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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: 52059-007

Folder Title:
NRA [National Rehabilitation Association] '84-'85

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

National Rehabilitation Association

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

David L. Mills
Executive Director

MEMORANDUM

TO: NRA EXECUTIVE COMMITTEE (1985)
FROM: BETTY HEDGEMAN, PRESIDENT (1985) BH/jh
DATE: NOVEMBER 27, 1984
RE: EXECUTIVE COMMITTEE MEETING

The Executive Committee will meet January 11-12-13, 1985 at the MARRIOTT CRYSTAL GATEWAY HOTEL. (See attached information on hotel) Free shuttle service is available from the National Airport. Please use it if possible. The Marriott Crystal Gateway is connected by tunnel to the Metro Rail System. (Please remember that there is also a Crystal City Marriott, but you are in the Crystal Gateway) The meeting begins at 1:00 p.m. on January 11, (Friday) and will end promptly at noon on January 13 (Sunday).

Guest Room accommodations have been arranged for Master Billing (room and tax). You will cover any incidentals and then make your claim on your travel voucher. Please contact Judy Harris for any special needs.

The tenative agenda is attached. Please contact Dave Mills for any additional agenda items. After the presentation of the 1985 Commission charges, the Executive Committee and commission chairs will dispurse into work groups. There is much to be accomplished and be prepared for WORK.

The 1984 Commission Chairs should have their final reports specifically identifying action items into the NRA office (attention Judy Harris) at any day now, however, deadline is January 4.

Please contact Judy Harris if you need parking accommodations. She has received a few complimentary parking spaces.

Please see the attached rooming list with arrival dates. If this needs changing, please notify Judy immediately.

Looking forward to an excellent hard working meeting and seeing each of you on January 11.

JAH

enclosures

cc: NRA BOARD OF DIRECTORS
1984 Commission Chairs
1985 Commission Chairs
Jack Duncan
Julian Nadolsky
NRA Staff

TENTATIVE AGENDA
NATIONAL REHABILITATION ASSOCIATION
EXECUTIVE COMMITTEE MEETING
JANUARY 11-13, 1985

1:00 p.m. (January 11, 1985)

CALL TO ORDER
APPOINTMENT OF PARLIAMENTARIAN

1. TREASURER'S REPORT
2. EXECUTIVE DIRECTOR'S REPORT
3. GENERAL COUNSEL REPORT
4. *FINAL REPORT OF 1984 COMMISSIONS:
   - A. Consumer Relationships/Environmental Concerns
   - B. Governmental Affairs
   - C. Internal Affairs
   - D. Membership
   - E. Professional Concerns
   - F. Program and Activities

   * Specifically identify action items in reports.
5. REVIEW OF 1984 ACTION ITEMS
6. MARY SWITZER SEMINAR UPDATE

7. PRESENTATION OF 1985 COMMISSION CHARGES
   - A. Consumer Relationships/Environmental Concerns
   - B. Governmental Affairs
   - C. Internal Affairs
   - D. Membership
   - E. Professional Concerns
   - F. Program and Activities

(Break into work groups)

8. OLD BUSINESS
   - A. _____
   - B. _____
   - C. _____
9. NEW BUSINESS
   - A. _____
   - B. _____
   - C. _____

ADJOURNMENT

Note: Meeting will adjourn Sunday by noon.

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

David L. Mills
Executive Director

RECEIVED NOV 14 1984

November 8, 1984

Lex Frieden, Chairperson
Commission on Consumer Relationships
ILRU
1333 Moursund
Houston, Texas 77030

Dear Lex,

I just received a copy of a memorandum from Terry Brigance with his final CIA report and information on the changes for that commission. I thought it might be helpful to you to review the memo which may assist you in bringing your commission to its completion. I personally appreciated the work that I know you will continue to do as you continue to be part of the input for NRA and to help in reaching NRA goals.

I want to take this opportunity to congratulate you on the position as Executive Director of the National Counsel on the Handicapped. The Counsel could not have made a better choice. Please know that NRA is available to assist you in any way possible to help reach our mutual goals and concerns of better enhancing the lives of persons with disabilities.

I'm looking forward to seeing you at the NRA Legislative Seminar in March. Details will be in the December Newsletter. Let me know if I can be of further assistance to you.

Sincerely yours

Judy

Judy Harris
Program Manager

JH/vh

Enclosure

NATIONAL REHABILITATION ASSOCIATION

COMMISSION ON INTERNAL AFFAIRS

M E M O R A N D U M

TO: CIA Membership

FROM: Terry Brigance Terry Brigance

SUBJECT: CIA Activities/Assignments Update

DATE: October 29, 1984

I would like to update the CIA membership on the activities the CIA has been involved in and what is planned for the Commission for the rest of this calendar year and possibly next year.

The CIA was assigned twelve objectives for 1984. A status report on these objectives is attached. I am requesting that those persons responsible for objectives #1, 4, and 9 send me a written report or recommendations by December 28, 1984; I will forward a report on these assignments to the Board. If you need any assistance or have any questions, please let me know.

Larry Warnock will chair the CIA in 1985; we have discussed the status of these objectives and assignments. Betty Hedgeman is already working with the Commission chairs on next year's Commission objectives and membership. Betty and the Board will provide the final assignments to all the Commissions in the near future.

Larry will be communicating with a number of CIA members on this year's activities and what will probably occur next year. This is particularly true of those assignments that will take more than two months to complete, such as objectives #5 and 8.

It has been a real honor for me to have had the opportunity to chair the CIA. I believe we accomplished a great deal, and I very much appreciate the work and effort you gave this year. I hope everyone enjoys the holiday season and that we will be in touch again soon.

TB:bm
Attachment
cc: Betty Hedgeman
Tom Gaines
Dave Mills
Judy Harris ✓

Objective	Person(s) Responsible	Status
1. Develop recommended guidelines/procedures that would facilitate improved communications and coordination between and among Board of Directors, Regions, Chapters, and Divisions.	Lynn Pimentel* Terry Brigance Larry Warnock	No formal report has been given to the Board. CCP conducted a survey of its membership that could assist in this objective.
2. Develop recommended ways and means for more significantly involving Business and Industry in the Association (linkages, affiliations, new divisions, etc.).	Peter Griswold* Terry Anderson Vince Rhodes Larry Warnock	A proposal was given to the Board and approved. The August 16-17, 1984 Board minutes reflect this action.
3. Assist NRA headquarters' staff as might be needed in final development and dissemination of NRA Policy Manual.	Joan Cockrell	Recommendation on finalizing the NRA Policy Manual were made to the Board and approved as reflected in the August 16-17, 1984 minutes.
4. Assist fund-raising task force as might be needed in implementing fund-raising programs.	Henry DeVasher	No formal report was given.
5. Complete the development of role descriptions for and expectations of officers and Board members.	Lonnie Ladson	A review and recommendations were provided to the Board. These recommendations would be used as a working paper to further delineate the Board's role descriptions.
6. Review NRA Constitution & By-Laws to recommend language changes in all indicated places to "persons with disabilities."	Lucy Bartlett	Recommendations were made to the Board and Delegate Assembly and approved.
7. Develop Constitutional Amendment to eliminate Sustaining Membership category.	Jeri Carter	This was incorporated into Objective #6.
8. Review Nominations and Guidelines and develop finalized recommendations.	James Adams* Ted Daniels	Recommendations were made to the Board with a specific assignment from the Board to have these recommendations reviewed for feedback from CDP and CCP. The August 16-17, 1984 minutes describe this action.

	Objective	Person(s) Responsible	Status
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).	Arnold Sax	Recommendations regarding this objective and the membership of Commissions was made by the Committee on Consumer Relations and Environmental Concerns to the Board. The Board referred this to the CIA for comment.
10.	Assess whether Regional Presidents should be constitutional delegates to NRA Delegate Assembly and develop appropriate recommendations.	Lynn Pimentel	This was incorporated into objective #6.
11.	Assess "accessibility status" resolution from Michigan Rehabilitation Association, Inc., and make recommendations to Board of Directors in terms of guidelines for its use.	Neil Scully	A review of this policy was presented to the Board who voted to disseminate this policy to all units of NRA.
12.	Include recommendations for ways to meet the financial needs of Councils.	Jeri Carter	Recommendations were made to fund Councils as part of the NRA operating budget.

* These persons have primary responsibility for coordinating activities for these objectives with other sub-committee members.

In addition, the Board assigned the CIA the task of reviewing NRA's organizational goals with recommendations to the Board.

National Rehabilitation Association

Interim and Draft Final Report of the Commission on Consumer Relationships and Environmental Concerns

July 25, 1984

This commission has developed recommendations related to five principal objectives which were established for it by the NRA board of directors. These five objectives are listed below, along with the members of this commission who worked specifically on those objectives.

The chairperson of each subcommittee is designated by underlining.

1. Involving disabled people - Steve Kapalka, Lex Frieden, Nina Wallace

2. Facilitate use of accessibility guidelines - Spencer Mosley, Margie Sloan, George McCrowey

3. Provide enlightenment about purpose - Richard Nichol, Carolyn Emerson, Robert Horvath

4. Develop glossary related to disability - Jack Genskow, Gwen Countryman, James Paschiutti

5. Review and develop fundraising policy - Mary Sawyer, Dan McAlees, Don Gann

The attached memoranda and reports relate to each one of the five objectives of this commission. Specific recommendations contained within these reports are designated by asterisks. (Note!!: The following sentence will or will not be included in the final report of this commission pending the outcome of a mail vote which will be completed by August 10, 1984.) These recommendations represent the consensus, opinions, and viewpoints of the commission members. It is hoped that these recommendations will be acted upon appropriately by the NRA board at the earliest possible occasion.

The Commission on Consumer Relationships and Environmental Concerns has addressed a number of sensitive issues of profound significance to the NRA. The recommendations which have been offered by this commission are a product of much discussion and contemplation. Some of these recommendations are redundant with recommendations which have been made to the NRA board in the past. Others of

-continued-

these recommendations are in conflict with those which have been made in the past. In each case, the commission members believe that these recommendations reflect current attitudes and circumstances. These recommendations are offered by the commission to the NRA board with the belief that positive action which occurs on them will have a positive effect on the future of the association.

Lex Frieden, Chairperson

Report of the Subcommittee on Involving Disabled
People in Leadership Roles Within NRA

Subcommittee Members: Steve Kapalka, Chairperson
Lex Frieden
Nina Wallace

1) The subcommittee recommends that at least three members of the NRA board should be persons with disabilities. These persons shall be elected by the general membership from the board member at-large positions. The subcommittee recommends that at least one of the two board member at-large positions filled each year be filled with a person who has a disability. It is recommended that the definition of consumer or person with a disability for the purpose of this function be "any member who is, has been, or would have been eligible to receive rehabilitation services from a probate or a volunteer agency." It is assumed that the Council on Consumer Members will be dissolved at the time this recommendation is implemented. It is further assumed that the three consumer board positions will be filled within three years of implementation of this recommendation. Appropriate constitutional and by-laws changes should be made to implement this recommendation as soon as possible. The nominating committee should be instructed to begin seeking people with disabilities to fill at-large board positions as soon as possible. The association should encourage all regional, state, and local affiliates to adopt a similar method for ensuring the involvement of the people with disabilities in their respective organizations.

most severely disabled inds. d be disqualified?

2) It is recommended that the constitution and by-laws of the National Rehabilitation Association be amended to incorporate certain additional provisions ensuring consumer involvement. Specifically, it is recommended that the by-laws state that there shall be at least one member of each commission who is a person with a disability. The by-laws should state under the requirements for affiliation that each affiliate organization shall ensure that persons with disabilities are substantially involved in leadership roles within that organization. The by-laws should state that all advisory groups of the association should include persons with disabilities. The by-laws should state that at least one member of the executive committee shall be a person who has a disability.

The constitution should be amended to be consistent with by-laws changes. In other words, the executive committee shall include at least one person who has a disability. The constitution should state that at least one member of the nominating committee shall be a person who has a disability. The constitution should require each division, region, and chapter to have specified means for involving people who have disabilities in substantial leadership roles within their respective organizations. Finally, the constitution should be amended to incorporate those recommendations stated in section 1 above.

45 Commission should follow up leadership survey

Report of the Subcommittee on Reviewing and Developing Fundraising Policy

Recommended Policy Statement in response to objective #5 of the NRA Commission on Consumer Relationships and Environmental Concerns.

Recognizing that the National Rehabilitation Association exists for service to persons with disabilities and NRA has a responsibility to represent, advocate for, and educate professionals, legislators, employees and the general public about the rights and needs of persons with disabilities; it is imperative that members of NRA give thoughtful consideration to the manner in which they portray persons with disabilities.

Therefore, be it resolved that all members of NRA, all divisions of NRA, and all chapters of NRA will represent persons with disabilities in a favorable and realistic manner in all of their endeavors on behalf of persons with disabilities and the Association. Specifically, this includes but is not limited to fundraising activities, all publications, legislative efforts, public speaking engagements and all other activities performed in the name of the Association. Portrayals which invoke sympathy, pity, lead to patronization or any representation which magnifies the disability above the person should be avoided. The purpose of NRA activities is to aid society by the inclusion of persons with disabilities in all aspescts of society.

Understanding that our society has not recognized the abilities of all people - NRA will consider the total person in all NRA activities.

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

2 motions

delete #7 + follows

needs further work

1 motions

Followup Commission meeting should resolve open issues and bring up suggestions for next years Commission charge.

Signature

Date

Report of the Subcommittee to Facilitate Use of
Accessibility Guidelines

(Part 1)

TO: Lex Frieden, Chairperson, and the 1984 Commission on Consumer Relationships and Environmental Concerns

FROM: Spencer L. Mosley, Chairperson S.L.M.
Subcommittee for Facilitating Accessibility Guidelines

SUBJECT: Summary Report

DATE: June 8, 1984

Judy Harris, Margie Sloan, George McCrowey and I have completed work on the second stated objective for this Commission for 1984. Namely, we have submitted recommendations for "facilitating total Association ownership and use of NRA's Conference Accessibility Guidelines" and short of completion of printing of an NRA Accessibility Manual have effected such ownership.

You previously received a memo dated April 17, 1984 which listed recommendations for "NRA Ownership of Accessibility Guidelines". These recommendations were agreed upon by us and have been discussed with NRA staff - specifically via conversations between Judy Harris and myself. Completion of some details and, as previously noted, printing of the actual manual remain to be finished. However, completion prior to commencement of the 1984 NRA Conference in Atlanta, Georgia is still anticipated.

Our subcommittee is also aware of the hopeful advent of NRA consideration for formally copyrighting the finished manual. Whereas our subcommittee has assessed this to be one effective and helpful means by which disabled individuals can better access hotels, motels, convention centers and other buildings presenting architectural barriers and whereas we note this effort to be of national concern by individuals, groups and
*** associations such as the National Rehabilitation Association, we therefore recommend to this Commission and to the NRA Board that appropriate efforts be made by this Association to seek endorsement from other national associations in an effort to increase the uniformity, size and scope of this accessibility effort.

SLM:smd

cc: Judy Harris

ilru

M E M O R A N D U M

TO: Members of the Commission on Consumer Relationships and Environmental Concerns, National Rehabilitation Association

FROM: Lex Frieden, Chairperson

DATE: July 25, 1984

Please find attached a set of memoranda and reports which reflect the work of each of the subcommittees of our commission. I believe we should all study these and vote on them separately to be certain that they represent the opinions of the commission as a whole. Therefore, I have attached a ballot which I believe is self-explanatory.

Our commission is scheduled to meet prior to the NRA annual meeting on Thursday, August 16, 1984 at 9 A.M. The meeting place will be announced at the hotel. I would like to discuss these reports at that time. Nevertheless, I know that some members of the commission will not be able to attend the annual meeting. Therefore, I would like for each member to return the ballot on the proposed recommendations of this commission to me by August 10, 1984, so that everyone's viewpoint will be represented at the commission meeting and can be incorporated in the final report of this commission. If you have any questions about this procedure, please do not hesitate to call me.

Regardless of whether or not you agree with each recommendation made in the attached reports, I am sure you will agree with me that the ideas and suggestions contained within these reports are excellent. A great deal of work has been done by the subcommittees of this commission and the subcommittee members and their respective chairpeople should be congratulated.

I will prepare a final report for our commission following the meeting in August. In the meantime, if any members of the commission have further ideas or recommendations which you think should be included in our final report, please send them to me. If any new suggestions are of a substantive nature, I will forward them to the appropriate subcommittee

-continued-

mention hard work activity by Commission

and subsequently review them with the entire commission. Otherwise, I will make an honest effort to incorporate them in our final report.

I look forward to seeing as many of you as possible at the meeting in Atlanta. Please do not forget to return your ballot to me by August 10. Thank you all for your hard work and good ideas.

LF:rms

Attachments

Recommend that this Commission review accessibility of future sites for annual meeting.

National Office should provide annual updates to this Commission

Wisconsin Rehabilitation Association

Report of the Subcommittee to Facilitate Use of Accessibility Guidelines

(Part 2)

TO: Judy Harris, Margie Sloan and George McCrowey

FROM: Spencer L. Mosley S.L.M.

SUBJECT: Recommendations for NRA Ownership of Accessibility Guidelines

DATE: April 17, 1984

Hope this finds you all well and in anticipation of a happy Easter!

Attached is a list of recommendations which have been suggested by the Wisconsin Rehabilitation Association's Accessibility Committee, which I chair, and were endorsed by the WRA Board of Directors at their most recent meeting in late March.

We feel that these several points will serve to clarify many of the concerns and uncertainties that the NRA Board may have concerning the final impetus and development of an NRA Accessibility Manual for the purpose of assisting in determining appropriate hotel, motel, meeting sites for future conferences, seminars, etc. I hope that you'll be able to spend a few minutes in the next several days to review these items and provide me with any response and/or input you may have re: same. I feel that these provide the type of direction which the NRA Board needs to endorse the manual, move ahead to have it printed and then begin the hopeful process of assisting regions, chapters and divisions in consideration and hopeful implementation of its usage in their future endeavors.

I will attempt to contact you via phone during the last week in April and the first week in May. Once the four of us have agreed to a list of recommendations, I will be forwarding them to Commission Chairperson Lex Frieden for subsequent review by the entire Commission.

I thank you for your time and look forward to talking with you in the next couple of weeks.

SLM:smd

Enc.

cc: Lex Frieden

✓ Commission should seek endorsements

Wisconsin Rehabilitation Association

Following is a list of statements submitted for consideration and approval to the Commission on Consumer Relationships and Environmental Concerns by the Subcommittee concerned with facilitating NRA ownership of conference accessibility guidelines.

* 1. Basic accessibility manual format and content, as previously submitted by the Wisconsin Rehabilitation Association, screened and amended by NRA, should be maintained and printed as such.

* 2. Red plastic spiral binder should be utilized.

* 3. NRA national office staff should, with the endorsement of NRA Board/Executive Board design/style manual cover and proceed with other subjective decisions regarding paper color, typeset style, etc.

* 4. Wisconsin Rehabilitation Association (WRA) would participate in an amount of $1,000 (but not more than 90%) of initial printing cost of NRA Accessibility Manual.

* 5. NRA needs to consider provision of an address for reordering manuals. (WRA could/would assist in distribution with requested reimbursement for mailing costs only.)

* 6. NRA Accessibility Manuals to be sold should be priced at production cost (with consideration for future reproduction, distribution and mailing costs) with the emphasis on sales being service to citizens vs. financial Association gain.

* 7. WRA requests that page one of its originally submitted manual be included to provide recognition of those involved in the development, revision, endorsement and printing of WRA's accessibility guidelines. This to include on page one (title page) the addition of the following words which would immediately precede the words Wisconsin Rehabilitation Association: The words preceding WRA would be "as developed by the".

* 8. WRA asked that appropriate acknowledgment be made of recommendations and/or revisions recommended by NRA members assigned to that task by the NRA Board.

* 9. WRA would be willing to provide technical assistance, if requested, to NRA, its chapters and its divisions with consideration provided for cost of expenses incurred.

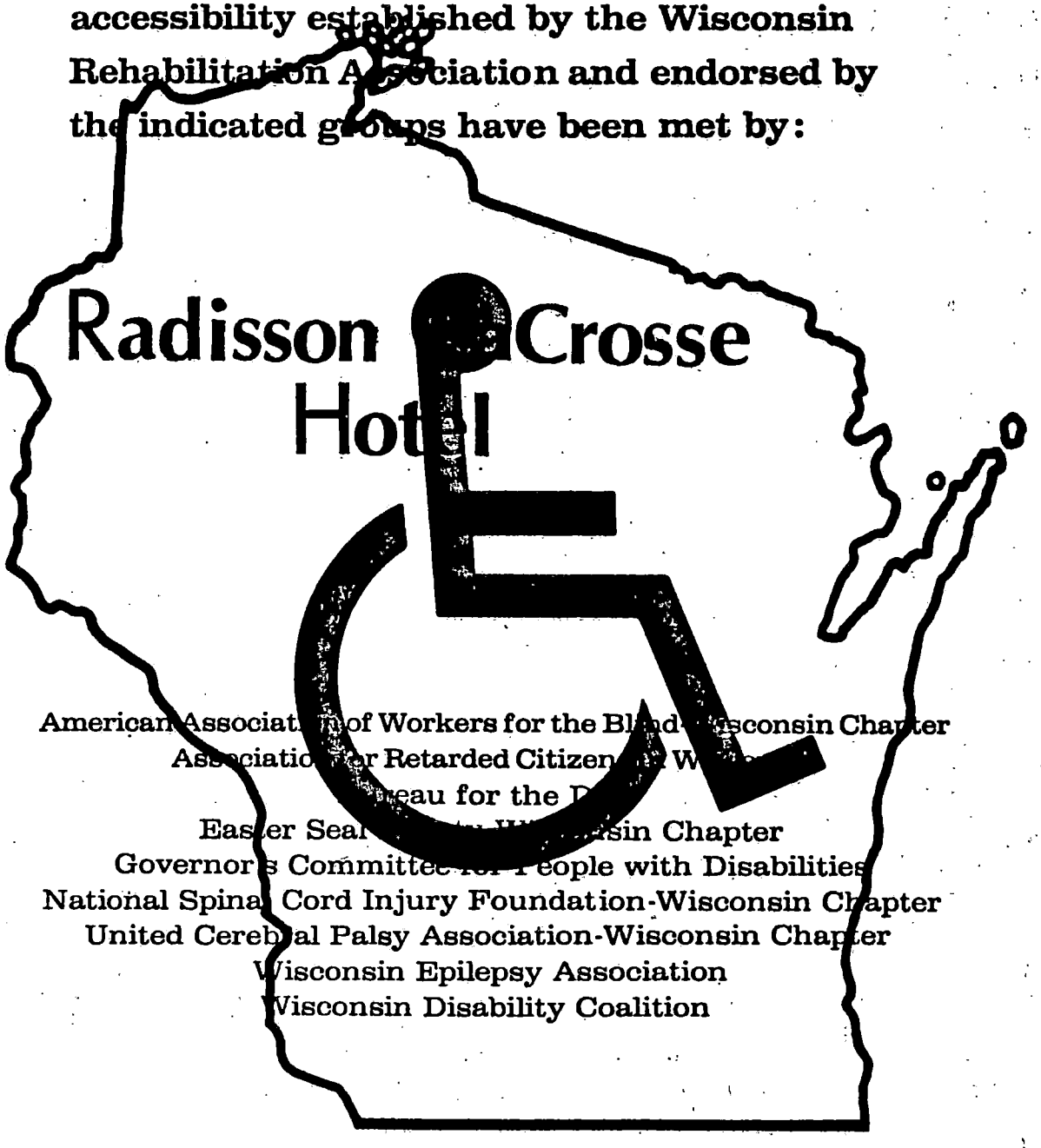
*10. It is asked that the following paragraph be deleted from page 15 of the manual as follows: Under minimum considerations, number six concerning "privacy screens" the second indented paragraph beginning with the word "if" and ending with the word "acceptable" be deleted as it is relatively outdated and serves only to confuse the standard presented.

*11. It is hoped that a copy of printed standards might be available for distribution at the 1984 NRA Conference to be held in Atlanta in August.

*12. NRA consider development of an appropriate award certificate (example enclosed).

Be it known that the minimum standards of accessibility established by the Wisconsin Rehabilitation Association and endorsed by the indicated groups have been met by:

Radisson La Crosse Hotel



American Association of Workers for the Blind-Wisconsin Chapter
Association for Retarded Citizens-Wisconsin
Bureau for the Deaf
Easter Seal Society of Wisconsin Chapter
Governor's Committee for People with Disabilities
National Spinal Cord Injury Foundation-Wisconsin Chapter
United Cerebral Palsy Association-Wisconsin Chapter
Wisconsin Epilepsy Association
Wisconsin Disability Coalition

Betty Rinke
W.R.A. President

Spencer L. Mosley
W.R.A. Accessibility Committee Chairperson

Report of the Subcommittee on Providing Enlightenment About Purpose

IOWA REHABILITATION ASSOCIATION

A Chapter of the
National Rehabilitation Association

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

101A Northwest Plaza
1416 West 16th Street
Davenport, Iowa 52804

April 5, 1984

1984 Board

President
Ellen Failor
400 Mullin Building
Cedar Rapids, IA 52401
319/363-2015

Past President
Richard Nichol
1416 West 16 Street
Davenport, IA 52804
319/324-0683

President-Elect
William Herrick
510 East 12 Street
Des Moines, IA 50319
515/281-4149

Vice President
Terry Donahue
P.O. Box 458
Creston, IA 50801
515/782-8538

Secretary
Greg Phelps
Fourth & Keosauqua Way
Des Moines, IA 50309
515/283-2601

Treasurer
David Saurman
2920 30 Street
Des Moines, IA 50310
515/274-1529

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Ruth Burrows
Cedar Rapids
Deborah Gutheil
Davenport
David Quick
Des Moines

Division Representatives
Timothy Gracey - IAIL
Harlietta Belland - IARS
Donna Daniel - IRCA
Barbara Smalley - JPD
David Kerton - VEWAA

Lex Frieden
Independent Living Research Utilization
P. O. Box 20095
Huston, Texas 77225

Dear Mr. Frieden:

The subcommittee consisting of Richard Nichol, Carolyn Emerson and Robert Horvath met regarding charge three of the Commission on Consumer Relationships and Environmental Concerns.

We pondered among ourselves - what has not been tried?, realizing that those who have gone before us have thought of all the alternatives. However, we believe renewed emphasis on some of the previous approaches is in order.

* 1. Lobbying activities should be publicized more directly to state and regional presidents so that they can inform members through board meetings and newsletters.

* 2. Public service announcements should be generated on a more frequent basis to be distributed to the regions and states for distribution to local T.V. & radio stations.

* 3. Press releases should be issued nationally -through state and regional representatives for newspaper coverage - of success stories relating to NRA advocacy efforts.

* 4. Develop national and local programs through public broadcasting systems both T.V. and radio telling the NRA story and purposes.

* 5. Target the disabled population with emphasis on their being professional members - deemphasize the concept they are consumer members.

* 6. Develop an at large mailing list with the above in mind.

* 7. Be recognized as a "co-sponsor" or a major supporter of major telethons (Easter Seals, MD, MS - etc.). The President may want to gain cameo appearance - or NRA members may volunteer

to answer telephones. Many probably do so why not be recognized even though they may be there as part of another agency or interested citizen.

Thank you for the opportunity to serve.

Sincerely,

Richard Nichol

Richard Nichol, Subcommittee Chairman

RN/cjb

cc Carolyn Emerson
Robert Horvath

Report of the Subcommittee on Developing a Glossary Related to Disability

Sangamon State University

Human Services and Sciences • Dean, Joyce E. Elliott
HUMAN DEVELOPMENT COUNSELING PROGRAM
Springfield, Illinois 62708 • 217/786-6504

May 1, 1984

Lex Frieden
ILRU, Institute for Rehabilitation and
Research Texas Medical Center
P. O. Box 20095
Houston, Texas 77225

Dear Lex,

The subcommittee dealing with the glossary of words related to persons with disabilities has made the following recommendation. The committee members dealt independently with the materials which you sent to me, and then I contacted them individually for their comments.

*** Recommendation: The Glossary developed by the Independent Living Research and Training Center is appropriate for the use of NRA and should be accepted as the current standard usage glossary.

In addition, the committee thought that while this is a good basis for current usage, this should be considered a living document in need of continuous updating, additions and review.

I think this is going a bit too far — at any rate, clichés should always be avoided

One addition to the Glossary relates to the comments by Wright (1984) regarding the pejorative implications of disability-related words when used in commonly accepted metaphors. For example, the use of "blind faith" to mean accepting something unsupported by evidence, "blind rage" as being unreasonable or uncontrollable, "blind to conditions" as being ignorant or unaware, or "blind alley" as having no opportunity for advancement, and "blind to ones own defects" as not having the faculty of discernment. Appropriate alternatives would be: "unquestioning faith", furious, undirected rage", "unaware of conditions", "closed alley", and "denying ones own defects".

Other professional groups also recognize the problem of semantics. The American Psychiatric Association, in its Diagnostic and Statistical Manual of Mental Disorders (DSM-III) (1980) stages: "A common misconception is that a classification of mental disorders classifies individuals, when actually what are being classified are disorders that individuals have. For this reason, the text of DSM-III avoids the use of such phrases as 'a schizophrenic' or 'an alcoholic', and instead uses the more accurate, but admittedly more wordy 'an individual with Schizophrenia' or an individual with Alcohol Dependence'". (p. 6).

Since writing this letter I've gotten a copy of the National Easter Seal Society Guidelines for portraying persons with disabilities in print. I am enclosing a copy for your review. I would recommend that we endorse both of these guidelines for NRA use, since both are similar in intent. The rest of the subcommittee has not yet seen the Easter Seal guidelines.

All good wishes,

Jack Genskow, Ph.D.
Associate Professor
Human Development Counseling Program

jg/cc

Enclosure

Draft
May 1984

GUIDELINES FOR WRITING AND REPORTING ABOUT PERSONS WITH DISABILITIES*

The following points are issues to consider when portraying or writing about individuals with disabilities:

a. Only make reference to a person's disability when it is important to the story.

b. Avoid using adjectives as nouns as in: "the disabled, the deaf, the blind, a cripple, a retard/retardate, a victim, an arthritic, a spastic." It is more acceptable to say, "people who are deaf" or "person who has had polio," "persons with disabilities."

c. Where possible, emphasize the importance of the individual rather than the disability by saying, "person" or "individual" before describing the disability. For example say, "persons (those) with disabilities" or "people who are deaf" rather than, "disabled persons" or "deaf people."

d. Avoid using descriptors such as unfortunate, pitiful, poor and other such value-laden words. When possible, use descriptors which emphasize a person's abilities such as:

"uses a wheelchair/braces" rather than, "confined to a wheelchair" (a wheelchair enables mobility; without it the person is confined to a bed).

"walks with crutches/braces" rather than, ..."is crippled"

"is partially sighted" rather than, "partially blind"

e. Do not sensationalize the onset or effects of a disability with phrases as:

afflicted with
suffering from
victim of
stricken with
incapacitated with

It is more acceptable to say:

the person has (had)
the person has experienced
a person with

f. Qualifying statements such as, "He uses a wheelchair but seems to be very bright" are demeaning and imply that the attribute is exceptional.

g. Avoid implying sickness when discussing disabling conditions.

To the general public, "disease" has connotations of being unsightly or contagious. Although a disability may be caused by a disease such as polio or Parkinson's Disease, the disability itself is not a disease nor is the person necessarily chronically ill. Accordingly, persons with disabilities should not be referred to as "patients" unless they are actually receiving medical treatment.

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15. specific learning disability (S.L.D.) - is a disorder in the ability to learn effectively in respect to one's own potential when presented with an appropriate, regular instructional environment. This does not include persons with vision, hearing, or motor impairment, those with mentally retardation or emotional disturbance, or persons who are environmentally, culturally, or economically disadvantaged. The term specific learning disability is preferred over the more general term, learning disability because it emphasizes that the disability effects only one or two areas of learning.

16. speech impaired - is correctly used to describe persons with limited or different speech patterns.

Recommend descriptive non-offensive terms not medical or legal

*The Research & Training & Independent Living Center
University of Kansas
BCR/348 Hawroth
Lawrence, Kansas 66045-2930

Mike Jones

National Rehabilitation Association

Interim and Draft Final Report of the Commission on Consumer Relationships and Environmental Concerns

July 25, 1984

This commission has developed recommendations related to five principal objectives which were established for it by the NRA board of directors. These five objectives are listed below, along with the members of this commission who worked specifically on those objectives.

The chairperson of each subcommittee is designated by underlining.

1. Involving disabled people - Steve Kapalka
   Lex Frieden
   Nina Wallace

2. Facilitate use of accessibility guidelines - Spencer Mosley
   Margie Sloan
   George McCrowey

3. Provide enlightenment about purpose - Richard Nichol
   Carolyn Emerson
   Robert Horvath

4. Develop glossary related to disability - Jack Genskow
   Gwen Countryman
   James Paschiutti

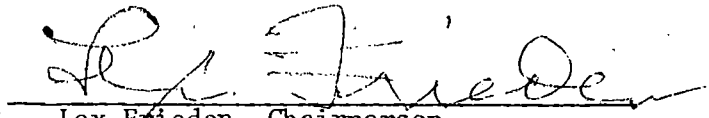
5. Review and develop fundraising policy - Mary Sawyer
   Dan McAlees
   Don Gann

The attached memoranda and reports relate to each one of the five objectives of this commission. Specific recommendations contained within these reports are designated by asterisks. (Note!!: The following sentence will or will not be included in the final report of this commission pending the outcome of a mail vote which will be completed by August 10, 1984.) These recommendations represent the consensus, opinions, and viewpoints of the commission members. It is hoped that these recommendations will be acted upon appropriately by the NRA board at the earliest possible occasion.

The Commission on Consumer Relationships and Environmental Concerns has addressed a number of sensitive issues of profound significance to the NRA. The recommendations which have been offered by this commission are a product of much discussion and contemplation. Some of these recommendations are redundant with recommendations which have been made to the NRA board in the past. Others of

-continued-

these recommendations are in conflict with those which have been made in the past. In each case, the commission members believe that these recommendations reflect current attitudes and circumstances. These recommendations are offered by the commission to the NRA board with the belief that positive action which occurs on them will have a positive effect on the future of the association.



Lex Frieden, Chairperson

Sangamon State University
Human Services and Sciences • Dean, Joyce E. Elliott
HUMAN DEVELOPMENT COUNSELING PROGRAM
Springfield, Illinois 62708 • 217/786-6504

July 24, 1984

Lex Frieden, Commission Chairperson
Independent Living Research Utilization
P.O. Box 20095
Houston, Texas 77225

Dear Lex,

Sometime ago I sent a copy of the glossary which our subcommittee okayed for use by NRA. It was essentially the "Guidelines" developed by the Kansas R & T Center on Independent Living. However, we did make some revisions and additions. Did you receive these, and should we add our name to the draft?

As I noted this should be viewed a "living" document, a draft, and should be continually updated.

Sincerely,

Jack K. Genskow,
Convener,
Human Development Counseling Program

jkg/rjh

CC Gwen Countryman
James Paschiutti

Draft
May 1984

GUIDELINES FOR WRITING AND REPORTING ABOUT PERSONS WITH DISABILITIES*

The following points are issues to consider when portraying or writing about individuals with disabilities:

a. Only make reference to a person's disability when it is important to the story.

b. Avoid using adjectives as nouns as in: "the disabled, the deaf, the blind, a cripple, a retard/retardate, a victim, an arthritic, a spastic." It is more acceptable to say, "people who are deaf" or "person who has had polio," "persons with disabilities."

c. Where possible, emphasize the importance of the individual rather than the disability by saying, "person" or "individual" before describing the disability. For example say, "persons (those) with disabilities" or "people who are deaf" rather than, "disabled persons" or "deaf people."

d. Avoid using descriptors such as unfortunate, pitiful, poor and other such value-laden words. When possible, use descriptors which emphasize a person's abilities such as:

"uses a wheelchair/braces" rather than, "confined to a wheelchair" (a wheelchair enables mobility; without it the person is confined to a bed).

"walks with crutches/braces" rather than, ..."is crippled"

"is partially sighted" rather than, "partially blind"

e. Do not sensationalize the onset or effects of a disability with phrases as:

afflicted with
suffering from
victim of
stricken with
incapacitated with

It is more acceptable to say:

the person has (had)
the person has experienced
a person with

f. Qualifying statements such as, "He uses a wheelchair but seems to be very bright" are demeaning and imply that the attribute is exceptional.

g. Avoid implying sickness when discussing disabling conditions.

To the general public, "disease" has connotations of being unsightly or contagious. Although a disability may be caused by a disease such as polio or Parkinson's Disease, the disability itself is not a disease nor is the person necessarily chronically ill. Accordingly, persons with disabilities should not be referred to as "patients" unless they are actually receiving medical treatment.

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BCR/348 Hawroth
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Submitted by:
Glossary Sub-Committee
NRA Committee
On Consumer Relationships
And Environmental Concerns

RECEIVED AUG 2 4 1984

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

Lex Frieden, ILRU 8/22/84

Lex — the enclosed statement was accepted by the Board without the title of "Fund Raising Policy". Also 2 additional words were inserted for more specificity.

