
VRSA, Suite 1102
605 G St., NW
Washington, DC 20001
(202) 727-0904 (w)

Doug Pranski (84) (Student Rep.)
6101 Marlora Rd.
Baltimore, MD 21239
(301) 323-0519

Vilia Sauerberg (84) (Student Rep.)
3537 N. 62nd St.
Milwaukee, WI 53216
(414) 442-7878

(over)

BOARD MEMBERS FROM REGIONS

NORTHEAST

J. Pat Decoteau, CRC (84)
8 Grant St.
Claremont, NH 03743
(603) 271-2452 or 3

Joseph F. Stano, CRC (85)
Rehab. Serv. Dept.
Springfield College
Springfield, MA 01109
(413) 788-3318 (w)

MID-ATLANTIC

Al LaPlace, CRC (84)
147 Timber Line Dr.
Newark, DE 19711
(302) 421-6320 (w)

Ed Rubin, CRC (85)
DVR, Morris Sq., #301
1212 Lewis St.
Charleston, WV 25301
(304) 345-4800 x-216 (w)

SOUTHEAST

Judy Sedor, CRC (84)
P O Box 562
Chapel Hill, NC 27514
(919) 967-2281

Richard Garvin, CRC
6470 Shawnee Ct.
Independence, KY 41051
(606) 371-9450

GREAT LAKES

Susan Magruder, CRC (84)
804 Blackfoot Trail
Jamestown, OH 45335
(513) 873-3329

Barbara Uniek, CRC (85)
220 L. Oak Park Ave.
Oak Park, IL 60302
(312) 559-9160

SOUTHWEST

Anita L. Wooley, CRC (84)
VR, 900 Murray St.
Alexandria, LA 71301
(318) 487-5356

Horace McGuire, CRC (85)
624 Malvern Ave.
Hot Springs, AR 71301
(501) 623-4479

GREAT PLAINS

Sherry Lynch, CRC (84)
3720 W. 29th, Apt. 812
Topeka, KS 66614
(913) 296-3911

Don Uchida, CRC (85)
1100 Washington Blvd.
Ogden, UT 84404
(801) 533-5991

PACIFIC

Flo Curnutt, CRC (84)
1540 Arbutus Dr.
San Jose, CA 95118
(408) 298-2181, x-296 (w)

Barbara Stephenson, CRC (85)
1530 The Alameda
San Jose, CA 95126

From the Desk of:

Judy Harris

Lex,

With regard to the fund raising activities within the Chapters, Divisions, Regions and other units of NRA as well of course as the National the best policy I find is in the Constitution of NRA..Page 1 under Article II -- PURPOSE (6). I have attached the Constitution and Bylaws. You may want to review this document and pass on any recommendations to CIA as they are charged to clean up the Const and Bylaws. Particularly with regard to language used in referring to persons with disabilities.

FEB 15 1984

CONSTITUTION
of
THE NATIONAL REHABILITATION ASSOCIATION

ARTICLE I -- NAME

The name of this Association shall be The National Rehabilitation Association.

ARTICLE II -- PURPOSE

The purpose of the Association shall be to advance rehabilitation of all handicapped persons by--

1. Exercising leadership in identifying the needs of handicapped individuals, interpreting these needs to society, planning and promoting programs designed to meet these needs, and translating such programs into services at the community level.

2. Identifying the essential elements in the practice of rehabilitation and fostering the development and application of standards which will help to assure effective services to handicapped people.

3. Exercising leadership in developing concepts and practices which will foster interagency and interprofessional activity directed toward helping handicapped individuals increase their ability to function.

4. Encouraging the entry of competent and humanitarian individuals to the rehabilitation professions and fostering training opportunities required to make them effective practitioners.

5. Encouraging the search for improved methods and techniques in the organization, administration, and practice of rehabilitation and fostering the dissemination and evaluation of such findings.

6. Exercising leadership in removing environmental and legal barriers and overcoming discrimination which keeps handicapped individuals from living normal lives and enjoying the rights and benefits that should be the heritage of every American citizen.

ARTICLE III -- DEFINITIONS

For the purpose of this Constitution--

1. Association shall mean The National Rehabilitation Association.

2. Assembly shall mean Delegate Assembly of The National Rehabilitation Association.

3. Board shall mean Board of Directors of The National Rehabilitation Association.

4. State shall mean any one of the states and territories of the United States or the District of Columbia.

ARTICLE IV -- MEMBERSHIP.

Membership in the Association shall be available to all persons or organizations interested in the rehabilitation of handicapped persons and who contribute to the support of the Association as provided for in the Bylaws of the Association. No member of the Association shall be denied membership in any organizational unit of the Association because of race, creed, national origin, sex, age or disability.

SECTION 1. CLASSES OF MEMBERSHIP. The classes of membership of this Association shall be: Member, Associate Member, Sustaining Member, Life Member, Student Member, Individual/Corporate Sponsor and supporting member. Definition of each of the classes of membership and the dues for each class shall be determined in the Bylaws, provided however that no new Life Memberships may be made available after December 31, 1976 and further provided that any increase in dues for any class of membership shall be approved by a majority vote at a regular meeting of the Delegate Assembly before such increase may become effective or be placed in the Bylaws.

SECTION 2. PRIVILEGES OF MEMBERSHIP.

a. Members of the Association shall receive all official publications of the Association, as determined by the Board, with the exception that the Associate member class and supporting member class shall receive all official publications except the Journal of Rehabilitation.

b. All classes of members of the Association shall be entitled to become members of an affiliated state, local, or campus chapter. Chapters have the option to decide whether supporting members shall vote in local or state elections.

c. All classes of members except supporting members shall be eligible to hold an elective office, to serve as a member of the Board, and to serve as a member of the Delegate Assembly.

d. All members shall be entitled to participate in the national meetings of the Association and in the regional meetings of the region which includes the state, local or campus chapter with which they are affiliated.

SECTION 3. MEETINGS OF MEMBERSHIP. Except when the Board in unusual circumstances shall determine that it is not possible to hold such a meeting, there shall be at least one meeting of the membership of the Association during each calendar year at a time and place to be determined by the Board.

ARTICLE V -- DELEGATE ASSEMBLY

Section 1. POWERS OF THE DELEGATE ASSEMBLY. The Assembly:

a. Shall be the law-making and policy-making body of the Association and shall perform such functions as are usually performed by such bodies.

b. Shall adopt rules of procedure for the conduct of meetings of the Assembly.

c. May request to hear all reports of Commissions of the Association.

d. May pass resolutions pertinent to the purposes and objectives of the Association, such resolutions to be considered policies of the Association.

e. May adopt amendments to this Constitution as herein provided.

f. May delegate to the Board any of its powers except the adoption of amendments to this Constitution; the adoption of resolutions of the Association and its power to approve increases in dues.