The following suggestions were given to Betty Hedgeman:

1. a person should be designated to give a report at the delegate assembly
2. Commission should critique the accessibility of the hotel. (There were no raised floor numbers).
3. Should have input to consumer section of the Journal
4. meetings at the Nat'l Conference should be discussed on or before the first meeting (no one other than myself and Marcel showed for 2nd meeting)
5. Work with NAIL + NCLIP + Membership
6. Work with Commission on Gov. to change Fed. Terminology in law.
7. Explore consummer membership fee (lower) — suggested by Lucy Bartlett.
8. Develop Fact Sheet

We have been doing well — let's keep it going!

Steve Kopalka, CRC

cc: Margie Sloan, Betty H.

FUND RAISING POLICY

A purpose of NRA activities is to aid society by the inclusion of persons with disabilities in all aspects of society. Recognizing that the National Rehabilitation Association exists for service to persons with disabilities and NRA has a responsibility to represent, advocate for, and educate professionals, legislators, employees and the general public about the rights and needs of persons with disabilities; it is imperative that members of NRA give thoughtful consideration to the manner in which they portray persons with disabilities.

~~Therefore, be it resolved that~~ All members of NRA, all divisions of NRA, and all chapters of NRA will represent persons with disabilities in a favorable and realistic manner in all of their endeavors on behalf of persons with disabilities and the Association. Specifically, this includes but is not limited to fund-raising activities, all publications, legislative efforts, public speaking engagements and all other activities performed in the name of the Association. Portrayals which invoke sympathy, pity, lead to patronization or any representation which magnifies the disability above the person should be avoided.

(additional 2 words inserted)

NRA Newsletter

National Rehabilitation Association (ISSN 0612-5114) October, 1984



A HIT IN ATLANTA: The speakers, training programs, exhibits, art show and social events were all hits at the 1984 NRA Conference in Atlanta. This General Session was typical of the eagerness shown to learn, to progress. Atlanta was a hit!

Adams, Brower, McDaniel Also Win

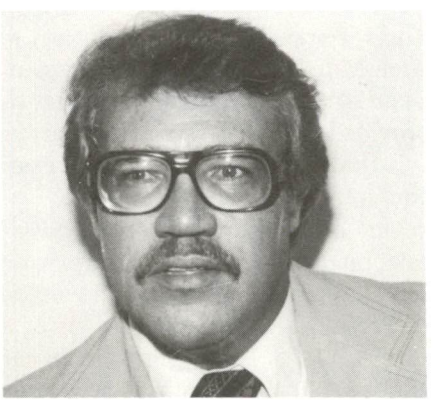
Amos Sales Is President-Elect

Amos Sales, a former acting Executive Director of NRA, won election as President-Elect when ballots were counted at the outset of the National Conference in Atlanta in mid-August.

Also winning national office positions were James Adams, Paducah, Ky., elected to a second term as Treasurer; and Pamela Brower, Mankato, Minn., and Randall McDaniel, Auburn, Ala., as Board Members at Large for three year terms.

The announcements kicked off a highly successful 1984 conference at the Atlanta Hilton that recorded an all-time high number of exhibitors' booth spaces sold (49) and the naming of the first "Purchase of Show" art award (to Amy Lanious, Doraville, Ga., a 25-year old paraplegic) and the honoring of three personalities and one city for outstanding contributions to the field of rehabilitation.

Honored at the annual Awards Banquet were Jean C. Voegeli, Charleston, S.C. (President's Award); William T. Coppage, Richmond, Va. (Bell Greve Award); and Senator Orrin G. Hatch, Salt Lake City, Utah (Legislative Service Award). In addition, the Oak Park (Ill.) Committee on the Disabled, an arm of the city government, was given the Organizational Award for extraordinary and on-going efforts in behalf of persons with disabilities.



President-Elect Amos Sales

Sales, from Tucson, Ariz., serves as Director of Rehabilitation Center and Professor of Education at the University of Arizona. Sales had been on the national NRA staff and served as Acting Executive Director following the tenure of Diane Roupe in 1976.

Sales and other newly named Board Members will take office January 1 when President Betty Hedgeman, New York City, succeeds Thomas Gaines, Atlanta.

Hedgeman, Gaines, Sales and Adams will be joined on the NRA Executive Committee by appointees Arnold Sax, Menomonie, Wisc. (Member at Large); Marsella Jesse, Pierre, S.D. (NARS); and Joan T. Barker, Versailles, Ky. (NRAA).



Keynoter James Roosevelt

Also confirmed by the full board in Atlanta were Hedgeman's appointments as Chairpersons of the NRA Commissions, as follows:

CIA: Larry Warnock, Boston, Mass.
Consumer: Margie Sloan, Atlanta, Ga.
Program & Activities: Ethel Briggs, Washington, D.C.
Professional Concerns: Gary Austin, Carbondale, Ill.
Membership: Evan Jones, Falls Church, Va.
Governmental Affairs: Terry Brigance, Sante Fe, N.M.

Key Speakers

James Roosevelt, son of former President of the United States Franklin D. Roosevelt, was the keynote speaker for the conference. Roosevelt is President of the Roosevelt Warm Springs Foundation in Georgia.

Welcomes were delivered by President Gaines, Commissioner of Vocational Rehabilitation in Georgia; Dr. James Ledbetter, Commissioner of the Georgia Department of Human Resources; Lisa Cape, Office of the Governor of Georgia; and Ellies Moran, Executive Director of the Roosevelt Warm Springs Institute for Rehabilitation. Moran introduced Mr. Roosevelt.



Atlanta Mayor Andrew Young listens to NRA President Thomas Gaines at the Closing General Session prior to his speech to the membership

Other General Session speakers included Mrs. Madeleine Will, Assistant Secretary of Special Education and Rehabilitative Services (OSERS) and Mayor Andrew Young of Atlanta, both of whom spoke on Monday's closing day sessions. President Gaines, on scant notice, became the Second General Session speaker when NASA's Arthur Keatings, Research Triangle, N.C., was unable to attend after being involved in an automobile accident enroute to the conference.

Honored in the final session for his work as Chairperson of the Georgia Local Arrangements Committee was Alan Morris, of Atlanta, who organized an strong Georgia chapter effort that provided the manpower and congeniality that produced a successful conference.

One of the NRA divisions, NRCA, celebrated its 25th anniversary with a special reception organized and directed by President Martha Wolf. Many of the former NRCA Presidents were on hand and were honored with a special commemorative gift.

NRA NEWSLETTER

The NRA NEWSLETTER (Serial No. ISSN 0612-5114), Volume 40, Number 6. Second-Class postage paid at Alexandria, Virginia. Postmaster send address changes to NRA Newsletter, 633 South Washington Street, Alexandria, VA 22314-4193. Eight issues yearly, (January, March, April, June, July, September, October and December) by The National Rehabilitation Association, 633 South Washington Street, Alexandria, Virginia 22314-4193.

David Mills.....Executive Director
Dick Dietl...Assoc. Director/Editor
Judy Harris.....Program Manager
Jack Duncan.....General Counsel
Thomas Gaines.....NRA President
Betty Hedgeman.....President-Elect
Marvin Spears.....Past President
James Adams.....Treasurer

Subscription to the NRA Newsletter (available to members only) is $2.00 per year, and is included in the NRA dues.

Board and Delegate Assembly Meeting Actions Highlighted

NRA's Board of Directors met twice at the 1984 National Conference in Atlanta and over 300 delegates appointed by Chapters convened the Delegate Assembly to act on reports, resolutions, constitutional amendments and other items of business.

Following are excerpts from the minutes of those meetings:

Treasurer's Report

Highlights of the report shows an income of $397,517 and expenditures of $373,580 for an excess income of $23,937 through the first six months of FY84. The income and expenditure statement was printed in the August Newsletter. The concept of a balanced budget has been achieved.

Executive Director's Report

Dave Mills provided a written report highlighting the NRA goals, including the following plans for 1985:

- Development of a long range Fund Raising Plan.
- Fourth Annual Legislative Seminar in Washington, D.C. in March. (see details on page 6).
- Ninth Annual Mary Switzer Memorial Seminar in New York City. (Seminar topic: "Social Policy Planning for Rehabilitation in the Future").
- 1985 National Training Conference in Des Moines, Ia., October 3-7, 1985.
- Updating, printing and distribution of the NRA Accessibility Manual.
- Planning for a National Leadership Conference.
- Development of an Orientation Manual for Officers, Board Members, and Leaders.
- Development of a Conference Planners Manual.

General Counsel's Report

Jack Duncan reported a very successful year for rehabilitation's funding. The Legislative Seminar was well attended in March.

NRA's Legislative Network continues to be strengthened through the network's efforts. The results of the network have been successful. A survey done within the Chapters will provide a report as to the chapters network outreach. A goal is to bridge any gaps that must be found.

It is very important that all of the membership be aware of our legislative tactics and our social policies. Legislative information is summarized in each issue of the **NRA Newsletter.**

COMMISSION REPORTS

Consumer Relations and Environmental Concerns

Lex Frieden and the Commission developed recommendations related to five principal charges from the NRA Board of Directors. These five charges are:

1. Involving persons with disabilities.
2. Facilitate use of accessibility guidelines.
3. Provide enlightenment about purpose.
4. Develop glossary related to disability.
5. Review and develop policy statement on concerns of using persons with disabilities as reasons for fund raising.

The recommendations were referred to CIA for further action. The Board approved the following as NRA policy:

A purpose of NRA activities is to aid society by the inclusion of persons with disabilities in aspects of society. Acknowledging that the National Rehabilitation Association exists for service to persons with disabilities and NRA has a responsibility to represent, advocate for, and educate professionals, legislators, employers and the general public about the rights and needs of persons with disabilities: it is imperative that members of NRA give thoughtful consideration to the manner in which they portray persons with disabilities, in fund raising, public relations and advertising activities. All members of NRA, all Divisions of NRA and all chapters of NRA will represent persons with disabilities in a favorable and realistic manner in all of their endeavors on behalf of persons with disabilities and the association. Specifically, this includes but is not limited to fund raising activities, all publications, legislative efforts, public speaking engagements and all other activities performed in the name of the association. Portrayals which invoke sympathy, pity, lead to patronization or any representation which magnifies the disability over the person should be avoided.

Governmental Affairs

Randy Gray provided highlights of the issues reviewed by the Commission. The issues were:

1. Public Law 98.199, the extension of education for the Handicapped, 98.142 Vocational Rehabilitation services to the public sector from Education.
2. Social Security Issues in the Disability Determination Program.
3. Civil Rights Issues:
   1) Equal Access to Voting Rights Act.
   2) Baby Doe Case.
   3) S-205.3, Closing of Institutions Across the Country.
   4) The Architectural Accessibility Bill, HR 1016.
   5) Expansion of 504 of the Rehabilitation Act of 1973 as amended.
4. Independent Living adequate funding.

The Commission has taken a new direction to be involved in legislative issues of all types that effect the disabled.

In further action, the NRA Board endorsed the national policy of persons with disabilities as developed by the National Council on the Handicapped.

BOARD continued on page 8

News Beat

Regions, Chapters, Divisions, Members

MID-ATLANTIC REGION

Dr. Dan West, President of the Mid-Atlantic Region, has announced that the Pennsylvania Rehabilitation Association will be hosting the Mid-Atlantic Conference next year at the Sheraton-Crossgates in Wilkes-Barre, Pa. The dates are May 19-22, 1985. For information contact: **Dr. Dan West, 287 North Pennsylvania Ave., P.O. Box 1344, Wilkes-Barre, PA 18703.**

NARS SUPPORT

NARS has taken a major step of commitment by throwing its considerable strength behind the National Wheelchair Athletic Association's national games.

Its NARS service project for 1984 and involves both time and financial support.

Robbie Blackburn, NARS Treasurer, served as Chairman of the Registration Committee for the games, assisted by Becky Neal, NARS President-Elect. Several rehabilitation workers from Johnson City, Tenn. area, also volunteered their time. The games were held at East Tennessee State University in May.

Volunteers are needed for the 1985 games, set for Edinboro, Pa. Call Robbie at (804) 257-0280

AN AMPUTEE'S STORY: A VIDEOTAPE

For the first time, a program dealing with the subject of amputee care, both physical and psychosocial, is being offered on videotape by the Southern Illinois University School of Medicine. This program is intended for physicians, nurses, physical therapists, and allied health care professionals as well as amputees and their families.

The video is available in a half- or one-hour version. For information regarding previewing and purchase, contact: **Biomedical Communications, Southern Illinois University School of Medicine, P.O. Box 3926, Springfield, IL 62708. Phone: (217) 785-2136.**

"Larry: An Amputee's Story" recounts the phases of loss experienced by Larry Castleberry, a young amputee. The videotape follows the actual events from the time of his amputation through his rehabilitation.

HANDICAPPED ... AN OBSTACLE ILLUSION

The Charlotte (N.C.) Business Advisory Council is a nonprofit organization of business profesionals striving to promote employment of persons with disabilities. The Council has just completed production of "Handicapped ... An Obstacle Illusion", a management training videotape to enhance awareness and encourage removal of architectural and attitudinal barriers in the business environment. The video has already proven to be a dynamic education vehicle in the workplace.

Copies of the videotape can be purchased from the production company: **Al Wheeler, PCA Teleproductions, 801 Crestdale Ave., Matthews, NC 28105. Phone (704) 847-8011. The cost is: $48 for ¾"; $36 for Bata I; and $37 for VHS.**

RHO CHI SIGMA LITERARY AWARD

The Rho Chi Sigma Literary Awards will be presented at the Society's meeting to be held in conjunction with the 1985 NRA national conference in Des Moines, October 3-7.

Two awards of "Lifetime Membership" and a Certificate will be presented, one to a student member and the other to a person from the general membership. All applicants must be Society members by the submission deadline of July 1, 1985.

Original manuscripts submitted for consideration should not be more than 10 typed, double spaced pages. An essay on any topic relevant to rehabilitation will be considered for the awards. The winners will be selected by the members of the Literary Award Committee. Any questions, as well as applications, should be forwarded to: **Dr. T.F. Riggar, Rehabilitation Institute, Southern Illinois University, Carbondale, IL 62901.**

CALL FOR MANUSCRIPTS

The Richard J. Baker Memorial Monograph Series will be published at least once per year and disseminate materials with an understanding of information in vocational assessment and therapeutic adjustment services. The Monograph Series will concentrate most upon the publication of information pertaining to critical issues in theory, research, methodology, program innovations, and instrumentation development within the areas of vocational evaluation and work adjustment.

Materials to be submitted for possible publication would include data which results in a far longer compilation than would normally be sumitted for a Bulletin journal article. All submissions will be required to be in the same style and format as indicated by the Bulletin. All submissions will be reviewed by the Editor and staff, and the number of monographs per year will depend upon the fiscal status of the Association. There are no deadlines as the Series is a continuing Vocational Evaluation and Work Adjustment Association endeavor.

All materials should be submitted to: **Dr. T.F. Riggar, Editor - Memorial Monograph Series, Rehabilitation Institute, Southern Illinois University, Carbondale, IL 62901. (618) 536-7704,**

ATBCB INVITATION TO COMMENT

Dennis Cannon, Transportation Specialist at ATBCB (Architectural and Transportation Barriers Compliance Board) sends information of an invitation to comment on aircraft boarding chairs.

NEWS BEAT

Copies of the *Federal Register* invitation can be obtained by writing: **Michelle Henson, Office of Technical Services, Room 1010, Mail Stop 2101, 330 C Street, SW, Washington, DC 20202 or call (202) 472-2700.**

To be assured of consideration comments must be in writing and must be postmarked on or before Nov. 13, 1984. Send comments to: **DSocket Trans-1-84, 330 C St., SW, Washington, DC 20202. Call Cannon at (202) 472-2700 (voice or TDD).**

SERVICES FOR INDEPENDENT LIVING

"Discover the World of Independent Living" is a manual directed toward educators, independent living staff or other serving or wishing to serve disabled youth. It covers such areas as self-esteem, self-identify, personal care and hygiene, telephone usage, managing time and money management. The manual clearly lists teaching methods, activities and objectives. This curriculum is available upon request as long as supplies last.

For futher information contact: **Glenn Terrell or Karen Leavitt, Services for Independent Living, 25100 Euclid Ave., Suite 105, Euclid, OH 44117, (216) 1731-1529.**

NATIONAL EASTER SEAL SOCIETY

The National Easter Seal Society has produced two mini-catalogs of low-cost or free publications concerning disabilities and rehabilitation.

* "Publications for Parents and Families" (A-316) lists 36 booklets and brochures to assist in understanding and helping family members who have speech disorders, hearing difficulties, learning disabilities, and other disabling conditions.
* "Publications for Persons Who Have Disabilities and Their Friends" (A-317) is targeted to adults and teens with disabilities resulting form stroke, larygectomy and other disorders.

Single copies of either or both catlogs are available free in response to request accompanied by a self-addressed, stamped business-size envelope. Send requests to: **National Easter Seal Society, 2023 W. Ogden Ave., Chicago, IL 60612.**

Rehabilitation facilities, hospitals, parent or disability groups may request 100 copies of the mini-catalogs for distribution by calling: **Publications Department, (312) 243-8000. The TDD number is (312) 243-8880.**

LIFECARE SCHOLARSHIPS

LIFECARE, of Boulder, Colo., is a manufacturerer of portable ventilators. They are offering four scholarships of $2,500 each to respirator dependent persons. The scholarships are available to assist these persons pursue their educational goals and become more self supporting. Applicants must be portable ventilator dependent for at least eight hours a day.

Deadline for applications is December 31, 1984. For application forms write: **Scholarship, LIFECARE, 5505 Central Avenue, Boulder, CO 80301. Call Janice Campbell, (303) 443-9234.**

SPECIAL ISSUE OF REHABILITATION LITERATURE

Rehabilitation Literature, the professional bimonthly journal of the National Easter Seal Society, announces the publication of a special expanded issue devoted to children and disability.

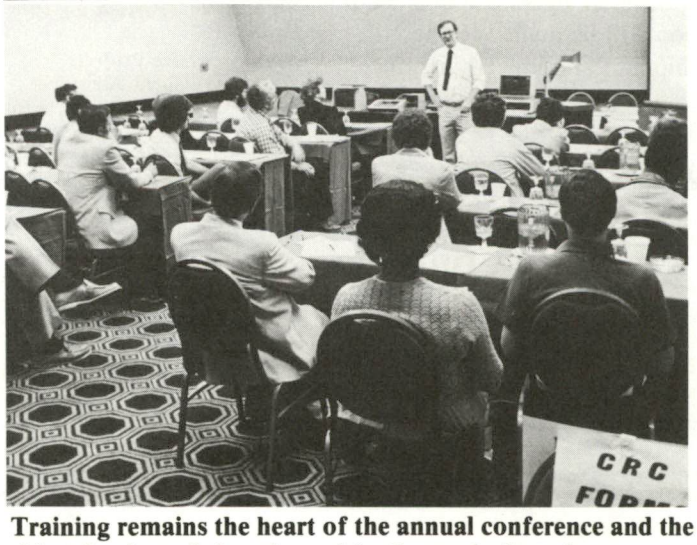
Copies of "Children and Disability" (vol. 45, No. 7-8) are available for only $5.00 each from: **National Easter Seal Society, 2023 W. Ogden Ave., Chicago, IL 60612. (312) 243-8400.**

POSITION OPENING
Executive Director

Opening exists for Executive Director of Cincinnati Association for the Blind, a multi-service agency serving blind and visually handicapped people in the Greater Cincinnati area. Position is responsible for overall management and development of Association's ongoing activities, including both rehabilitation and workshop programs. Position requires professional training in social work, rehabilitation and related disciplines; an advanced degree is desirable as are 12 or more years of directly applicable for related experiences. Successful candidate will possess well developed management skills and knowledge and experience in the field of rehabilitation or human services. Cincinnati Association for the Blind is an Equal Opportunity Employer. Submit resume, including salary history to: **Search Committee, Cincinnati Association for the Blind, 2045 Gilbert Avenue, Cincinnati, OH 45202.**

POSITION OPENING
Occupational Evaluator/Assessment Officer

New Mexico Junior College is seeking an Occupational Evaluator/Assessment Officer to coordinate the vocational evaluation procedures, direct pychometric testing, work sample evaluations and situational assessments of clients; counsel clients and referral sources on evaluation results. Desire Master's degree (preferably in psychometry or vocational rehabilitation). Salary to $25,200 for 12 months depending on background and qualifications. Send letter of applications, resume, placement credentials and official transcripts, three or more reference letters and a statement of community college philosophy to: **H.D. Bryant, Director of Personnel & Staff Development, New Mexico Junior College, Lovington Highway, Hobbs, NM 88240. AA/EEO.**



Training remains the heart of the annual conference and the thirst for knowledge showed in the packed sessions.

1985 Appropriations Bill Passed

4th Legislative Seminar Set March 3-5, 1985

Plans are underway for the Fourth Annual NRA Legislative Seminar to be held in Washingtoin, D.C., March 3-5, 1985. It will be conducted by Jack Duncan, NRA General Counsel.

The Seminar will begin on Sunday, March 3, at noon with an orientation for new participants prior to the afternoon opening session.

On Monday the action moves to Capitol Hill for sessions and what has become a valuable experience for participants, a visit to the offices of Senators and Representative. Past participants consider this the seminar highlight.

The Congressional reception will follow Monday's activities and be hosted in one of the Congressional office buildings.

Key closing sessions will be held Tuesday morning.

Incoming NRA President Betty Hedgeman, in announcing the Seminar, said, "It's very important that NRA Chapters, Regions, Divisions and all units plan now to send a representative to this most important event.

Seminar flyers and detailed information will be mailed to the NRA leadership and announced in future newsletters as plans are finalized.

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

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

By Jack Duncan

Congress has been moving on two tracks in an effort to provide monies for federal programs for Fiscal Year 1985, which began on October 1.

One track has been the consideration of the "Regular Fiscal Year 1985 Labor-HHS-Education Appropriations bill."

The second track is a "catch-all" continuing resolution which includes the Labor-HHS-Education Appropriations bill.

In regards to the first track, the House and Senate Conferees came to an agreement on Oct. 2. In that agreement Conferees provided $1,100 million for Vocational Rehabilitation State Grants. This represents a tremendous victory for the disabled community as it amounts to an increase of $62.2 million over monies provided for Fiscal Year 1984 and $96.1 million over the Reagan Adminstration's recommendtion of $1,003.9 million.

This funding relates to a 6.08% increase or twice the estimated cost of living. Conferees also recommended an additional $66.27 million over Fiscal Year 1984 funding for state grants for special education.

Regardless of whether the Regular FY85 Labor-HHS-Education Appropriations bill or the Continuing Resolution is sent to the President, these figures represent the Fiscal Year 1985 funding levels.

Following are the detailed figures:

FY 1985 APPROPRIATIONS
For Programs Authorized Under the Rehabilitation Act of 1973, As Amended
($ in millions)

Program	Adm'stration FY85 Budget	Senate FY85 Rec'm'dation	House FY85 Rec'm'dation	House & Senate FY85 Conference Rec'm'dation
Basic State Grant	$1003.9	$1117.5	$1092.8	$1100.0
Evaluation (Sec. 14)	.5	2.0	2.0	2.0
Training	5.0	24.0	20.0	22.0
NIHR	30.06	40.0	38.0	39.0
Independent Living (Part B)	21.0	22.0(Pt.B)*	21.0(Pt.B)*	22.0(Pt.B)*
(Parts A,C)	--	5.0(Pt.A)**	1.0(Pt.C)***	5.0(Pt.A)**
Service Projects				
☐ Client Assistance	-0-	6.3	5.1	6.3
☐ Special Projects for Severely Disabled****	14.6	13.6	14.635	14.635
☐ Helen Keller Center (removed from the Act)	3.7	4.2	4.2	4.2
☐ PWI	11.2	14.4	13.0	14.4
☐ Indian Tribes	.7	.715	.715	.715
☐ Special Recreation	-0-	2.1	2.0	2.1
☐ Technical Assistance	--	.25	--	--
☐ Migrant Workers****	1.0	.95	.95	.95
National Council on the Handicapped	.33	.750	.5	.750

* Independent Living Centers
** Comprehensive State ILR Services
*** Independent living services for older blind
**** Special Projects includes Special Demonstration Projects, Migratory Workers, Reader Services, and Interpreter Services

Education for the Handicapped
($ in millions)

Program	President's FY85 Budget	Senate FY85 Rec'm'dation	House FY85 Rec'm'dation	House & Senate FY85 Conference Rec'm'dation
State Assistance:				
☐ State Grant Program	$1068.875	1135.145	$1125.0	$1135.145
☐ Preschool Incentives	26.33	28.00	29.33	29.33
Discretionary Programs				
☐ Deaf-Blind Centers	12.0	15.0	15.0	15.0
☐ Severely Handicapped Projects	4.0	4.3	4.0	4.3
☐ Early Childhood	21.1	22.5	21.1	22.5
☐ Regional, Adult, Vocational & Postsecondary	5.0	5.3	5.0	5.3
☐ Media Services and Captioned Films	14.0	16.5	14.0	16.5
☐ Regional Resource Centers	4.5	6.0	6.5	6.0
☐ Innovation & Development	12.0	16.0	15.0	16.0
☐ Recruitment & Information	1.0	1.05	1.0	1.025
☐ Personnel Development[1]	37.64	61.00	55.54	61.0
☐ Special Studies	2.0	3.27	3.07	3.17
☐ Secondary Education and Transitional Services	6.0	6.33	6.0	6.33

[1] Includes funds for new Parent Training and Information Program
** Based on a per child formula

Developmental Disabilities Program
($ in millions)

Program	President's Budget	Senate FY85 Rec'm'dation	House FY85 Rec'm'dation	House & Senate FY85 Conference Rec'm'dation
☐ State Grants	$45.4	$50.25	--	$50.25
☐ Protection & Advocacy	8.4	13.750	--	13.750
☐ Special Projects	2.6	2.7	--	2.7
☐ University Affiliated Facilities	7.8	9.0	--	9.0
TOTAL	$64.2	75.70	--	$75.70

Special Institutions
($ in millions)

Program	President's FY85 Budget	Senate FY85 Rec'm'dation	House FY85 Rec'm'dation	House & Senate FY85 Conference Rec'm'dation
Gallaudet College	$46.835	$56.7	$58.7	$58.7
☐ College program	[38.6]	[37.81]	[39.81]	[39.81]
☐ Model Secondary School for the Deaf	[4.972]	[12.2]	[12.2]	[12.2]
☐ Elementary School	[3.263]	[6.69]	[6.69]	[6.69]
National Technical Institute for the Deaf	31.4[1]	31.4	31.4	31.4
P.L. 89-313 STATE OPERATED SCHOOLS	146.52	153.82	146.52	150.17

[1] Of this amount, $1.4 million is requested for construction.

IOWA: A Place To Grow

NRA National Conference, October 3-7, 1985

Your Chance to Grow Professionally

In a State Where They Know How to Grow Good Things

Calendar of Events

Regional Dates

NORTHEAST
Date: May 28-31, 1985
Site: Resorts International, Atlantic City, N.J.
Contact: William A. Messore, President (401) 421-7005

MID- ATLANTIC
Date: May 19-22, 1985
Site: Sheraton-Crossgates, Wilkes-Barre, PA
Contact: Dr. Dan West, President, 717) 961-4134

SOUTHEAST
Date: May 19-22, 1985
Site: Hyatt Regency, Louisville, KY
Contact: James B. Adams, President, (502) 554-0636

GREAT PLAINS
Date: May 19-22, 1985
Site: Holiday Inn, Omaha, Nebr.
Contact: Kenneth Bosch, President (303) 466-8811

GREAT LAKES
Date: April 24-26, 1985
Site: St. Paul, Minn.
Contact: Bonnie Hammell, President, (612) 297-3640

SOUTHWEST
Date: 3rd week in June, 1985
Site: Holiday Inn, Oklahoma City, OK
Contact: Lon Huff, President (405) 752-2473

PACIFIC
Date: May 15-17, 1985
Site: Sheraton Hotel, Anchorage, AK
Contact: Roger Weed, President (907) 344-3729

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NATIONAL CONFERENCE
Date: October 3-7. 1985
Site: Des Moines, Ia. Covention Center. Headquarters Hotel: Marriott
Contact: Programming; David Mills
Registration: Judy Harris
Exhibits/Art: Dick Dietl
All at (703) 836-0850

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BOARD continued from page 3

Membership Services

Evan Jones presented the Commission's recommendations and the Board adopted the following:

1. NRA includes a $2.00 donation on the renewal notice. The NRA Board will designate the use of the funds for specific projects.
2. Definition of Membership Categories Privileges:

Member: Full voting privileges, membership certificate at initial joining, card at renewal, Newsletter, Journal of Rehabilitation, all available insurance programs, lowest national conference registration fees.

Associate Member: Full voting privileges, membership certificate at initial joining, card at renewal, Newsletter, all available insurance options.

Life: All privileges held by Member.

Student: All privileges held by Member.

Supporting: Membership card. Do not hold voting privileges in elections or Delegate Assembly. Chapters determining membership/voting privileges at chapter level. Does not include NRA Newsletter.

3. Definition of Sponsor categories were provided:

Individual and Corporate Sponsor categories were established by NRA for two purposes: to allow individuals and organizations to make a more significant financial contribution than as a Member and to be recognized for that; and, to allow individuals and organizations an opportunity to join with NRA in funding raising efforts through their membership amount to expand NRA's programs advocating and assisting the cause of persons with disabilities.

All Individual Sponsors shall receive one Member designation with privileges equal to those of a Member. Additional benefits are noted.

Individual Sponsor: Bronze ($100), Silver ($250), Gold ($500) -- All Member privileges, special certificate/placque, recognition annually in Journal and Annual Conference Program.

Corporate Sponsors are recruited from those organizations desiring to contribute to NRA due to their interest in advancing the cause of persons with disabilities. It is anticipated that membership status and privileges within NRA is, in the majority of cases, probably a secondary interest. NRA provides the following membership privileges to Corporate Sponsors.

Corporate Sponsor: Bronze ($100), Silver ($500), Gold ($1,000) -- May designate annually an individual to hold all Member privileges; receives two Journals, one to organization, one to Member designee; special certificate/placque; annual recognition in Journal, Annual Conference program, and at Delegate Assembly.

The refund policy for any member recruiting a Corporate Sponsor shall be double the normal chapter rebate (2 x 20% or 40%) to the recruiting member's "home chapter."

4. All Life members be asked, on a voluntary basis and with appropriate explanatory letter, to contribute an annual amount of $20.00 to cover costs of providing basic services such as Journal, Newsletter, log activities, etc.
5. The NRA Board shall institute a program/budget/membership dues package for presentation to the Delegate Assembly at the 1985 Annual Conference in Des Moines, with actual vote to approve held at the 1986 Annual Conference in Washington, D.C. This would allow all chapters to have the opportunity to see what is planned and what, in terms of membership dues, the costs would be. the twelve month review period between the 1985 and 1986 Annual Conferences would allow for presentation of the program options at state and regional conferences, newsletters, and seek input by Chapters.
6. Members be allowed to purchase multiple years of membership [Member (M) category only] at current rates (i.e., 10 years for $480.00). A minimum of three years is required. The effective date for implementation is September 1, 1984.
7. Review the loss in membership, establish a comprehensive membership strategy and related specific plans and put together a package to provide a national multi-day training seminar that would strengthen, inform, and motivate chapters regarding member recruitment/retention, newsletter publication, marketing, chapter management, etc. The membership commission is assigned to further develop the plan, including how funding is to be sought. Plans to be presented to the Executive Committee at its next meeting.

Professional Concerns Commission

Joan Barker reported on Commission activities as follows:

1. A working paper will be completed in December, 1984, on NRA's relationship with related organizations as preparation in plan development to enhance coordination in advocacy and other activities.
2. Development of a leadership development program for Chapters, Divisions and Regions
3. The NRA Board recommends to the Journal editorial board and to the Editor that a special issue be done on "Women in Rehabilitation and Disabled Women" and recommends that Susan Bruyere of Seattle University accept the editorship of the Special Issue.

NRA Fund Raising Task Force

Beverly Morgan-Crawford and Dorothea Beardmore, Co-Chairpersons of the Task Force, developed the following action plan approved by the Board:

1. That the NRA Board approve and endorse the specific funtion of fund raising as a means to enhance current programs and services and to increase the program offerings to its members and to the community of persons with disabilities at large.
2. That the NRA Board direct the President to appoint, by September 15, 1984, a special "Select Planning Committee on Fund Raising" charged with developing a short-range results implementation plan and said plan shall include an analysis and review of previous NRA budgets, program and service offerings proposed programs/projects to be considered for fund raising campaign cause and that this "Select Committee" will present its report to the NRA Executive Committee or full NRA Board meeting for approval by March 31, 1985.
3. That at the mid-year meeting of the NRA Board, or the Executive Committee meeting, whichever meets first, selection of the specific fund raising project will be made and plans approved to implement the fund raising campaign

as generally outlined in the Fund Raising Campaign Study report; and that overall direction of this effort will rest with the President, in conjunction with the Executive Director.

Program and Activities

Phil Chase and the Commission reviewed the Chapter proposals for the site of the 1988 Conference and the Board approved the rank order of the 1988 Conference site: 1) Reno, Nev.; 2) Seattle, Wash.; 3) Portland, Ore.; 4) Denver, Colo.

The NRA office will begin negotiations with Reno on dates, rates and accessibility requirements and report to the Executive Committee if satisfactory negotiations cannot be completed.

In other action, the Board reviewed the transition process of changing officers in relation to the National Conference and approved the following:

1. Move the annual conference later in the calendar year to coincide with the operational year of NRA, including installation of officers, commissions, etc. This action should begin with the conference planned for 1986 in Washington, D.C.
2. Establish the dates of the conference between November 1-November 15.
3. Utilize weekends for conference dates whenever possible.
4. Review the transition process for officers, commissions, counsels, established by the commission on program and activities in order to edit and update that process to accommodate the date changes of the annual conference.,

The 1985 conference theme: "Meeting the Needs of Persons with Disabilities." This theme was unanimously approved by the Board during its March, 1984, meeting. The Commission encourages the regions, chapters and divisions to program around the theme.

Commission on Internal Affairs

Terry Brigance and the Commission presented numerous recommendations for Board action and presented Constitution changes to the Delegate Assembly. Highlites of action by the Board are:

1. **Policy: All individuals in a leadership role (officer/board member/commissioner/committee member) in NRA or any of its Regions, Councils, Chapters, Divisions units must hold a current paid-up membership in NRA. Indiviudals holding any of the aforementioned positions who allow their membership to lapse will automatically forfeit the position on the same date that the membership expires. Any vacancies occuring as a result of said forfeiture will be filled as otherwise described in policies for filling vacancies for the various positions.**
2. Begin review of NRA's goals and activities to evaluate what is being done and what additional NRA purposes and activities can be developed.
3. The President and President-elect will pursue the development of an Advisory Council consisting of business and industry leaders and develop relationships with Business and Industry. Several other recommendations related to this development were included.
4. Actions were taken on the policy manual to update, delete, and modify existing policies where needed.
5. Reaffirmed commitment to existing NRA accessibility standards and adopted policy directing all NRA organization units to publicize the accessibility status of all events, programs or activities conducted or endorsed by such units (see separate story in Newsletter).

Constitution Amendments

The Delegate Assembly approved the following Constitutional Amendments. Details of the changes were presented to the membership in the July Newsletter in accordance with Constitutional requirements. The following highlights the changes:

1. Change language in Constitution to conform to acceptable references to "persons with disabilities" and to make other language changes that don't change the substance of the Article.
2. Article IV, Section 1: Eliminated the Sustaining Membership category.
3. Article V, Section 26: Includes incumbent Regional Presidents as voting members of the Delegate Assembly.
4. Article VI, Section 1: Amended section on makeup of NRA Board by adding: "No individual may hold simultaneously more than one Board position."

Other Business

1. Resolution at the Delegate Assembly from the Ohio Chapter recommending NRA Board consider making future NRA Conferences financially acceptable to all. To be reviewed by 1985 NRA Baord.
2. Resolution at the Delegate Assembly from the Kentucky Chapter recommending that NRA consider establishing an award category for a very important partner in Rehabilitation, the Employers across the country. To be assigned to the 1985 Commission on Professional Concerns.
3. The Board adopted the following policy: "Any member who so desires may have their name removed from the external (commerical) mailing list upon written request to the national office."
4. The Board approved Bylaws amendments to bring the Bylaws into conformity with the Constitution changes adopted by the Delegate Assembly.
5 The Council of Chapter Presidents recommended to the Board and the Board adopted the motions and referred them to the Commission on Internal for actions:

   --1. Information obtained from the CCP legislative activity survey be used as the basis, in part, for the agenda for the 1985 legislative seminar.

   --2. Training and development programs for state chapters' legislative advocacy at the state and local level be a part of the ongoing role and function of the NRA legislative program including the provision of training in this area as a part of the 1985 legislative seminar.

   --3. The NRA Board assign to an appropriate body or ad hoc group, to study the role, function and responsibilities of the CCP and its' Executive Committee, the amount of funding available to carryout those duties, the past experiences and support by the state chapters of CCP efforts and clarify with specific recommendations the expectations of the CCP and its' Executive Committee. This study be made in conjunction with prior CCP leaders and with the present Executive Committee, with a final report to the Board for action at its mid-year meeting in 1985.
6. Divisions presented election results and these will be carried when rosters are complete, in a later NRA Newsletter.

NRA's 1985 Budget Approved by Board

The budget for 1985 was approved by the Board of Directors at its meeting in Atlanta.

Following is the approved budget, accompanied by a graphic of how those monies are distributed.

NRA moves to its new fiscal year (January 1-December 31) on the first day of 1985.

The 1985 budget:

INCOME

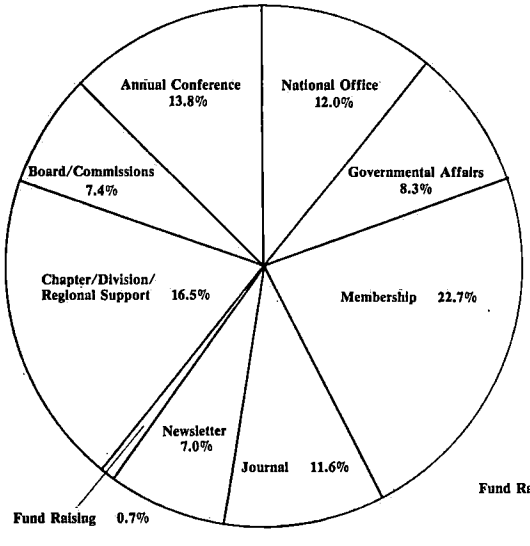
MEMBERSHIP	$627,856
PUBLICATIONS	59,400
NATIONAL CONFERENCE	86,710
INTEREST INCOME	14,000
ADMINISTRATIVE INCOME	26,000
PROGRAM INCOME	4,500
PROMOTIONAL INCOME	1,000
MISCELLANEOUS INCOME	500
TOTAL BUDGETED INCOME	$819,966

EXPENSES

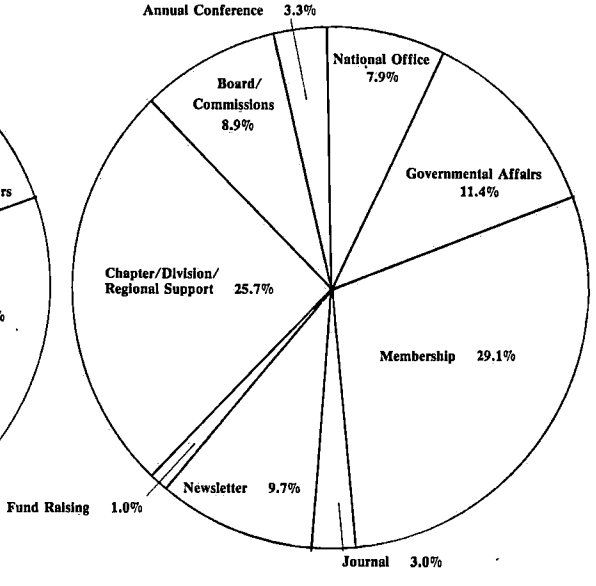
NATIONAL OFFICE	
Mortgage	$41,096
Occupancy	16,651
Equipment (Rent, Purchase, Maint.)	16,206
Supplies	6,621
Telephone	6,575
Postage	5,090
Travel	8,000
Accounting & Legal	9,000
Miscellaneous	4,950
Sub-totals	$114,598
PERSONNEL	
Full-time salaries	$182,128
Part-time salaries	21,955
Employee benefits & taxes	41,515
Sub-totals	$245,598
MEMBERSHIP MAINTENANCE	$88,136
LEGISLATIVE	
General Counsel	$50,263
Edcuational materials	3,300
Seminar	3,500
Sub-totals	$57,063
JOURNAL	$56,000
NEWSLETTER	33,920
NATIONAL CONFERENCE	55,910
NATIONAL BOARD	
Board Meeting	14,500
Executive committee	8,000
Commission & councils	2,400
National Board, General	4,000
Sub-totals	28,900
REFUNDS	
Chapters	$123,696
Divisions	13,000
Regions	3,500
Sub-totals	$140,196
GRAND TOTAL	$819,912

National Rehabilitation Association

Where Does NRA's Budget $ Go?



Where Does My Dues $ Go?



NOTE: These figures represent FY82-83, the last full FY figures available.

8-13-84

Accessibility Policy Affirmed

The Baord of Directors at the annual meeting in Atlanta, reaffirmed its commitment to the NRA Accessibility Standards and added a new policy related to reporting accessibility status of NRA events, programs, or activities.

The policy reported in its resolution form is:

"As the National Rehabilitation Association is a recognized leader in the rehabilitation community, and
As NRA has committed itself to assuring or working to assure the accessibility of its events, programs and activities,
Let it therefore be resolved that all articles, notices, advertisements, or any other printed materials promoting describing or advertising events, programs or activities that are sponsored, conducted or endorsed by NRA shall indicate the accessibility status (this includes physical, communication and alternate media, of said event, program or activity and shall indicate a phone number and contact person to obtain additional accessibilty information or assistance."

The Board, in further action, directed the policy be communicated in the NRA Newsletter and all units notified of the policies related to accessiblity. Unit meetings or endorsement of meetings shall conform to these policies.

The Michigan Rehabilitation Association, Inc., submitted this resolution to the NRA Board who referred it to the Commission in Internal Affairs for study and recommendations. The CIA reported it recommendations to the NRA Board and policy was established. This is an example of your NRA organizational structure in action.



Incoming President Betty Hedgeman addresses NRA General Session

Board Approves Multi-Year Membership

The Board of Directors at the annual Conference in August, approved the purchase of multi-year membership by members at the rate of dues in existance when the purchase is made.

The action has restrictions as follows:

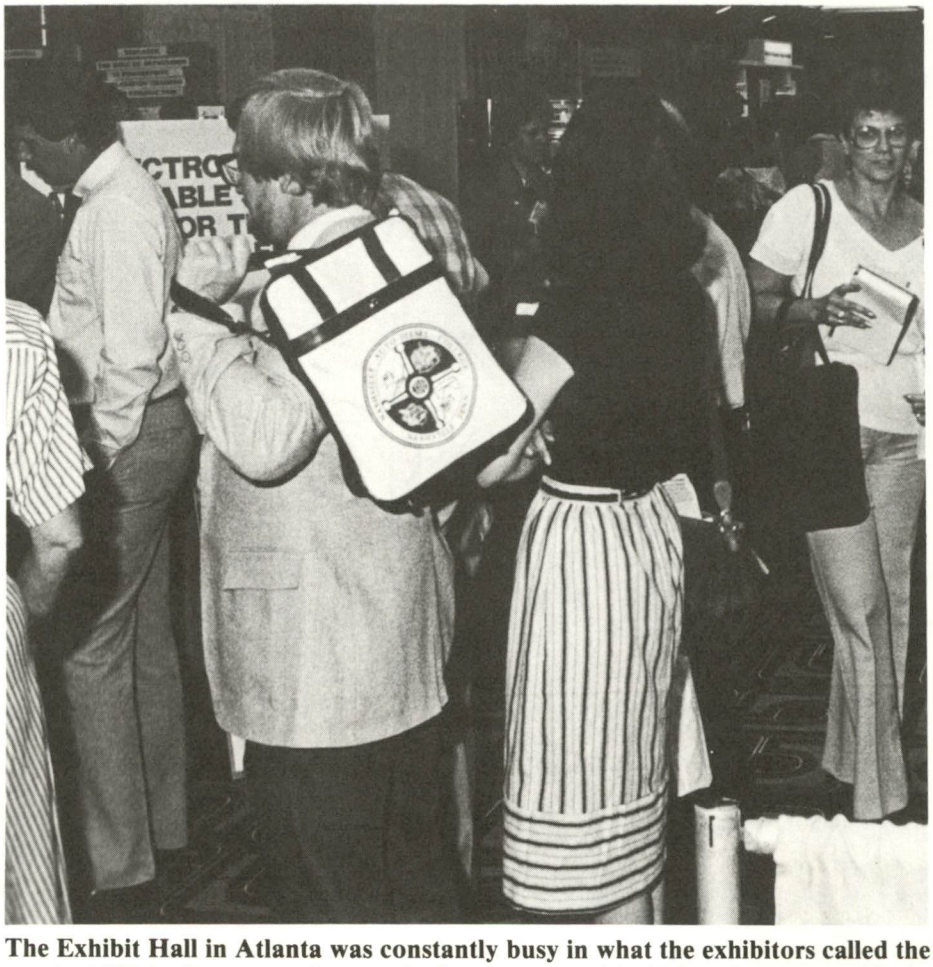
1. Only the Member (M) category has this privilege.

2. A minimum purchase of three years is required with no maximum limitation.

The current dues for member category are $48 with the Delegate Assembly at the 1982 Annual meeting in Anaheim, passing a financial package that will result in the dues being $51 on July 1, 1985 and $55 on July 1, 1986.

Further, Board action provided directions on funds being placed in an escrow account, withdrawing the dues at the time each membership year is extended.

The Membership Commission was charged this year with studying the issue and presented their findings and recommendations to the Board.



The Exhibit Hall in Atlanta was constantly busy in what the exhibitors called the greatest NRA show ever. It was the largest ever with 49 booth spaces sold.

What's Happening?

Alan Morris, the man from Atlanta who headed up the Georgia Local Arrangements Committee for the 1984 Conference can rest with ease for two reasons: 1) He did an outstanding job and 'Ol Whats Happening and the staff thank him and his magnificent crew; and 2) that Iowa has named his replacement(s). Two hard working rehabilitation career men have stepped forward to shoulder the burden for 1985. Named Co-Chairpersons of the Iowa Local Arrangements Committee for the 1985 Conference in Des Moines (Oct. 3-7) were **Harlan Watson** and **Dave Quick,** both of Des Moines. ..... **'Ol What's** is happy as can be to announce that his trusted aide for the 1984 Exhibit Show, **Kenny Hodges,** Atlanta, is doing just great after suffering a mild heart attack right after the conference. Hang in their Kenny. You did a great job! ..... **Michael Peterson,** Mississippi State University, Miss., has been elected President of the Association of Educators of Rehabilitation Facility Personnel (AERFP). ..... **Cathy Avolese,** Hartford, Conn., has replaced **Brian Pells** as Connecticut Rehabilitation Association's chairperson of membership for the state chapter. Avolese is a Board Member at Large in CRA. ..... Out Arizona way it has been a banner year. **Amos Sales,** Tucson, of course, won the race as President-Elect of NRA and begins his three year stint on January 1, 1985. ARA then made the following award presentations at the annual Pacific Region Conference: **Abe Jaffe,** Phoenix, winner of the Sarah Folsom Memorial Award for outstanding service; **Kathy Rawes,** Tucson, the Counselor of the Year Award; **Kyle Nielson,** Phoenix, Secretary of the Year; **Sue Soland,** Tucson, VEWAA Evaluator of the Year. ..... NARS has announced its new officers for 1985: **Robbi Blackburn,** Richmond, Va., is the new President-Elect; **Iona Chapman,** Knoxville, Tenn., is Secretary; **Constance Bell,** Davenport, Ia., is Treasurer; and **Frances Andrews,** Warwick, R.I., won as a write-in candidate for Northeast Board Representative. ..... Back in Iowa, **Gerald Byers,** Council Bluffs, received well deserved recognition in the hometown paper, *The Daily Nonpariel* after winning an award at the NRA Conference for outstanding performance in job placement of persons with disabilities. Byers is one of the "great" NRA membership recruiters of all time. Recently we reported how Byers met with the Secretary of State in Iowa recruiting as a NRA member. Now word has reached **'Ol Whats** that Gerald took a bus ride to Atlanta for the conference and enroute signed up one member from among the unsuspecting riders. The report goes on to say that every time the "victim" moved to a new seat, Gerry moved too. It supposedly took Gerald ten stops to get the new member signed. If the story is true, good going Gerald. If it isn't, its still a great tale! ..... There is a long list for the obituary column this month. NRA members who have recently died include: **Agnes G. Farley,** Baytown, Tex.; **Edward J. Moriarty,** Bexley, Ohio; **E. Leonard Hoskins,** Daytona Beach, Fla.; **G.T. Blanton,** Ocala, Fla.; **James E. Cook,** Saluda, Va.; **Flo Chandler,** Jackson, Tenn.; **Charlotte A. Prudich,** Charleston, W.V. ..... The memorial fund for the late **Adrian Levy,** Delmar, N.Y., has reached $8,700. The goal is $10,000. Contributions should go to The Adrian Levy Fund, Attn: Marion Martin, 110 Fernbank Ave., Delmar, NY 12054. ..... **Dr. Melvin E. Cohen,** Metaire, La., has been appointed President of Universal Health Services, Inc., Psychiatric Hospital Company in Metaire. ..... **Frank Bowe,** Washington, D.C., has a new book out entitled, "Personal Computers and Special Needs." It's published by Sybex Computer Books and costs $9.95.

Newsletter
of the
National Rehabilitation Association
633 South Washington St., Alexandria, VA 22314

SECOND CLASS POSTAGE PAID
ALEXANDRIA, VA 22314

4008399 M TX 5 8508
MR. LEX FRIEDEN
9667 MEADOWVALE
HOUSTON TX 77063

National Rehabilitation Association

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

David L. Mills
Executive Director

August 28, 1984

MEMORANDUM

TO: Board of Directors
NRA Leadership

FROM: Dave Mills, Executive Director DM

RE: Minutes

The 1984 annual training conference has been completed and it was a very successful conference. Our thanks to the Divisions for their assistance in planning and coordinating their activities within our tight time schedule.

The Georgia Rehabilitation Association deserves plaudits from each of us as they provided the necessary planning and manpower that is needed to make a conference successful. I salute them for their excellent performance.

Attached are the minutes of the Board meeting and Delegate Assembly held during the national conference. Please read them carefully as there were a number of significant actions that will impact on the growth and improvement of the National Rehabilitation Association.

Planning is under way for 1985 Commission activities. In-coming President Betty Hedgeman is accepting names and their areas of interest of persons who are interested in working on Association activities.

The Council of Chapter Presidents is preparing a packet of information for chapter leaders that will be mailed after mid September.

Lets keep the enthusiasm and participation at a high level throughout the year. Participation by members in association activities is a key to membership retention. Lets get people involved.

DM/jah

attachments (Minutes - August 16-17 and 20 of Board of Directors
- August 19, Delegate Assembly.

NATIONAL REHABILITATION ASSOCIATION

MINUTES

BOARD OF DIRECTORS
AUGUST 16-17, 1984
ATLANTA, GEORGIA

CALL TO ORDER

President Tom Gaines called the meeting to order at 1:00 p.m., August 16, 1984.

ATTENDANCE

Tom Gaines, Betty Hedgeman, James Adams, Willie L. Horne, Edward McMillion Larry Johnson, Arnold Sax, Arnold Stanton, Harry Smith, Randy L. Gray, Jack Roper, Dale Sattler, Steven Kapalka, Bonnie J. Jones, W.H. Brownfield, Stephen Thomas, Ted Daniels, Jeri Carter, Bobbi Housman, Lucy Bartlett, Marcella Jesse, Joan T. Barker, Robert Davis.

Jack Duncan, General Counsel and NRA staff included Dave Mills, Judy Harris.

MINUTES APPROVED AS MAILED

MOTION BY JACK ROPER, SECONDED BY ARNOLD STANTON TO APPROVE THE MINUTES OF MARCH 24-25, 1984 AS MAILED. MOTION CARRIED.

TREASURER'S REPORT

James Adams provided a written report with attachments of the 84 Budget Report - January 1 to June 30, 1984 (Income & Expenditures, and Balance Sheet) and 83 Interim Budget Report - July 1 - December 31, 1983 (Income and Expenditure and Balance Sheet). Also attached was the Financial Statement for the Mary E. Switzer Fund for seven months, 1/1/84 thru 7/31/84.

Highlights of the report states that NRA has made the transition in fiscal year as adopted last year. The 1985 budget will be presented to the Board of Directors on Monday, August 20 for review and action. NRA shows an Income of $397,517 and Expenditures of $373,580 for an excess income over expenditures of $23,937. The concept of a balanced budget has been achieved. The formal audit of the interim budget will be included as a part of the 1984 Audit.

The quarterly fiscal report is published in the NRA Newsletter and sent to the Board of Directors. A report is given at each Executive Committee and Board meeting, recorded in the official minutes and distributed to Region, Chapter and Division Presidents. In addition, a detailed financial statement is provided monthly to the President, President-Elect and Treasurer.

EXECUTIVE DIRECTOR'S REPORT

Dave Mills provided a written report highlighting the NRA goals, including Education/Information/Professional Growth that can be obtained through the organization. Publications information included the NRA Newsletter has been increased to eight issues. The mailing dates will be altered to coincide with the Journal of Rehabilitation so that each month a publication will be received. This year's special Journal issue was "Learning Disabilities"

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Ahead in 1985 is Development of a long range Fund Raising Plan and implementation of short range goals; Fourth Annual Legislative Seminar in Washington, D.C.; 9th Annual Mary Switzer Memorial Seminar - topic: "Social Policy Planning for Rehabilitation in the Coming Future"; 1985 National Training Conference in Des Moines, Iowa, October 3-7; Updating, printing and distribution of the NRA Accessibility Manual; Planning for a National Leadership Conference; Development of an Orientation Manual for Officers, Board Members and Leaders; and Development of a Conference Planners Manual.

GENERAL COUNSEL REPORT

Jack Duncan provided a written report and the 12th issue of the "Washington Update". It has been a very successful year for rehabilitation's funding. The Legislative Seminar was well attended in March. Coalition building continues with voter's accessibility, Grove City Court Decision, Developmental Disabilities and the largest coalition, the rehabilitation coalition, has been very productive.

The Legislative Network continues to be strengthened through the network's efforts. The results of the network have been successful. A survey done within the Chapters will provide a report as to the chapters network reach. A goal is to bridge any gaps as may be found.

It is very important that all of the membership is aware of our legislative tactics and our social policies.

COMMISSION REPORTS

A. CONSUMER RELATIONS AND ENVIRONMENTAL CONCERNS

Lex Frieden and this commission has developed recommendations related to five principal objectives which were established for it by the NRA Board of Directors. These five objectives and their committees are listed as follows:

1. Involving disabled people - Steve Kapalka, Lex Frieden, Nina Wallace.
2. Facilitate use of accessibility guidelines - Spencer Mosley, Margie Sloan, George McCrowey.
3. Provide enlightenment about purpose - Richard Nichol, Carolyn Emerson, Robert Horvath.
4. Develop glossary related to disability - Jack Genskow, Gwen Countryman, James Pascuitti.
5. Review and develop policy statement on concerns of using persons with disabilities as reasons for fund raising - Mary Sawyer, Dan McAlees, Don Gann.

Each action item in the form of a recommendation is presented.

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Report of the Subcommittee on Involving Disabled People in Leadership Roles Within NRA.

1) The subcommittee recommends that at least three members of the NRA board should be persons with disabilities. These persons shall be elected by the general membership from the board member at large positions. The subcommittee recommends that at least one of the two board member at-large positions filled each year be filled with a person who has a disability. It is recommended that the definition of consumer or person with a disability for the purpose of this function be "any member who is, has been, or would have been eligible to receive rehabilitation services from a probate or a volunteer agency." It is assumed that the Council on Consumer Members will be dissolved at the time this recommendation is implemented. It is further assumed that the three consumer board positions will be filled within three years of implementation of this recommendation. Appropriate constitutional and by-laws changes should be made to implement this recommendation as soon as possible. The nominating committee should be instructed to begin seeking people with disabilities to fill at-large board positions as soon as possible. The Association should encourage all regional, state, and local affiliates to adopt a similar method for ensuring the involvement of the people with disabilities in their respective organizations.

MOTION BY ARNOLD SAX, SECOND BY STEVE KAPALKA TO REFER THIS RECOMMENDATION TO CIA FOR CONSTITUTIONAL CHANGES.

MOTION BY BILL BROWNFIELD, SECOND BY HARRY SMITH TO TABLE THE MOTION UNTIL SUCH TIME THE CIA CAN PRESENT ITS COMMENTS ON THE RECOMMENDATIONS. MOTION CARRIED.

2) It is recommended that the constitution and by-laws of the National Rehabilitation Association be amended to incorporate certain additional provisions ensuring consumer involvement. Specifically, it is recommended that the by-laws state that there shall be at least one member of each commission who is a person with a disability. The by-laws should state under the requirements for affiliation that each affiliate organization shall ensure that persons with disabilities are substantially involved in leadership roles within that organization. The by-laws should state that all advisor groups of the Association should include persons with disabilities. The by-laws should state that at least one member of the executive committee shall be a person who has a disability.

The constitution should be amended to be consistent with by-laws changes. In other words, the executive committee shall include at least one person who has a disability. The constitution should state that at least one member of the nominating committee shall be a person who has a disability. The constitution should require each division, region, and chapter to have specified means for involving people who have disabilities in substantial leadership roles within their respective organizations. Finally, the constitution should be amended to incorporate those recommendations stated in section 1 above.

MOTION BY BILL BROWNFIELD, SECOND BY ED MCMILLION TO REFER THE 2) RECOMMENDATION TO CIA. MOTION CARRIED.

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AUGUST 16-17, 1984

Report of the Subcommittee on Reviewing and Developing Fundraising policy as it pertains to chapters who advertise for money for their local chapters under the auspices of NRA, by putting out posters of handicapped people and fishbowls showing pictures of a child on crutches. Recognizing that the National Rehabilitation Association exists for service to persons with disabilities and NRA has a responsibility to represent, advocate for, and educate professionals, legislators, employers and the general public about the rights and needs of persons with disabilities; it is imperative that members of NRA give thoughtful consideration to the manner in which they portray persons with disabilities.

Therefore, be it moved that all members of NRA, all divisions of NRA, and all chapters of NRA will represent persons with disabilities in a favorable and realistic manner in all of their endeavors on behalf of persons with disabilities and the Association. Specifically, this includes but is not limited to fund raising activities, all publications, legislative efforts, public speaking engagements and all other activities preformed in the name of the Association. Portrayals which invoke sympathy, pity, lead to patronization or any representation which magnifies the disability over the person should be avoided. The purpose of NRA activities is to aid society by the inclusion of persons with disabilities in all aspects of society.

A motion to refer to appropriate commission was withdrawn.

MOTION BY BILL BROWNFIELD AND SECOND BY STEVE KAPALKA THAT WE APPROVE THIS POLICY STATEMENT AND DISSEMINATE AS APPROPRIATE.

Discussion to rewrite the recommendation clearly as a policy was requested.

SUBSTITUTE MOTION BY BILL BROWNFIELD AND SECONDED BY STEVE KAPALKA TO ACCEPT THE RECOMMENDATION IN PRINCIPAL AND REFER BACK TO BE REWRITTEN CLEARLY AS A POLICY AND REFERRED BACK TO THE BOARD ON MONDAY. CARRIED.

B. GOVERNMENTAL AFFAIRS

Randy Gray provided highlights of the issues on which the Commission had been working as follows:

1. State Federal Vocational Rehabilitation. NRA Leadership is apprised of this information through the Washington Update and some receive information from the CSAVR.

2. Public Law 98.199 the extension of Education for the Handicapped, 98.142 Vocational Rehabilitation services to the public sector from Education. Commission will look at this particular legislation and as an Association review past NRA policy as related to the role of Educatim and Rehabilitation. Make a recommendation as to who should be the leader in terms of coordinating this transaction from education to employment, rehabilitation or education.

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2. Social Security Issues in the Disability Determination program focuses on the disincentives in Independent Living and the part of handicapped people as a result of national legislation. One area, Fail Safe, Section 17 of the Social Security requires that the Secretary of Health and Human Services should determine in July whether the estimated disability trust fund ratio is to be less than 20% the following year. If it is estimated that there is less than 20%, the cost of living allowance would be cut to zero and if that cut is not sufficient the Secretary would also reduce benefits. That would impact on persons with disabilities and action letters have been mailed.

3. Civil Rights Issues:
   1) Equal Access to Voting Rights Act. NRA has been apprised of this through information contained in the Washington Update .
   2) Baby Doe Case. Appears that congress is stalled. The judiciary system has been active however. Various Association including American Medical Association has filed suit seeking to permanently injoin Federal Investigating and medical treatment decisions and other enforcement action allowed under the recent decision of the Baby Doe rule. The future of this case is in doubt since the baby has its parents consent to have a shunt operation.

   3) S-205.3, Closing of Institutions Across the Country. The commission has been active in this issue. It is referred to as the Shafee approach which recommends the total closing of all institutions. National ARC has suggested that all institutions be closed. Congress has not taken action however it looks to be passed. A revision recommends for a reduction of 85% Medicade funding to all institutions. A gradual phasing out may be more accessible.

   4) The Architectural Assessibility Bill, HR 1016. No update at this time.

   5) Expansion of 504. Senator Hatch is blocking some parts of this legislation especially as it involves the disabled and elderly and is focusing on women as a minority group. More information will be provided.

4. Independent Living report as related to funding. 22 million for Section B and it does appear that Section A and Section C will be funded.

The Commission has taken a new direction to be involved in legislative issues of all types that effect the disabled.

MOTION BY RANDY GRAY, SECONDED BY JERI CARTER THAT NRA ENDORSE THE NATIONAL POLICY FOR PERSONS WITH DISABILITIES AS DEVELOPED BY THE NATIONAL COUNCIL ON THE HANDICAPPED. CARRIED UNANIMOUSLY.

A recommendation by this Commission is to try to make more meaningful, not only the role of the Commission on Governmental Affairs but the role of NRA across all legislation. Communicating with Commissions and Board and membership the pros and cons of certain legislative issues is being strengthened.

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C. INTERNAL AFFAIRS. This report will be presented later in the agenda.

D. MEMBERSHIP SERVICES COMMISSION

Evan Jones provided a written report which included recommendations on action items. He reviewed the objectives. 1: Lead the association's efforts to increase membership by a minimum of ten percent by the conclusion of calendar year 1984. It is felt that the 1% decrease could turn around in one month with concerted recruitment efforts.
2. MGI report. A new account executive is ready to do a mailing of 40,000 and has developed a very good brochure which spells out what one receives for their membership. Positive results are expected through this marketing effort.

Recommends that if the delegate assembly approves the elimination of the membership category of sustaining member, that sustaining members be billed at the lowest corporate membership rate which is currently $100.

MOTION BY LUCY BARTLETT AND SECONDED BY BOB DAVIS TO ACCEPT THE RECOMMENDATION TO THE DELEGATE ASSEMBLY APPROVE THE ELIMINATION OF THE SUSTAINING MEMBER CATEGORY AND THIS SUSTAINING MEMBER BE BILLED AT THE LOWEST CORPORATE MEMBER RATE WHICH CURRENTLY IS $100. MOTION CARRIED.

A notice with the information on the change from sustaining member to corporate member with a brief statement as to the reason for the change will be included with the billing.

The commission assessed concept of including $2.00 donation space on membership dues notices and recommends that membership dues notices include this donation space.

MOTION BY BILL BROWNFIELD AND SECOND BY JAMES ADAMS THAT NRA HAVE A $2.00 DONATION AT THE BOTTOM OF THE RENEWAL NOTICE AND THAT THE NRA BOARD DESIGNATE THE USE OF THE FUNDS. CARRIED.

MOTION BY BILL BROWNFIELD AND SECONDED BY JAMES ADAMS THAT THE RECOMMENDATION FROM THIS COMMISSION NOT TO RECOMMEND A DUES STRUCTURE BASED UPON EITHER INCOME LEVEL OF "ABILITY TO PAY". MOTION CARRIED.

Consideration of a Dues Installment Plan was developed.

MOTION BY BILL BROWNFIELD AND SECOND BY JAMES ADAMS NOT TO ADOPT A MEMBERSHIP DUES INSTALLMENT PLAN. MOTION CARRIED.

Discussion of objectives 9, 10, 11 which read:

Objective 9: Membership Commission and Internal Affairs Commission to study the recommendation that membership dues for students be maintained at the current level of $31 waiving the planned annual increase of 6% and for the developing of an appropriate recommendation of the NRA Board.

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Objective 10: Both Commissions review and develop an appropriate recommendation to the Board as to the Council of student Members receiving a 7% rebate on all Student Memberships.

Objective 11. To include recommendations for ways to meet financial needs of Councils.

Recommendation of the Membership Commission of these objectives is that the Board makes the decision as to whether or not it wants to fund these Councils and recommend it in a regular line item of the budget. It is not felt that the Commission should be making a decision or recommendation as to whether or not the Board wants to fund the Councils. As far as eliminating the increase in student members fees, it is felt that this category is already getting a break in membership and this would set a precedent for other groups and other categories and therefore the Commission does not recommend action on any of these three objectives.

MOTION BY JAMES ADAMS, AND SECONDED BY HARRY SMITH THAT THE RECOMMENDATION AS STATED BY THE COMMISSION BE APPROVED. MOTION CARRIED.

Definition of Membership Category Privileges are recommended as follows:

Membership Category	Annual Dues	Proposed Privileges
Member	$48.00	Full voting privileges, membership certificate at initial joining, card at renewal, Newsletter, Journal of Rehabilitation, all available insurance programs, lowest national conference registration fees.
Associate Member	$31.00	Full voting privileges, membership certificate at initial joining, card at renewal, Newsletter, all available insurance options.
Life	N/A	Life membership was rescinded effective January 1, 1977. Members holding or still actively paying their original ten year obligation hold all privileges in perpetuity as Members.
Student	$33.00	All privileges held by Member.
Sustaining	$65.00	Plans are to seek Delegate Assembly approval to delete this member category at the Atlanta Delegate Assembly. If it is retained, privileges are the same as Member.
Supporting	$20.00	Membership card. Do not hold voting privileges in elections or Delegate Assembly. Chapters determine membership/voting privileges at chapter level.

MOTION BY JAMES ADAMS TO ACCEPT THE MEMBERSHIP CATEGORY DEFINITION AS WRITTEN ABOVE. SECONDED BY JERI CARTER. CARRIED. (with the amendment not to include a privilege of Newsletter to the Supporting member.)

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Recommendation: All Life members be asked, on a voluntary basis and with appropriate explanatory letter, to contribute an annual amount of $20.00 to cover costs of providing basic services such as Journal, Newsletter, etc.

MOTION BY HARRY SMITH AND SECONDED BY BILL BROWNFIELD TO ACCEPT THE RECOMMENDATION. MOTION CARRIED.

Definition of Sponsor categories were provided:

Individual and Corporate Sponsor categories were established by NRA for two purposes: to allow individuals and organizations to make a more significant financial contribution than as a Member and to be recognized for that; and, to allow individuals and organizations an opportunity to join with NRA in fund raising efforts through their membership amount to expand NRA's programs advocating and assisting the cause of persons with disabilities.

All Individual Sponsors shall receive one Member designation with privileges equal to those of a Member. Additional benefits are noted.

Individual Sponsor	Bronze	$100	All Member privileges, special certificate/ placque, recognition annually in Journal and Annual Conference program.
	Silver	$250	
	Gold	$500	

Corporate Sponsors are recruited from those organizations desiring to contribute to NRA due to their interest in advancing the cause of persons with disabilities. It is anticipated that membership status and privileges within NRA is, in the majority of cases, probably a secondary interest. NRA provides the following membership privileges to Corporate Sponsors.

Corporate Sponsor	Bronze	$100	May designate annually an individual to hold all Member privileges; receives two Journals, one to organization, one to Member designee; special certificate/placque; annual recognition in Journal, Annual Conference program and at Delegate Assembly.
	Silver	$500	
	Gold	$1,000	

MOTION BY BILL BROWNFIELD AND SECONDED BY LARRY JOHNSON TO ADOPT THE ABOVE RECOMMENDATION OF DEFINITION OF SPONSOR CATEGORIES. CARRIED.

With the adoption of these membership category privileges, the Commission on Membership Services recommends the NRA Board adopt an additional refund policy to the effect that the "home chapter" of any member recruiting any Corporate Sponsor shall receive double the normal chapter rebate (2 x 20% or 40%) of the Corporate Sponsor fee, as allowed for in Article XI, Section 3 of the Constitution.

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MOTION BY JAMES ADAMS AND SECOND BY LUCY BARTLETT TO ADOPT THE COMMISSION'S RECOMMENDATION. MOTION CARRIED.

Recommendation that the Board approve the change in Bronze Corporate Sponsor category to $200.

MOTION BY BILL BROWNFIELD AND SECONDED BY HARRY SMITH TO ACCEPT IN PRINCIPAL THE RECOMMENDATION TO APPROVE THE CHANGE IN BRONZE CORPORATE SPONSOR CATEGORY TO $200, REFER TO CIA FOR CONSTITUTIONAL CHANGES NEEDED AND BRING BACK TO THE BOARD. MOTION CARRIED.

The earliest this could go into effect is 1986 as it has to be approved by the Delegate Assembly.

MOTION BY BILL BROWNFIELD AND SECONDED BY JAMES ADAMS TO APPROVE THE RECOMMENDATION THAT MEMBERS (THOSE WITH A CAPITAL M) BE ALLOWED TO PURCHASE MULTIPLE YEARS OF MEMBERSHIP AT CURRENT RATES (i.e., 10 years for $480.00)

MOTION BY HARRY SMITH AND SECONDED BY JERI CARTER TO TEMPORARY TABLE THE MOTION UNTIL FURTHER OBJECTIVES AND RECOMMENDATIONS ARE DISCUSSED. CARRIED.

A motion to study consumer membership category at a very low dues and bring back a recommendation for a proposal was not passed.

Recommendation: The Commission on Membership Services recommends the NRA Board institute such a program/budget/membership dues package for presentation to the Delegate Assembly at the 1985 Annual Conference in Des Moines, with actual vote to approve held at the 1986 Annual Conference in Washington, D.C. This would allow all chapters to have the opportunity to see what is planned and what, in terms of membership dues, the costs would be. The twelve month review period between the '85 to '86 Annual Conference would allow for presentation of the program options at state and regional conferences, as well as through newsletters, leadership notes, etc.

MOTION BY BILL BROWNFIELD AND SECONDED BY ED MCMILLION TO ADOPT THE RECOMMENDATION. MOTION CARRIED.

MOTION BY BETTY HEDGEMAN AND SECONDED BY ARNOLD SAX THAT THE MEMBERSHIP SERVICES COMMISSION ELABORATE ON THE MARKETING PLAN WITH THE ASSISTANCE OF THE TREASURER, PRESIDENT-ELECT AND EXECUTIVE DIRECTOR. MOTION CARRIED.

MOTION BY HARRY SMITH AND SECONDED BY ARNOLD STANTON TO WITHDRAW THE TEMPORARY TABLED MOTION. MOTION CARRIED.

MOTION BY ARNOLD SAX AND SECONDED BY BILL BROWNFIELD THAT THE COMMISISON RECOMMENDS THAT MEMBERS BE ALLOWED TO PURCHASE MULTIPLE YEARS OF MEMBERSHIP (THOSE THAT ARE CAPITAL M MEMBERS) BE ALLOWED TO PURCHASE MULTIPLE YEARS OF MEMBERSHIP AT CURRENT RATES (i.e. 10 years for $480.00). MOTION CARRIED

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MOTION BY ED MCMILLION AND SECONDED BY JACK ROPER TO APPROVE THE RECOMMENDATION TO LOOK AT THE LOSS IN MEMBERSHIP, ESTABLISH A COMPREHENSIVE MEMBERSHIP STRATEGY AND RELATED SPECIFIC PLANS AND PUT TOGETHER A PACKAGE TO PROVIDE A NATIONAL MULTI DAY TRAINING SEMINAR THAT WOULD STRENGTHEN, INFORM, AND MOTIVATE CHAPTERS REGARDING MEMBER RECRUITMENT/RETENTION, NEWSLETTER PUBLICATION, MARKETING, CHAPTER MANAGEMENT, ETC.

MOTION AMENDED BY ED MCMILLION AND JACK ROPER TO ACCEPT THE RECOMMENDATION OF THE COMMISSION TO RETURN TO NEXT MEETING OF THE BOARD WITH A FULL REPORT ON FUTURE ACTIONS ON HOW THEY PLAN TO SEEK FUNDS TO HOLD THE MULTI-DAY TRAINING SEMINAR.

Motion to table failed.

MOTION RESTATED AS RECOMMENDATION OF THE MEMBERSHIP COMMISSION THAT THEY CONTINUE DEVELOPMENT OF A PROPOSAL TO DEVELOP A NATIONAL MULTI DAY TRAINING (SHORT OF SEEKING FUNDS) TO BRING BACK TO THE EXECUTIVE COMMITTEE ON HOW THEY PLAN TO SEEK FUNDS. MOTION CARRIED.

E. PROFESSIONAL CONCERNS COMMISSION

Joan Barker provided a written report and highlighted the objectives and recommendations. Objective 1 to provide assistance as may be needed to the Mary Switzer program. The NRA Board has elected to make the Mary Switzer Program a committee which reports directly to the Board.

Objective 2 to provide assistance as may be needed in developing and maintaining effective liaisons and relationships with related organizations. The subcommittee has been formed which will be chaired by Pete Howell of South Carolina. A working paper to be completed by December, 1984 which will list those organizations which NRA currently has relationships with or has had relationships with during the last five years; and those organizations in which relationships should be developed.

The contents for each organization listed: A. Name of organization, B. Address and contact person, C. Type of organization, D. Describe the nature of the current or past relationship. E. Describe the outcome, if any, of that relationship. F. Give recommendations for continuation, expansion, deletion, etc., of the relationship. This paper will serve NRA as a communication device for the status of our current relationships, a starting point for a work plan, and a directory for planning advocacy and/or activities.

The timeline for completion of contact assignments and submission of lists to Pete Howell for compilation is October 1, 1984. Jack Duncan has a list in his office that he will provide to the committee.