SECTION 2. MEMBERS OF THE DELEGATE ASSEMBLY.

a. Each Chapter of the Association shall be entitled to representation in the Assembly according to provisions established in the Bylaws of the Association.

b. Past Presidents of the Association and incumbent members of the Board shall be voting members of the Assembly. Such delegates shall be known as "Constitutional Delegates." A Chapter's apportionment of delegates as established in the Bylaws of the Association shall not be reduced because of having one or more constitutional delegates in its membership.

SECTION 3. MEETINGS OF THE DELEGATE ASSEMBLY. The Assembly shall convene for a regular meeting at the time and place of the meeting of the membership. Special meetings shall be called by the President upon request by a majority of the members of the Board.

SECTION 4. REPRESENTATION BY PROXY. Any affiliate chapter entitled to more than one delegate may designate a delegate of such chapter to represent by proxy such additional delegates to which it may be entitled, provided that no delegate shall hold more than two proxies in addition to their own status as a delegate. It is further provided that the Constitutional Delegates set forth in Article V, Section 2(b) may not be represented by proxy.

SECTION 5. QUORUM. Delegates whose combined voting strength constitutes one-third of the full voting strength of the Assembly shall constitute a quorum, provided at least one-half of the states are represented by a delegate or delegates.

SECTION 6. METHOD OF VOTING. Each member of the Assembly shall have one vote on any matter coming before the Assembly. In addition, they shall have one vote for each proxy which they are duly certified to hold, provided that in no instance shall any delegate cast more than a total of three votes on any issue. Voting shall be by voice or hand count at the discretion of the President or by special rules adopted by the Assembly.

ARTICLE VI -- BOARD OF DIRECTORS

SECTION 1. COMPOSITION OF BOARD. The Board of Directors shall consist of the President, President-Elect, Treasurer, the immediate Past-President, one member from each of the Regions herein provided for, one member from each

Division of the Association, one member each representing the Council of Chapter Presidents, the Council of Division Presidents, the Council of Consumer Members, the Council of Non-White Members, the Council of Student Members and six Members-at-Large.

SECTION 2. FILLING VACANCIES. The Board shall have authority to fill by the votes of its own members, the offices which have become vacant between elections, including vacancies in its own membership. When a vacancy occurs in one of the elective offices of the Association, the vacancy may be filled for the unexpired term of office. When a vacancy occurs in a Board member-at-large position the vacancy may be filled until the end of the term of office or until a successor is chosen at the next election of the Association, whichever occurs first.

SECTION 3. POWERS OF THE BOARD. Powers of the Board shall include, but not be limited to:

a. Adoption of a fiscal year for the Association.

b. Election of an Executive Director for an indefinite term, outlining the duties and fixing the compensation.

c. Establishing and maintaining a national office.

d. Adoption of policies governing all fiscal affairs of the Association, including bonding of officers and employees.

e. Establishing Commissions, prescribing their functions and the terms of their members, confirming the appointment of Commission Members by the President and hearing and acting on Commission reports.

f. Establishing advisory groups, prescribing their functions and membership and hearing and acting on their reports. Such advisory groups shall include a Council of Chapter Presidents, a Council of Student Members, a Council of Consumer Members, a Council of Non-White Members, and such other Councils as may be indicated with the approval of the Delegate Assembly.

g. Serving as the final judge of the results of elections of the Association.

h. Proposing resolutions and other policy statements to the Assembly.

i. Instructing the President to call meetings of the membership and the Assembly, setting the time and place of such meetings, and notifying the membership of such meetings through an official publication of the Association.

j. Formulating and carrying out agreements with other organizations whose purposes are in harmony with those of the Association when such agreements will advance and promote the purposes of the Association. Such organizations shall be known as Associated Organizations. A full report of the transactions under this provision will be made to the Assembly.

k. Adopting such Bylaws and rules/regulations as may be necessary for carrying out the activities authorized by this Constitution and the Assembly, including rules/regulations necessary in connection with the development and maintenance

of effective relationships with regional organizations, divisions and chapters, to assure the performance of the functions specified for such units of the Association in this Constitution.

SECTION 4. EXECUTIVE COMMITTEE.

a. Composition. There shall be an executive committee of the Board composed of the President, President-Elect, Treasurer, the immediate Past-President and three other members of the Board nominated by the President and confirmed by the Board.

b. Powers of Executive Committee. The Executive Committee will:

1. Perform such functions of the Board as may be delegated to it by the Board.

2. Perform between sessions of the Board all the functions of the Board necessary to assure the orderly operation of the Association, except such functions as the Board may, by resolution, reserve for itself.

SECTION 5. TERMS OF BOARD MEMBERS.

a. Except in instances of any election to fill a vacancy, all board members except elective officers, shall be elected for a three year term. However, the Articles of Association of each Council shall govern their representatives term. The board shall have the authority to adjust the terms of office of board members elected to represent Regions, Divisions, or Councils so that as nearly as possible the same number of such board membership terms expire each year and further provided that all Regions, Divisions, or Council at the time of the passage of this Constitutional provision shall be allowed to complete the terms of office for which they were elected and all adjustments shall be made in the length of the term of office next following the one now being served by such board members.

b. Except when an adjustment in the term of office is made by the Board as provided for in Article VI, Section 5(a) of this Constitution, members of the Board representing Regions, Divisions, and Councils shall be elected in accordance with their Articles of Association by such organizations for the conduct of their elections.

c. Two Board Members-at-large shall be elected each year for terms of three years by a mail ballot. Such election shall be conducted under rules/regulations established by the Board.

ARTICLE VII -- OFFICERS

SECTION 1. ELECTIVE OFFICERS. The elective officers of the Association shall be the President, President-Elect and Treasurer.

SECTION 2. ELECTION OF ELECTIVE OFFICERS. Elective officers shall be elected by a mail ballot, such election to be conducted under rules/regulations

adopted by the Board. The elective officers shall assume the offices to which they have been elected at the close of the meeting of the membership next following their election.