Objective 3 to develop recommended uniform orientation and leadership development program for use by Regions, Chapters, and Divisions. A subcommittee chaired by Bill Herrick of Iowa is working on the task of a leadership development package for use by these units. An effort will be made to develop both an orientation package for newer NRA members and an advanced package to empower others for successful NRA leadership.

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Objective 4 to provide assistance as needed to the NRA Women's Task Force. A report by Valerie Ellien, Ph.D., C.R.C. included her resignation as Chairperson and the end of the year. Dr. Ellien is highly commended for her leadership and service to NRA through the work on the Task Force.

Recommended that Susan Bruyere of Seattle University accept the editorship of a Spcial issue of the Journal on "Women in Rehabilitation and Disabled Women"

MOTION BY JOAN BARKER AND SECONDED BY LARRY JOHNSON THAT THE BOARD RECOMMEND TO THE JOURNAL EDITORIAL BOARD AND TO THE EDITOR THAT A SPECIAL ISSUE BE DONE ON "WOMEN IN REHABILITATION AND DISABLED WOMEN. CARRIED.

MOTION BY JAMES ADAMS AND SECONDED BY ALL THAT THE BOARD GO ON RECORD COMMENDING VALERIE ELLIEN ON HER LEADERSHIP AND TIME GIVEN AS CHAIR OF THE WOMEN'S TASK FORCE. CARRIED.

The Council of Student Members chairperson, Jeri Carter thanked the Commission on Professional Concerns for the support that has been provided to the students.

F. PROGRAM AND ACTIVITIES

Phil Chase provided a written report highlighting the year's charges and accomplishments. He overviewed the conference pointing out the theme and how the programming was developed using it as well as other highlights of the events.

1988 Conference site recommendation to the Board included proposals from four (4) chapters in the Western District. The following recommendation/motion was stated:

MOTION BY BETTY HEDGEMAN AND SECONDED BY RANDY GRAY TO APPROVE THE RECOMMENDATION OF THE COMMISSION TO FOLLOW THE RANK ORDER OF 1988 CONFERENCE SITE OF #1 RENO, NEVADA, #2 SEATTLE, WASHINGTON, #3 PORTLAND, OREGON, #4 DENVER, COLORADO. MOTION CARRIED.

Recommended direction to NRA Staff:
1. Avoid any holidays in determing dates. 2. Middle two weeks of August preferred.
3. Make conference attractive to members and program special events.
4. Based on the appearance that the MGM Grand will provide an excellent rate package, look at a possible lower registration fee to the attendees.

1985 Conference Theme is "Meeting the Needs of Persons with Disabilities" This theme was unanomously approved by the Board during its March, 1984 meeting. The Commission encourages the regions, chapters, and divisions to program around the theme.

Future activities include program development such as including a Job Fair and Employee's Conference for 1985 and implementing the program theme.

Mr. Chase commended David Mills, Judy Harris, Alan Morris and the entire local arrangements committee for the 1984 conference success.

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COUNCILS

A. Council of Chapter Presidents
Bill Brownfield requested to docket his report until the Monday meeting since CCP will be meeting prior to that time.

B. Council of Consumer Members. No report and due to illness no representative.

C. Council of Division Presidents
Stephen Thomas, CDP President provided a written report and highlighted it with information on the CDP meetings planned during this conference and an NRA Divisions Fact Sheet to be reviewed. The NRA Divisions Fact Sheet is being developed for use by NRA and its state chapters to assist in information sharing, communication, and membership recruitment. CDP will continue to update this Fact Sheet annually. It is recommended that a similar Fact Sheet be developed concerning NRA Commissions and Councils. All fact sheets could be published by NRA in the "Newsletter" and/or Journal.

D. Council of Non White Member
Ted Daniels provided a written report which included the organizational plans on the regional level, state chapter level and national level which will require much activity within the Council. Recruitment of new and renewal of old NRA members from the non-white community and assist the NRA leadership to address issues relevent to non-white members and constituencies. The Council has established a regional representative identified in each NRA region and included each responsibility.

E. Council of Student Members
No action items reported. Jeri Carter provided a written report.

TASK FORCE COMMITTEE REPORTS

TF # 1 Fundraising task force will provide a report later in the meeting.

TF # 2 Task Force on Women combined their report with the Professional Concerns Commission.

REGION REPORTS

A. Mid-Atlantic No report provided. Representative not available.

B. Great Lakes Region - No action items

C. Great Plains Region - No action items . A written was provided.

D. Northeast Region - No action items . A written report provided.

E. Pacific Region - Provided a written report and made the following motion:

MOTION BY RANDY GRAY AND SECONDED BY JERI CARTER THAT THE REGIONAL REPRESENTATIVES TO THE NRA BOARD BRING TO THE TWO BOARD MEETINGS AN ORGANIZATIONAL CHART WHICH UPDATES REGIONAL BOARD, CHAPTER PRESIDENTS AND DIVISION PRESIDENTS. MOTION CARRIED.

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ELECTION AND DELEGATE CERTIFICATION REPORT:

Neil Crouse, Chairperson reported the results of the 1985 elections:

President-Elect:	Amos Sales of Arizona
Treasurer:	James Adams of Kentucky
Board Members at Large:	Pamela Brower of Minnesota Randal McDaniel of Alabama

REGION REPORTS (continued)

F. Southeast Region - No action items.

G. Southwest Region - No action items.

DIVISION REPORTS

JPD - No action items Provided a written report

NAIL - no representative

NARI - No action items Provided a written report

NARS - No action items. Provided a written report

NRAA - No action items. Provided a written report

NRCA - No action items. Provided a written report

VEWAA- No action items. Provided a written report

OLD BUSINESS None

NEW BUSINESS

1. Executive Committee and Commission appointments for 1985.

MOVED BY ARNOLD SAX AND SECONDED BY HARRY SMITH TO APPROVE THE COMMISSION CHAIRS: CIA, LARRY WARNOCK; CONSUMER, MARGIE SLOAN; PROGRAM & ACTIVITIES, ETHEL BRIGGS; PROFESSIONAL CONCERNS, GARY AUSTIN; MEMBERSHIP SERVICES, EVAN JONES.& TO APPOINT GOVERNMENTAL AFFAIRS CHAIR. CARRIED.

MOTION TO APPROVE THE EXECUTIVE COMMITTEE BY ARNOLD STANTON AND SECONDED BY ROBERT DAVIS AS JOAN BARKER, ARNOLD SAX, MARSELLA JESSE.CARRIED.

The President, President-Elect, Past-President(immediate) and Treasurer will also serve as part of the Executive Committee.

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2. National Employers Conference

MOTION BY ED MCMILLION AND SECONDED BY LARRY JOHNSON THAT THE BOARD ENDORSE THE CO-SPONSORSHIP OF THE NATIONAL EMPLOYERS CONFERENCE WITH CHAMPION INTERNATIONAL. CARRIED.

MOTION BY JACK ROPER AND SECONDED BY BONNIE JONES THAT NRA ADOPT A POSITION TO ENCOURAGE U.S. CONGRESS TO REMOVE HANDICAP LANGUAGE FROM FEDERAL LAW AND EACH BOARD MEMBER TO WRITE LETTERS APPROPRIATELY. MOTION CARRIED.

Items to be covered on August 17 Board meeting would include the CIA report and the Fund Raising Committee report.

RECESSED AT 6:20P.M. TO 8:30 a.m. ON FRIDAY, AUGUST 17, 1984.

RESUMED THE NRA BOARD MEETING AT 8:30 a.m. August 17, 1984. The board members as listed on August 16 were in attendance.

COMMISSION ON INTERNAL AFFAIRS

Terry Brigance introduced recommendations and action items..

MOTION BY LUCY BARTLETT AND SECONDED BY BETTY HEDGEMAN TO ADOPT THE FOLLOWING RECOMMENDATIONS 1) The development of an advisory council consisting of business and industry leaders to assist the NRA Executive Committee in the development of suitable linkages to promote the growth of the relationship between NRA and business and industry throughout the nation. 2) Encourage the expansion of Memberships in NRA for business and industry. 3) Provide NRA publicity to private industry which has supported and successfully employed qualified workers through awards recognizing businesses for their achievement. 4) Develop a theme conference around business and industry involving business leaders in seminars and workshops. 5) Encourage PWI leaders to begin a dialogue with the NRA Job Placement Division to determine an appropriate role for PWI in that interest group. JPD will be so advised. 6) Consider focusing a Mary Switzer seminar on business and industry's role in rehabilitation. 7) Consider the development of a national agreement or a statement of common concern between the National Association of Manufacturers, U.S. Chamber of Commerce, President's Committee on Employment of the Handicapped, National Alliance of Business, and the National Rehabilitation Association. MOTION CARRIED.

These approved recommendations will be appropriately handled by the President and President-Elect.

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NRA POLICY MANUAL

The CIA has reviewed the NRA policy manual and developed recommendations based on deletions needed, reference to Commissions, revisions recommended and by-laws recommended. For expeditious reporting, the packet for review was divided into four categories and each separate policy action assigned a number for easy reference. The categories are: D-#: Deletion recommended -obsolete or original inclusions in the manual that appear not to be policy but procedure or working papers. CR-#: Referral to Commissions recommended - review and recommendations needed. R-#: Revisions recommended - actions Board can make at annual meeting BLR-#: By-Laws revisions recommended - these need to be coordinated with the By-laws recommendations that will be presented by CIA (Lucy Bartlett).

Deletions:

MOTION BY LUCY BARTLETT AND ARNIE SAX TO REMOVE ALL POLICIES LABLED "D" and CR4 and CR5 FROM THE POLICY MANUAL. MOTION CARRIED

The rationale for these deletions is that these are obsolete policies.

Refer to Commissions:

MOTION BY ARNIE SAX AND SECONDED BY ED MCMILLION TO ADOPT THE REVISIONS CR-2,3,6,7 TO BE REFERRED TO APPROPRIATE COMMISSIONS TO BE DEVELOPED AND BROUGHT BACK TO THE BOARD. MOTION CARRIED.

Revisions:

MOTION BY LUCY BARTLETT AND SECONDED BY ED MCMILLION AND ARNIE SAX TO APPROVE THE REVISIONS AS RECOMMENDED WITH TWO GRAMMATICAL CORRECTIONS ON R-1 and R-4 AND TO REMOVE THE R-14 (MEMBERSHIP LIST POLICY) FROM THESE REVISIONS. MOTION CARRIED.

MOTION BY BETTY HEDGEMAN AND SECONDED BY BOBBI HOUSMAN TO INVESTIGATE THE POSSIBILITY OF ESTABLISHING A SYSTEM WHEREBY MEMBERS WHO DO NOT WISH TO HAVE THEIR NAMES IN COMMERCIAL MAILING NOT BE INCLUDED.

SUBSTITUTE MOTION BY HARRY SMITH AND SECONDED BY ARNOLD STANTON TO SEND THE MAILING POLICY BACK TO THE CIA, BRING IT BACK WITH BY LAWS REVISIONS WITH LANGUAGE THAT PROTECTS THE PRIVACY OF MEMBERS AND BE BROUGHT BACK TO THE BOARD ON MONDAY. CARRIED.

CIA 3 (A) Policy developed on persons in leadership positions who's membership has lapsed.

MOTION BY ARNOLD SAX AND SECONDED BY BETTY HEDGEMAN TO APPROVE THE POLICY THAT STATES ALL INDIVIDUALS IN A LEADERSHIP ROLE (OFFICER/BOARD MEMBER/COMMISSIONER/COMMITTEE MEMBER) IN NRA OR ANY OF ITS REGIONS, COUNCILS, CHAPTERS, DIVISIONS, UNITS MUST HOLD A CURRENT PAID-UP MEMBERSHIP IN THE ASSOCIATION. INDIVIDUALS HOLDING ANY OF THE AFOREMENTIONED POSITIONS WHO ALLOW THEIR MEMBERSHIP TO LAPSE WILL AUTOMATICALLY FORFEIT THE POSITION ON THE SAME DATE THAT THE MEMBERSHIP EXPIRES. ANY VACANCIES OCCURING AS A RESULT OF SAID FORFEITURE WILL BE FILLED AS OTHERWISE DESCRIBED IN POLICIES FOR FILLING VACANCIES FOR THE VARIOUS POSITIONS. MOTION CARRIED.

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Other objectives were reviewed and highlighted was the request of input regarding the development of role descriptions for and expectations of officers and board members. The report from Lonnie Ladson will be a working paper.

The Constitution amendments have been published in the last Newsletter and will be acted on at the Delegate Assembly.

To review the nominations guidelines and develop recommendations will be presented at the Monday Board Meeting.

To develop a proposal for merger of Commission on Environmental Concerns and Consumer Affairs and the Council on Consumer Members. This activity is still in the discussion/ proposal stages and will require a constitutional amendment. A final report should be provided by the Commission at the end of December and could be dealt with at the Executive Committee on January 11-13.

A recommendation to the board with regard to NRA as an Organization will be spearheaded by CIA and plans are to provide the Board with recommendations to review NRA's goals and activities.

MOTION BY BETTY HEDGEMAN AND SECONDED BY ARNIE SAX THAT NRA REVIEW NRA GOALS AS AN ORGANIZATION. MOTION CARRIED.

Re-emphasizing goals is helpful in showing that we are trying to become a dynamic organization rather than a historical one.

Objective to assess "accessibility status" resolution from Michigan Rehabilitation Association, Inc., and make recommendations to Board of Directors in terms of guide lines for its use. This policy has been reviewed and it is recommended that this policy be endorsed and communicated to the Council of Chapter Presidents and Council of Division Presidents. The policy indicates that all events, programs, or activities sponsored, conducted or endorsed by NRA should contain the accessibility status, including physical, communication, and alternate media of the event and include a contact person.

MOTION BY ARNIE SAX AND SECONDED BY BOBBI HOUSMAN THAT THIS POLICY BE DISSEMINATED THROUGH THE NRA NEWSLETTER TO TELL ALL UNITS OF NRA OUR POLICY IN THIS AREA. MOTION CARRIED.

The CIA provided for information only with regard to its objective to investigate ways to meet the financial needs of councils. Additionally, the CIA was charged with studying a proposed resolution that student member dues be maintained at the current level. Of the options that have been suggested, funding of the councils via the NRA operating budget is recommended, since it avoids constitutional changes and funding delays which the other options would impose.

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A resolution from the Illinois Rehabilitation Association was received by CIA. The same resolution was received by Professional Concerns, as it pertains to the possible establishment of a new national award category.

A motion to allow the IRA to present the resolution at the Delegate Assembly was defeated and it was recommended that both the CIA and Professional Concerns will meet with the chapter president of IRA to further discuss the resolution.

NRA FUND RAISING CAMPAIGN STUDY REPORT

Beverly Morgan-Crawford and Dorothea Beardmore provided written information on the NRA Fund raising campaign study which included a copy of "An Executive Summary" provided to the Board. The following are action items recommended:

1. That the NRA Board approve and endorse the specific function of fund rais ing as a means to enhance current programs and services and to increase the program offerings to its members and to the community of persons with disabilities at large.

MOTION BY ARNIE SAX AND SECONDED BY ARNOLD STANTON THAT THIS RECOMMENDATION BE APPROVED AND ENDORSE BY THE NRA BOARD. MOTION CARRIED.

2. That the NRA Board direct the President to appoint, by September 15, 1984, a special "Select Planning Committee on Fund Raising" charged with developing a short-range results implementation plan; and said plan shall include an analysis and review of previous NRA budgets, program and service offerings proposed programs/projects to be considered for fund raising support, a document describing the effectiveness of a potential fund raising campaign cause and that this "Select Committee" will present its report to the NRA Executive Committee or full NRA Board meeting for approval by March 31, 1985.

MOTION BY ARNOLD SAX AND SECONDED BY BOB DAVIS TO APPROVE THE RECOMMENDATION. CARRIED.

3. That at the mid year meeting of the NRA board, or the Executive Committee meeting, whichever meets first, selection of the specific fund raising project will be made and plans approved to implement the fund raising campaign as generally outlined in the Fund Raising Campaign Study report; and that overall direction of this effort will rest with the President, in conjunction with the Executive Director.

MOTION BY ARNIE SAX AND SECONDED BY ARNOLD STANTON TO APPROVE #3 RECOMMENDATION. CARRIED.

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MOTION BY ED MCMILLION AND SECONDED BY ARNOLD STANTON TO REQUEST THAT THE FOUR CITIES BE WRITTEN BY THE EXECUTIVE DIRECTOR ON THEIR OUTSTANDING PROPOSALS FOR THE 1988 BID FOR THE NATIONAL CONFERENCE AND IN THE LETTER TO SEATTLE WE WANT TO COMMEND THIS CITY ON THE ACTION THEY HAVE TAKEN ON ACCESSIBILITY. MOTION CARRIED.

MOTION BY ED MCMILLION AND SECONDED BY ARNOLD STANTON THAT CURRENT AND NEW CHAIRS OF THE CIA AND P&A OR THEIR DESIGNEE MEET TO CONSIDER THE FEASIBILITY OF MOVING OUR ANUAL NATIONAL CONFERENCE DATES TO FACILITATE THE OPERATIONAL PROGRAM OF OUR ASSOCIATION AND TO REPORT BACK TO THE BOARD AND TO INCLUDE CONSIDERATION BE GIVEN THAT THE ACTUAL GAVEL PASSES AT THE ANNUAL MEETING FOR ORGANIZATIONAL CONTINUITY. MOTION CARRIED.

RECESSED AT 10:55 A.M. TO RECONVENE AT 11:30 A.M. ON MONDAY, AUGUST 20, 1984.

Submitted by:

David L. Mills

David L. Mills
Executive Director
Secretary to the Board

JAH

NATIONAL REHABILITATION ASSOCIATION

MINUTES

BOARD OF DIRECTORS MEETING
AUGUST 20, 1984
ATLANTA, GEORGIA

CALL TO ORDER

The Board of Directors Meeting reconvened and was called to order at 11:30 a.m. on August 20, 1984.

ATTENDANCE

Tom Gaines, Betty Hedgeman, James Adams, Edward McMillion, Larry Johnson, Arnold Sax, Arnold Stanton, Harry Smith, Randy Gray, Jack Roper, Dale Sattler, Steven Kapalka, Bonnie Jones, W.H. Brownfield, Stephen Thomas, Ted Daniels, Jeri Carter, Bobbi Housman, Roger Flint(setting in for Catherine Bruce, NAIL), Lucy Bartlett, Marcella Jesse, Joan Barker, Robert Davis and new NRCA Rep. Flo Curnett, Pamela Brower setting in for Marvin Spears.

The 1985 CCP Representative was acknowledged as Richard Gruen of Texas.

An agenda was provided and that any carry over items from the previous meeting would be taken under Unfinished Business. The Councils were omitted as listed on the Agenda but would have an opportunity to report.

COMMISSION REPORTS

Consumer Relationship and Environmental Concerns - The Chair was not available and no additional report was made.

Membership - No additional report.

Internal Affairs - Terry Brigance asked that Larry Warnock provide three items for consideration.

1. Membership Mailing List. This was carried over from the previous meeting for a statement regarding external mailing only.

MOTION BY ARNOLD SAX AND SECONDED BY BETTY HEDGEMAN THAT ANY MEMBER WHO SO DESIRES MAY HAVE HIS OR HER NAME REMOVED FROM THE EXTERNAL (COMMERCIAL) MAILING LIST UPON WRITTEN REQUEST TO THE NATIONAL OFFICE. MOTION CARRIED.

2. To approve bylaws recommendations to put in compliance with the constitution amendments as passed by the Delegate Assembly to correct the language changes to persons with disabilities.

MOTION BY ARNOLD SAX AND SECONDED BY LUCY BARTLETT TO ADOPT AS A PACKAGE TO CLEAN UP LANGUAGE TO BE IN COMPLIANCE WITH THE CONSTITUTION. MOTION CARRIED.

3. All of Article VII, Commissions, including Appointments, Compositions and Operations be adopted as presented.

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MOTION BY LUCY BARTLETT AND SECONDED BY JERI CARTER TO ADOPT ARTICLE VII AS SHOWN BELOW. MOTION CARRIED.

Article VII

Section 1. APPOINTMENT OF COMMISSIONS. Not later than January 1, the Incoming President shall name the chairperson and at least five members of each Commission, subject to confirmation by the Board. They shall serve a term of two years. The President names members to the following Commissions:

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

Section 3. COMPOSITION OF COMMISSIONS. All Commission appointments shall be for two years, but individuals will be eligible for reappointment. Each member of the Board of Directors will be offered membership on one Commission. Each Commission shall contain at least one Board member. Each unit may nominate to the President two persons it would like to see appointed to the Commissions. The Incoming President will appoint a minimum of five individuals per Commission in such a way as to assure that not more than one of the nominees of each unit is on the same 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 Incoming President. The Incoming President will consult the Incoming President-Elect on the appointment of Associate Chairperson for each Commission. 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.

The Commission presented a process for Nominating NRA Members For Association Office which contained (9) nine qualifying factors to be considered for approval.

MOTION BY LUCY BARTLETT AND SECONDED BY JERI CARTER TO ADOPT THE RECOMMENDATION FROM THE INTERNAL AFFAIRS COMMISSION TO APPROVE THE NINE STEP PROCESS FOR NOMINATING NRA MEMBERS FOR ASSOCIATION OFFICE. MOTION DID NOT CARRY.

A motion to table this recommendation and refer to CCP & CDP to bring back a report to the Executive Committee failed.

MOTION BY HARRY SMITH AND SECONDED BY ARNOLD STANTON THAT THE BOARD DIRECT CIA TO FORWARD THIS RECOMMENDATION OF THE NINE STEP PROCESS FOR NOMINATING NRA MEMBERS FOR ASSOCIATION OFFICE TO CCP AND CDP TO BE DISTRIBUTED TO THE CHAPTER PRESIDENTS FOR REVIEW AND INPUT WITH A DEADLINE DATE AND TO BE RETURNED TO THE BOARD THROUGH CIA. AN AMENDMENT TO THE MOTION BY ROBERT DAVIS ESTABLISHED A TIME LINE OF NO LATER THAN THE NEXT MEETING. MOTION CARRIED.

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Program and Activities Commission - Phil Chase reported on the new commission meeting and all seems to be well in order for the 1985 conference.

Professional Concerns Commission - Joan Barker reported on the Kentucky Delegate Resolution presented at the Delegate Assembly to establish a national award for an employer. A sub-committee chaired by Steve Thomas will review and make recommendation.

Governmental Affairs Commission - Randy Gray reported that during the interim period this Commission is working on (1) Review of the legislative award process and has designated Faith Kirk and Jack Duncan to develop recommendation in relation to criteria and process in the award protocol. (2) Legislative Network regional representatives should be enterfaced with the Commission on Governmental Affairs and will be looking at developing better structure of communication. (3) On legislative issues and the five subcommittees as selected and outlined in the previous report, the chair for the Subcommittee on Developmental Disabilities, Special Education and Vocational Programs is Bonnie Jones.

During the next four months plans are to develop an organizational chart so that everything effecting Legislation comes through the Commission on Governmental Affairs.

DIVISION REPORTS

JPD - Bobbi Housman will continue as the JPD Representative to the Board. JPD strongly supports NRA's effort to hold an employers conference and are deeply interested in including job placement to persons with disabilities as part of the program. It was pointed out that Champion's International representative, Tom O'Bryant is a JPD member and an advocate to job placement.

JPD new roster is: President-Elizabeth Aino, Columbus, Ohio; President-Elect-Phil Hess, Indianapolis, Indiana; Vice-President-Sherry Repscher, Salt Lake City, Utah; Treasurer-John Balfantz, New Orleans, LA; Secretary-Myrna Hammer, Minneapolis, MN; Membership-David Griemann, Des Moines, Iowa.

NAIL - Roger Flint, President-Elect provided a written report.

NARI - Lucy Bartlett reported their election will take place in the Fall.

NARS - The raffle raised $1709 of which $500 was a cash prize and $850 went to Nat'l Wheelchair Association. There was 89 at the training session and 96 at the Breakfast during this conference. At the end of the FY December, 31, 1984, NARS will donate 5% of total assets to the NRA Building Fund and challenged other divisions to concur.

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1985 Roster for NARS is: President-Becky Neal, Greeneville, TN; President-Elect-Robbi Blackburn, Richmond, VA; Secretary-Iona Chapman, Knoxville, TN; Treasurer-Constance J. Bell, Davenport, Iowa; Board Members: Northeast, Fran Andrews, Providence, RI; Great Lakes is vacant; Mid-Atlantic, Linda Stapleton, Barboursville, WV; Pacific, Judy Supple, Seattle, WA; Great Plains, Carol Sextro, Sioux City, IA; Southeast, Beverly Bulloch, Warm Springs, GA; Southwest Ann Buck, Fort Worth, Texas; Representative to the NRA Board Marcella Jesse, Pierre, South Dakota

NRAA - MOTION BY JOAN BARKER AND SECONDED BY JAMES ADAMS THAT THE BOARD WRITE A LETTER TO THE ATLANTA HILTON RECOGNIZING THE FACT THAT THEY HAVE HIRED A SIGNIFICANT NUMBER OF PERSONS WITH DISABILITIES. MOTION CARRIED.

NRCA - Flo Curnett, NRCA Representative to the NRA Board reported the new officers for NRCA in 1985 are Pat Mundt, President, Nevada; President-Elect-Allan Searles, Illinois; Secretary/Treasurer-Judy Spolum, Colorado; Board Member At Large-Sherry Lynch, Kansas.

Certification alternate maintenance plan by both CRCC & NRCA is being done and this will provide for a plan throughout the United State for certification maintenance for NRCA members.

Second professional seminar in Reno, Nevada on February 8-10, 1985 is being planned.

First travel tour to China is March 15-28, 1985 and is jointly planned with ARCA.

VEWAA Robert Davis reported the 1985 VEWAA officers are President-Marsha Andersen, California; President-Elect, Douglas Seiler, N.D.; Treasurer-Stan Ridgeway, Alaksa; Secretary-Rock Weldon, S.C.; Member at Large-Colleen Esser; Great Plains Rep-Larry Ornberg, N.D.;

VEWAA Cooperative National Forum in Vocational Evaluation on 9/19-22 at the Sheraton Atlanta. This is a major conference on vocational evaluation. Eight different subject areas will be covered with 43 papers to be presented. Conference is being chaired by Randall McDaniel, AL.

COUNCIL REPORTS

Council of Non-White Members: Ted Daniels reported on the success of the CNW luncheon with Dr. Sylvia Walker of Howard University as speaker and that two past NRA presidents and the incoming President were in attendance.

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Council of Chapter Presidents: Bill Brownfield provided three recommendations that had been approved unanimously by the general assembly of the Council of Chapter Presidents as follows:

MOTION BY BILL BROWNFIELD AND SECONDED BY HARRY SMITH THAT THE INFORMATION OBTAINED FROM THE CCP LEGISLATIVE ACTIVITY SURVEY BE USED AS THE BASIS, IN PART, FOR THE AGENDA FOR THE 1985 LEGISLATIVE SEMINAR. MOTION CARRIED.

MOTION BY BILL BROWNFIELD AND SECONDED BY HARRY SMITH THAT THE INCLUSION OF TRAINING AND DEVELOPMENT PROGRAMS FOR STATE CHAPTERS' LEGISLATIVE ADVOCACY AT THE STATE AND LOCAL LEVEL OF A PART OF THE ONGOING ROLE AND FUNCTION OF THE NRA LEGISLATIVE PROGRAM INCLUDING THE PROVISION OF TRAINING IN THIS AREA AS A PART OF THE 1985 LEGISLATIVE SEMINAR. MOTION CARRIED.

MOTION BY BILL BROWNFIELD AND SECONDED BY ARNOLD SAX THAT THE NRA BOARD ASSIGN TO AN APPROPRIATE BODY OR AD HOC GROUP, A STUDY OF THE ROLE, FUNCTION AND RESPONSIBILITIES OF THE CCP AND ITS' EXECUTIVE COMMITTEE, THE AMOUNT OF FUNDING AVAILABLE TO CARRYOUT THOSE DUTIES, THE PAST EXPERIENCES AND SUPPORT BY THE STATE CHAPTERS OF CCP EFFORTS AND CLARIFY WITH SPECIFIC RECOMMENDATIONS THE EXPECTATIONS OF THE CCP AND ITS' EXECUTIVE COMMITTEE. THIS STUDY BE MADE IN CONJUNCTION WITH PRIOR CCP LEADERS AND WITH THE PRESENT EXECUTIVE COMMITTEE, WITH A FINAL REPORT TO THE BOARD FOR ACTION AT ITS MID-YEAR MEETING IN 1985. MOTION CARRIED.

The President will refer this motion to the Commission on Internal Affairs as the appropriate body to make the study.

Council of Division Presidents: Steve Thomas provided an updated report of the Coffee Clatch being well attended. The CDP officers beginning January 1, 1985 are President, Pat Mundt; V-President, Marsha Andersen and Secretary-Treasurer, Sybil Herndon. The Division Fact Sheet is being compiled and will be sent out to all divisions when final. The new board members met and discussed some of the ways of sharing information and cooperating with other units and divisions.

CIA is reviewing why Divisions need to be incorporated and request CDP's assistance in this review.

Council of Student Members: Jeri Carter reported that the meeting on Saturday was well attended by the students and included two regional representatives, one from Great Plains Region and one from the Pacific Region. The host student chapter was the University of Georgia and had a booth in Exhibit hall. Council in general expressed its pleasure of in-coming President including students on Commissions.

UNFINISHED BUSINESS

A policy statement portraying persons with disabilities in fund raising was brought back and presented by Steve Kapalka.

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MOITION BY STEVE KAPALKA AND SECONDED BY BETTY HEDGEMAN TO ACCEPT THE FOLLOWING POLICY STATEMENT: A PURPOSE OF NRA ACTIVITIES IS TO AID SOCIETY BY THE INCLUSION OF PERSONS WITH DISABILITIES IN ALL ASPECTS OF SOCIETY. ACKNOWLEDGING THAT THE NATIONAL REHABILITATION ASSOCIATION EXISTS FOR SERVICE TO PERSONS WITH DISABILITIES AND NRA HAS A RESPONSIBILITY TO REPRESENT, ADVOCATE FOR, AND EDUCATE PROFESSIONALS, LEGISLATORS, EMPLOYEES AND THE GENERAL PUBLIC ABOUT THE RIGHTS AND NEEDS OF PERSONS WITH DISABILITIES: IT IS IMPERATIVE THAT MEMBERS OF NRA GIVE THOUGHTFUL CONSIDERATION TO THE MANNER IN WHICH THEY PORTRAY PERSONS WITH DISABILITIES, IN FUND RAISING, PUBLIC RELATIONS AND ADVERTISING ACTIVITIES. ALL MEMBERS OF NRA, ALL DIVISIONS OF NRA AND ALL CHAPTERS OF NRA WILL REPRESENT PERSONS WITH DISABILITEIS IN A FAVORABLE AND REALISTIC MANNER IN ALL OF THEIR ENDEAVORS ON BEHALF OF PERSONS WITH DISABILITIES AND THE ASSOCIATION. SPECIFICALLY, THIS INCLUDES BUT IS NOT LIMITED TO FUND-RAISING ACTIVITIES, ALL PUBLICATIONS, LEGISLATIVE EFFORTS, PUBLIC SPEAKING ENGAGEMENTS AND ALL OTHER ACTIVITIES PERFORMED IN THE NAME OF THE ASSOCIATION. PORTRAYALS WHICH INVOKE SYMPATHY, PITY, LEAD TO PATRONIZATION OR ANY REPRESENTATION WHICH MAGNIFIES THE DISABILITY OVER THE PERSON SHOULD BE AVOIDED. MOTION CARRIED.

Chapters and divisions are encouraged to utilize their local NAIL and Consumer group for input.

Committee to explore national conference dates :

MOTION BY ED MCMILLION AND SECONDED BY BETTY HEDGEMAN TO APPROVE THE RECOMMENDATION BY THE PROGRAM AND ACTIVITIES COMMISSION AS 1. TAKE IMMEDIATE ACTION TO MOVE THE ANNUAL CONFERENCE LATER IN THE CALENDAR YEAR TO COINCIDE WITH THE OPERATIONAL YEAR OF THE ASSOCIATION, INCLUDING INSTALLATION OF OFFICERS, COMMISSIONS, ETC. THIS ACTION SHOULD BEGIN WITH THE CONFERENCE PLANNED FOR 1986 IN WASHINGTON, D.C. 2. ESTABLISH THE DATES OF THE CONFERENCE BETWEEN NOVEMBER 1 TO NOVEMBER 15. 3. UTILIZE WEEKENDS FOR CONFERENCE DATES WHENEVER POSSIBLE. 4. REVIEW THE TRANSITION PROCESS FOR OFFICERS, COMMISSIONS, COUNCILS, ETC., ESTABLISHED BY THE COMMISSION ON PROGRAM AND ACTIVITIES IN ORDER TO EDIT AND UPDATE THAT PROCESS TO ACCOMMODATE THE DATE CHANGES OF THE ANNUAL CONFERENCE. MOTION CARRIED.

NEW BUSINESS

1985 Budget Proposal:

MOTION BY JAMES ADAMS AND SECONDED BY JOAN BARKER TO APPROVE THE 1985 BUDGET PROPOSAL AS PROVIDED TO THE BOARD AS A HANDOUT(COPIES AVAILABLE ON REQUEST) MOTION CARRIED.

Discussion included the dates of January 11-13 for an executive committee. The specific site has not been settled but will be determined based on the least costly place to meet. The budget includes the Commission Chairs to meet at the Executive Committee and the Board meeting when it is held. This should provide a communication mechanism to work within each Commission. President's travel to chapter and region meetings is included. Council requests have been included as well as operational funds for Commissions.

Once the budget is adopted it is built into the program oriented budget which would be available prior to January 1.

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Conference Attendance

The unofficial registration number is 1,219 and a final report will be provided.

Multiple years of membership rates.

Harry Smith referred to the motion that members be allowed to approve the purchase of multiple years of membership rates.

It was announced and approved by the Delegate Assembly that we can purchase multi-year memberships.

MOTION BY BILL BROWNFIELD AND SECONDED BY JAMES ADAMS THAT IN IMPLEMENTING THE PROCESS OF ALLOWING MULTI YEARS OF MEMBERSHIPS THIS BOARD APPROVE A NUMBER OF THREE YEARS MINIMUM UPWARDS AND THAT THE EXECUTIVE DIRECTOR WORK OUT FURTHER DETAILS TO BE EFFECTIVE SEPTEMBER 1. MOTION CARRIED.

A clarification of this motion limits the memberships in question to capital "M" member only. Presently the "M" member dues are $48.00.

Appreciation extended.

President Gaines expressed his appreciation to each one on the board and commissions and everyone who have been a part of this year's activities.

MOTION BY BETTY HEDGEMAN AND SECONDED BY ALL TO FORMALLY THANK THE GEORGIA REHABILITATION ASSOCIATION ON BEHALF OF THIS BOARD FOR THE EXCELLENT WORK ON HOSTING AND DELIVERING THE NATIONAL CONFERENCE. MOTION CARRIED.

Adjournment.

MOTION BY ALL TO ADJOURN AT 2:00 P.M. MOTION SECONDED. MOTION CARRIED.

Submitted by: David L. Mills.
David L. Mills, Executive Director
Secretary to the Board

JAH

NATIONAL REHABILITATION ASSOCIATION
633 South Washington Street
Alexandria, Virginia 22314(703)836-0850 voice
(703)836-0852 TDD

MINUTES
DELEGATE ASSEMBLY
NATIONAL REHABILITATION ASSOCIATION
AUGUST 19, 1984
ATLANTA, GEORGIA

CALL TO ORDER

President Thomas Gaines called the meeting of the Delegate Assembly of the National Rehabilitation Association to order at 3:15 p.m.on Sunday, August 19, 1984.

APPOINTMENT OF PARLIAMENTARIAN

President Gaines appointed Tony Harrington, NRA's attorney as Parliamentarian.

Mr. Harrington discussed the procedure for adoption of the proposed standing rules and discussed the rules.

ADOPTION OF AGENDA

MOTION BY ARNOLD STANTON AND SECONDED BY ED MCMILLION TO ADOPT THE AGENDA. MOTION CARRIED.

ADOPTION OF STANDING RULES

MOTION BY JAMES ADAMS AND SECONDED BY ARNOLD STANTON TO ADOPT THE STANDING RULES. MOTION CARRIED.

APPROVAL OF MINUTES

MOTION BY LARRY JOHNSON AND SECONDED BY GEORGE MELDE TO APPROVE THE MINUTES. MOTION CARRIED.

TREASURER'S REPORT

James Adams, Treasurer provided a written report with attachments of the '84 Budget Report - January 1 to June 30, 1984 (Income & Expenditures, and Balance Sheet) and '83 Interim Budget Report - July 1 - December 31, 1983 (Income and Expenditure and Balance Sheet).

Highlights of the report included that NRA has made the transition in fiscal year as adopted last year. The budget has been maintained, spending less than we received.

MOTION TO ACCEPT THE TREASURER'S REPORT BY BILL BROWNFIELD AND SECONDED BY STEVE KAPALKA. MOTION CARRIED.

PRESIDENT'S REPORT

Thomas Gaines reported on the continuous hard work in NRA. We began in 1984 with 17 major goals for the Association. Many are continuous goals dedicated to the improvement of the Association, our programs, and our efforts on behalf of persons with disabilities.

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NRA's main achievement is to reaffirm our mission in rehabilitation and that we do exist to advance the rehabilitation of persons with disabilities.

President Gaines thanked the Georgia Rehabilitation Association who have worked so hard to make this conference a success.

EXECUTIVE DIRECTOR'S REPORT

Dave Mills provided a written report and highlights included that within the programming of this conference there were 70 training programs, 208 speakers, 122 hours of time 23 organizations and we finished our 60th year. Unofficially 1,219 registered at the conference which was 108 over last year.

Dave recognized the outstanding work done by Alan Morris and all the Georgia workers who have made this an excellent conference.

GENERAL COUNSEL'S REPORT

Jack Duncan provided a written report and made several observations. NRA made sure that service money for persons with disabilities passed the one billion dollar mark. The NRA Network led in this success. NRA spearheaded the largest coalition of rehabilitation and disability oriented organizations in the nation's capital in an effort to educate and influence legislation. Funding our programs under the Rehab Act is a priority. NRA has also been involved and consulted with our national parties Each of the parties has been interested in our opinions and what we expect from them related to persons with disabilities.

COMMISSION REPORTS

Consumer Relationship and Environmental Concerns

The Chairperson was unable to attend and President Gaines gave a brief overview. The Commission met prior to the conference and continues to work on the charges presented this year. Several items have been referred to the Board and several recommendations have been referred to the appropriate commissions. President Gaines applauded the commission members for all the work that has been done thus far.

Governmental Affairs

Marvin Spears reported the Governmental Affairs Commission has as its purposes, the studying and developing of the legislative and social action policies which guides NRA practices and policies. He elaborated on several items being studied at this time.

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Five Sub Committees have been established and are engaged in a variety of study and activities as follows:

(1) State Federal Rehabilitation Issues - Chaired by Jack Roper, Oklahoma
(2) Social Security Issues - Chaired by Chris Isengard, New Mexico
(3) Civil Rights Issues - Chaired by Randy Gray, Arizona
(4) Independent Living Issues - Chaired by Jim Dejung, Virginia
(5) Vocational Education/Special Education and Developmental Disability - Chair to named. (Later the Board confirmed the appointment of Bonnie Jones, Tenn.)

The commission is generating an action policy for NRA dealing with several issues of the Social Security Act and other related issues. A policy dealing with Disability Determinations area is to be developed.

The Accessibility Act and Voting Rights Act is currently being considered in Congress.

Last year the National Council on the Handicapped developed a policy statement and this commission recommended a statement to the NRA Board that the policy be endorsed and a caveat included that the statement needs to be developed into timelines to meet the goals and specific process to bring about action with the policy.

NRA's existing policies were published in the NRA Newsletter a year ago. These policies are rather long and complex. Work is being done to condense the statements.

The Commission has been an active one and Marvin recognized the commission members and commended them for the work completed.

MOTION BY MARVIN SPEARS AND SECONDED BY JOAN BARKER TO ACCEPT THIS REPORT. MOTION CARRIED.

Internal Affairs

Terry Brigance chairperson reported on this year's progress. There are a number of constitutional changes that the assembly needed to approve. They were previously printed in the July NRA NEWSLETTER and are in the packet. He asked to present these in four motions.

1. To handle those aspects of the constitution where there are no substance to change but only to bring into the appropriate wording.
2. Recommendation to remove a classification of membership category, sustaining members.
3. Recommendation that incumbent regional presidents be constitutional delegates to the Delegate Assembly.
4. Recommendation that no individual may hold simultaneously more than one board position.

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MOTION BY TERRY BRIGANCE AND SECONDED BY STEVE KAPALKA THAT THOSE AMENDMENTS TO THE CONSTITUTION AS PUBLISHED WHERE CHANGES ARE MADE IN LANGUAGE TO READ PERSONS WITH DISABILITIES AND CHANGES NEEDED TO BRING CONSTITUTION INTO TERMS OF OFFICE AND CHANGES IN THE APPROVED WORDING BE ADOPTED BY THE DELEGATE ASSEMBLY. MOTION CARRIED.

ARTICLE IV--MEMBERSHIP
Currently the Constitution reads:
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, Supporting Member .... and further provided that any increase in dues...

amended would read

The classes of membership of this Association shall be Member, Associate Member, Life Member, ...and further provided that any changes in dues.....

MOTION BY TERRY BRIGANCE AND SECONDED BY LUCY BARTLETT THAT THE SUSTAINING MEMBERSHIP CLASS IN NRA BE ELIMINATED AS SHOWN ABOVE. MOTION CARRIED.

ARTICLE V--DELEGATE ASSEMBLY
Currently the Constitution reads:
Section 2---b.

Past Presidents of the Association and incumbent members of the Board shall be voting members of the Assembly.

amended would read

b. Past Presidents of the Association, Incumbent Regional Presidents, and incumbent members of the Board shall be voting members of the Assembly.

MOTION BY TERRY BRIGANCE AND SECONDED BY LUCY BARTLETT TO ADOPT THE AMENDMENT TO INCLUDE INCUMBENT REGIONAL PRESIDENTS AS VOTING MEMBERS OF THE ASSEMBLY. MOTION CARRIED.

ARTICLE VI--BOARD OF DIRECTORS
Currently the Constitution reads:
Section 1

The Board of Directors shall consist of the President, President-Elect, Treasurer, and 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, Council of Student Members, Council of Non-White Members and six Members at Large.

amended would read

.....six Members at Large. No individual may hold simultaneously more than one Board position.

MOTION BY TERRY BRIGANCE AND SECONDED BY ARNOLD STANTON THAT THIS AMENDMENT AS STATED BE ADOPTED AND THAT NO INDIVIDUAL MAY HOLD SIMULTANEOUSLY MORE THAN ONE BOARD POSITION. MOTION CARRIED.

Terry Brigance recognized his committee and commended each on how much work was done this year.

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MOTION BY TERRY BRIGANCE AND SECONDED BY LUCY BARTLETT TO ACCEPT THE COMMISSION ON INTERNAL AFFAIRS' REPORT. MOTION CARRIED.

Membership Services

Evan Jones reported an exciting year for this commission. The continuous charges and new issues keep this commission busy. A small membership decline of 1% is a record in the past ten years. In one month the 200 plus members could be recruited if everyone made the effort. The priority goal in 1985 is to see NRA membership increase.

Marketing General Incorporated (MGI) of which the assembly has read and heard much is now under contract to NRA to recruit members. The first mailing is due in September and a test market of three different approaches will be done. 40,000 people are being mailed information that tells them about NRA and how they should become members.

The 1984 membership contest generated 1,038 new members. Everyone is encouraged to get involved in the upcoming contests and drives.

The Board approved several recommendations including several ways you can make donations to the association. Information will be provided in the near future.

Members can now purchase multiple memberships at the current rate. This would be member category (capital "M") only.

Future financial planning, budgets and dues will be tied into programs and will show how the dues money is used.

We continue to look at how some chapters have increased membership while some have decreased and trying to find out why, It is hoped to establish a comprehensive membership strategy and related specific plans and put together a package to provide a national multi-day training seminar that would strengthen, inform, and motivate chapters.

The commission is trying to take a customer oriented approach.

Evan challenged each of the delegates to share their excitement of belonging to the Association and recruit their colleagues.

The Commission memberswere commended on their outstanding work.

MOTION BY EVAN JONES AND SECONDED BY ED MCMILLION TO APPROVE THE REPORT. MOTION CARRIED.

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Professional Concerns Commission

Joan Barker provided information regarding three of the charges to this Commission.

1. To provide assistance as may be needed to the Mary Switzer Committee. The NRA Board elected to make the Mary Switzer Committee a standing committee which reports directly to the Board.

2. To provide assistance as may be needed in developing and maintaining effective liaisons and relationships with related organizations. The subcommittee has been formed, chaired by Pete Howell of South Carolina. A working paper is being compiled and will list those organizations which NRA currently has relationships and those which should be included.

3. To develop recommended uniform orientation and leadership development program for use by Regions, Chapters, and Divisions. A subcommittee chaired by Bill Herrick of Iowa is working on the task of a leadership development package for use by these units. An effort will be made to develop both an orientation package for newer NRA members and an advanced package to empower others for successful NRA leadership.

Joan highlighted the Awards Program and the Commission is looking at streamling the process and encourage the people to nominate outstanding people for awards. Steve Thomas of N.C. will review the awards process and will appreciate any suggestions.

The Graduate Literary Awards were well represented this year and the certificates were presented at the second general session.

The Journal of Rehabilitation has been managed well. Recognized Editor Julian Nadolsky and Dick Dietl, NRA Staff for their contributions.

The Illinois Resolution that was mentioned at the Awards Banquet is being considered for inclusion in the existing award program.

MOTION BY JOAN BARKER AND SECONDED BY LUCY BARTLETT TO ACCEPT THE REPORT OF THIS COMMISSION. MOTION CARRIED.

Program and Activities

Phil Chase, Chairperson recognized Tom Gaines, Dave Mills and Alan Morris and all who helped make this conference so successful.

Out of 36 concurrent session proposals 12 were approved which represented some outstanding programming.

The second charge was in soliciting bids from the Western District for the 1988 national conference site. The ranked order as recommended by the Commission and approved by the Board was, Reno, Seattle, Portland, Denver.

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Recommendation to the Board included the 1988 Conference be held in Reno and to look at including in future conferences, a job fair, regional employer's conference and scheduling the conference to fall closer to the actual change of officewhile continuing to look at the best dates and days to provide a lower cost to the members. It is recommended that the conference theme for 1985 be used as the theme for the state chapters and regions in their programming.

MOTION BY PHIL CHASE AND SECONDED BY LUCY BARTLETT TO ACCEPT THE REPORT. MOTION CARRIED.

Election and Delegate Certification Committee

Neil Crouse reported that 302 delegate votes were certified out of a possible 357. A detailed report of the certification will be contained in the final report of the committee.

The ballot by mail for election of officers was included in the May NRA Newsletter, and ballots returned were counted on Thursday, August 16. Elected were:

President-Elect: Amos Sales of Arizona
Treasurer: James B. Adams of Kentucky
Board Members-at-Large:
Pamela Brower of Minnesota
Randall S. McDaniel of Alabama

Committee workers were commended for their diligent work and time commitment in carrying out the election and delegate certification process.

MOTION BY NEIL CROUSE AND SECONDED BY MARSELLA JESSE TO ADOPT THIS REPORT. MOTION CARRIED.

OLD BUSINESS

NONE

NEW BUSINESS

Delegate from Ohio, M.H. Scotty Meyers spoke on behalf of the Board of the Ohio Rehabilitation Association and recommended to the NRA Board of Directors that consideration be given in making future NRA Conferences financially acceptable to all of the representatives.

This recommendation will be provided to the Board of Directors for consideration.

Delegate from Kentucky, Richard "Bud" Garvin recommended to the Association particularly the Commission on Professional Concerns and particularly in the area of awards that we consider establishing an awards program for a very important partner of rehabilitation for persons with disabilities, the Employers across this country, without which the rehabilitation of individuals with disabilities could not take place.

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Introduction of New Officers and Board Members

President Tom Gaines introduced new officers and board members and presented a certificate of appreciation to those out-going board members. Newly elected officers and board members were introduced. Harry Smith, Great Lakes Region. Bill Brownfield, Mid-Atlantic Region. Dale Sattler, Great Plains Region. Flo Curnett, NRCA Representative. Roger Flint, NAIL Representative.

Certificates for outgoing Board Members were presented to:
Marvin Spears, Immediate Past-President
Arnold Stanton and Rosemary McClain, Board Members at Large
Gary Austin, Great Lakes Region
Vernon Hawkins, Mid-Atlantic Region
Dale Sattler, Great Plains Region
Bill Brownfield, CCP
Steve Thomas, CDP
Roberta Housman, JPD
Betty Hedgeman, NRCA
Margie Sloan, Council of Consumer Members

President Gaines expressed his appreciation to the national office staff and stated these people are dedicated workers who spend a lot of time on the job. They are probably the best that an Association could have. He recognized Dave Mills, Dick Dietl, Judy Harris, Norma Maxson, Betty Graviano, Gloria Scott and the assembly provided a warm standing ovation in responding to this commendation.

MOTION TO ADJOURN BY ROBERT DAVIS AND SECONDED UNANIMOUSLY. MOTION CARRIED.

Submitted by: David L. Mills
Dave Mills, Executive Director
Secretary to the Assembly

JAH

ilru

M E M O R A N D U M

TO: Members of the Commission on Consumer Relationships and Environmental Concerns, National Rehabilitation Association

FROM: Lex Frieden, Chairperson

DATE: July 25, 1984

Please find attached a set of memoranda and reports which reflect the work of each of the subcommittees of our commission. I believe we should all study these and vote on them separately to be certain that they represent the opinions of the commission as a whole. Therefore, I have attached a ballot which I believe is self-explanatory.

Our commission is scheduled to meet prior to the NRA annual meeting on Thursday, August 16, 1984 at 9 A.M. The meeting place will be announced at the hotel. I would like to discuss these reports at that time. Nevertheless, I know that some members of the commission will not be able to attend the annual meeting. Therefore, I would like for each member to return the ballot on the proposed recommendations of this commission to me by August 10, 1984, so that everyone's viewpoint will be represented at the commission meeting and can be incorporated in the final report of this commission. If you have any questions about this procedure, please do not hesitate to call me.

Regardless of whether or not you agree with each recommendation made in the attached reports, I am sure you will agree with me that the ideas and suggestions contained within these reports are excellent. A great deal of work has been done by the subcommittees of this commission and the subcommittee members and their respective chairpeople should be congratulated.

I will prepare a final report for our commission following the meeting in August. In the meantime, if any members of the commission have further ideas or recommendations which you think should be included in our final report, please send them to me. If any new suggestions are of a substantive nature, I will forward them to the appropriate subcommittee

-continued-

and subsequently review them with the entire commission. Otherwise, I will make an honest effort to incorporate them in our final report.

I look forward to seeing as many of you as possible at the meeting in Atlanta. Please do not forget to return your ballot to me by August 10. Thank you all for your hard work and good ideas.

LF:rms

Attachments

National Rehabilitation Association

Interim and Draft Final Report of the Commission on Consumer Relationships and Environmental Concerns

July 25, 1984

This commission has developed recommendations related to five principal objectives which were established for it by the NRA board of directors. These five objectives are listed below, along with the members of this commission who worked specifically on those objectives.

The chairperson of each subcommittee is designated by underlining.

1. Involving disabled people - Steve Kapalka, Lex Frieden, Nina Wallace

2. Facilitate use of accessibility guidelines - Spencer Mosley, Margie Sloan, George McCrowey

3. Provide enlightenment about purpose - Richard Nichol, Carolyn Emerson, Robert Horvath

4. Develop glossary related to disability - Jack Genskow, Gwen Countryman, James Paschiutti

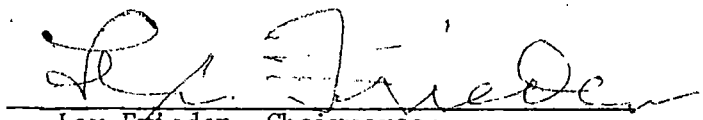
5. Review and develop fundraising policy - Mary Sawyer, Dan McAlees, Don Gann

The attached memoranda and reports relate to each one of the five objectives of this commission. Specific recommendations contained within these reports are designated by asterisks. (Note!!: The following sentence will or will not be included in the final report of this commission pending the outcome of a mail vote which will be completed by August 10, 1984.) These recommendations represent the consensus, opinions, and viewpoints of the commission members. It is hoped that these recommendations will be acted upon appropriately by the NRA board at the earliest possible occasion.

The Commission on Consumer Relationships and Environmental Concerns has addressed a number of sensitive issues of profound significance to the NRA. The recommendations which have been offered by this commission are a product of much discussion and contemplation. Some of these recommendations are redundant with recommendations which have been made to the NRA board in the past. Others of

-continued-

these recommendations are in conflict with those which have been made in the past. In each case, the commission members believe that these recommendations reflect current attitudes and circumstances. These recommendations are offered by the commission to the NRA board with the belief that positive action which occurs on them will have a positive effect on the future of the association.



Lex Frieden, Chairperson

Report of the Subcommittee on Involving Disabled People in Leadership Roles Within NRA

Subcommittee Members: Steve Kapalka, Chairperson
Lex Frieden
Nina Wallace

1) The subcommittee recommends that at least three members of the NRA board should be persons with disabilities. These persons shall be elected by the general membership from the board member at-large positions. The subcommittee recommends that at least one of the two board member at-large positions filled each year be filled with a person who has a disability. It is recommended that the definition of consumer or person with a disability for the purpose of this function be "any member who is, has been, or would have been eligible to receive rehabilitation services from a probate or a volunteer agency." It is assumed that the Council on Consumer Members will be dissolved at the time this recommendation is implemented. It is further assumed that the three consumer board positions will be filled within three years of implementation of this recommendation. Appropriate constitutional and by-laws changes should be made to implement this recommendation as soon as possible. The nominating committee should be instructed to begin seeking people with disabilities to fill at-large board positions as soon as possible. The association should encourage all regional, state, and local affiliates to adopt a similar method for ensuring the involvement of the people with disabilities in their respective organizations.

2) It is recommended that the constitution and by-laws of the National Rehabilitation Association be amended to incorporate certain additional provisions ensuring consumer involvement. Specifically, it is recommended that the by-laws state that there shall be at least one member of each commission who is a person with a disability. The by-laws should state under the requirements for affiliation that each affiliate organization shall ensure that persons with disabilities are substantially involved in leadership roles within that organization. The by-laws should state that all advisory groups of the association should include persons with disabilities. The by-laws should state that at least one member of the executive committee shall be a person who has a disability.

The constitution should be amended to be consistent with by-laws changes. In other words, the executive committee shall include at least one person who has a disability. The constitution should state that at least one member of the nominating committee shall be a person who has a disability. The constitution should require each division, region, and chapter to have specified means for involving people who have disabilities in substantial leadership roles within their respective organizations. Finally, the constitution should be amended to incorporate those recommendations stated in section 1 above.

Report of the Subcommittee to Facilitate Use of Accessibility Guidelines

(Part 1)

TO: Lex Frieden, Chairperson, and the 1984 Commission on Consumer Relationships and Environmental Concerns

FROM: Spencer L. Mosley, Chairperson S.L.M.
Subcommittee for Facilitating Accessibility Guidelines

SUBJECT: Summary Report

DATE: June 8, 1984

Judy Harris, Margie Sloan, George McCrowey and I have completed work on the second stated objective for this Commission for 1984. Namely, we have submitted recommendations for "facilitating total Association ownership and use of NRA's Conference Accessibility Guidelines" and short of completion of printing of an NRA Accessibility Manual have effected such ownership.

You previously received a memo dated April 17, 1984 which listed recommendations for "NRA Ownership of Accessibility Guidelines". These recommendations were agreed upon by us and have been discussed with NRA staff - specifically via conversations between Judy Harris and myself. Completion of some details and, as previously noted, printing of the actual manual remain to be finished. However, completion prior to commencement of the 1984 NRA Conference in Atlanta, Georgia is still anticipated.

Our subcommittee is also aware of the hopeful advent of NRA consideration for formally copyrighting the finished manual. Whereas our subcommittee has assessed this to be one effective and helpful means by which disabled individuals can better access hotels, motels, convention centers and other buildings presenting architectural barriers and whereas we note this effort to be of national concern by individuals, groups and
*** associations such as the National Rehabilitation Association, we therefore recommend to this Commission and to the NRA Board that appropriate efforts be made by this Association to seek endorsement from other national associations in an effort to increase the uniformity, size and scope of this accessibility effort.

SLM:smd

cc: Judy Harris

Wisconsin Rehabilitation Association

Report of the Subcommittee to Facilitate Use of Accessibility Guidelines

(Part 2)

TO: Judy Harris, Margie Sloan and George McCrowey

FROM: Spencer L. Mosley S.L.M.

SUBJECT: Recommendations for NRA Ownership of Accessibility Guidelines

DATE: April 17, 1984

Hope this finds you all well and in anticipation of a happy Easter!

Attached is a list of recommendations which have been suggested by the Wisconsin Rehabilitation Association's Accessibility Committee, which I chair, and were endorsed by the WRA Board of Directors at their most recent meeting in late March.

We feel that these several points will serve to clarify many of the concerns and uncertainties that the NRA Board may have concerning the final impetus and development of an NRA Accessibility Manual for the purpose of assisting in determining appropriate hotel, motel, meeting sites for future conferences, seminars, etc. I hope that you'll be able to spend a few minutes in the next several days to review these items and provide me with any response and/or input you may have re: same. I feel that these provide the type of direction which the NRA Board needs to endorse the manual, move ahead to have it printed and then begin the hopeful process of assisting regions, chapters and divisions in consideration and hopeful implementation of its usage in their future endeavors.

I will attempt to contact you via phone during the last week in April and the first week in May. Once the four of us have agreed to a list of recommendations, I will be forwarding them to Commission Chairperson Lex Frieden for subsequent review by the entire Commission.

I thank you for your time and look forward to talking with you in the next couple of weeks.

SLM:smd

Enc.

cc: Lex Frieden



Following is a list of statements submitted for consideration and approval to the Commission on Consumer Relationships and Environmental Concerns by the Subcommittee concerned with facilitating NRA ownership of conference accessibility guidelines.

* 1. Basic accessibility manual format and content, as previously submitted by the Wisconsin Rehabilitation Association, screened and amended by NRA, should be maintained and printed as such.

* 2. Red plastic spiral binder should be utilized.

* 3. NRA national office staff should, with the endorsement of NRA Board/Executive Board design/style manual cover and proceed with other subjective decisions regarding paper color, typeset style, etc.

* 4. Wisconsin Rehabilitation Association (WRA) would participate in an amount of $1,000 (but not more than 90%) of initial printing cost of NRA Accessibility Manual.

* 5. NRA needs to consider provision of an address for reordering manuals. (WRA could/would assist in distribution with requested reimbursement for mailing costs only.)

* 6. NRA Accessibility Manuals to be sold should be priced at production cost (with consideration for future reproduction, distribution and mailing costs) with the emphasis on sales being service to citizens vs. financial Association gain.

* 7. WRA requests that page one of its originally submitted manual be included to provide recognition of those involved in the development, revision, endorsement and printing of WRA's accessibility guidelines. This to include on page one (title page) the addition of the following words which would immediately precede the words Wisconsin Rehabilitation Association: The words preceding WRA would be "as developed by the".

* 8. WRA asked that appropriate acknowledgment be made of recommendations and/or revisions recommended by NRA members assigned to that task by the NRA Board.

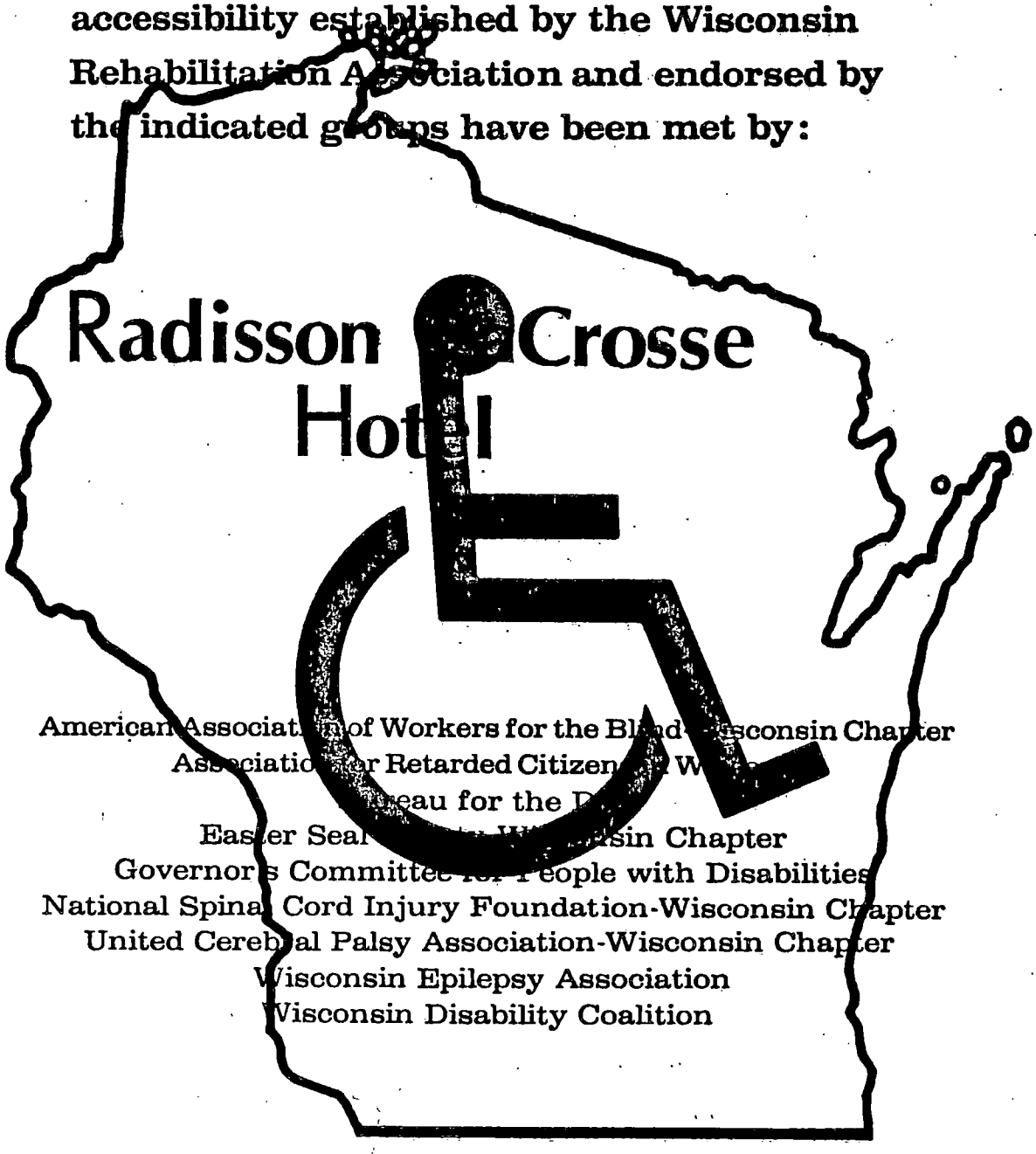
* 9. WRA would be willing to provide technical assistance, if requested, to NRA, its chapters and its divisions with consideration provided for cost of expenses incurred.

*10. It is asked that the following paragraph be deleted from page 15 of the manual as follows: Under minimum considerations, number six concerning "privacy screens" the second indented paragraph beginning with the word "if" and ending with the word "acceptable" be deleted as it is relatively outdated and serves only to confuse the standard presented.

*11. It is hoped that a copy of printed standards might be available for distribution at the 1984 NRA Conference to be held in Atlanta in August.

*12. NRA consider development of an appropriate award certificate (example enclosed).

Be it known that the minimum standards of accessibility established by the Wisconsin Rehabilitation Association and endorsed by the indicated groups have been met by:



American Association of Workers for the Blind-Wisconsin Chapter
Association for Retarded Citizens-Wisconsin
Bureau for the Deaf
Easter Seal Society of Wisconsin Chapter
Governor's Committee for People with Disabilities
National Spinal Cord Injury Foundation-Wisconsin Chapter
United Cerebral Palsy Association-Wisconsin Chapter
Wisconsin Epilepsy Association
Wisconsin Disability Coalition

Betty Reinke
W.R.A. President

Spencer L. Mosley
W.R.A. Accessibility Committee Chairperson

IOWA REHABILITATION ASSOCIATION

A Chapter of the
National Rehabilitation Association

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

101A Northwest Plaza
1416 West 16th Street
Davenport, Iowa 52804

April 5, 1984

1984 Board

President
Ellen Failor
400 Mullin Building
Cedar Rapids, IA 52401
319/363-2015

Past President
Richard Nichol
1416 West 16 Street
Davenport, IA 52804
319/324-0683

President-Elect
William Harrick
510 East 12 Street
Des Moines, IA 50319
515/281-4149

Vice President
Terry Donahue
P.O. Box 458
Creston, IA 50801
515/782-8538

Secretary
Greg Phelps
Fourth & Kecsauqua Way
Des Moines, IA 50309
515/283-2601

Treasurer
David Saurman
2920 30 Street
Des Moines, IA 50310
515/274-1529

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Division Representatives
Timothy Gracey - IAIL
Harlietta Helland - IARS
Donna Daniel - IRCA
Barbara Smalley - JPD
David Kerton - VEWAA

Lex Frieden
Independent Living Research Utilization
P. O. Box 20095
Huston, Texas 77225

Dear Mr. Frieden:

The subcommittee consisting of Richard Nichol, Carolyn Emerson and Robert Horvath met regarding charge three of the Commission on Consumer Relationships and Environmental Concerns.

We pondered among ourselves - what has not been tried?, realizing that those who have gone before us have thought of all the alternatives. However, we believe renewed emphasis on some of the previous approaches is in order.

* 1. Lobbying activities should be publicized more directly to state and regional presidents so that they can inform members through board meetings and newsletters.

* 2. Public service announcements should be generated on a more frequent basis to be distributed to the regions and states for distribution to local T.V. & radio stations.

* 3. Press releases should be issued nationally -through state and regional representatives for newspaper coverage - of success stories relating to NRA advocacy efforts.

* 4. Develop national and local programs through public broadcasting systems both T.V. and radio telling the NRA story and purposes.

* 5. Target the disabled population with emphasis on their being professional members - deemphasize the concept they are consumer members.

* 6. Develop an at large mailing list with the above in mind.

* 7. Be recognized as a "co-sponsor" or a major supporter of major telethons (Easter Seals, MD, MS - etc.). The President may want to gain cameo appearance - or NRA members may volunteer

to answer telephones. Many probably do so why not be recognized even though they may be there as part of another agency or interested citizen.

Thank you for the opportunity to serve.

Sincerely,

Richard Nichol

Richard Nichol, Subcommittee Chairman

RN/cjb

cc Carolyn Emerson
Robert Horvath

Report of the Subcommittee on Developing a Glossary Related to Disability

Sangamon State University

Human Services and Sciences • Dean, Joyce E. Elliott
HUMAN DEVELOPMENT COUNSELING PROGRAM
Springfield, Illinois 62708 • 217/786-6504

May 1, 1984

Lex Frieden
ILRU, Institute for Rehabilitation and
Research Texas Medical Center
P. O. Box 20095
Houston, Texas 77225

Dear Lex,

The subcommittee dealing with the glossary of words related to persons with disabilities has made the following recommendation. The committee members dealt independently with the materials which you sent to me, and then I contacted them individually for their comments.

*** Recommendation: The Glossary developed by the Independent Living Research and Training Center is appropriate for the use of NRA and should be accepted as the current standard usage glossary.

In addition, the committee thought that while this is a good basis for current usage, this should be considered a living document in need of continuous updating, additions and review.

One addition to the Glossary relates to the comments by Wright (1984) regarding the pejorative implications of disability-related words when used in commonly accepted metaphors. For example, the use of "blind faith" to mean accepting something unsupported by evidence, "blind rage" as being unreasonable or uncontrollable, "blind to conditions" as being ignorant or unaware, or "blind alley" as having no opportunity for advancement, and "blind to ones own defects" as not having the faculty of discernment. Appropriate alternatives would be: "unquestioning faith", furious, undirected rage", "unaware of conditions", "closed alley", and "denying ones own defects".

Other professional groups also recognize the problem of semantics. The American Psychiatric Association, in its Diagnostic and Statistical Manual of Mental Disorders (DSM-III) (1980) stages: "A common misconception is that a classification of mental disorders classifies individuals, when actually what are being classified are disorders that individuals have. For this reason, the text of DSM-III avoids the use of such phrases as 'a schizophrenic' or 'an alcoholic', and instead uses the more accurate, but admittedly more wordy 'an individual with Schizophrenia' or an individual with Alcohol Dependence'". (p. 6).

Since writing this letter I've gotten a copy of the National Easter Seal Society Guidelines for portraying persons with disabilities in print. I am enclosing a copy for your review. I would recommend that we endorse both of these guidelines for NRA use, since both are similar in intent. The rest of the subcommittee has not yet seen the Easter Seal guidelines.

All good wishes,

Jack Genskow, Ph.D.
Associate Professor
Human Development Counseling Program

jg/cc

Enclosure

GUIDELINES FOR WRITING AND REPORTING ABOUT PERSONS WITH DISABILITIES*

The following points are issues to consider when portraying or writing about individuals with disabilities:

a. Only make reference to a person's disability when it is important to the story.

b. Avoid using adjectives as nouns as in: "the disabled, the deaf, the blind, a cripple, a retard/retardate, a victim, an arthritic, a spastic." It is more acceptable to say, "people who are deaf" or "person who has had polio," "persons with disabilities."

c. Where possible, emphasize the importance of the individual rather than the disability by saying, "person" or "individual" before describing the disability. For example say, "persons (those) with disabilities" or "people who are deaf" rather than, "disabled persons" or "deaf people."

d. Avoid using descriptors such as unfortunate, pitiful, poor and other such value-laden words. When possible, use descriptors which emphasize a person's abilities such as:

"uses a wheelchair/braces" rather than, "confined to a wheelchair" (a wheelchair enables mobility; without it the person is confined to a bed).

"walks with crutches/braces" rather than, ..."is crippled"

"is partially sighted" rather than, "partially blind"

e. Do not sensationalize the onset or effects of a disability with phrases as:

afflicted with
suffering from
victim of
stricken with
incapacitated with

It is more acceptable to say:

the person has (had)
the person has experienced
a person with

f. Qualifying statements such as, "He uses a wheelchair but seems to be very bright" are demeaning and imply that the attribute is exceptional.

g. Avoid implying sickness when discussing disabling conditions.

To the general public, "disease" has connotations of being unsightly or contagious. Although a disability may be caused by a disease such as polio or Parkinson's Disease, the disability itself is not a disease nor is the person necessarily chronically ill. Accordingly, persons with disabilities should not be referred to as "patients" unless they are actually receiving medical treatment.

h. Avoid pejorative implications of disability-related words when used in commonly accepted metaphors (Wright, 1984). For example, alternatives for "blind faith" should be "unquestioning faith" (accepting something unsupported by evidence); "blind rage" should be "furious undirected rage" (unreasonable or uncontrollable); "blind to conditions" would be "unaware of conditions" (being ignorant or unaware); "blind alley" would be "closed alley" (having no opportunity for advancement); "blind to ones own defects" would be "denying ones own defects" (not having the faculty of discernment).

GLOSSARY (Tentative)

1. able-bodied - is the preferred term for describing persons without disabilities. The word "normal" is often used as a synonym for able-bodies, however, this term should only be used to refer to statistical norms and averages.

2. blind - is correctly used to describe a person with a total loss of vision. It is not considered appropriate for describing persons with partial vision. Such persons are more accurately described as partially sighted or with partial vision.

3. congenital disability - is the correct term for describing a disability which has existed since birth. The often-used term "birth defect" is considered inappropriate when used to describe human beings.

4. deaf - is correctly used to describe a person with a total hearing loss. It is not considered appropriate for describing a person with partial hearing. Such persons are more accurately described as having a (partial or severe) hearing loss or a hearing impairment (impaired).

5. developmental disability - any mental and/or physical disability incurred before the age of 22 which is likely to continue indefinitely and results in substantial functional limitations in a combination of major life activities that will require idividualized care and treatment of lifelong or extended duration. This term includes individuals with mental retardation , cerebral palsy, autism, epilepsy, sensory impairments, birth injuries, traumatic accidents, or other disease processes which began prior to age 22.

6. disability, disabled, physical disability - These terms ar

preferred over "handicap(ped)" to describe a permanent, physical condition that interferes with a person's ability to do something independently - walk, see, hear, talk, dress, learn, lift, work, etc. Terms such as cripple(d), deformed, victim, sufferer, invalid, and spastic, are considered negative and demeaning and should not be used.

7. Down's syndrome - is preferred over "mongolism(oid)" to describe a form of mental retardation involving improper chromosomal division at conception.

8. handicap(ped) - This term is often used as a synonym for disability (disabled). However, except when citing laws or regulations, it is the less preferred term for describing a person's physical condition. It is better used to describe environmental conditions such as stairs, attitudes, or laws, etc., which inhibit a person's ability to function independently. For example, it would be correct to say, "The stairs are a handicap for her" but incorrect to say, the handicapped child could not use the stairs."

9. mentally ill/mental disorder - is correctly used to describe a person who has lost the social and/or vocational skills necessary to function independently. Negative, demeaning terms such as mentally deranged, deviant, maniac, crazy, lunatic, and mad are considered inappropriate and should be used only in direct quotations. Terms such as neurotic, psychotic, psychopathic, and schizophrenic (describing behavior but not for people) are not appropriate since these terms describe conditions people may have, not the people themselves. For example, use "an individual with schizophrenia" not "a schizophrenic" and use "a person with alcohol dependence" not "an alcoholic."

10. mentally retarded - is the preferred term for describing a person who, from birth, has developed at a rate significantly below average. Terms such as idiot, moron, mentally deficient/defective, imbecile, and feeble-minded are considered derogatory and should be used only in direct quotations when essential to the story.

11. person who cannot speak - is the preferred term for describing a person who is unable to speak at all. Terms such as "deaf-mute" and "deaf and dumb" are considered degrading and imply that persons without speech are also deaf which may not necessarily be true.