SECTION 3. DUTIES OF ELECTIVE OFFICERS. The duties of elective officers shall be those usually pertaining to such positions, including the following specific duties assigned to each office:

a. President. The duties of the President shall include:

1. Calling meetings of the Association, the Assembly, the Board, and the Executive Committee.

2. Presiding over meetings of the Assembly, the Board, and the Executive Committee.

3. Nominating to the Board, members to fill vacancies on all Commissions except the Nominating Committee.

4. Serving as ex-officio member of all Commissions.

5. Representing the Assembly and Board in carrying out the policies of the Association.

b. President-Elect. The President-Elect shall serve on the Board and the Executive Committee and shall assume the presidency at the close of the second meeting of the membership following being elected. If the presidency of the Association should become vacant or if the President is unable to perform the duties due to temporary circumstances, the President-Elect shall serve as President until such time as the Board fills the vacancy or until the President is again able to resume the duties. The President-Elect shall have such other duties as the Board may from time to time assign.

c. Treasurer. The Treasurer shall be a member of the Commission on Internal Affairs of the Association and shall serve as a member of the Executive Committee. The Treasurer shall make recommendations to these bodies and to the Board with respect to financial policies of the Association. The Treasurer shall make an annual report to the Commission on Internal Affairs, to the Board, and to the Assembly of the financial status of the Association. The Treasurer shall perform other such related functions as may be assigned by the Board.

SECTION 4. EXECUTIVE DIRECTOR. The Executive Director shall be the chief administrative officer of the Association, responsible to the Board through the President for any actions. The Executive Director shall perform such functions as are generally assigned to this position, and shall serve as Secretary to the Assembly, the Board, and its Executive Committee.

ARTICLE VIII -- NOMINATIONS AND ELECTIONS

SECTION 1. NOMINATIONS.

a. Nominating Committee. There shall be a Nominating Committee composed of the immediate Past-President of the Association and one member elected by each Region as provided for in Article X of this Constitution. The immediate

Past-President of the Association shall serve as chairperson of the committee but vote only in case of a tie.

Each Region shall make provision in its Constitution and/or Bylaws for the selection of one of its members to serve on the Nominating Committee of the Association and shall annually make such selection. Each person so selected shall assume a position on the committee at the close of the annual meeting of the Association next following their selection to membership on the committee and shall serve until the close of the annual meeting of the Association next following their assumption of membership on the committee.

b. Duties of the Committee. The Nominating Committee shall meet at least ninety days prior to the next meeting of the membership and shall nominate one or more members for each office and Board membership-at-large which shall become vacant at the close of the next meeting of the membership and shall report the Committee's nominations to the membership in an official publication of the Association at least sixty days prior to the next meeting of the membership.

SECTION 2. ELECTIONS.

a. Election by mail. An election shall be conducted by mail under rules/regulations established by the Board provided however that the following rules shall be included among those established by the Board:

1. The ballot shall be prepared listing by lot the names of all nominees under the office for which they have been nominated.

2. The same number of blank spaces shall be provided under each office for write-in votes as there are offices to fill.

ARTICLE IX -- DIVISIONS

SECTION 1. ORGANIZATION OF A DIVISION. Major scientific, professional or other interest groups may be organized as divisions within the Association to facilitate the promotion of specific interests and to meet the special needs of members of these groups when such interests and needs are in harmony with the purposes of the Association.

SECTION 2. CREATION OF A DIVISION. A division may be organized when a significant number of Association members request it and the Board approves. The Board may also create a division to help carry out the purposes of the Association. A division may not represent the Association in any matter of Association policy. A division may, by resolution, present its viewpoint on any matter directly to the Board and/or to the Assembly. The Board shall adopt provisions for reporting to divisions on action taken on such resolutions as may be presented to it.

ARTICLE X -- REGIONS

SECTION 1. PURPOSE OF REGIONS. For the purposes of effecting greater membership participation in the affairs of the Association and in carrying out the provisions of this Constitution, the Board shall designate such regions as it deems necessary.

SECTION 2. ESTABLISHMENT OF REGIONAL BOUNDARIES. The boundaries of regions shall follow the boundaries of state. The Board shall designate the regions and their boundaries.

SECTION 3. ESTABLISHMENT OF REGIONAL ORGANIZATIONS. Members of the Association, who are affiliated with a state, local or campus chapter included in the geographical area designated as a region, may form a regional organization to carry out the functions and responsibilities of regional organizations under the Constitution and Bylaws of the Association.

Regional organizations are not affiliate organizations but administrative units of the Association, and subject to the control of the Board.

SECTION 4. MEMBERSHIP IN THE REGIONAL ORGANIZATION. All members of the Association who are affiliated with a state, local or campus chapter which is included in the geographical area designated as a region shall be members of the regional organization.

SECTION 5. RESPONSIBILITIES OF THE REGIONAL ORGANIZATION.

a. Each region shall hold a conference at least once every two years. Bylaws of each regional organization shall specify whether its conference shall be held annually or biennially and, if biennially, whether in the even or odd numbered years.

b. Each Region shall provide for the selection of one of its members to serve on the Board and as provided in Article VIII, Section 1 (a) of this Constitution, it shall provide for one of its members to serve on the Nominating Committee.

SECTION 6. REFUNDS. Each Region complying with regulations of the Board governing regional activities shall receive a refund equal to ten percent (10%) of the membership dues paid by members of the region in the last fiscal year or five hundred dollars ($500.00) whichever is smaller.

ARTICLE XI -- CHAPTERS

SECTION 1. WHO MAY AFFILIATE. Members of the Association who live in a defined geographical area or who are members of a college or university student body or faculty may form an organization, the objectives of which are consistent with those of the Association, and may apply for affiliation with the Association. All such affiliate organizations shall be known as chapters. Those formed on a college or university campus by students and faculty shall be known as campus chapters. A chapter may not require the payment of dues in excess

of those specified in the Constitution and/or Bylaws of the Association as a prerequisite to membership, but may engage in other means of raising revenue. A chapter may not represent the Association in any matter of national policy. It may accept memberships from persons not living within its defined geographical area.

SECTION 2. FUNCTIONS OF CHAPTERS. A Chapter shall have as its objectives:

a. Advancing the objectives and policies of the Association.

b. Providing for the participation of its membership in the affairs of the Association.

c. Providing a forum in which the policies of the Association can be discussed and the attitudes of the membership communicated to the Board.

d. Conducting a membership campaign within the territory served by the Chapter.

e. Assuming such other responsibilities as the Board may assign.

SECTION 3. REFUND OF DUES TO CHAPTERS. The Board shall refund to all Chapters in good standing 20% of the membership fees paid by members of the Chapter. In addition to this refund the Board may make refunds and/or special grants to Chapters under regulations adopted by the Board provided such regulations are published and applied uniformly to all Chapters in good standing.