12. seizure - is correctly used to describe an involuntary muscular contraction symptomatic of the brain disorder, epilepsy. The term, "convulsion," should be reserved for the more dramatic type of seizure involving contractions of the entire body. Although the term "fit" can be found in the dictionary and may be commonly used by the medical profession in other countries, it is considered inappropriate because it connotes mental derangement, willful emotional outbursts or loss of emotional control.

13. spastic - is correctly used to describe a muscle with sudden, abnormal involuntary spasms. It is not appropriate for describing a person with cerebral palsy - muscles are spastic, not people.

14. special - incorrectly used to describe that which is different or uncommon about any person. However, except when citing laws or regulations, it is considered condescending to use this term to describe persons with disabilities in general.

15. specific learning disability (S.L.D.) - is a disorder in the ability to learn effectively in respect to one's own potential when presented with an appropriate, regular instructional environment. This does not include persons with vision, hearing, or motor impairment, those with mentally retardation or emotional disturbance, or persons who are environmentally, culturally, or economically disadvantaged. The term specific learning disability is preferred over the more general term, learning disability because it emphasizes that the disability effects only one or two areas of learning.

16. speech impaired - is correctly used to describe persons with limited or different speech patterns.

*The Research & Training & Independent
Living Center
University of Kansas
BCR/348 Hawroth
Lawrence, Kansas 66045-2930

Report of the Subcommittee on Reviewing and Developing Fundraising Policy

Recommended Policy Statement in response to objective #5 of the NRA Commission on Consumer Relationships and Environmental Concerns.

Recognizing that the National Rehabilitation Association exists for service to persons with disabilities and NRA has a responsibility to represent, advocate for, and educate professionals, legislators, employees and the general public about the rights and needs of persons with disabilities; it is imperative that members of NRA give thoughtful consideration to the manner in which they portray persons with disabilities.

Therefore, be it resolved that all members of NRA, all divisions of NRA, and all chapters of NRA will represent persons with disabilities in a favorable and realistic manner in all of their endeavors on behalf of persons with disabilities and the Association. Specifically, this includes but is not limited to fundraising activities, all publications, legislative efforts, public speaking engagements and all other activities performed in the name of the Association. Portrayals which invoke sympathy, pity, lead to patronization or any representation which magnifies the disability above the person should be avoided. The purpose of NRA activities is to aid society by the inclusion of persons with disabilities in all aspescts of society.

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

_____
Signature

_____
Date

IMPORTANT MESSAGE

FOR Dave DATE 7/2 TIME 400 A.M. P.M.

M Arnie Say

OF

PHONE 715-232-1895
AREA CODE NUMBER EXTENSION

MESSAGE not received anything from you re: the ~~AFA~~ NRA charge.

SIGNED L

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

TOPS FORM 4006

National Rehabilitation Association

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

David L. Mills
Executive Director

JULY 30, 1984

Dear Board Member:

Attached is a copy of the conference shedule that has been sent to the printer. We have some additions and corrections to do on the final "blue line" but thought you might like to see an advance copy so you can plan your busy schedule.

Advance packets of report for the Board Meeting will be mailed around Aug 4-5. These should be reviewed prior to the Board meeting in an effort to help expedite a very heavy agenda.

Look forward to seeing you at the conference & let us know if there is any way we can be of assistance.

Dave

1984 National Conference Program

LEGEND

Divisions and Councils for NRA are identified by their initials as follows:

JPD ..... **Job Placement Division**
NAIL ..... **National Association of Independent Living**
NARI ..... **National Association of Rehabilitation Instructors**
NARS ..... **National Association of Rehabilitation Secretaries**
NRAA ..... **National Rehabilitation Administration Association**
NRCA ..... **National Rehabilitation Counseling Association**
VEWAA ..... **Vocational Evaluation and Work Adjustment Association**
CCP ..... **Council of Chapter Presidents**
CDP ..... **Council of Division Presidents**
CNWM ..... **Council of Non White Members**
CCM ..... **Council of Consumer Members**
CSM ..... **Council of Student Members**

Other organizations are identified by their initials, as follows:

ARCA ..... **American Rehabilitation Counseling Association**
AERFP ..... **Association of Educators of Rehabilitation Facility Personnel**
CCWAVES Commission on Certification of Work Adjustment & Vocational Evaluation Specialists
CRCC ..... **Commission on Rehabilitation Counselor Certification**
CORE ..... **Commission on Rehabilitation Education**
NCRE ..... **National Council on Rehabilitation Education**
I-NABIR ..... **International Association of Business, Industry, and Rehabilitation**

Certification Maintenance Credits

NRA has been granted approval for certification credit for all of the program content by the Commission on Rehabilitation Counselor Certification.

At each session that is certified the Presider will announce the certification number and hand out the required forms. You must fill out the attendance form and individual course evaluation form to be eligible for credit. Extra forms are available at Headquarters, John Adams Room (3rd floor).

WEDNESDAY, AUGUST 15, 1984

8:00 a.m.-8:00 p.m. *JOHN ADAMS*	**NRA OFFICE/HEADQUARTERS**
8:00 a.m.-8:00 p.m. *GEORGE WASHINGTON*	**NRA PRESS OFFICE**

THURSDAY, AUGUST 16, 1984

8:00 a.m.-8:00 p.m. *JOHN ADAMS*	**NRA OFFICE/HEADQUARTERS**
8:00 a.m.-8:00 p.m. *GEORGE WASHINGTON*	**NRA PRESS OFFICE**
8:00 a.m.-NOON	**NRA COMMISSIONS:**
ROOM 452	**INTERNAL AFFAIRS** **Presiding** **Terry Brigance,** *Chairperson*
ROOM 422	**PROGRAM AND ACTIVITIES** **Presiding** **Phil Chase,** *Chairperson*
COUNCIL	**GOVERNMENTAL AFFAIRS** **Presiding** **Marvin Spears,** *Chairperson*
STATE	**PROFESSIONAL CONCERNS** **Presiding** **Joan Barker,** *Chairperson*
ROOM 436	**CONSUMER RELATIONSHIPS** **Presiding** **Lex Friedan,** *Chairperson*
ROOM 438	**MEMBERSHIP** **Presiding** **Evan Jones,** *Chairperson*
NOON-6:00 p.m. *PRE-FUNCTION* **SOUTH**	**REGISTRATION** **Presiding** **Emmanuel Petkas**
NOON-7:00 p.m. *THOMAS JEFFERSON*	**ELECTION & DELEGATE CERTIFICATION COMMITTEE** **Presiding** **Neil Crouse,** *Chairperson*
1:00 p.m.-7:00 p.m. *DUSSELDORF*	**NRA BOARD OF DIRECTORS** **Presiding** **Thomas R. Gaines,** *NRA President*
2:30 p.m.-5:00 p.m. *COUNCIL*	**NCRE EXECUTIVE BOARD MEETING** **Presiding** **Ken Reagles, Ph.D.,** *President*
8:00 p.m. - *NRAA SUITE*	**NRAA LEADERSHIP MEETING** **(invitation only)** **Presiding** **William G. Emener, Ph.D.,** *President*

FRIDAY, AUGUST 17, 1984

8:00 a.m.-8:00 p.m. — **REGISTRATION**
PRE-FUNCTION SOUTH
Presiding — **Emmanuel Petkas**

8:00 a.m.-8:00 p.m. — **NRA OFFICE/HEADQUARTERS**
JOHN ADAMS

8:00 a.m.-8:00 p.m. — **NRA PRESS OFFICE**
GEORGE WASHINGTON

8:00 a.m.-10:00 a.m. — **NATIONAL CLEARING HOUSE ADVISORY COMMITTEE MEETING**
STATE
Presiding — **Paul Gaines,** *Oklahoma State*

8:00 a.m.-NOON — **NRA BOARD OF DIRECTORS**
DUSSELDORF
Presiding — **Thomas R. Gaines,** *President*

8:30 a.m.-NOON — **NRCA EXECUTIVE COMMITTEE**
EMBASSY
Presiding — **Martha Wolf, CRC,** *President*

8:30 a.m.-NOON — **ARCA BOARD MEETING**
COBB
Presiding — **Paul McCollum,** *President*

8:30 a.m.-4:30 p.m. — **VEWAA PRE-CONFERENCE TRAINING**
CLAYTON
Program — **"Looking at Microcomputers"**

Presiding — **Dr. Timothy Field,** *University of Georgia*

Training Staff — **Dr. Timothy Field,** *University of Georgia*

8:30 a.m.-5:00 p.m. — **CARLE CLINIC ASSOCIATION PRE-CONFERENCE WORKSHOP**
GWINNETT
Program — **"Developing Communication Skills For the Employer-Counselor Selective Placement Interview Process: A Microtraining Approach"**

Presiding — **Dr. Virgil R. May III,** *Director of Rehabilitation Services, Carle Clinic Association, Urbana, IL*

Training Staff — **Dr. Virgil May III**
Tuition — **$50.00**

9:00 a.m.-3:30 p.m. — **COUNCIL OF STUDENT MEMBERS PRE-CONFERENCE WORKSHOP**
FULTON
Program — **"Auburn Kids on the Block: A troup of Disabled and Non-Disabled Puppets"**

Presiding — **Jeri Carter,** *Chairperson, Council of Student Members*
Training Staff — **Nancy Burdg, Denise Murray, Tweedy Bradberry, Myra Small, Pam Harwood,** *Auburn University*
Tuition — **$10.00**

FRIDAY, AUGUST 17

9:00 a.m.-5:00 p.m.
#1 DeKALB
#2 PAULDING

ARKANSAS RESEARCH & TRAINING CENTER IN VOCATIONAL REHABILITATION PRE-CONFERENCE WORKSHOP

Program "Peer Counselor Training of Trainers Workshop"

Presiding Training Staff Dr. Robert L. Akridge
Dr. Robert L. Akridge
Dr. Douglas B. Rice, Dr. Roy C. Farley
Arkansas R&T Center, Hot Springs, AK

Tuition $50.00

9:00 a.m.-5:00 p.m.
DOUGLAS

NRCA PRE-CONFERENCE TRAINING

Program "Utilizing the Family in the Rehabilitation Process: New Dimensions"

Presiding Training Staff Dr. Paul W. Power
Dr. Paul W. Power, *Director, Rehabilitation Counseling Program, CAPS, Dept., Univ. of Maryland, College Park, MD*

Tuition $45.00

9:00 a.m.-5:00 p.m.
FAYETTE

BOARD FOR REHABILITATION CERTIFICATION PRE-CONFERENCE WORKSHOP

Program "Development of Examination Items for BRC"

Presiding Training Staff Eda Holt
Eda Holt, *Director, Board of Rehabilitation Certification*
Dr. Ralph Matkin, Esther Diamond, Stan Rubin, *Chicago, IL*

9:00 a.m.-5:00 p.m.
CLUB

AERFP—BOARD OF DIRECTORS
Presiding Keith Gardner, Ph.D.

9:30 a.m.-11:00 a.m.
FORSYTHE

PACIFIC REGION BOARD MEETING
Presiding Roger Weed, *President*

9:30 a.m.-NOON
GEORGE WASHINGTON

I-NABIR BOARD MEETING
Presiding Norman Hammond, *Executive Director*

9:30 a.m.-NOON
COUNCIL

CLIENT ASSISTANCE PROGRAMS DIRECTORS MEETING
Presiding R.J. Hill, *CAP Director, Atlanta, GA*
Panelists Sharon Code, *CAP Director, Baltimore, MD*
Frank Woodrich, *CAP Director, Florida*
Jay Scully, *CAP Director, Nevada*
James Joering, *CAP Director, Ohio*
Neva Cruz, *CAP Director, Utah*
Bernie Giese, *CAP Director, Vermont*

10:00 a.m.-NOON
DIRECTORS

NRAA EXECUTIVE COMMITTEE
Presiding William G. Emener, Ph.D., *President*

10:00 a.m.-NOON
BOARD ROOM

COUNCIL OF CHAPTER PRESIDENTS EXECUTIVE COMMITTEE MEETING
Presiding Bill Brownfield, *Chairperson*

10:00 a.m.-NOON
CABINET

COUNCIL ON REHABILITATION EDUCATION
Presiding Charline McGrath, *Executive Director, CORE*
Speakers Chrisan S. Geist, Ph.D., *President*
Charline McGrath

Program "Orientation to CORE Accreditation Process"

11:00 a.m.-12:30 p.m.
FORSYTHE

GREAT LAKES REGION BOARD MEETING
Presiding Bonnie Hammell, *President*

12:30 p.m.-4:30 p.m.
WALTON/ CHEROKEE

PROJECTS WITH INDUSTRY DIRECTORS MEETING
Presiding Norman Hammond, *Executive Director, I-NABIR*

1:00 p.m.-2:00 p.m.
COUNCIL

NAIL BUSINESS MEETING
Presiding Catherine Bruce, *President*

1:00 p.m.-3:00 p.m.
DUSSELDORF

NRA REGIONAL PRESIDENTS, PRESIDENT-ELECTS, IMMEDIATE PAST, and REGIONAL REPRESENTATIVES TO NRA BOARD
Presiding Sergio Lopez, M.D., *Northeast Region President*

1:00 p.m.-5:00 p.m.
COBB

JOHN PATTERSON STATE TECHNICAL COLLEGE/AUBURN UNIVERSITY/MARYLAND COMPUTER SERVICES, INC./STATE FINANCE DEPARTMENT-DATA SYSTEMS MANAGEMENT DIVISION PRE-CONFERENCE WORKSHOP
Program "Data Processing in a Public Postsecondary Environment for Blind Students"

Presiding Letta Dillard Gorman, *FIND, Auburn University at Montgomery, Montgomery, AL*
Training Staff T.R. Bice, *Auburn, AL*
Jack Gilson, *Jonesboro, GA*

1:00 p.m.-5:00 p.m.
NARS SUITE

NARS BOARD OF DIRECTORS
Presiding Sybil Herndon, *President*

1:00 p.m.-5:00 p.m.
STATE

VEWAA BOARD OF DIRECTORS
Presiding Gary Sigmon, Ed.D., *President*

1:00 p.m.-5:00 p.m.
EMBASSY

NRCA BOARD OF DIRECTORS
Presiding Martha Wolf, CRC, *President*

1:00 p.m.-5:00 p.m.
NEWTON

CCWAVES FIELD TEST
Presiding Nan Gilmour

2:00 p.m.-3:00 p.m.
COUNCIL

NAIL TRAINING SESSION
Program "Application of Computer Technology and Education, Skill, Training and Independent Living"

Presiding Roger Flint, *President-Elect*
Speaker John E. Schatzlein, *National Rehabilitation Marketing & Sales Consultant, Control Data Corp., Minneapolis, MN*

2:00 p.m.-4:00 p.m.
DIRECTORS

NRAA BOARD OF DIRECTORS
Presiding William G. Emener, Ph.D., *President*

2:00 p.m.-4:00 p.m.
BOARD

COUNCIL OF NON-WHITE MEMBERS EXECUTIVE COUNCIL MEETING
Presiding Ted Daniels, *Chairperson*

FRIDAY, AUGUST 17

2:30 p.m.-4:00 p.m. *FORSYTHE*

NRA TASK FORCE ON WOMEN PRE-CONFERENCE TRAINING

Program "Writing for Publication: Make it Fun or Don't Do It"

Presiding Jane Myers, Ph.D., CRC

Training Staff Jane Myers, Ph.D., CRC, *Assistant Professor, Rehabilitation Counselor Education Program, Ohio University, Athens, OH*

3:15 p.m.-4:00 *COUNCIL*

NAIL TRAINING SESSION

Program "Strategies for Political & Economic Change Through Municipal Legislation"

Presiding Lex Frieden, *Director, Independent Living Research Utilization Project, Houston, TX.*

Speakers Roger Flint, *President-Elect, NAIL*
Roy Poston, *President of Ohio NAIL*

3:30 p.m.-5:00 p.m. *CABINET*

NARI BOARD OF DIRECTORS MEETING

Presiding Mary Koleski, *President*

4:00 p.m.-4:30 p.m. *FORSYTHE*

NRA TASK FORCE ON WOMEN BUSINESS MEETING

Presiding Valerie Ellien, Ph.D., *Chairperson*

4:00 p.m.-5:00 p.m. *NRAA SUITE*

NRAA EXECUTIVE COMMITTEE MEETING

Presiding William G. Emener, Ph.D., *President*

4:00 p.m.-5:00 p.m. *COUNCIL*

NAIL TRAINING SESSION

Program "Developing Independent Living Programs in Rural Areas"

Presiding Roger Flint, *President-Elect*

Speaker Lex Frieden, *Director, Independent Living Research Utilization Project, Houston, TX.*

5:00 p.m.-6:30 p.m. *VIENNA/ STRASBOURG*

NCRE RECEPTION

5:15 p.m.-6:15 p.m. *GRAND SALON, WEST*

EXHIBITS OPENING CEREMONIES

Door Prize Drawings

Presiding Dick Dietl, *NRA Associate Director*
Kenny Hodges, *Atlanta, GA*

5:15 p.m.-6:15 p.m. *GRAND SALON, EAST*

NRA ART FAIR OPENING

Presiding Dick Dietl, *NRA Associate Director*
Linda Sellmansberger, *Atlanta, GA*

6:30 p.m.-8:00 p.m.
BALLROOM EAST

NRA OPENING GENERAL SESSION
Dedicated to Richard J. Baker and Jerome R. Lorenz

Presiding	**Thomas R. Gaines,** *NRA President*
Entertainment	**Clifford Collins** **Merlene Jemerson**
Dedication Ceremony	**William G. Emener, J. Stuart Phillips, Gary Sigmon, Fred Tenney**
Special Guests	**Mrs. Cindy Baker, Mrs. Patsy Lorenz**
Welcome	**Dr. James Ledbetter,** *Commissioner, Georgia Department of Human Resources, Atlanta, GA* **Liza Cape,** *Office of the Governor, Atlanta, GA*
Introducer	**Ellis Moran,** *Executive Director, Roosevelt Warm Springs Institute for Rehabilitation, Warm Springs, GA*
Keynoter	**James Roosevelt,** *President, James Roosevelt & Co., Irvine, CA; President, Roosevelt Warm Springs Foundation, Warm Springs, GA*

9:00 p.m.-1:00 a.m.
BALLROOM WEST

PRESIDENT'S DANCE

Tickets	**$5.00**
Band	**Sharon Scott Quartet**

SATURDAY, AUGUST 18, 1984

7:00 a.m.-8:15 a.m. *FULTON*
COUNCIL DIVISION PRESIDENTS COFFEE CLATCH MEETING ($4.00)
Presiding Steve Thomas, Ed.D., *Chairperson*
Tickets $4.00

8:00 a.m.-5:00 p.m. *JOHN ADAMS*
NRA OFFICE/HEADQUARTERS
Presiding Beverly Bulloch
Pat Bryan

8:00 a.m.-5:00 p.m. *GEORGE WASHINGTON*
NRA PRESS OFFICE
Presiding Lynda Snyder

8:00 a.m.-5:00 p.m. *PRE-FUNCTION SOUTH*
REGISTRATION
Presiding *Emmanuel Petkas*

8:00 a.m.-5:00 p.m. *THOMAS JEFFERSON*
CHILD CARE CENTER
Presiding Bonny Berry Wilder

8:30 a.m.-10:15 a.m. *GWINNETT*
NCRE GENERAL MEMBERSHIP MEETING
Presiding Ken Reagles, Ph.D., *President*

8:30 a.m.-9:30 a.m. *WALTON*
NRCA TRAINING SESSION
Program "The New Technology and Rehabilitation Curricula"

Presiding Robert A. Chubon, Ph.D.
Speaker Robert A. Chubon, Ph.D., *University of South Carolina, Columbia, SC*

8:30 a.m.-9:30 a.m. *CHEROKEE*
NRCA TRAINING SESSION
Program "Attitudes Toward People with Disabilities: Development and Validation of the Disability Issues Scale"

Presiding Donald Dew, Ed.D., *Director Research and Training Center, George Washington University, Washington, DC*
Speaker Pamela Finnerty-Fried, Ph.D., *CRC, Director, Attitudes Research, Project, George Washington University Research and Training Center, Washington, DC*

8:30 a.m.-9:30 a.m. *FAYETTE/NEWTON*
NRAA TRAINING SESSION
Program "VR/School Linkages - Transition From School to Work"

Presiding Edna Szymanski, *Senior VR Counselor*
Speaker Richard Switzer, *Deputy Commissioner, Office of Vocational Rehabilitation, Albany, NY*

8:30 a.m.-9:30 a.m. *COBB/CLAYTON*
VEWAA/NRCA TRAINING SESSION
Program "Use of New Rehabilitation Technology in Expert Vocational Testimony"

Presiding Billy J. McCroskey, Ph.D.
Speakers Billy J. McCroskey, Jan Lowe, *Minneapolis, MN*
William Wattenbarger, *Manchester, GA*

8:30 a.m.-9:30 a.m.
DOUGLAS/ PAULDING

NARS BUSINESS MEETING
Presiding Sybil Herndon, *President*

8:30 a.m.-9:30 a.m.
FULTON

NAIL TRAINING SESSION
"The Ohio Model: The Full Inclusion of Persons with Disabilities in Community Life"

Presiding Roger Flint, *President-Elect, NAIL*
Speakers David T. Williams, *Director, Ohio Governor's Office of Advocacy of Disabled Persons*

8:30 a.m.-9:30 a.m.
DeKALB

NRA TASK FORCE ON WOMEN AND NRAA MINORITY CONCERNS COMMITTEE
Program "Women and Rehabilitation: A Continuing Chapter"

Presiding Marie Parker, *Wichita, KS*
Speakers Harry Smith, *Supervisor of Management Services, Michigan Rehabilitation Service, Lansing, MI*

8:30 a.m.-10:00 a.m.
NRA SUITE

NRA SPOUSE/GUEST WELCOME
Hosts Sandy Payne, *Chairperson*
Marge Mills
Jan Dietl

9:00 a.m.-4:00 p.m.
NRAA SUITE

JRA BOARD MEETING
Presiding John Newman, Ph.D., *Managing Editor,* Journal of Rehabilitation Administration

9:30 a.m.-10:15 a.m.
GRAND SALON WEST

NRA EXHIBITS SPECIAL AND COFFEE BREAK
Entertainment Blue Grass Band

9:30 a.m.-4:30 p.m.
GRAND SALON WEST

NRA EXHIBITS

9:30 a.m.-4:30 p.m.
GRAND SALON EAST

ART FAIR

10:15 a.m.-11:30 a.m.
BALLROOM EAST

NRA SECOND GENERAL SESSION
Program "NASA's Technology Applications: Windows of Opportunity in Rehabilitation Engineering"

Presiding Betty Hedgeman, Ph.D., *President-Elect*
Welcome Wylie Watts, Ph.D., *President, Georgia Rehabilitation Association*

Speaker Arthur Keating, *Research Engineer, NASA Technology Application Team, Research Triangle Institute, Research Triangle Park, NC*

Platform Guests
JPD President: Larry McCorkle
NARS President: Sybil Herndon
NRAA President: William G. Emener, Ph.D.
NAIL President: Catherine Bruce
NARI President: Mary Martin Koleski
NRCA President: Martha Wolf, CRC
VEWAA President: Gary Sigmon, Ed.D.

11:30 a.m.-12:30 p.m. — *GEORGE WASHINGTON*
GREAT PLAINS REGION BOARD MEETING
Presiding Ken Bosch, *President*

11:30 a.m.-12:30 p.m. — *FULTON*
RHO CHI SIGMA BUSINESS MEETING
Presiding Dennis Maki, Ph.D., *President*

11:30 a.m.-1:00 p.m. — *DeKALB*
COUNCIL OF STUDENT MEMBERS TRAINING
Program "Information—Sharing Forum" (All Student Members Welcome)

Presiding Jeri Carter, *Chairperson*

11:30 a.m.-1:00 p.m. — *GRAND SALON EAST*
ART FAIR RECEPTION
Sponsored by Carondolet Rehabilitation Centers of America and Southern California Sub-Chapter of NRA

12:00 p.m.-2:00 p.m. — *PRE-FUNCTION SOUTH*
NRCA DELEGATE CERTIFICATION
Presiding J. Pat Decoteau, CRC

12:30 p.m.-2:00 p.m. — *GEORGE WASHINGTON*
CDP NEW MEMBER BOARD
Presiding Steve Thomas, Ed.D, *Chairperson*

1:00 p.m.-2:15 p.m. — *BALLROOM EAST*
NRA GENERAL SESSION
LEGISLATIVE WORKSHOP
Program

Presiding Jack Duncan, *General Counsel*
Speakers

1:00 p.m.-2:15 p.m. — *COBB/CLAYTON*
NRA GENERAL SESSION
MARY SWITZER MEMORIAL SEMINAR
Program "The Role and Function of Rehabilitation Personnel Using High Technology as a Resource"

Presiding Gary F. Austin, Ph.D., *Chairperson, Switzer Memorial Committee*
Speakers Olivia Diaz, M.S., CRC, *Private Rehabilitation Consultant, Pasadena, CA*
Ted Daniels, *Executive Assistant to the Administrator of the District of Columbia Rehabilitation Services Administration, Washington, DC*
Valerie Ellien, Ph.D., *Assistant Professor, Department of Rehabilitation Counseling, New York University, New York, NY*
Donald Linkowski, Ph.D., *Director, Rehabilitation Counselor Education, George Washington University, Washington, DC*

2:15 p.m.-3:45 p.m. — *VIENNA*
CCP BUSINESS MEETING
Invited Chapter Presidents, Presidents-Elect, and Past Presidents
Presiding Bill Brownfield, *Chairperson*

2:30 p.m.-3:30 p.m. **NRA CONCURRENT SESSIONS**

FAYETTE/ NEWTON

Program **"Congressional Views on 99th Congress"**

Presiding **Jack Duncan,** *NRA General Counsel*
Speakers **Patria Forsythe,** *Minority Staff Director, Senate Subcommitee on the Handicapped, Committee on Labor and Human Resources*
Patricia Morrissey, *Minority Legislative Associate, House Committee on Education and Labor*
Judith Wagner, *Staff Consultant, House Subcommittee on Select Education, Committee on Education and Labor*

COBB/CLAYTON

Program **"Is Technology the Answer to Rehabilitation?"**
Presiding **Roberta Housman,** *Vice President, Operations, Aging in America*
Speakers **Roberta Housman**
Neal J. Bauman, *National Director*
Ellen B. Sax, *National Coordinator*
J.D. Anderson, *Business Consultant (Aging in America/Projects with Industry) Bronx, New York*
Judy Surrett, *Vice President, NEABIR, Woodbridge, CT*

DeKALB

Program **"Modern Technology in Sheltered Workshop Production"**

Presiding **Chow S. Lam**
Speaker **Chow S. Lam,** *Doctoral Student Rehabilitation Counseling Psychology, University of Wisconsin-Madison*

WALTON

Program **"Improving the Recovery of the Brain Injured—Technology Helps the Rehabilitation Team"**

Presiding **Joan Tancredi,** *Program Coordinator New Pathways Center for Brain Injury Rehabilitation, Daniel Freeman Memorial Hospital*
Speakers **Joan Tancredi, Norman Namerow, M.D.,** *Medical Director Center for Diagnostic and Rehabilitation Medicine, Daniel Freeman Memorial Hospital, Inglewood, CA*

FORSYTHE

Program **"Computers in Rehabilitation: New Directions in Service Delivery"**

Presiding **E. Jane Burkhead, Ph.D.**
Speakers **E. Jane Burkhead, Ph.D. and James P. Sampson, Jr., Ph.D., and Anthony Clark,** *Department of Human Services and Studies, Florida State University, Tallahassee, FL*

MILAN

Program **"Computers and the IPP"**

Presiding **Janie Spence**
Speakers **Janie Spence,** *Sheltered Workshop of Crittenden City, West Memphis, AR*
Tim Jordan, *Computerworks, Memphis, TN*
Jim Woods, and Tricia Young, *Focus, Inc., Jonesboro, AR*

GWINNETT

Program **"Mainstream's Project LINK: A Successful, Computerized Job Development/Placement Model for Your Community."**

Presiding **Larry Underwood,** *Regional Manager Project LINK Dallas, TX*
Speaker **Larry Underwood**

HENRY	**Program**	**"Technological Advances as Theraputic Tools in Chronic Pain Treatment"**
	Presiding	**Mary Anne Murphy, Ph.D.,** *Harmarville Rehabilitation Center, Inc., Pittsburgh, PA*
	Speakers	**Mary Anne Murphy, Ph.D. Beate F. Jones, M.A.,** *Harmarville, Rehabilitation Center, Inc., Pittsburgh, PA*
DOUGLAS/ PAULDING	**Program**	**"High Technology and Brain Trauma Injuries"**
	Presiding	**Dale F. Thomas, Ph.D.**
	Speakers	**Dale F. Thomas, Ph.D.,** *R&T Center, Stout Vocational Rehabilitation Institute, University of Wisconsin-Stout, Menomonie, WI*
ROCKDALE	**Program**	**"The Injured Person vs. Technology: What Does the Future Hold?"**
	Presiding	**E.L. Workman, Ed.D.**
	Speakers	**E.L. Workman, Ed.D.,** **G. Michael Morris, Ed.D.** **Kathy Garcia, Ph.D.** **Janice Workman, M.A.,** *Workman Morris Associates, San Clemente, CA*
CHEROKEE	**Program**	**"Innovations in Services and Applications of Technology for Information and Referral Centers"**
	Presiding	**J. Stuart Phillips, Ph.D.,** *Coordinator, Evaluation and Development Center, Carbondale, IL*
	Speakers	**J. Stuart Phillips, Ph.D.** **Rene L. Prentki,** *Former Coordinator* **Dale Shelton,** *Program Coordinator* **James A. Leja,** *Coordinator, Comprehensive Referral and Information System, Carbondale, IL* **Michael Young,** *Regional Administrator, Illinois Department of Rehabilitation Services*
2:30 p.m.-3:30 p.m.	**NRA CONCURRENT SESSIONS**	
FULTON	**Program**	**"Early Exposure to Computer Technology for Individuals who are Developmentally Disabled and its Ramifications on Independent Living and Vocational Placement"**
	Presiding	**W.D. Chrisner, III, CRC**
	Speakers	**W.D. Chrisner, III, CRC,** *Project Director* **Kimberly A. Hoffman, B.S.,** *Rehabilitation Engineering Department, The Rehabilitation Institute of Pittsburgh, Pittsburgh, Pa.*

LISBON

Program "Rehabilitation's Boot Camp: A State Agency's Experience with Microcomputers"

Presiding Peter Griswold
Speakers Peter Griswold, *State Director*
Dr. Geraldine Hansen, *Consultant*
Harry Smith, *Supervisor of Management Services*
Mary Mareck, CRC, *Facilities Development Consultant, Michigan Bureau of Vocational Rehabilitation Services, Lansing, MI*

2:30 p.m.-3:30 p.m.
STRASBOURG

NRA WOMEN'S TASK FORCE TRAINING SESSION
Program "Beauty Politic, Mary Switzer, 1950-1970

Presiding Valerie Ellien, *Chairperson*
Speaker Martha Walker, Ed.D., *Program Director, Rehabilitation Counseling Program, Kent State University, Kent, OH*

2:30 p.m.-3:45 p.m.
GLNRCA SUITE

GREAT LAKES REGION NRCA SPECIAL SESSION
Program "Access to Rehabilitation Counseling Positions in ICFMR and Other Federal Programs" *(An open meeting to develop plan of action)*

Presiding Susan Magruder

2:30 p.m.-5:00 p.m.
GEORGE WASHINGTON

NCRE NEW EXECUTIVE BOARD
Presiding Ann B. Meyer, *Ph.D., President*

2:30 p.m.-5:00 p.m.
WALTON

NRCA TRAINING SESSION
Program "Job Club as a Placement Strategy"

Presiding Lynda Niedringhaus, *Employment Specialist*
Speakers Lynda Niedringhaus
Cynthia J. Ward, *CRC, Director of Rehabilitation Services Vocational Adjustment Center, Inc., Boston, MA*

3:45 p.m.-4:45 p.m.
CHEROKEE

NRCA TRAINING SESSION
Program "Summer Work Experience: As a Component in the Vocational Preparation of Adolescents with Disabling Conditions"

Presiding Edna Szymanski
Speakers Edna Szymanski, *Senior Vocational Rehabilitation Counselor, Utica, N.Y.*
Richard Switzer, *Deputy Commissioner, Office of Voctional Rehabilitation, Albany, NY*

3:45 p.m.-4:45 p.m.
HENRY

NRCA TRAINING SESSION
Program "Changing Rehabilitation Practice: An Analysis of a Private-for-Profit Company"

Presiding Mary Ellen Mitchell, M.Ed.
Speaker Mary Ellen Mitchell, M.Ed., *Assistant Professor, Department of Rehabilitation Counseling, University of Florida, Gainesville, FL*

SATURDAY, AUGUST 18

3:45 p.m.-5:15 p.m. — **NRAA TRAINING SESSION**
BALLROOM EAST

Program — **"Women in Leadership"**

Presiding — **Judy Hearn,** *National Job Development Placement Institute, Drake University, Des Moines, IA*
Speaker — **Eleanor Smeal,** *Eleanor Smeal & Associates, Washington, DC*

3:45 p.m.-4:45 p.m. — **JPD TRAINING SESSION**
DOUGLAS/ PAULDING

Program — **"Training Placement Counselors to Communicate with Employers: A Microtraining Approach"**

Presiding — **Larry McCorkle,** *President*
Speaker — **Virgil R. May III, Ph.D.,** *Director of Vocational Rehabilitation Consulting Services, Carle Clinic Association, Urbana, IL.*

3:45 p.m.-4:45 p.m. — **NARI TRAINING SESSION**
DeKALB

Program — **"Bridging Handicaps with Technology**

Presiding — **Paul McFarland**
Speaker — **David Law,** *Rehabilitation Engineer, Woodrow Wilson Rehabilitation Center, Fishersville, Va.*

3:45 p.m.-4:45 p.m. — **NAIL TRAINING SESSION**
FULTON

Program — **"Problems with Consumer Satisfaction Evaluation in Independent Living"**

Presiding — **Catherine Bruce,** *President NAIL*
Speaker — **Jim Budde, Ed.D.,** *Director The Research & Training Center on Independent Living, University of Kansas*

3:45 p.m.-5:15 p.m. — **VEWAA/COUNCIL OF STUDENT MEMBERS TRAINING SESSION**
COBB/CLAYTON

Program — **"Systematic Handling of Aggressive or Non-Compliant Individuals"**

Persons attending should wear comfortable gym or play clothing, since it involves hands on training in the demonstrated techniques.
Presiding — **Allan Harwood,** *Auburn University*
Introducer — **Katrina Jones,** *Georgia VEWAA*
Speaker — **Allan Harwood,** *Auburn University*

5:00 p.m.-7:00 p.m. — **NAIL SOCIAL**
NAIL SUITE

5:00 p.m.-7:00 p.m. — **VEWAA SOCIAL**
VEWAA SUITE

5:00 p.m.-7:00 p.m. — **NRCA PRESIDENT'S SOCIAL ans 25TH ANNIVERSARY CHAMPAGNE RECEPTION**
CABINET/ COUNCIL

5:30 p.m.-7:00 p.m. — **NRAA PRESIDENT RECEPTION**
NRAA SUITE

5:30 p.m.-7:00 p.m.
NARS SUITE

NARS PRESIDENT RECEPTION

5:30 p.m.-7:00 p.m.
LISBON/MILAN
STRASBOURG

JPD/PWI RECEPTION
Sponsored by Chicago Jewish Vocational Services, Control Data Corporation, Menninger Foundation, Multi Resource Centers, National Restaurant Association, Sister Kenny Institute, Southwest Business Industry and Rehabilitation Corporation

7:00 p.m.-9:00 p.m.
BALLROOM WEST

NRA AWARDS BANQUET
Presiding Thomas R. Gaines, *NRA President*
Entertainment "Stagehands"

AWARDS CEREMONIES
PRESIDENTS AWARD
Nominated by Bernard R. Fielding, *Associate Judge, Charleston, SC*
Presenter Betty Hedgeman, Ph.D., *NRA President-Elect*
Recipient Jean C. Voegeli, *Charleston, SC*

ORGANIZATIONAL AWARD
Nominated by Barbara Uniek, *Oak Park, IL*
Presenter David Mills, *NRA Executive Director*
Recipient Oak Park Committee on the Disabled, *Oak Park, IL*

BELL GREVE AWARD
Nominated by Mid-Atlantic Region and Carter D. Hamlett, *Richmond, VA*
Presenter Marvin Spears, *NRA Past President*
Recipient William T. Coppage, *Richmond, VA*

LEGISLATIVE SERVICE AWARD
Nominated by Harvey C. Hirschi, Ed.D., *Salt Lake City, Utah*
Presented by Jack Duncan, *NRA General Counsel*
Recipient Senator Orrin G. Hatch, *Salt Lake City, Utah*

9:30 p.m.-12:30 a.m.
BALLROOM EAST

NRA EXHIBITORS DANCE
Tickets *Entrance by completed Exhibitors Dance Ticket (provided in your registration packet) or $5.00 at the door. Only completed tickets will be eligible for door prizes at the dance.*
Band Sweet Tooth

SUNDAY, AUGUST 19, 1984

7:00 a.m.-9:00 a.m. — *NRAA SUITE*
NRAA PAST-PRESIDENTS BREAKFAST
Presiding: Robert E. Brabham, Ph.D., *Past-President*