ARTICLE XII -- AMENDMENTS

The Constitution of the Association may be amended as follows:

a. An amendment approved by a majority of the Board may be adopted by a majority vote of the members of the Assembly present and voting at a regular meeting provided the proposed change is published in an official publication of the Association at least 30 days prior to the meeting of the Assembly during which such action is taken.

b. An amendment may be proposed by an delegate provided the proposal is submitted in writing and provided at least twenty-five delegates have signed an endorsement of the proposal. All such proposals shall be presented to the Assembly, and if approved by a majority of the Assembly present and voting, the proposal shall be referred to a special committee to be appointed by the President for study and recommendation to the next regular meeting of the Assembly, and if ratified at such meeting by a majority of members present and voting, the proposal shall be adopted.

ARTICLE XIII -- MISCELLANEOUS

SECTION 1. SAVING CLAUSE. All provisions of the previous Constitution and Bylaws of the Association not specifically deleted or revised in this Constitution and not in conflict with this Constitution shall remain in effect until the Bylaws of the Association are adopted by the Board.

SECTION 2. RULES OF ORDER. Robert's Rules of Order Newly Revised shall govern meetings of the Assembly, Board, and Executive Committee, when they are not in conflict with the Constitution or Bylaws of the Association or rules adopted by the Assembly or the Board.

Adopted: October 21, 1968, New Orleans, Louisiana.
Amended: September 28, 1970, San Diego, California.
Amended: October 29, 1973, Atlantic City, New Jersey.
Amended: October 13, 1975, Cincinnati, Ohio.
Amended: September 20, 1976, Hollywood, Florida.
Amended: September 8, 1977, Washington, D.C.
Amended: September 25, 1978, Salt Lake City, Utah.
Amended: September 17, 1979, Chicago, Illinois.

Amended: September 20, 1982, Anaheim, CA.

FEB 15 1984

BYLAWS
of
THE NATIONAL REHABILITATION ASSOCIATION

ARTICLE I -- BYLAWS

This document shall be known as the Bylaws of the National Rehabilitation Association, adopted pursuant to Article VI, Section 3, Subsection K, of the Constitution of the Association.

ARTICLE II -- DEFINITIONS

For the purpose of these Bylaws, the definitions in Article III of the Constitution of the Association shall apply.

ARTICLE III -- MEMBERSHIP

Section 1. MEMBER. Membership in the Association shall be available to each individual interested in the rehabilitation of persons with disabilities who contributes a membership fee of at least Forty-Five Dollars ($45.00) per year toward the support of the Association, beginning July 1, 1983, to be increased by six per cent to the next highest dollar each year thereafter through July 1, 1986.

Section 2. ASSOCIATE MEMBER. Associate membership in the Association shall be available to each individual interested in the rehabilitation of persons with disabilities who contributes a membership fee of at least Twenty-Nine Dollars($29.00) per year toward the support of the Association, beginning July 1, 1983, to be increased by six per cent to the next highest dollar each year thereafter through July 1, 1986. An individual holding Associate Membership in the Association shall be entitled to the same rights and privileges as other types of members with the exception that the Associate member shall not receive the Journal of Rehabilitation.

Section 3. SUSTAINING MEMBER. Sustaining membership in the Association shall be available to each individual or organization contributing at least Sixty-Five ($65.00) per year toward the support of the Association. Individuals making such contributions shall have the full rights and privileges of membership. An organization making such contribution may name one of its members to represent the organization with the full rights and privileges of NRA membership.

Section 4. LIFE MEMBER. Any person who holds a paid-up Life membership shall continue to be a Life member of this Association. Any person who has already made one or more payments on a Life membership prior to January 1, 1977 and who continues to make such payments for each membership year after that time, shall continue to make the payments each year at the rate established by the Board that was in effect at the time such person made the first payment. If the first payment was $20.00, the member shall become a paid-up Life member as soon as a total of $200.00 has been paid. If the first payment was $50.00, the member shall become a paid-up Life member as soon as a total of $500.00 has been paid. All payments on Life membership must be made in consecutive years. Life members are entitled to the full rights and privileges of membership.

Section 5. STUDENT MEMBER. Student membership in the Association shall be available to any full time college or university student interested in the rehabilitation of handicapped persons who contributes a membership fee of at least Thirty-One Dollars ($31.00) per year , beginning July 1, 1983, to be increased by 6% to the next highest dollar each year thereafter through July 1, 1986. An individual holding Student membership in the Association shall be considered to be a member of the Association and shall be entitled to the same rights and privileges as the member.

Section 6. INDIVIDUAL SPONSOR. Bronze, Silver and Gold are the categories available to an individual interested in the betterment of the lives of persons with disabilities by contributing substantially to NRA to help maintain the Association's strong advocacy role. The Individual Sponsor will have the same privileges as member and in addition will receive a certificate/plaque and listed annually in the Journal of Rehabilitation. Bronze contribution is at least One Hundred Dollars ($100.00) up to Two Hundred Forty Nine Dollars ($249.00) Silver contribution is at least Two Hundred and Fifty Dollars ($250.00) up to Four hundred and Ninety-Nine dollars ($499.00). Gold contribution is at least Five Hundred Dollars ($500.00).

Section 7. CORPORATE SPONSOR. Bronze, Silver and Gold are the categories available to any corporation/organization interested in the betterment of the lives of persons with disabilities by contributing substantially to the Association to help maintain the Association's strong advocacy role. The corporate/organizations will have the same privileges as Member and in addition will receive a certificate/plaque that can be displayed to show their strong commitment and listed annually in the Journal of Rehabilitation. Bronze contribution is at least One hundred Dollars ($100.00) and not more than Four hundred and ninety-nine dollars ($499.00). Silver contribution is at least Five Hundred Dollars ($500.00) and not more than Nine Hundred and Ninety-Nine dollars ($999.00). Gold contribution is at least One Thousand Dollars ($1000.00).

Section 8. SUPPORTING MEMBERS. Supporting membership in the Association shall be available to each individual desiring to be advocates of persons with disabilities and who contributes a membership fee of at least Twenty Dollars ($20.00) per year toward the support of the Association. Such members will receive nationally a membership I.D. Card and the NRA Newsletter. Each chapter determines the membership privileges for their own chapter.

ARTICLE IV -- DELEGATE ASSEMBLY

Section 1. MEMBERS OF THE DELEGATE ASSEMBLY. Each chapter of the Association shall be entitled to one representative to the Assembly for each Fifty(50) members or major fraction thereof who contributes according to Article III Section (1)-(3)-(4)-(5)-(6)-(7), and to one representative to the Assembly, for each One Hundred (100) members or major fraction thereof who hold Associate membership in the Association; provided, however, that each chapter shall have at least one representative. Representation in the Assembly shall be based upon the number of paid up members on December 31st and chapters alerted as to their delegate count by the following February 1st. Conflicts arising under this section shall be resolved by the Elections and Delegate Certification Committee.