8:00 a.m.-3:30 p.m. — *PRE-FUNCTION SOUTH*
REGISTRATION

8:00 a.m.-5:00 p.m. — *JOHN ADAMS*
NRA OFFICE/HEADQUARTERS

8:00 a.m.-5:00 p.m. — *GEORGE WASHINGTON*
NRA PRESS OFFICE

8:00 a.m.-5:00 p.m. — *THOMAS JEFFERSON*
DAY CARE CENTER

8:30 a.m.-9:30 a.m. — *ROCKDALE/ FORSYTHE*
VEWAA TRAINING SESSION
Program: "Effective Vocational Habilitation: The Demonstration Program at Goodwill-Denver"
Presiding: Gail Bernstein
Speakers: Gail Bernstein
Jon Ziarnik, *University of Colorado Health Science Center Denver, Colorado*

8:30 a.m.-9:30 a.m. — *DeKALB*
NARI TRAINING SESSION
Program: "Bridging Handicaps With Technology"
Presiding: Paul McFarland
Speakers: David Law, *Rehabilitation Engineering, Woodrow Wilson Rehabilitation Center, Fishersville, VA*

9:00 a.m.-4:30 p.m. — *GRAND SALON WEST*
EXHIBITS

9:00 a.m.-4:30 p.m. — *GRAND SALON EAST*
ART FAIR

9:00 a.m.-10:30 a.m. — *FAYETTE/ NEWTON*
NRAA TRAINING SESSION
Program: "Leadership Transformation In Human Services Organizations: Empowering Others To Lead"
Presiding: Thomas R. Gaines, *NRA President*
Speakers: Dr. James Ledbetter, *Commissioner, Georgia Department of Human Resources, Atlanta, Ga.*

9:00 a.m.-10:30 a.m. — *CHEROKEE/ WALTON*
NRCA AWARDS BRUNCH
Presiding: Martha Wolf, CRC, *President*
Tickets: Pre-Purchased, $11.75

9:00 a.m.-10:45 a.m. — *LISBON/ DUSSELLDORF*

NARS AWARDS BREAKFAST
Program — **Awards and Installation of Officers**

Presiding — **Sybil Herndon,** *President*
Speaker — **Thomas R. Gaines,** *President*
Linda L. Priest, *President Georgia Wheelchair Athletic Association, "Wheel and Steep"*
Tickets — **Pre-purchased, $9.50**

9:30 a.m.-10:30 a.m. — *COBB/CLAYTON*

VEWAA TRAINING SESSION
Program — **"Vocational Assessment in Acute Care Hospitals"**

Presiding — **Horace Sawyer**
Introducer — **Susan Dutton,** *President-GAVEWAA*

Speakers — **Horace Sawyer, John Saxon, Mary Ellen Mitchell**

10:00 a.m.-11:00 a.m. — *FULTON*

NAIL TRAINING SESSION
Program — **Entrepreneurism as Means of Employment of Persons with Disabilities"**

Presiding — **Catherine Bruce,** *President*
Speakers — **Roger Flint,** *President-Elect and* **Roy Poston,** *Ohio Association of Independent Living*

10:00 a.m.-11:30 a.m. — *DOUGLAS/ PAULDING*

JPD TRAINING SESSION
Program — **"Employment Discrimination"**
Presiding — **Elizabeth Aino,** *President-Elect*
Speaker — **J. Thomas Kilpatrick,** *Attorney at Law, Smith, Curry & Hancock, Atlanta, Ga.*

10:00 a.m.-2:00 p.m. — *PRE-FUNCTION SOUTH*

NRA DELEGATE CERTIFICATION

10:30 a.m.-NOON — *FAYETTE/ NEWTON*

NRAA BUSINESS MEETING
Presiding — **William G. Emener, Ph.D.,** *President*

10:30 a.m.-12:15 p.m. — *MILAN/ STRASBOURG*

VEWAA AWARDS BRUNCH
Presiding — **Gary L. Sigmon,** *President*
Speaker — **Mrs. Francis Spain,** *Baton Rouge, LA*
Tickets — **Pre-purchased, $11.50**

10:45 a.m.-12:15 p.m. — *BALLROOM WEST*

NRCA DELEGATE ASSEMBLY
Presiding — **Martha Wolf, CRC,** *President*

11:00 a.m.-NOON — *FULTON*

NAIL TRAINING SESSION
Program — **"Conceptual Foundation for Independent Living**
Presiding — **Catherine Bruce,** *NAIL President*
Speaker — **Jim Budde, Ed.D.,** *The Research and Training Center on Independent Living, University of Kansas, Lawrence, KS*

SUNDAY, AUGUST 19

11:00 a.m.-12:30 p.m. — *ROCKDALE-FORSYTHE*

NARS TRAINING SESSION

Program — **"The Magic of Believing"**

Presiding — **Sybil Herndon,** *President*
Introducer — **Beverly Bulloch,** *NARS Program Chairperson*
Speaker — **Daniel B. Harvey,** *Charter Medical Corp., Macon, GA*

Noon-1:45 p.m. — *LISBON/ DUSSELLDORF*

JPD LUNCHEON - LOU ORTALE MEMORIAL LECTURE

Program — **"Placement in the Future Depends on What We Do Today"**

Presiding — **Larry McCorkle,** *President*
Introducer — **Marvin Tooman, Ed.D.,** *Chairman, Ortale Memorial Committee*
Speaker — **Tom O'Bryant,** *Champion International, Director, Equal Opportunity Affairs, Stamford, CT*
Tickets — **Pre-purchased, $14.00**

NOON-1:45 p.m. — *VIENNA*

COUNCIL NON WHITE MEMBERS LUNCHEON

Program — **"Blacks in Rehabilitation: A Time for Challenge and Change"**

Presiding — **Ted Daniels,** *Chairperson*
Introducer — **Vernon Hawkins,** *Administrator, District of Columbia Vocational Rehabilitation Services Administration, Washington, DC*
Speaker — **Dr. Sylvia Walker,** *Director, Center for the Study of Handicapped Children and Youth, Stamford, CT*
Tickets — **Pre-purchased, $14.00**

12:30 p.m.-3:00 p.m. — *COBB/CLAYTON*

VEWAA DELEGATE ASSEMBLY

Presiding — **Gary Sigmon,** *President*

2:00 p.m.-3:00 p.m. — *FAYETTE/NEWTON*

NRAA TRAINING SESSION

Program — **"Postheroic Leadership"**
Presiding — **James Stephens, Ph.D.,** *Georgia State University, Atlanta*
Speaker — **Stanley J. Smits, Ph.D.,** *Georgia State University, Atlanta*

2:00 p.m.-3:00 p.m. — *WALTON*

NRCA TRAINING SESSION

Program — **"CRC Update"**
Presiding — **Larry Warnock, CRC**
Speaker — **Larry Warnock, CRC**

2:00 p.m.-3:00 p.m. — *HENRY*

NRCA TRAINING SESSION

Program — **"Applied Psychiatric Rehabilitative Programs, Practice, and Treatment Model"**

Presiding — **Arnold W. Wolf, Ph.D., CRC**
Speakers — **Arnold W. Wolf, Ph.D., CRC,** *City Hospital Center, Elmhurst, N.Y.*
Joseph S. Lechowicz, Ph.D., CRC, *Hofstra University, Hempstead, NY*

2:00 p.m.-3:00 p.m. — *CHEROKEE*

NRCA TRAINING SESSION

Program — **"Job Keeping Skills for Emotionally Disabled Individuals"**

Presiding — **Joseph M. Ashley, CRC**
Speakers — **Joseph M. Ashley, CRC**
Paul Swyhart, CRC
Erin Johnson, M.Ed.
Nancy Watts, B.S., *Woodrow Wilson Rehabilitation Center, Fishersville, VA*

2:00 p.m.-3:00 p.m. *NARS SUITE*	**NARS BOARD OF DIRECTORS (1985)** **Presiding**	**Becky Neal,** *President-Elect*
2:00 p.m.-3:00 p.m. *DOUGLAS/ PAULDING*	**JPD ANNUAL BUSINESS MEETING PART I** **Presiding**	**Larry McCorkle,** *President*
2:00 p.m.-3:00 p.m. *VIENNA*	**COUNCIL OF NON-WHITE MEMBERS GENERAL MEMBERSHIP MEETING** **Presiding**	**Ted Daniels,** *Chairperson*
2:00 p.m.-3:00 p.m. *FULTON*	**NAIL TRAINING SESSION** **Program**	**"Introduction of the Programs of NCILP"**
	Presiding **Speaker**	**Roger Flint,** *President-Elect* **Roland Sykes,** *Regional Representative of NCILP*
2:00 p.m.-3:00 p.m. *ROCKDALE/ FORSYTHE*	**SOCIAL SECURITY ADMINISTRATION** **Program**	**"An Update on the Social Security Disability Program"**
	Presiding	**Neil L. Scully,** *Director of Management Disability Determination, Jefferson City, MO*
	Speaker	**Patricia M. Owens,** *Associate Commissioner for Disability, Social Security Administration, Baltimore, MD*
3:15 p.m.-6:00 p.m. *BALLROOM WEST*	**NRA DELEGATE ASSEMBLY** **Presiding**	**Thomas R. Gaines,** *NRA President*
6:00 p.m.-7:00 p.m. *NRAA SUITE*	**"JRA" RECEPTION (Invitation Only)**	
6:00 p.m.-MIDNIGHT	**TRIP TO STONE MOUNTAIN** **Host**	**Georgia Chapter**
	Band	**Brookwood**
	Tickets	**Pre-Purchased, $17.50**

Des Moines and Iowa

HOGGIN' THE LIMELIGHT IN 1985 WITH NRA

NRA National Conference - October 3-7, 1985

MONDAY, AUGUST 20, 1984

7:30 a.m.-9:00 a.m. *NRAA SUITE*	**NRAA BOARD OF DIRECTORS** **Presiding** **Stuart Phillips, Ph.D.,** *President-Elect*
7:30 a.m.-9:00 a.m. *DUSSELDORF*	**NRCA BOARD OF DIRECTORS (combined)** **Presiding** **Martha Wolf, CRC,** *President* **Patricia Mundt,** *President-Elect*
7:30 a.m.-9:00 a.m. *EMBASSY*	**VEWAA BOARD OF DIRECTORS** **Presiding** **Marsha Andersen,** *President-Elect*
7:30 a.m.-9:00 a.m. *COBB*	**JPD BUSINESS MEETING PART II** **Presiding** **Elizabeth Aino,** *President-Elect*
7:30 a.m.-9:00 a.m. *STATE*	**COMMISSION ON PROFESSIONAL CONCERNS** **Presiding** **Gary F. Austin, Ph.D.,** *Chairperson*
7:30 a.m.-9:00 a.m. *CLUB*	**COMMISSION ON MEMBERSHIP SERVICES** **Presiding** **Evan Jones,** *Chairperson*
7:30 a.m.-9:00 a.m. *BOARD*	**COMMISSION ON GOVERNMENTAL AFFAIRS** **Presiding** **Amos Sales, Ed.D.,** *Chairperson*
7:30 a.m.-9:00 a.m. *GEORGE WASHINGTON*	**COMMISSION ON INTERNAL AFFAIRS** **Presiding** **Larry Warnock, CRC,** *Chairperson*
7:30 a.m.-9:00 a.m. *COUNCIL*	**COMMISSION ON PROGRAM & ACTIVITIES** **Presiding** **Ethel Briggs, CRC,** *Chairperson*
7:30 a.m.-9:00 a.m. *DIRECTORS*	**COMMISSION ON CONSUMER RELATIONSHIPS AND ENVIRONMENTAL CONCERNS** **Presiding** **Margie Sloan,** *Chairperson*
8:00 a.m.-9:00 a.m. *CABINET*	**CCP EXECUTIVE COUNCIL**
8:00 a.m.-9:00 a.m. *NAIL SUITE*	**NAIL BOARD MEETING (Combined)** **Presiding** **Catherine Bruce,** *President* **Roger Flint,** *President-Elect*
8:00 a.m.-NOON *JOHN ADAMS*	**NRA OFFICE/HEADQUARTERS**
9:00 a.m.-NOON *GEORGE WASHINGTON*	**NRA PRESS OFFICE**
9:00 a.m.-NOON *THO JEFFERSON*	**DAY CARE CENTER**

9:00 a.m.-10:00 a.m. **NRA GENERAL SESSION**
GRAND BALLROOM WEST

Program	
Presiding	**Thomas R. Gaines,** *NRA President*
Introducer	**Jack Duncan,** *NRA General Counsel*
Speaker	**Madeleine Will,** *Assistant Secretary, Office of Special Education and Rehabilitative Services, Washington, DC*
Platform Guests	**REGIONAL PRESIDENTS-1985** **Great Lakes-Bonnie Hammell** **Great Plains-Kenneth Bosch** **Mid-Atlantic-Daniel J. West, Jr.** **Northeast-William Messore** **Pacific-Roger Weed** **Southeast-James B. Adams** **Southwest-Lon Huff**
Award Presentation	**National Institute of Handicapped Research (NIHR), U.S. Department of Education:** **MARY E. SWITZER AWARD**
Presenter	**Madeleine Will**
Recipient	**Margaret Cauffield,** *Rehabilitation Services Administration, Washington, DC*

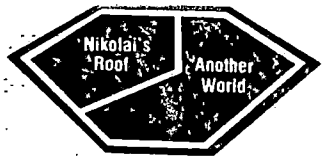
10:15 a.m.-11:15 a.m. **NRA CLOSING SESSION**
GRAND BALLROOM WEST

Presiding	**Marvin Spears,** *NRA Immediate Past President*
Introducer	
Speaker	
Exchange of Gavels	**Thomas R. Gaines,** *NRA President* **Betty Hedgeman, Ph.D.,** *NRA President-Elect*

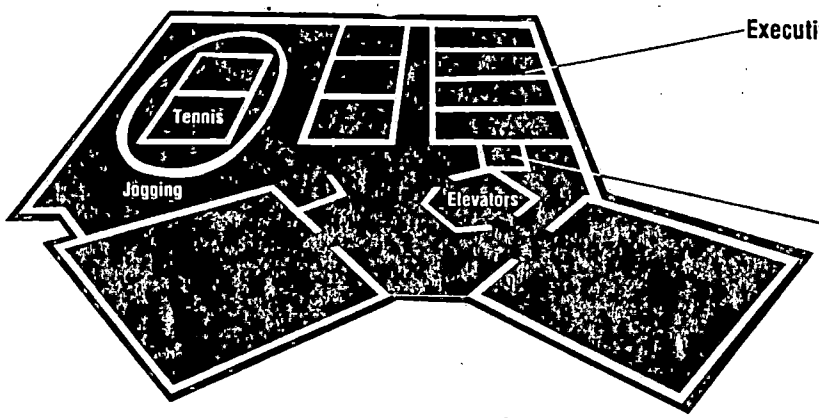
11:30 a.m.-1:00 p.m. **NRAA EXECUTIVE COMMITTEE MEETING**
CLAYTON
Presiding **Stuart Phillips, Ph.D.**

11:30 a.m.-2:00 p.m. **NRA BOARD OF DIRECTORS**
DUSSELDORF
Presiding **Thomas R. Gaines,** *NRA President*
Betty Hedgeman, Ph.D., *NRA President-Elect*

ROOFTOP
(Take express scenic elevators from Main Lobby)



FOURTH FLOOR



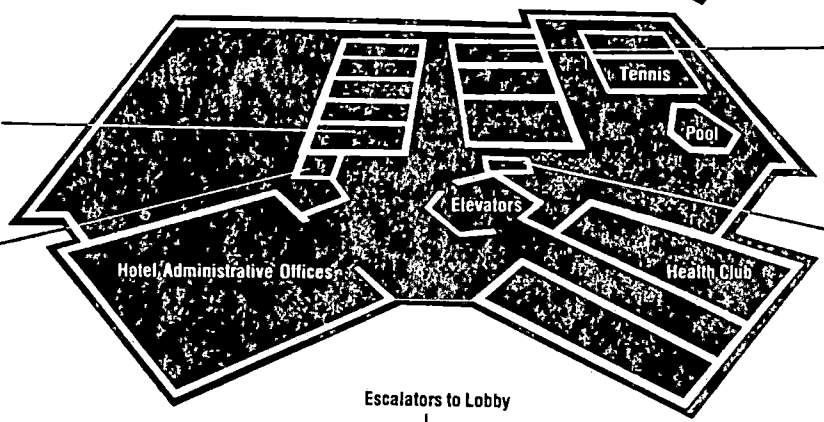
Executive Conference Rooms
- Board Room
- Directors Room
- Embassy Room
- Cabinet Room
- Council Room
- Club Room
- State Room

Stairway to Third Floor

THIRD FLOOR

International Ballrooms
- Vienna
- Strasbourg
- Milan
- Lisbon
- Dusseldorf

Stairway to Second Floor



Bicentennial Rooms
- Thomas Jefferson
- George Washington
- John Adams

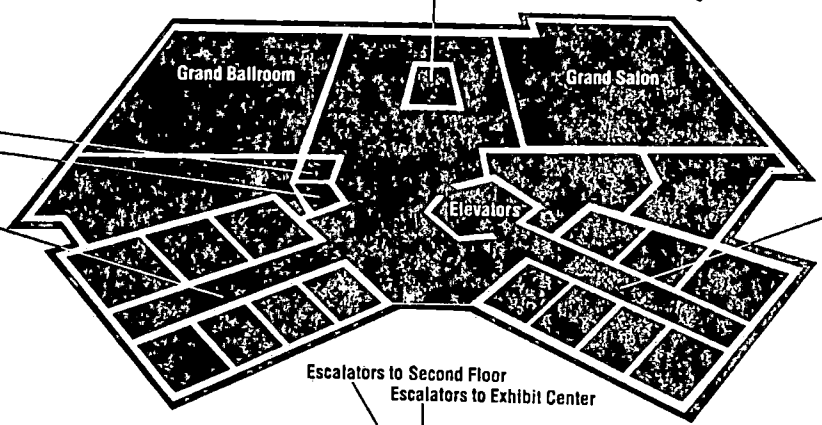
Stairway to Fourth Floor

Escalators to Lobby

SECOND FLOOR

Stairway to First Floor
Stairway to Third Floor

North Wing Meeting Rooms
- Fulton
- Cobb
- Clayton
- Gwinnett
- DeKalb
- Paulding
- Douglas

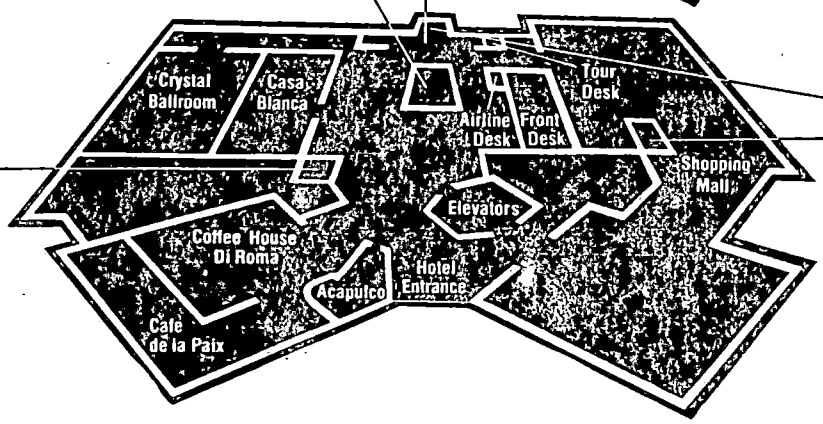


South Wing Meeting Rooms
- Fayette
- Newton
- Rockdale
- Forsyth
- Henry
- Cherokee
- Walton

Escalators to Second Floor
Escalators to Exhibit Center

LOBBY

Stairway to Second Floor



Garage Elevator
Stairway to Trader Vic's

- Meeting Rooms
- Restaurants
- Lounges
- Recreational Facilities

LOWER LEVEL

Hilton Exhibit Center
Trader Vic's Restaurant and Lounge

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

RECEIVED APR 16 1984

David L. Mills
Executive Director

MEMORANDUM

#84-B-3

TO: NRA BOARD OF DIRECTORS
FROM: DAVID MILLS, EXECUTIVE DIRECTOR DM
DATE: APRIL 9, 1984
RE: MINUTES - BOARD OF DIRECTORS (March 24-25, 1984)

An update on action relative to board direction has been completed for the 1987 national training conference in New Orleans. Contact was made with Louis Lyles of the Louisiana chapter to discuss any problems that might arise with the Louisiana chapter relative to the September dates. Contact was also initiated with the Hyatt Regency and the Hilton related to the September dates and the per centage off rack rate for guest rooms.

The accessibility factors slightly favored the Hyatt Regency and they have committee as an addendum to the contract to meeting additional accessibility requirements. That will bring them in line with our required standards. They also were 10 percent better in their reduction of room rates. The original contract from both hotels called for first full day of meetings to be held on Labor Day. You will be happy to know, I was able to renogiate dates with the Hyatt Regency that would have us opening the conference on Tuesday night, September 8, 1987 and finishing at noon on Friday, September 11. This means under our usual pattern that Commissions and the Board will meet on Labor Day with the workshops and division board meeting Tuesday prior to our opening session. The Hyatt has also agreed to allow the conference rates to be available on the week end before and the week end after.

This renegotiation menas most of our membership would not need to travel on Labor Day yet it gives our members the option of either or both weekends before and after the conference for vacationing.

The New Orleans Hyatt Regency has been most cooperative in meeting our accessible needs as well as accommodating our members a a very good percentage in reduced rates

Louis Lyles sees no problem with the host chapter being able to provide adequate manpower for these dates.

NOTICE TO CHAPTER PRESIDENTS:

ATTACHED IS A SURVEY BEING CONDUCTED BY THE COUNCIL OF CHAPTER PRESIDENTS. EACH CHAPTER PRESIDENT SHOULD IMMEDIATELY BEGIN EFFORTS TO COMPLETE THE SURVEY AND RETURN PRIOR TO THE STATED DEADLINE. YOUR COOPERATION WILL BE GREATLY APPRECIATED BY THE CCP EXECUTIVE COMMITTEE. A COPY OF THE RESULTS OF THE SURVEY WILL BE MADE AVAILABLE TO YOU.

cc: Chapter Presidents
Commission Chairpersons
1985 NRA Candidates

NATIONAL REHABILITATION ASSOCIATION
MINUTES
BOARD OF DIRECTORS
MARCH 24-25, 1984

CALL TO ORDER

President Tom Gaines called the meeting to order at 9:00 a.m., March 24, 1984.

ATTENDANCE

Tom Gaines, President; Betty Hedgeman, President-Elect; Marvin Spears, Immediate Past President' James Adams, Treasurer; Willie Horne, Edward McMillion, Rosemary McClain, Larry Johnson, Arnold Sax, Arnold Stanton, Board Members at Large; Gary Austin, Great Lakes, Rep.; Vernon Hawkins, Mid-Atlantic Rep.; Randy L. Gray, Pacific Rep; Jack Roper, Southwest Rep.; Dale Sattler, Great Plains Rep.; Steven Kapalka, Northeast Rep.; Bonnie Jones, Southeast Rep.; Bill Brownfield, CCP; Stephen Thomas, CDP; Mary Sawyer, Council of Consumer Members (interim); Ted Daniels, Council of Non-White Member; Jeri Carter, Council of Student Member; Bobbi Housman, JPD rep.; Ellen Longino, NAIL (Interim); Lucy Bartlett, NARI rep.; Marcella Jesse, NARS rep.; Joan T. Barker NRAA rep.; Robert Davis, VEWAA rep.

Visitors included Joan Cockrell, Terry Brigance, Donald Brooks, Ethel Briggs, Will Massie, Cliff Adams, Tommy Boren.

NRA Staff included Dave Mills, Dick Dietl, Judy Harris.

MINUTES APPROVED AS MAILED

MOTION BY ED McMILLION TO APPROVE THE MINUTES AS MAILED. SECONDED BY MARVIN SPEARS. ACCEPTED.

TREASURER REPORT

James Adams provided a written report with attachments of the NRA Income and Expense statement from January 1, 1984 thru February 29, 1984, Mary E. Switzer Fund Financial Statement and the Program Oriented Budget for the year 1984. At the end of February income to date is $166,332 and expenditures of $95,618. Income is on target with projections. The 5% reserve information was included in the packet.

Fox and Company Auditors will close the books on the six month interim budget in March-April and conduct a "mini-audit" to bring forward the correct balances with a detailed audit to be performed with the regular audit in early 1985. This procedure is in line with the new fiscal year change.

PARLIAMENTARY INFORMATION

No motions are necessary to accept reports unless action is required.

EXECUTIVE DIRECTOR REPORT

Dave Mills provided a written report highlighting staff needs, finances, office equipment, NRA directory, Membership report, TDD equipment as well as an action item required for the new membership marketing group, MGI.

MGI is planning for their first direct mail activity. Our bank needs a Board approved authorization to open this new account. The NRA/MGI account is to handle the lockbox deposits for daily receipt of memberships recruited by MGI. This is a separate lockbox and account but similar to the procedure currently used by NRA where the dues go directly to the bank for deposit. The following statement is needed for the Bank:

"The Board of Directors of the National Rehabilitation Association at its meeting on March 24, 1984 in Arlington, Virginia authorized the Burke and Herbert Bank and Trust to establish a joint account for the National Rehabilitation Association and Marketing General, Inc. The account is to be used for the sole purpose of depositing dues solicitations generated by MGI to be received by mail in a special lockbox. Withdrawels will require two signatures, one from each firm. Authorized signature cards to be on file at the bank."

MOTION BY BILL BROWNFIELD TO APPROVE THE ABOVE STATEMENT, SECONDED BY LUCY BARTLETT. CARRIED.

GENERAL COUNSEL REPORT

Due to General Counsel Jack Duncan's illness, no report was available.

COMMISSION REPORTS

(A) CONSUMER RELATIONSHIP AND ENVIRONMENTAL CONCERNS

Lex Fridan, Chairperson provided a written report which dealt with the five charges as specifically assigned. Each charge will be handled by sub-committees within the Commission and these sub-committess will present reports to the Commiss[illegible] for late April or early May either by telephone or written communication.

(B) GOVERNMENTAL AFFAIRS

Marvin Spears, Chairperson discussed the major purpose of this Commission is to analyze, study and recommend to the Board, the policies NRA should take regarding Legislative matters. The Commission will meet at 3:00 p.m. on Sun, Mar 25, at Hyatt Regency Crystal City.

Starting this year and recommendation for future years to establish sub-committees that will deal with specific areas and that sub-committees would be encouraged to include other members who have expertise in the areas of those particular sub-committees.

Study on many issues include Federal vocational rehabilitation, civil rights, social security, vocational education, special education, developmental disabilities and independent living. The Commission will study and recommend significant positions for NRA to take in the future.

(C) INTERNAL AFFAIRS

Terry Brigance, Chairperson provided a written report and highlighted the plans of this Commission. A Commission meeting was held the evening before the Board meeting with 8 members in attendance. This Commission has the responsibility to study the organizational structure of the NRA and the operations of the national office and make recommendations to the Board of Directors relating thereto. 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.

Terry has assigned Commission Members as sub-committees responsible for specific charges and highlighted the eleven charges.

James Adams who is sub-chairing the charge of reviewing the nominations guidelines and developing finalized recommendations, asked for board input (in writing) by the 12th of April.

(D) MEMBERSHIP COMMISSION

Evan Jones, Chairperson provided a written report and referenced the objectives and progress for 1984.

Marketing General, Inc.'s contract was signed to "develop and implement a strong national membership recruiting program." The final contract had not been reviewed by the total board, this item was deferred to Old Business for time to provide the board with copies.

Objective 2 was discussed: Develop recommended training module and operational guidelines for chapters and divisions membership chairpersons. The Membership Commission will be working on the membership manual and a format for regionals. They request clarification and further information from the Board with this charge. President Gaines and the Executive Committee will review this for recommendation and any action to the Commission.

Objective 4: Establish schedules for and lead a minimum of two highly visible membership drives during calendar year 1984. Recommendation: Accept the dates of September 15, 1984 through October 15, 1984.

MOTION BY LUCY BARTLETT TO APPROVE THE DATES OF SEPTEMBER 15, 1984 THROUGH OCTOBER 15, 1984 FOR THE NRA MEMBERSHIP DRIVE. SECONDED BY JAMES ADAMS. CARRIED.

(E) PROFESSIONAL CONCERNS

Joan Barker, Chairperson provided a written report. She highlighted the Journal Guidelines that has been approved and provided to the Board. The Graduate Literary Award Winner for 1983 was printed in the last Journal of Rehabilitation. This contest has continued to interest many of the Universities as much feedback has been received. The NRA Awards Nominations have been announced and are due in the national office on May 30. The Board is encouraged to support and nominate persons for these awards.

The Board is asked to provide input to Julian Nadolsky and Joan Barker regarding Journal articles.

The 1984 objectives are a part of the written report and objective 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) was reviewed. It was requested that in determing liaison with other organizations, the Board should provide input to this Commission as to whom we presently relate, who we need to add and what do we want to accomplish.

Discussion regarding the objective was provided. Potential organizations to contact include Council of Exceptional Children, American Vocation Association, Rehabilitation Nurses, Recreational Therapists, Occupational Therapists and Disability Examiners. Marvin Spears will provide Joan with the information on affiliated organizations including any letters of agreement and other pertinent information that will assist the Commission in fulfilling this charge.

The Leadership Memo will include a request from the Divisions Representative, Chapters and Regional Representatives for information regarding ways that the Divisions, Chapters and Regions have been engaged with any other organization concerned with persons with disabilities in any way plus any recommendations that NRA might be involved with other organizations.

The Board discussed the editorial in the recent Journal of Rehabilitation and asked that the disclaimer notice be also included on the same page as an editorial. It presently appears on the first page of the Journal as a policy statement, and this will highlight that policy on the page of the editorial.

(F) PROGRAM AND ACTIVITIES

Phil Chase, Chairperson. Dave Mills provided a verbal report on the progress of the Program and Activities Commission. Concurrent sessions and pre-conference workshops selections will be completed by March 30. Phil Chase has conferred with the national office on the procedure for notifying persons submitting a program proposal.

Final negotiations are under way with the general program sessions with Andrew Young, Mayor of Atlanta, Max Cleland, former VA Administrator and present Georgia Secretary of State and the National Aerospace Administration have been invited.

Special sessions will be conducted related to NRA's Legislative Program and the recent Mary Switzer Seminar on "Technology and Changes."

COUNCILS TASK FORCES COMMITTEES

(A) COUNCIL OF CHAPTER PRESIDENTS (CCP)

Bill Brownfield, Chairperson provided a written report which updated the activities of the CCP Regional Representatives for 1984. (1) Followup to ensure each new chapter president and president-elect has a copy of the revised Chapter President's Manual. (2) Coordinate a "Leadership/Membership" workshop at each regional conference, and support same at each state conference. (3) Support/encourage/urge a "Legislative Session" at each state conference and at the regional conference. (4) Communicate at least quarterly with each CCP member on the region. (5) Serve actively on the regional boards. In addition, CCP will conduct a survey of all chapters seeking information relative to funding currently being expended at the chapter level on legislative efforts. The results of this survey will be shared with the NRA Board.

Discussion was held with regard to the Regional conferences blocking space and planning the Membership/Leadership workshops. Each Regional Representative shared how that was being handled in their respective region. CCP Rep from each Region should be involved in this planning. The Membership/Leadership workshop is an important session and it is recommended that it be scheduled without conflicts.

As CIA continues its work on developing recommended guidelines/procedures that would facilitate improved communications and coordination between and among Board of Directors, Regions, Chapters, and Divisions. It is now referred to CIA to include in these recommendations ways to improve the issue of setting up the leadership/membership and legislative workshops. For example how can we better coordinate the use of the national theme with all states and the regional conferences.

(B) COUNCIL OF CONSUMER MEMBERS

Mary Ann Sawyer (interim chairperson due to Margie Sloan's illness) provided a written report and highlighted that the Council was working on trying to fill the positions of the Executive Committee of the Council. Consumer involvement is very important and needs to continue to be emphasized and included in activities in NRA.

Of major importance is to identify at least one person from within each region to be charged with the responsibility of providing consumer input within that region to the Council who provides recommendations and information to the NRA Board.

(C) COUNCIL OF DIVISION PRESIDENTS

Steven Thomas, Chairperson provided a verbal report which included that CDP is on same calendar year as NRA officers. Enhancing the goals and activities between NRA/Divisions and establishing tentative dates for CDP to meet at the conference in Atlanta. Encourage and include the exchanging between divisions of their publications as well as providing copies of these publications to the national office. CDP is working with CIA in their #1 objective.

(D) COUNCIL OF NON WHITE MEMBERS

Ted Daniels, Chairperson provided a written report which contained two primary objectives for 1984. (1) Recruitment of new and renewal of old NRA members of the non-white community. (2) Assist the NRA leadership to address issues relevant to non-white members and constituencies. The Council plans to accomplish these objectives by (1) identifying barriers to recruitment of non-white persons to NRA membership (2) developing viable solutions to barriers and problems identified (3) developing a membership recruitment campaign employing the national network of non-white members. (4) establishing and maintaining communication with the network through various means and mechanisms. (5) ensuring that efforts are made to designate appoint, or elect a non-white member to regional and chapter level boards of directors (6) ensuring that efforts are made to develop and implement Council of Non-White Members program activities and business meetings at national and regional conferences.

Activity is well underway in all the regions except Great Plains and Pacific. These two regions are being developed in terms of non-white member activity.

(E) COUNCIL OF STUDENT MEMBERS

Jeri Carter, Chairperson provided a mid-year report which included the roster of the Executive Council. Board members are asked to refer student-related questions and concerns to the appropriate regional representative. Currently, students in each region are represented by their respective regional representatives on the Executive Committee of the Student Council. Efforts are being made to develop and strengthen the communication network at the state and local level. The regional representatives sit on regional NRA boards and each is responsible for planning conference activities for students at the regional conference. Whether the program content be geared specifically to students or the focus is on simply getting students together for orientation, the key in both cases, is involvement.

At the national conference plans are being made to co-sponsor a session with VEWAA pre-conference workshop and other informal get togethers. Plans are to offer an award for the Outstanding Student of the Year and the first draft is being done to determine the criteria for nomination and selection. It is targeted for 1985 as the first annual award.

A request that CIA consider development of a constitutional amendment allowing for a $2 surcharge on all student memberships, and that such surcharge be rebated to the Council to assist with operating costs, with the amendment being presented for approval to the 1984 Delegate Assembly with a recommendation for approval was made.

MOTION MADE BY JERI CARTER THAT MEMBERSHIP DUES FOR STUDENTS BE MAINTAINED AT THE CURRENT LEVEL OF $31 WAIVING THE PLANNED ANNUAL INCREASE OF 6%. SECONDED BY LUCY BARTLETT.

After considerable discussion including the maintenance of student membership cost that we are considering 1300-1400 student members as well as whether or not this Board can act on the motion to decrease the dues, an amendment was made.

AMENDMENT TO THE MOTION BY JACK ROPER TO REFER THIS RECOMMENDATION TO BOTH THE MEMBERSHIP COMMISSION AND TO THE COMMISSION ON INTERNAL AFFAIRS FOR THE DEVELOPMENT OF AN APPROPRIATE RECOMMENDATION TO THE NRA BOARD. SECONDED BY BOB DAVIS. CARRIED.

MOTION BY JERI CARTER THAT THE COUNCIL OF STUDENT MEMBERS RECEIVE A 7% REBATE ON ALL STUDENT MEMBERSHIPS. SECONDED BY RANDY GRAY.

MOTION TO REFER BY ROPERT DAVIS TO THE COMMISSION ON MEMBERSHIP SERVICES AND INTERNAL AFFAIRS FOR REVIEW AND DEVELOPMENT OF AN APPROPRIATE RECOMMENDATION TO THE NRA BOARD. SECONDED BY JACK ROPER. CARRIED.

A concern of out of pocket cost to provide mailings, etc., for the Council was discussed. It was suggested that the Executive Director be allowed to provide two mailings from the national office for the Council of Student Members. After much discussion, further consideration is needed.

President Gaines asked the CIA and Membership Commission to also include any other recommendations for ways to meet the financial needs of Councils.

MOTION BY BETTY HEDGEMAN THAT THE CHAIR OF EACH OF THE COUNCILS AND THE NRA TASK FORCE OR THEIR REPRESENTATIVE HAVE PREPARED BY THE NEXT BOARD MEETING, PROJECTED EXPENSES FOR 1985 SO IT CAN BE CONSIDERED IN THE PLANNING BY THIS BOARD. SECONDED BY JACK ROPER. CARRIED.

RECESSED FOR LUNCH

REHABILITATION ROUNDTABLE

At this time the agenda schedule moved one item under Old Business to hear from Will Massie regarding the up date on a proposed grant for NRA. Will gave a brief overview of the grant proposal. NRA will sponsor a National Rehabilitation Roundtable on a subject of major importance to the rehabilitation field and that subsequently the chapters would also be encouraged to undertake a similar activity at the Chapter level. The topic is expected to be "The Changing Time in the Labor Market and the Workplace. And Implications for Rehabilitation Proactice. This would be the theme of the national roundtable and hopefully the theme for those chapters who will take part. The grant announcement came out on the 12th of March and must be in the hands of NIHR on May 21. It is anticipated that NIHR would fund approximately 40 projects at an average grant award of $75,000.00. The competition is keen as it has been many years since NIHR have put out grant awards without established national priorities. Ours is a demonstration grant request.