Section 2. SELECTION OF DELEGATES. Members of the Assembly representing chapters shall be selected by the chapters in accordance with provisions in their respective Constitutions and Bylaws. (See Constitution - Article V, Section 2)

Section 3. CERTIFICATION OF DELEGATES. The Executive Director shall notify chapter presidents of the number of delegates to which their organizations are entitled and the date before which certification must be made. Proper officials of the Chapters shall certify to the Executive Director and the President of the Association the names of their delegates and the number of proxy votes to which each shall be entitled before the designated deadline for such certification. (See Constitution Article V, Section 2)

Section 4. NOTICE OF MEETINGS OF THE DELEGATE ASSEMBLY. When special meetings are called by the President, each delegate certified to the President and Executive Director at the last annual meeting of the Assembly shall be notified by mail of such special meetings not less than 30 days prior to the date of proposed meeting. Such notification shall contain information concerning time and place at the meeting and shall set forth specific items on which action by the Assembly is sought. (See Constitution - Article V, Section 3)

ARTICLE V -- BOARD OF DIRECTORS

Section 1. MEETINGS OF THE BOARD. The Board shall meet at the time and place of the meeting of the membership as required in Article IV- Section 3 of the Constitution. Special meetings may be held upon the call of the President or upon written request of a majority of its members.

Section 2. MEETINGS BY MAIL. Whenever any matter of business requiring Board action is presented to the President, and if a special meeting of the Board is not deemed advisable or feasible, a special meeting of the Board may be held by mail setting forth the specific issue or proposal on which a decision is sought. Such a meeting shall be conducted under regulations of the Board, and the results thereof shall be deemed an official act of the Board.

Section 3. NOTICE OF MEETINGS. Notice of time and place of all meetings of the Board shall be given to every Board member in writing at least 15 days prior to the time of the meeting.

Section 4. VOTES OF THE BOARD. All roll call votes taken by the Board of Directors of the Association shall be recorded by name and attached to the NRA official office copy of the minutes and will be made available to members upon reques

Section 5. QUORUM. A majority of the membership of the Board shall constitute a quorum for transacting business.

ARTICLE VI -- ELECTIVE OFFICERS

Section 1. DISABILITY OF ELECTIVE OFFICER. If, in the opinion of the Board, any elective officer becomes incapacitated to the point of being unable to perform the duties or to further serve the Association in an efficient manner. or in the event an elective officer for any reason fails to perform the duties or is unable to perform such duties in a satisfactory manner, the Board may, by a two-thirds majority vote, declare the office to be vacant. The Board may, if it chooses, fill a vacancy so created on a temporary basis until the elective officer will again be able to resume the duties of the office, provided however, that no elective officer shall be allowed to resume the duties of the office to which previously elected, after a successor has been elected by the Assembly.

ARTICLE VII -- COMMISSIONS

Section 1. APPOINTMENT OF COMMISSIONS. Not later than 60 days following the adjournment of the annual meeting of the Assembly, the President shall name the chairperson and members of the Commissions, subject to confirmation by the Board. They shall serve a term of one year or until the next Commission chairpersons and members are appointed following the next annual meeting of Assembly. The President names the following Commissions' members::

Commission on Professional Concerns
Commission on Internal Affairs
Commission on Program and Activities
Commission on Governmental Affairs
Commission on Consumer Relationships and Environmental Concerns

The President-elect shall name the chairperson and members for the Commission on Membership Services in a timely enough fashion so that they shall assume their duties on January 1st, subject to confirmation by the Board, and shall serve a term of one year.

Section 2. DUTIES OF COMMISSIONS. The duties of the Commissions shall include the following:

a. The Commission on Professional Concerns shall have the responsibility to oversee the professional activities of the Association, including the Professional activities of the Divisions, publications, and the administration of the Association's awards program including the graduate literary awards and awards for service and recognition presented annually. It shall also maintain liaison with professional organizations and make recommendation to the Board relative to standards and accreditation, research and training, and oversee the activities of the Mary Switzer Committee and Perform other related duties assigned to them by the President and the Board.

b. Commission on Internal Affairs. The Commission on Internal Affairs will have the responsibility to study the organizational structure of the Association and the operations of the national office and make recommendation to the Board of Directors relating thereto. Also, it shall have general oversight of nominating and election procedures and maintain liaison with councils, dividions, and chapters, and perform other related functions assigned to it by the President or the Board.

c. Commission on Program and Activities shall have overall responsibility for program development, program evaluation, fiscal planning, special projects, recommendation of site selection for the NRA Annual conference and the selection of general and concurrent sessions at the NRA Annual conference. It shall perform such other related functions as assigned by the President or the Board.

d. Commission on Governmental Affairs. The Commission on Governmental Affairs shall have the responsibility for recommendation of rehabilitation policy as relates to state-federal legislation, liaison with state and federal executive branches, legislative information services to members, analysis of legislative proposals, implementation of policy, and liaison with other national organizations. It shall perform such other functions as assigned by the President or the Board.

e. Commission on Consumer Relationships and Environmental Concerns. The Commission on Consumer Relationships and Environmental Concerns shall have overall responsibility for overseeing the Association's activities in the area of consumer relationships and environmental concerns, liaison with consumers, civil rights of handicapped people, housing and transportation, minority relationships and special populations. It shall perform such other functions as assigned by the President or the Board.

f. Commission on Membership Services. The Commission on Membership Services shall have responsibility for organizing and conducting a membership campaign, making recommendations to the Board relative to services to individual members, including insurance programs, carrying on studies relative to how well the Association's program is serving the interest of individual members. It shall perform such other functions as assigned by the President or the Board.

Section 3. COMPOSITION OF COMMISSIONS. All Commission appointments shall be for one year, but individuals will be eligible for reappointment. Each member of the Board of Directors will be offered membership on one Commission. No Commission shall contain ~~more than five~~ Board members. Each division will nominate to the President 2 persons it would like to see appointed to the Commissions. The President will appoint these individuals in such a way as to assure that not more than one of the nominees of each division is on the same Commission. In addition, there shall be a minimum of 5 other members appointed to each Commission. The minimum number of members on each Commission shall be 10.

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Section 4. OPERATIONS OF COMMISSIONS. Each Commission will have a chairperson and associate chairperson appointed by the President. The chairperson of each Commission will present to the Board of Directors at a time specified by the Board a proposed program for the work of the Commission during the ensuing year and an estimate of resources that will be required to perform its functions. Each Commission will determine its own organization.

Section 5. MEETING OF COMMISSIONS. Each Commission shall meet at the time of the annual meeting of the Association and may meet at other times upon the call of the chairperson.

ARTICLE VIII -- DIVISIONS

Section 1. REQUIREMENTS FOR DIVISIONAL STATUS. A Division must meet the following requirements:

a. All members of the Division must be members of the Association.

b. Members of the Divisions shall be broadly representative of a scientific, professional or special interest segment of the Association.

c. Each Division may define its own qualifications for a membership in that Division.

d. Each Division shall have its own Constitution and/or Bylaws and officers. A copy of the Constitution and/or Bylaws and a list of the officers will be filed with the Board. The Association shall be kept currently advised of any changes of officers and Constitution and/or Bylaws. The Constitution and/or Bylaws shall set forth the purposes of the Division and shall contain provisions that will insure compliance with the Constitution and Bylaws of the Association, and the policies of the Association as established by the Board and/or the Delegate Assembly.

e. If a Division assesses and collects divisional dues, in a manner and in an amount to be determined by the Board, an annual accounting will be made to the Association of dues collected and of their disbursement.

f. The Board may request additional information from a Division or require that it include such special provisions in its Constitution and/or Bylaws as the Board may determine, provided that all such requirements are published and are applied uniformly to all Divisions.

g. The Board may reject an application for divisional status, or withdraw divisional status for failure to comply with the requirements of these Bylaws. Such rejection or withdrawal shall be substantiated by a report to the applying group or the Division, a copy of which shall be filed with the minutes of the meeting of the Board at which the application was rejected or divisional status withdrawn. An applying group whose application has been rejected may submit another application at any time thereafter.

Section 2. RETENTION OF DIVISIONAL STATUS. A Division may retain its divisional status by observing the following requirements:

a. Holding at least one announced meeting a year in connection with the annual meeting of the Association.

b. Maintaining a membership representative of the particular scientific, professional or special interest group within the Association.

c. Making such annual reports as may be required by the Board.

d. Refraining from making changes in its Constitution and/or Bylaws or supporting any action that would be in conflict with the Constitution and/or Bylaws of the Association.

Section 3. WITHDRAWAL OF DIVISIONAL STATUS. The Board may withdraw divisional status from a Division when such Division fails to comply with the provisions of these Bylaws, provided that such Division has been notified in writing of its failure and after 90 days has not complied with the cited provisions. Notice of action of the Board shall be delivered to the President of the Division within 30 days after such action is taken. The effective date of withdrawal of divisional status will be set by the Board and after that date the Division will not be in good standing and will no longer be considered a Division of the Association. A Division may

terminate its own divisional status if on a mail ballot at least two-thirds of those voting shall vote for such termination. A mail ballot on termination of divisional status shall be supervised and conducted by a special committee appointed by the President of the Association, such committee to be composed entirely of Association members who are not members of the Division whose status is being determined.

Section 4. REINSTATEMENT OF A DIVISION. An application for reinstatement of a Division shall be treated in the same manner as an original application for divisional status.

Section 5. DIVISIONAL UNITS. Divisions may organize divisional units within chapters and on college campuses.

Section 6. RESPONSIBILITY FOR DEBTS. The Association shall not be responsible for payment of any debt of a Division, whether the Division be currently active or whether its divisional status has been withdrawn or terminated. The Board may make loans or grants to a Division on a specific project basis.

Section 7. PROVISIONAL STATUS. The Board may grant provisional divisional status for a specified limited time only to a group attempting to organize a Division, pending its meeting of all requirements.

Section 8. INCORPORATION. Divisions fully approved shall be incorporated.

ARTICLE IX -- REGIONS

Section 1. REGIONAL CONFERENCE AUTHORIZED BY THE BOARD. When no regional o organization exists, the Board may authorize the holding of a regional conference and shall appropriate funds to pay the cost of such a conference.

Section 2. BOARD AUTHORIZED TO ACT FOR THE REGION. In the event that a regional organization fails to carry out its responsibilities, the President, with the approval of the Board, may appoint such committees as are necessary to:

a. Hold a regional conference.

b. Select a member residing within the region to represent the region on the Board when such is appropriate.

c. Select a member residing within the region to represent the region on the Nominating Committee of the Association.

Section 3. TERM OF OFFICE OF REGIONAL BOARD MEMBER. Except in instances when a Board member is elected by the regional organization to fill a vacancy, each person elected to serve as Board member to represent a region which has chosen to hold its regional conferences annually shall assume office at the close of the annual meeting of the Association next following being elected

and shall serve until the close of the annual meeting of the Association three years following the date of assuming the position on the Board. Each person elected to serve as Board members to represent a region which has chosen to hold its regional conference biennially shall assume office according to the following provisions:

a. If the term of office of the predecessor expires during the year in which being elected, the Regional representative shall assume office at the close of the annual meeting of the Association next following the election and shall serve until the close of the annual meeting of the Association three years following the date of assuming the position on the Board.

b. If the term of office of the predecessor expires during the year following the one in which being elected, the Regional representative shall assume office at the time the term of office of the predecessor expires and shall serve until the close of the annual meeting of the Association three years following the date of assuming the position on the Board.

Section 4. ACTIVITIES OF THE REGIONAL ORGANIZATION. The regional organization may undertake such activities as its membership may desire, if such activities are not in conflict with the objectives and purposes of the Association, and if such activities do not prevent the successful execution of the responsibilities enumerated in the Constitution and/or Bylaws of the Association.

Section 5. REGIONAL CONSTITUTION AND/OR BYLAWS. Each regional organization shall adopt suitable Constitution and/or Bylaws subject to the approval of the Board of the Association.

Section 6. REFUNDS TO REGIONAL ORGANIZATION. Refunds made to a regional organization under these provisions shall be used in paying expenses incurred in connection with holding regional conferences and other expenses necessary in carrying out other activities as provided for in these Bylaws and the Constitution.

Section 7. REGIONAL DUES. Regional organizations shall not charge dues for membership or issue memberships in a regional organization but may charge a registration fee for attendance at the regional conference.

Section 8. REGIONAL BOUNDARIES. Regional boundaries are as follows:

Northeast (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New York, New Jersey, Puerto Rico, Virgin Islands)

Mid-Atlantic (Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia)

Southeast (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee)

Great Lakes (Illinois, Indiana, Minnesota, Michigan, Ohio, Wisconsin)

Southwest (Arkansas, Louisiana, New Mexico, Oklahoma, Texas)

Great Plains (Iowa, Kansas, Missouri, Nebraska, Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming)

Pacific (Arizona, California, Hawaii, Nevada, Alaska, Idaho, Oregon, Washington)

ARTICLE X -- CHAPTERS

Section 1. REQUIREMENTS FOR AFFILIATION. All organizations applying for affiliation must meet the following requirements:

a. All members of the organization must be members of the Association.

b. The organization must have at least one hundred (100) paid-up members in the Association or at least one member for each thirty thousand (30,000) of the general population living in the geographical area to be served by the applying organization, whichever is smaller; provided, however, that no chapter shall have less than twenty-five (25) members. These membership requirements do not apply to Campus Chapters. A Campus Chapter shall be required to have at least ten (10) paid-up members to qualify for affiliation with the Association.

c. The organization must submit to the Board a copy of its Constitution and/or Bylaws and the names of its officers and Board members. The Constitution and/or Bylaws shall set forth the purposes of the organization and shall contain such provisions as are necessary to insure compliance with provisions of the Constitution and Bylaws of the Association with respect to affiliate chapters.

d. The Board may require such additional information from the organization or require that it include such special provisions in its Constitution and/or Bylaws as the Board may determine, provided that all such requirements are published and required uniformly of all affiliate chapters.

e. The Board may reject an application for affiliation for failure to comply with the requirements of these Bylaws. Such rejections shall be substantiated by a report to the applying organization, a copy of which shall be filed with the minutes of meeting of the Board at which the application was rejected. An organization whose application has been rejected may submit another at any time thereafter.

f. When the Board has approved the application of an organization for affiliation, the Executive Director shall notify the applying organization of the approval of its application. A charter suitable for framing with appropriate signatures shall be sent to the affiliate organization.

Section 2. RETENTION OF AFFILIATE STATUS. A chapter may retain its affiliation by observing the following requirements:

a. Holding at least one announced meeting during each calendar year.

b. Maintaining the minimum number of members required for affiliation.

c. Making such uniform annual reports as may be required by the Board of the Association.

d. Refraining from making changes in its Constitution and/or Bylaws that would be in conflict with the Constitution and Bylaws of the Association.

Section 3. WITHDRAWAL OF PRIVILEGES OF AFFILIATION. The Board may withdraw a charter of affiliation that has been issued to any chapter when such chapter fails to comply with the provisions of these Bylaws, provided that such chapter has been notified in writing of its failure and after 90 days has not complied with the provisions. Notice of the action of the Board shall be delivered to the chapter through its President within 30 days after such action is taken. Organizations whose charters of affiliation have been withdrawn shall not be considered to be in good standing and shall not be eligible for refunds from the Association or eligible to be represented by delegates to the meetings of the Assembly as provided in these Bylaws.

Section 4. REINSTATEMENT OF AFFILIATE CHAPTERS. Application for reinstatement of a chapter shall be treated in the same manner as an original application for affiliation.

Section 5. JURISDICTION OVER TERRITORY. No chapter applying for affiliation may embrace territory already included within the boundaries of another affiliated chapter unless it submits a certified copy of the minutes of the chapter from whom the territory is to be taken showing that at a meeting of the membership or the Board of the chapter, a majority of those present voted to relinquish such territory.

If the chapter which is requested to relinquish the territory fails to act or refuses to relinquish the territory, the members of the organization seeking affiliation and the affilate may submit the facts to the Board of Directors of NRA which shall make a determination based on the best interest of the members of the Association, the members of the existing affiliate and the members in the territory requesting affiliation.

ARTICLE XI -- ADOPTION OF FISCAL YEAR

The fiscal year of the Association shall begin on Jan 1 and end on Dec. 31

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ARTICLE XII -- FISCAL POLICY

All officers and employees of the Association shall be bonded under a blanket surety bond in an amount sufficient to provide reasonable protection to the Association.

The accounts of the Association shall be audited as soon as practical following the end of a fiscal year by an individual Certified Public Accountant or by a firm of Certified Public Accountants. The audit shall include an examination of the safety deposit box held in the name of the Association.

Surplus funds of the Association shall be invested or deposited in United States Government Bonds, United States Treasury Notes or Bills, United States Government Agencies, federally chartered savings and loan associations, savings accounts or certificates of deposit issued by commercial banks, or as otherwise directed by the Board. Deposits in savings and loan associations and commercial banks shall not exceed the amount insured by the Federal Savings and Loan Insurance Corporation and the Federal Deposit Insurance Corporation, respectively, except deposits in the 100 largest commercial banks in the United States. The Executive Director shall be authorized to make such investments and deposits.

ARTICLE XIII -- ADVISORY GROUPS

Section 1. COUNCIL OF CHAPTER PRESIDENTS - COMPOSITION - MEETINGS - ORGANIZATION. The Presidents, Presidents-Elect, and immediate Past Presidents, of all affiliated chapters shall constitute one of the national advisory groups, the Council of Chapter Presidents. The Council of Chapter Presidents shall meet at the time of the NRA annual conference. It shall develop such organizations as it sees fit to enable it to perform its functions.

The functions of the Council of Chapter Presidents shall be to advise the Board with respect to the needs of handicapped people and how such needs may best be met and with respect to activities and problems of chapters in performing their functions. The Council shall elect a member to serve on the Board.

Section 2. COUNCIL OF DIVISION PRESIDENTS. The Presidents, Presidents-Elect, immediate Past Presidents of the Division, immediate Past Chairpersons of the Council of Division Presidents, and the person representing each Division on the Board shall constitute an advisory group, the Council of Division Presidents. They shall meet at least once during each calendar year upon the call of the Chairperson of the Council. It shall develop such organization as it sees fit to enable it to perform its function including a method of selecting a Chairperson each year, and electing a member to represent the Council on the Board.

The function of the Council of Division Presidents shall be to keep the Board advised with respect to problems being encountered by the divisions on a national, regional or local level, and its recommendations for their solution.

Section 3. COUNCIL OF STUDENT MEMBERS. Student members of the Association shall constitute the Council of Student Members.

The function of the Council of Student Members is to advise the Board through the Executive Committee of the Council regarding the needs of its members and how their needs can best be met, to serve as liaison between the Board and the Student members of the Association and to elect a member of the Council to serve on the Board.

A Student member of the Association is defined in Article III, Section 5 of the Bylaws of the Association.

Section 4. COUNCIL OF CONSUMER MEMBERS. Consumer members of the Association shall constitute the Council of Consumer Members.

The function of the Council of Consumer members is to advise the Board through the Executive Committee of the Council regarding the needs of disabled people and how these needs can best be met, to serve as liaison between the Board and the disabled members of the Association and to elect a member of the Council to serve on the Board.

A consumer member of the Association is defined as any member of the National Rehabilitation Association who is, has been, or would have been eligible to receive rehabilitation services from a public or voluntary agency.

Section 5. COUNCIL OF NON-WHITE MEMBERS. Non-White members of the Association shall constitute the Council of Non-White Members.

The function of the Council is to advise the Board through the Executive Committee of the Council regarding how the Association can appropriately involve Non-White members in the affairs of the Association, to serve as liaison between the Board and the Non-White members of the Association and to elect a member of the Council to serve on the Board.

A Non- White member of the Association is defined as any member of the Association who identifies as other than the white race.

Section 6. ORGANIZATION AND OPERATION OF COUNCILS.

a. Each Council referred to in this Article shall have an Executive Committee which shall:

1. Be responsible for selecting a member of the Council to serve on the Board.

2. Be responsible for the adoption of Articles of Association governing the affairs of the Council and also be responsible for adoption of amendments thereto.

3. Be responsible for planning and holding meetings of the Council and of the Executive Committee of the Council and keep minutes of all such meetings and make them available to the Board.

4. Make an annual report to the Board.

5. Help plan and encourage regional meetings of the Council.

b. Any of the Councils referred to in this Article may make special assessment upon its members for the purpose of assisting in carrying out functions but failure to pay such assessments will not disqualify members from attending meetings and participating in voting in Council elections and from serving on the Executive Committee or serving as a Board member.

c. The President of each NRA Region shall arrange for a meeting of individuals eligible for membership in each of the Councils referred to in this Article except the Council of Division Presidents. The member of the Executive Committee of each Council from each region shall be responsible for arranging for a meeting of each Council to be held during the Regional meetings of the Association.

d. Board members representing the Council of Student Members, the Council of Consumer Members and the Council of Non-White Members shall serve for a term of three years.

e. Members of the Executive Committee of all Councils and members of the Board representing Councils shall assume their respective offices at the close of the annual meeting of the Association next following their selection.

ARTICLE XIV -- RELATIONSHIP BETWEEN NRA, ITS REGIONS, DIVISIONS AND CHAPTERS

NRA is one organization governed by one Constitution and one set of Bylaws. For the purpose of accomplishing its objectives and permitting geographical and special interest groups to accomplish objectives peculiar to themselves and not inconsistent with the purposes of NRA, the organization of regions, divisions, and chapters has been encouraged. The Constitution and Bylaws

contain provisions governing the organization and operation of these groups.

It is essential that all organizational groups in NRA recognize, in fact, that they are parts of one organization and that all have the same basic objectives. This means that each organized group in the Association must maintain effective communications with every other organized group and with NRA. This implies joint planning and effective liaison in program operation. It implies that the Association must recognize the needs of regions, chapters, and divisions in its publications, conferences and other activities, and will consult with its advisory groups. It implies that regions and chapters shall accommodate the needs of divisions, and that chapters will be involved officially in regional and divisional planning. It implies that all organized groups will keep NRA fully informed of their problems and activities. From time to time the Board of Directors will issue policy statements appropriate to this declaration.

ARTICLE XV -- EXECUTIVE COMMITTEE

Section 1. ELECTION OF THREE MEMBERS OF THE EXECUTIVE COMMITTEE. At the meeting of the Board next following the adjournment of the annual conference, the President will nominate to the Board of Directors three members of the Board to serve on the Executive Committee during the term of office. A majority of the Board present and voting will be required to elect. In case the Board does not confirm a nomination, the President shall make another nomination.

Section 2. POWERS OF THE BOARD OF DIRECTORS DELEGATED TO THE EXECUTIVE COMMITTEE. The powers of the Executive Committee shall include, but not be limited except as specified in this Article, to:

a. Outlining the duties and establishing the salary of the Executive Director within the range approved by the Board;

b. Maintaining a national office;

c. Adoption of policies governing the fiscal affairs of the Association, including investments, bonding of officers and employees, and auditing of the fiscal affairs of the Association;

d. Adoption of personnel policies to include policies governing fringe benefits;

e. Preparation and recommendation to the Board of Directors of an annual budget;

f. Serving as trustees of the insurance program of the Association and of any other non-profit foundations or funds established by the Board;

g. Serving as final judge of the results of elections of the Association;

h. Carrying out agreements with associated organizations when such agreements have been approved by the Board of Directors as provided for in Article VI, Section 3, Subsection J of the Constitution of the Association.

Section 3. POWERS RESERVED TO THE BOARD OF DIRECTORS. The Board reserves for itself the following of its powers:

a. The adoption of a fiscal year;

b. The election of an Executive Director;

c. The establishment of a national office;

d. The establishment of special committees and prescribing their functions;

e. Approval of appointments to all Commissions;

f. The establishment of advisory groups and prescribing their functions;

g. Proposing resolutions and other policy statements to the Delegate Assembly;

h. Formulating agreements with other organizations as provided in Article VI, Section 3, Subsection J of the Constitution of the Association;

i. Adoption of amendments to the Bylaws of the Association;

j. Adoption of an annual budget.

ARTICLE XVI -- REPORTING RESULTS OF ELECTIONS TO MEMBERSHIP

The President shall report the results of the election of officers and Board members-at-large to the membership of the Association before the adjournment of the annual conference, and the results shall be announced in the first issue of an Association publication published following the election.

ARTICLE XVII -- REPORTING ACTIONS ON RESOLUTIONS TO REGIONS, DIVISIONS, AND CHAPTERS

The Executive Director shall report in writing to the petitioning body the action taken by the Board and/or Delegate Assembly on any resolution submitted for consideration by a regional organization, division or chapter. The report shall be made within thirty days of the date the action was taken.

ARTICLE XVIII -- AMENDMENTS

The Bylaws of the Association may be amended as follows:

1. An amendment may be proposed by any member of the Association and ratified by a majority of the full Board, provided such amendment was presented to the Board for its consideration at least 30 days prior to the date the ratification is considered.

2. An amendment may be proposed by any member of the Association and ratified by a three-fourths majority of the full Board, regardless of the length of time the proposed amendment has been presented for consideration.

ARTICLE XIX -- MISCELLANEOUS

Section 1. REPEAL CLAUSE. All provisions of previous Bylaws of the National Rehabilitation Association, Inc., are hereby repealed.

Section 2. CONFERENCE REGISTRATION. No person shall be allowed to attend any meeting of the Association or any meeting of a Division of the Association or any meeting of any of the Councils of the Association held in conjunction with the Annual Meeting of the Association who is not able to show evidence of Conference Registration as determined by the Board of Directors for the year then current. No person shall be allowed to serve as a Delegate to the Assembly who is not able to show evidence that they are a current member of the Association and have paid the Conference Registration fee as determined by the Board of Directors for the year then current. The Board shall set the amount to be paid for Conference Registration not later than the first day of each fiscal year and the enforcement of this provision is hereby assigned to the appropriate Conference officials.

September 19, 1979

September 2, 1981
September 18-22, 1982
March 26, 1983