The national roundtable would only have about 16-18 people which would include persons with disabilities, rehabilitation practioneers, research and training, rehabilitation centers, business, etc. NRA publications will be used in order to acquaint the membership with the grant.

Additional information was presented in the overall plans for the grant and input was provided by the Board. Additional discussion related to the funds needed to carry on the grant after its three years and many ways were considered to handle this. The grant needs to include how NRA plans to carry on the activities after the grant.

MOTION BY MARVIN SPEARS THAT WILL MASSIE WOULD WRITE INTO THE PROJECT APPLICATION THAT AT THE CONCLUSION OF THE FUNDING THAT NRA WOULD MAKE A FERVENT EFFORT TO CONTINUE THE ROUNDTABLE THROUGH ITS FUND RAISING ACTIVITIES. SECONDED BY JAMES ADAMS. CARRIED.

The project will be evaluated and if it is determined a success we will exercise fervent endeavor to raise the funds.

(F) WOMEN'S TASK FORCE

Valerie Ellien, Chairperson provided a written report which updated the activities of the Task Force. Several projects have been completed including (a) updated literature review. (b) Report on funding resources for disabled women; and professional women both disabled and non-disabled. (c) Report of a survey of NRA Chapters on their activities pertaining to disabled women. (d) Series of research papers with introductory and summary sections are now available for distribution. (e) Coordination of a pre-conference training program at last year's Annual Conference which generated $135 for Task Force activities. The training subcommittee also arranged two additional conference programs.....

which were very well attended and well received. (f) Has expanded its network through addition of ad hoc advisors, and by internally linking with the NRAA Minority Concerns Committee which has several activities geared toward improving the status of women in rehabilitation management.

Many activities are planned through August 1984 including a program sponsored by the Task Force at the Annual Conference, plan for the integration of the Task Force into NRA's organizational structure. All reports will be included in the final report in August.

A major problem reported is a feeling of isolation from the rest of the NRA organization and its ongoing work. The Task Force is currently exploring the feasibility of integrating Task Force members into existing Commissions. Suggestions and recommendations will be included in the final report.

Appointment for a chairperson will be needed for the 1985 year. The Task Force was extended in Anaheim for three years which will terminate at the national conference in Des Moines. President Gaines will be in contact with Valerie Ellien, Chairperson to discuss the concerns and plans of the Task Force.

(G) FUND RAISING

Marvin Spears, Chairperson, provided an up date on the fund raising activities. It was endorsed in Boston (1983) to establish "Friends of Rehabilitation". An organizational effort to bring together the friends of rehabilitation in a fund raising activity is being planned by Dorothea Beardmore, Iowa and Beverly Kauffman, Virginia with plans to hold a reception of the "Friends" at the national conference. It is planned that this group will have a long term alliance and ongoing efforts will be made to continue the fund raising efforts. The "Friends of Rehabilitation" consist of individuals who can give money to NRA in substantial amounts or individuals who know of the people who can give funds to NRA. There will be an organizational meeting in Richmond, Va on 4/18.

All Board members were again asked to identify individuals who would meet the qualifications to be "Friends". Names are to be sent to the NRA office.

(H) MARY SWITZER COMMITTEE

Gary Austin, Chairperson provided an update of the recent planning meeting. The Monograph is near completion and being prepared for printing. The 1984 conference activity will include a report on the biography of Mary Switzer and some of the scholars of the recent seminar will provide information. The last seminar was video taped and a person with expertise in editing is needed to prepare the tape for possible showing at the national conference. The guidelines will be complete at the August Board Meeting for approval.

The theme for the 1985 Seminar is Social Policy Changes and Its Influence on the Future. There is an additional planning meeting in May.

The Mary Switzer Committee's financial statement was reviewed and it is depleting. Ideas to raise funds for this committee to continue its work is requested and a fund raiser is planned for the national conference.

The chapters, regions, and divisions are urged to publicize the monographs for sale.

(I) NOMINATING COMMITTEE

Marvin Spears, Chairperson provided the report on the recommended candidates for the NRA slate of offices. Since the conference call meeting, one person had asked to withdraw his name from the ballot. The following candidates are recommended:

President-Elect:	Amos Sales, Arizona	Vernon Hawkins, D.C.
Treasurer:	James Adams, KY	David McGowan, CA
Board Member at Large	Ted Langford, GA	Gary Austin, IL
	Lynn Pimentel, CA	Pamela Brower, MN
	Randall McDaniel, AL	William Gardner, W.VA.

MOTION BY MARVIN SPEARS TO ACCEPT THE SLATE. SECONDED BY ROBERT DAVIS. CARRIED.

DRAW FOR LOTS ON BALLOT

Positions on the ballot require that the names of each office are drawn. The positions drawn by the board are as follows:

President-Elect
#1 Vernon Hawkins #2 Amos Sales

Treasurer
#1 James Adams #2 David McGowan

Board Member at Large
#1 Ted Langford #2 Pamela Brower #3 Bill Gardner #4 Lynn Pimentel
#5 Randy McDaniel #6 Gary Austin

(J) LORENZ-BAKER TRIBUTE

Gary Austin provided a report of the Ad Hoc Committee to establish a Lorenz/Baker Tribute. Members of the committee include Gary Austin, Dan McAlees, Stu Phillips, Gary Sigmon, Marvin Spears, Martha Wolf, Bill Emener, Chair. The committee recommends that this report be accepted in total, as it is designed to meet specific objections. The report requests three separate but related activities be conducted as follows:

(A) The opening session of the conference be dedicated to Jerry Lorenz and Dick Baker. (1) A short tribute be read denoting some of the positive accomplishments and contributions of these gentlemen. A celebration of achievement rather than a memorial. (a) Letter to be developed by colleagues at SIU. (2) Patsy Lorenz and Cindy Baker be invited to attend at NRA expense. In the event they choose not to accept reimbursement, an amount equal to the above expense be divided and donated the three established activities later mentioned. (a) An appropriate plaque be pre. to each wife at this celebration. (3) Activity Coordinator - Bill Emener.

(B) Awards Ceremony. (1) NRAA, VEWAA and IRA-SIU have established formal tributes to the work of Jerry and Dick. It is recommended that each group be allowed three minutes to inform the membership of their respective activity. Presenters: NRAA Bill Emener; VEWAA Gary Sigmon; IRA-SIU to be announced by Stu Phillips. (2) Activity Coordinator - Marv Spears.

(C) NRA Publications (1) A newsletter announcement reporting these activities be printed in the pre-conference edition. Contact with Dick Dietl. (2) Activity Coordinator - Gary Austin (3) An article with the letter of tribute and appropriate pictures be printed in the Journal of Rehabilitation immediately after the conference. Contact with Dick Dietl. (4) Activity Coordinator - Dan McAlees.

MOTION BY GARY AUSTIN TO ACCEPT THE RECOMMENDATIONS AS RECOMMENDED BY THE LORENZ/BAKER TRIBUTE COMMITTEE. SECONDED BY LUCY BARTLETT. CARRIED.

MOTION BY LUCY BARTLETT THAT WE IDENTIFY A BRICK IN MEMORY OF JERRY LORENZ AND DICK BAKER AND THAT THE MEMBERSHIP BE GIVEN THE OPPORTUNITY AT OUR ANNUAL MEETING TO MAKE A CONTRIBUTION TO THE NRA BUILDING FUND IN MEMORY OF LORENZ/BAKER. SECONDED BY LARRY JOHNSON. MOTION AS AMENDED CARRIED.

At this time the Virginia Rehabilitation Association presented a check for $25 contribution to the memory of Lorenz/Baker which represents one brick. Appreciation was extended to the Virginia Chapter. A second contribution by the Virginia Rehabilitation of $300 to the NRA Building Fund was also presented.

REGIONS

(A) GREAT LAKES

Gary Austin, reported the conference dates of April 4-6 in Grand Rapids, Michigan and the TTY fund raising activity for the national office.

(B) GREAT PLAINS

Dale Sattler, provided a written report and updated the 1984 conference dates of June 1921 in Billings Sheraton Hotel and the 1985 site in Omaha, Nebraska. The Great Plains went on record as opposing a November date for the 1987 national conference. Regional support of the Iowa chapter and its preparation in hosting the 1985 national conference.

(C) MID ATLANTIC

Vernon Hawkins, reported regional conference dates of May 20-24 in Baltimore, Md. A great agenda is planned including Mrs. Maedeline Will, Astronaut Bryan O'Connor, program in utilizing micro-computers for the severely disabled and others. There will be an election of a Board Representative this year.

(D) NORTHEAST

Steve Kapalka reported conference dates of May 29-June 1. Programming will be in vocational adjustment, legislative issues, mental health, independent living and others.

As the Regional Representative he has provided information from Marvin Spears and Jack Duncan to the region, attended the regional board meetings as well as chapter meetings. Has been involved in the Commission on Consumer Relationships and Environmental Concerns and the CCP. At random, he wrote to 200 regional members and has received one call. The following two suggestions were made: (1) The chapter presidents should send copies of the Washington Update to each of their members. (2) The Regional Representatives share mailings with each other whenever possible to assist in further strengthening the regional reps role to the NRA Board.

(E) PACIFIC

Randy Gray, Pacific Representative reported on the January annual leadership training held in Reno. This provides a great opportunity to come together in mid-year and hold a board meeting and to conduct a seminar on leadership training capabilities. The conference dates are June 12-15 at the Raddison in Scottsdale, AZ. The theme is "New Horizons in Rehabilitation in the Sun".

(F) SOUTHEAST

Bonnie Jones, Southeast Representative uses this position for communication to her constituents. Reported on the fantastic pre-registration for the SE region conferance of April 15-18 and the excellent program being planned.

(G) SOUTHWEST

Jack Roper, reported the conference dates in Albuquerque, New Mexico are June 20-22 and an excellent program is planned. The Southwest also are opposed to the 1987 national conference dates in November. Asked for feedback from other regional representatives as to how to build up the regional treasury.

DIVISIONS

(A) JOB PLACEMENT DIVISION

Roberta Housman provided information on JPD activities. They provide $100 grants to new units as they become established. They are looking into possible certification.

(B) NATIONAL ASSOCIATION OF INDEPENDENT LIVING

Ellen Longino, interim representative for NAIL provided information that the President, Cathy Bruce is recovering from surgery. Willard Smith, P-E has resigned and NAIL is conducting a meeting by mail to fill that vacancy. NAIL in its special project funded $500 to the new independent living organization NCLIP.

(C) NATIONAL ASSOCIATION OF REHABILITATION INSTRUCTORS

Lucy Bartlett provided a verbal update. Last year's conference program included information on negotiating skills and teaching deaf/blind. The Southwest conference will include programming arranged by NARI on clothing for persons with disabilities as presented by PRIDE, Evelyn Kennedy. There will be no registration fee for this session. NARI did three Bulletins last year.

(D) NATIONAL ASSOCIATION OF REHABILITATION SECRETARIES

Marcella Jesse provided a written report and highlighted that a NARS membership campaign is planned. A Ways and Means raffle is planned and a NARS membership brochure is being updated. The raffle will be $500 to be given away at the Awards breakfast at Atlanta. NARS Service Project is the National Wheelchair Athletic Association. All regional conferences are being attended by either the President or President-elect. A Mid-Year Board meeting is planned on April 13-14 connected with the Southeast Regional Meeting in Myrtle Beach.

(E) NATIONAL REHABILITATION ADMINISTRATION ASSOCIATION

Joan Barker provided an up to date report which included programs planned for Atlanta, one workshop on leadership and its nature with regards to rehabilitation and the Women's Minorities group as part of the program. One issue with CARF has arisen and NRAA and CARF are presently working out an affiliated organizational relationship as it relates to mutual interests.

(F) NATIONAL REHABILITATION COUNSELING ASSOCIATION

Betty Hedgeman provided an update from the written report which included the successful seminar held in Reno recently. There were two concerns stated: (1) The status of the resolution that Marlys Anderson brought to CIA at the Boston conference which regarded division lobbying efforts as being uninforceable because of time frames usually associated with such activities. This resolution was not available to the Board, however, there was information that Governmental Affairs had seen the resolution and further information will be forthcoming. (2) NRA selling division mailing lists.

The NRA policy is in effect on who can be sold the mailing list. There are certain guidelines to follow. However, there is not a separate policy for each division. In most cases, the lists are sold by chapter, by regions and the full list. There are occasions when a special training is being held and may focus on the divisions. In these cases, it is sometimes suggested that certain division lists are purchased.

NRCA will appoint a new representative to the Board on January 1, 1985.

(G) VOCATIONAL EVALUATION AND WORK ADJUSTMENT

Bob Davis reported on three main items. (1) VEWAA is co-sponsoring a national forum on issues in vocational accessment on September 20-22. Encouraged the board sharing this information. (2) In dealing with the marketing firm MGI, please make sure that CVE and CWA (counterparts of CRC) are included on any information that is sent out. (3) VEWAA does not recognize institutional membership. Whenever an organization sends in a membership they need an individual name on it.

RECESSED UNTIL 8:30 a.m. ON SUNDAY.

The meeting began at 9:00 a.m. on 3/25/84. Dr. Harvey C. Hirschi of the National Council on the Handicapped was recognized at this time.

OLD BUSINESS

(A) The Rehabilitation Roundtable information was provided earlier in the agenda.

(B) CONFERENCE REPORTS

David Mills provided a written report highlighting the activities of 1984-1987-1988 national conferences. The 1988 conference is sited for the Western District under the newly adopted rotation selection, all chapters had been contacted for interest in hosting a conference but no response has been received. Dave and Phil Chase, Chairperson of the Program and Activities are presently working on contacting chapter presidents by phone to determine interest.

Dave shared concerns of prices at national conference and reviewed the priorities that are established by the delegate assembly and board of directors in holding a national conference. Priorities include assessibility, ample meeting space in one property and low room rates. To meet the most important priorities, we cna't always get the lower prices.

The 1987 New Orleans conference hotel is being selected. The Executive Committee had asked Dave to bring back some dates and recommendation to this board. After extensive review of the hotels in New Orleans with regard to accessibility and the best prices and enough meeting room space, it was concurred that the Louisiana Chapter and the Executive Director feels that the Hyatt present the best overall facility. The dates available in order to get a 30% off the rack rate were the week immediately following Thanksgiving, December 1-4 and September 7-10 (Labor Day). After much discussion on the dates, the following motion was stated:

MOTION BY ARNOLD STANTON THAT THE NOVEMBER/DECEMBER DATES BE CONFIRMED. SECONDED BY JAMES ADAMS. MOTION DEFEATED.

MOTION BY JACK ROPER THAT WE RECOMMEND THAT WE TAKE THE SEPTEMBER DATES FOR THE 1987 CONFERENCE. SECONDED BY ARNOLD STANTON. CARRIED.

(C) INTERPRETATION OF MGI CONTRACT FROM MEMBERSHIP COMMISSION.

Copies of the contract between MGI and NRA were shared with each board member. The Board is urged to review the contract and provide any questions or input to the Executive Director and/or Evan Jones, Membership Chairperson.

(D) INDIVIDUALS REPRESENTING TWO POSITIONS ON THE NRA BOARD.

Marvin Spears discussed the question as to whether or not one person should serve two different positions.

MOTION BY MARVIN SPEARS THAT THE CIA BE DIRECTED TO PREPARE AN AMENDMENT TO THE CONSITUTION FOR SUBMISSION TO THE BOARD AND DELEGATE ASSEMBLY AT ATLANTA WHICH WOULD BE IN EFFECT ASSURING THAT NO INDIVIDUAL COULD HOLD MORE THAN ONE POSITION ON THE NATIONAL BOARD. SECONDED BY RANDY GRAY. CARRIED.

NEW BUSINESS

(A) 1984 ELECTION PROCEDURES

A written report was provided which included ballot counting procedures. The ballot counting procedures are under review but this will not be completed in time to take effect this year. The Election and Delegate Certification Manual is in effect and these are steps to improve the process as an interim step for this election. In the past each official candidate was asked to name some persons who would be part of the election workers committee. This was an informal process and a courtesy to the candidates. These persons also helped in the ballot counting. For this election it is recommended:

"Each candidate for an officer position (President-Elect and Treasurer) will name one person to act as an observer during the ballot counting. They will not assist in the counting but will be a part of the work force along with the E&DC Committee Chairperson who record the figures from the ballot counter worksheets on to the master tally sheet. The master tally sheet will be totaled after all counting is completed. Once the master tally sheet has been totaled the observers will sign the sheet and it will become a part of the records along with the ballots and individual counters signed worksheets."

"Ballots questioned for validity will be reviewed by the official observers and a determination made. The ballot allows for a mark by the printed name and a separate line for a write-in. A mark does not have to be made for a name written in. Ballots that are not clearly understood will be reviewed by the observers who will make the determination guided by what appears to be the intent of the voter and the detailed instructions currently in the E& DC Manual. Ballots requiring this decision will be signed by the observers and the persons name receiving the vote will be circled in case there is further recounting. If the observers cannot agree on the ballot, it is set aside and reviewed again after the master tally sheet is completed. The number of unresolved ballots will be reviewed to see if they would have any impact on the results. If disagreement still exists the E&DC chairperson will make the decision and keep these ballots separate. The report to the Board will contain the information on contested votes and the board will excise its authority as the final judge of the elections."

MOTION BY BILL BROWNFIELD TO ACCEPT THE PROCEDURES AS RECOMMENDED ABOVE. SECONDED BY ARNOLD STANTON. CARRIED.

(B) POLICY NEEDED FOR REMOVAL OF PERSONS ELECTED OR APPOINTED TO ANY NRA POSTS AND NRA UNITS WHO ARE NOT PAID UP MEMBERS OF THE ASSOCIATION.

Discussion was held regarding non members holding offices in NRA and in its units. A policy is needed to assist in encouraging these persons to continue their membership and to serve in their positions.

MOTION BY BILL BROWNFIELD TO REFER THE ISSUE TO CIA FOR THE DEVELOPMENT OF AN APPROPRIATE POLICY STATEMENT AND TO HAVE THIS READY BY ATLANTA. SECONDED BY BETTY BETTY HEDGEMAN. CARRIED.

In forwarding this charge to CIA, some suggestions by the board was provided. CIA should deleneate clearly the positions involved. Members hold positions in NRA. Include this policy in units nomination policies. No break should be allowed. Member gets two notices prior to the end of the month they expire.

(C) 1985 CONFERENCE THEME

MOTION BY BETTY HEDGEMAN TO APPROVE THE THEME FOR THE 1985 CONFERENCE "MEETING THE NEEDS OF PERSONS WITH DISABILITIES" UNANOMOUSLY SECONDED. CARRIED.

This theme will allow all areas of needs to persons with disabilities to be covered as well as lend itself to the divisions and chapters and other units to use this theme in highlighting those people we are trying to address.

At this time, President-Elect Hedgeman introduced her PLAN for 1985. It is a double plan and was spelled out accordingly: PLAN, PLAN, PROFESSIONALISM PROGRAM, LEGISLATIVE, LINKAGE, ADVOCACY, ACTION, NETWORKING, NRA.

(D) NATIONAL POLICY ON PERSONS WITH DISABILITIES(NCH)

A copy of the national policy had been mailed early in the year to each board member for a review and recommendation at this meeting.

MOTION BY JACK ROPER THAT THE NRA BOARD OFFERS ITS SUPPORT WITH RESPECT TO THE NATIONAL POLICY FOR PERSONS WITH DISABILITIES AS DEVELOPED BY THE NCH. SECONDED BY ED MCMILLION.

MOTION AMENDMENT BY JERI CARTER THAT NRA ENDORSES AND SUPPORTS. SECONDED BY LUCY BARTLETT.

Before the Motion or the amendment was carried, discussion included that the Council of Consumer Members strongly favored the statement and policy. Two sections #16 and #20 were pointed out as exceptional with regard to private sector and rural areas and feels that NRA should support this with great fervor. This document was "cogent, well written and comprehensive in scope". Additional comments for the motion was stated. A comment not against but not solely in support pointed out that endorsing this and knowing President's Reagan actions indicates a need to send a letter to the President pointing out the difference in the policy mandates and the authorized funds.

NRA should support the principals but not a document. It was also pointed out that this document should be compared to the present NRA policies.

SUBSTITUTE MOTION BY BETTY HEDGEMAN AND SECONDED BY MARVIN SPEARS THAT THIS POLICY BE REFERRED TO THE GOVERNMENTAL AFFAIRS COMMISSION FOR ITS REVIEW AND COMPARISON TO THE NRA POLICIES AND MAKE RECOMMENDATIONS FOR ITS REPORT TO THE BOARD IN AUGUST. CARRIED.

(E) AMERICAN PUBLIC HEALTH ASSN.

The American Public Health Assn has adopted a resolution entitled "Driver's License for Visually Handicapped Persons" and asked NRA to endorse the resolution.

This request and others will be a charge to the Governmental Affairs Commission for possible inclusion of all disability groups. Dave will respond to the American Public Health Assn.

(F) SENATOR JENNINGS RANDOLPH CONTRIBUTION

NRA plans to recognize and honor Senator Jennings Randolph at its congressional reception this week. In lieu of a plaque or certificate, etc., it is requested that NRA give a check made out to the Senator's favorite school in West Virginia in the Senator's name. It was requested that we take the approved amount out of the seminar fees.

MOTION BY JACK ROPER THAT WE ENDORSE THE EXPENSE OF $200 TO BE GIVEN TO THE SENATOR FOR HIS FAVORITE CHARITY AS DESIGNATED. SECONDED BY MARCELLA JESSE.

MOTION AMENDED BY BOBBI HOUSMAN THAT THE CONTRIBUTION BE MADE TO THE CHARITY IN THE NAME OF SENATOR JENNINGS RANDOLPH. SECONDED BY BETTY HEDGEMAN.

MOTION AMENDED BY ARNOLD STANTON THAT THE AMOUNT BE SHOWN IN THE MOTION OF $250. DEFEATED.

MAIN MOTION AS AMENDED TO READ THAT NRA ENDORSE THE CONTRIBUTION OF $200 TO BE MADE TO THE SENATOR'S FAVORITE CHARITY IN THE NAME OF SENATOR JENNINGS RANDOLPH. CARRIED.

MOTION BY BETTY HEDGEMAN THAT IN ADDITION TO THE SENATOR'S CONTRIBUTION TO HIS FAVORITE CHARITY THAT NRA PRESENT A SPECIAL CITATION AT THE ANNUAL MEMBERSHIP MEETING. SECONDED BY BOBBI HOUSMAN. CARRIED.

MOTION BY GARY AUSTIN THAT A LETTER FROM THE NRA BOARD BE SENT TO THE ORGANIZATION OF AMERICAN STATES, NATIONAL ORGANIZATION ON DISABILITY, ALLEN REICH, TO THANK THEM FOR THE INVITATION TO THE RECEPTION AND A COURTESY COPY TO LEN PURLMAN. SECONDED BY ED MCMILLION. CARRIED.

(G) SUPPORTING GRANT APPLICATIONS

Betty Hedgeman introduced an issue as to whether or not NRA support grant applications of persons seeking funds, whether they are individual support or individual organizations.

MOTION BY BILL BROWNFIELD THAT NRA BOARD APPROVES AN INTERIM POLICY THAT NRA REFRAIN FROM ENDORSING AT THIS TIME, ANY GRANT APPLICATIONS PENDING ITS STUDY FOR A POLICY POSITION. SECONDED BY ARNOLD STANTON.

AMENDMENT TO THE MOTION BY GARY AUSTIN THAT THOSE GRANTS THAT ARE GENERATED FROM AN NRA ORGANIZATION UNIT IN THE INTERIM BE DEALT WITH FROM THE EXECUTIVE COMMITTEE. SECONDED BY ED MCMILLION. MOTION CARRIED AS AMENDED.

President Gaines in referring this item and other items to commissions to be studied expects follow up to be done with the appropriate Commission recommendations. Used as an example that in August in Boston the Councils were recommended by a Commission to provide this board with goals and objectives for the upcoming year. It was pointed out that these should be on file in the national office.

Bill Brownfield suggested that the Board have an orientation. This is planned for implementation in August in using this time to orient the Board members/leadership.

Ed McMillion observed that we should use the board and its meeting time to deliberate on more issues and not refer everything to a Commission who rarely meets.

An item that was brought up by Marvin Spears regarding Social Security Law Suite by the Community Legal Services of Phoenix and had asked NRA to provide a supportive affadavit.

MOTION BY BOB DAVIS THAT OUR GENERAL COUNSEL AND LEGAL COUNSEL BE PROVIDED THIS INFORMATION FOR REVIEW AND A REPORT BE PROVIDED TO THE BOARD. SECONDED BY RANDY GRAY. CARRIED.

Marvin Spears will share the written information with the national office to be provided to General Counsel and Legal Counsel.

MOTION BY GARY AUSTIN THAT ONCE THE INFORMATION ON THE ABOVE HAS BEEN REVIEWED BY THE TWO COUNSELS THAT THE REPORT BE PROVIDED TO THE EXECUTIVE COMMITTEE AND THE EXECUTIVE COMMITTEE WOULD RESPOND DIRECTLY TO THE AUTHOR. SECONDED BY JACK ROPER. CARRIED.

MOTION BY ARNIE SAX THAT THE COMMISSION STUDY AND DEVELOP A POTENTIAL PROGRAM TO HOLD A JOB FAIR AT THE 1985 NATIONAL CONFERENCE. SECONDED BY ARNOLD STANTON. CARRIED.

NEW BUSINESS NOT ON THE AGENDA

(A) VII WORLD WHEELCHAIR GAMES

Bonnie Jones provided information on the 1984 VII World Wheelchair Games and asked for support of the continuation of these games.

MOTION BY BONNIE JONES THAT NRA ENDORSE THE NATIONAL WHEELCHAIR ATHLETIC ASSOCIATION IN THEIR GAMES AND ANY GROUP/ORGANIZATION THAT WORKS FOR THE ENHANCEMENT OF PEOPLE WITH DISABILITIES. SECONDED BY ED MCMILLION.

SUBSTITUTE MOTION BY BOB DAVIS THAT WE SUPPORT IN PRINCIPLE NWAA AND THEIR GAMES. SECONDED BY JACK ROPER. CARRIED.

(B) CHAPTER OFFICER EXPIRATION DATES

Jack Roper asked for a clarification as to whether the chapters are to bring their annual expiration date in line with the national officers. They are strongly encouraged but it is not mandatory.

(C) COOPERATIVE USE ACT

Vernon Hawkins discussed an issue that may have an impact on the Randolph/Sheppard Program with regard to the "Cooperative Use Act" which allows the Federal Government to utilize Federal Space for commercial purposes. The impact would destroy competition with the Randolph/Sheppard Program and feels it would be a direct competition with the intent of the Act.

MOTION BY VERNON HAWKINS TO REQUEST THAT THE CHAIRPERSON OF THE GOVERNMENTAL AFFAIRS COMMISSION AND GENERAL COUNSEL JACK DUNCAN TO MAKE AVAILABLE THE INFORMATION OF THAT POLICY DECISION AND REPORT BACK TO THE EXECUTIVE COMMITTEE FOR ANY ACTION. SECONDED BY BOB DAVIS. CARRIED.

(D) NRA PINS

David Mills announced that the NRA Pins given to each board member will be available for merchandising at $5.00 or if mailed, $5.50.

(E) REQUEST FROM OSERS FOR FEDERAL EMPLOYEES SWITZER AWARD.

David Mills had a request from OSERS for a place to present an award for the Federal Employee Switzer Award with reference to our annual conference. The board asked for Dave to handle this and get criteria to the Board for submitting a nomination. It was pointed out that NRAA also has a Mary Switzer Award.

CLOSING INFORMATION AND COMMENTS

(A) Dave Mills handed out statistics on membership loss to assist the board in their information regarding the dues increases.
(B) President Gaines asked from each Council on the Board, each region and each division representative to provide Judy Harris by May 1st with any program, program activity that might be provided within the units of NRA. We do a lot of programming in NRA that we are not aware of. This inventory will be made available once completed.
(C) A potential national program for NRA would be in leadership development of working with persons with disabilities. Advocacy Seminar. Tom Gaines will pursue tentative planning with one or more members in the private sector to come back with a proposal to the board.
(D) MOTION BY JERI CARTER AND SECONDED BY ARNOLD STANTON THAT THE NRA BOARD AUTHORIZ $200 TO THE COUNCIL OF STUDENT MEMBERS TO ASSIST IN DEFRAYING POSTAGE COSTS, ITC. CARRIED.

(E) Bob Davis commended the President on the excellent manner he conducted the meeting.

ADJOURNMENT
MOTION BY BOB DAVIS TO ADJOURN. SECONDED BY ALL. CARRIED.

RESPECTFULLY SUBMITTED BY:

David L. Mills

David L. Mills, NRA Executive Director
Secretary to the NRA Board

MEETING AT NATIONAL CONFERENCE FOR BOARD MEMBERS

Thursday, August 16, 1984	8:00 a.m. - Noon NRA COMMISSIONS
	1:00 p.m. - 6:pm. NRA BOARD
Friday, August 17, 1984	8:00 a.m. - Noon NRA BOARD (continued)
Sunday, August 19	3:15 p.m. - 6:pm. NRA DELEGATE ASSEMBLY
Monday, August 20	11:30a.m. - 2:pm. NRA BOARD and New Board Orientation

JAH



National Rehabilitation Association

633 SOUTH WASHINGTON STREET
ALEXANDRIA, VIRGINIA 22314
(703) 836-0850

Thank you for your support!

MR. LEX FRIEDEN
9667 MEADOWVALE

HOUSTON TX 77063

◆ REMOVE CARD & KEEP IN WALLET OR PURSE ◆

National Rehabilitation Association
633 South Washington Street • Alexandria, Va. 22314

MEMBER NO. 4008399

EXPIR. DATE 8/31/85

MR. LEX FRIEDEN

TYPE OF MEMBERSHIP

M

NRA NRCA JPD NRAA VEWAA NARS NAIL NARI

MEMBERSHIP CARD

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

_____
Signature

_____
Date

ilru

M E M O R A N D U M

TO: Members of the Commission on Consumer Relationships and Environmental Concerns, National Rehabilitation Association

FROM: Lex Frieden, Chairperson

DATE: July 25, 1984

Please find attached a set of memoranda and reports which reflect the work of each of the subcommittees of our commission. I believe we should all study these and vote on them separately to be certain that they represent the opinions of the commission as a whole. Therefore, I have attached a ballot which I believe is self-explanatory.

Our commission is scheduled to meet prior to the NRA annual meeting on Thursday, August 16, 1984 at 9 A.M. The meeting place will be announced at the hotel. I would like to discuss these reports at that time. Nevertheless, I know that some members of the commission will not be able to attend the annual meeting. Therefore, I would like for each member to return the ballot on the proposed recommendations of this commission to me by August 10, 1984, so that everyone's viewpoint will be represented at the commission meeting and can be incorporated in the final report of this commission. If you have any questions about this procedure, please do not hesitate to call me.

Regardless of whether or not you agree with each recommendation made in the attached reports, I am sure you will agree with me that the ideas and suggestions contained within these reports are excellent. A great deal of work has been done by the subcommittees of this commission and the subcommittee members and their respective chairpeople should be congratulated.

I will prepare a final report for our commission following the meeting in August. In the meantime, if any members of the commission have further ideas or recommendations which you think should be included in our final report, please send them to me. If any new suggestions are of a substantive nature, I will forward them to the appropriate subcommittee

-continued-

and subsequently review them with the entire commission. Otherwise, I will make an honest effort to incorporate them in our final report.

I look forward to seeing as many of you as possible at the meeting in Atlanta. Please do not forget to return your ballot to me by August 10. Thank you all for your hard work and good ideas.

LF:rms

Attachments



M E M O R A N D U M

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FROM: Lex Frieden, Chairperson

DATE: July 25, 1984

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LF:rms

Attachments

Report of the Subcommittee on Involving Disabled People in Leadership Roles Within NRA

Subcommittee Members: Steve Kapalka, Chairperson
Lex Frieden
Nina Wallace

1) The subcommittee recommends that at least three members of the NRA board should be persons with disabilities. These persons shall be elected by the general membership from the board member at-large positions. The subcommittee recommends that at least one of the two board member at-large positions filled each year be filled with a person who has a disability. It is recommended that the definition of consumer or person with a disability for the purpose of this function be "any member who is, has been, or would have been eligible to receive rehabilitation services from a probate or a volunteer agency." It is assumed that the Council on Consumer Members will be dissolved at the time this recommendation is implemented. It is further assumed that the three consumer board positions will be filled within three years of implementation of this recommendation. Appropriate constitutional and by-laws changes should be made to implement this recommendation as soon as possible. The nominating committee should be instructed to begin seeking people with disabilities to fill at-large board positions as soon as possible. The association should encourage all regional, state, and local affiliates to adopt a similar method for ensuring the involvement of the people with disabilities in their respective organizations.

2) It is recommended that the constitution and by-laws of the National Rehabilitation Association be amended to incorporate certain additional provisions ensuring consumer involvement. Specifically, it is recommended that the by-laws state that there shall be at least one member of each commission who is a person with a disability. The by-laws should state under the requirements for affiliation that each affiliate organization shall ensure that persons with disabilities are substantially involved in leadership roles within that organization. The by-laws should state that all advisory groups of the association should include persons with disabilities. The by-laws should state that at least one member of the executive committee shall be a person who has a disability.

The constitution should be amended to be consistent with by-laws changes. In other words, the executive committee shall include at least one person who has a disability. The constitution should state that at least one member of the nominating committee shall be a person who has a disability. The constitution should require each division, region, and chapter to have specified means for involving people who have disabilities in substantial leadership roles within their respective organizations. Finally, the constitution should be amended to incorporate those recommendations stated in section 1 above.

Sangamon State University
Human Services and Sciences • Dean, Joyce E. Elliott
HUMAN DEVELOPMENT COUNSELING PROGRAM
Springfield, Illinois 62708 • 217/786-6504

June 6, 1984

Lex Frieden
The Institute for Rehabilitation
And Research
The Texas Medical Center
P.O. Box 20095
Houston, Texas 77225

Dear Lex,

Enclosed is the draft copy of the glossary & guidelines which we have on our word processer finally.

It is based on the Independent Living R & T Center's work with a few small additions and clarifications. These are terms with emotional overlays to many people, so I am sure there will be varying perceptions of these definitions, e.g., mentally retarded, handicapped, etc. I think its important to label this as a Draft, and to invite comments. I would be willing to work further on these if needed.

Sincerely,

Jack K. Genskow

Jack K. Genskow, Ph.D.
Associate Professor

RECEIVED JUN 8 1984

Draft
May 1984

GUIDELINES FOR WRITING AND REPORTING ABOUT PERSONS WITH DISABILITIES*

The following points are issues to consider when portraying or writing about individuals with disabilities:

a. Only make reference to a person's disability when it is important to the story.

b. Avoid using adjectives as nouns as in: "the disabled, the deaf, the blind, a cripple, a retard/retardate, a victim, an arthritic, a spastic." It is more acceptable to say, "people who are deaf" or "person who has had polio," "persons with disabilities."

c. Where possible, emphasize the importance of the individual rather than the disability by saying, "person" or "individual" before describing the disability. For example say, "persons (those) with disabilities" or "people who are deaf" rather than, "disabled persons" or "deaf people."

d. Avoid using descriptors such as unfortunate, pitiful, poor and other such value-laden words. When possible, use descriptors which emphasize a person's abilities such as:

"uses a wheelchair/braces" rather than, "confined to a wheelchair" (a wheelchair enables mobility; without it the person is confined to a bed).

"walks with crutches/braces" rather than, ..."is crippled"

"is partially sighted" rather than, "partially blind"

e. Do not sensationalize the onset or effects of a disability with phrases as:

afflicted with
suffering from
victim of
stricken with
incapacitated with

It is more acceptable to say:

the person has (had)
the person has experienced
a person with

f. Qualifying statements such as, "He uses a wheelchair but seems to be very bright" are demeaning and imply that the attribute is exceptional.

g. Avoid implying sickness when discussing disabling conditions.

To the general public, "disease" has connotations of being unsightly or contagious. Although a disability may be caused by a disease such as polio or Parkinson's Disease, the disability itself is not a disease nor is the person necessarily chronically ill. Accordingly, persons with disabilities should not be referred to as "patients" unless they are actually receiving medical treatment.

h. Avoid pejorative implications of disability-related words when used in commonly accepted metaphors (Wright, 1984). For example, alternatives for "blind faith" should be "unquestioning faith" (accepting something unsupported by evidence); "blind rage" should be "furious undirected rage" (unreasonable or uncontrollable); "blind to conditions" would be "unaware of conditions" (being ignorant or unaware); "blind alley" would be "closed alley" (having no opportunity for advancement); "blind to ones own defects" would be "denying ones own defects" (not having the faculty of discernment).

GLOSSARY (Tentative)

1. able-bodied - is the preferred term for describing persons without disabilities. The word "normal" is often used as a synonym for able-bodies, however, this term should only be used to refer to statistical norms and averages.

2. blind - is correctly used to describe a person with a total loss of vision. It is not considered appropriate for describing persons with partial vision. Such persons are more accurately described as partially sighted or with partial vision.

3. congenital disability - is the correct term for describing a disability which has existed since birth. The often-used term "birth defect" is considered inappropriate when used to describe human beings.

4. deaf - is correctly used to describe a person with a total hearing loss. It is not considered appropriate for describing a person with partial hearing. Such persons are more accurately described as having a (partial or severe) hearing loss or a hearing impairment (impaired).

5. developmental disability - any mental and/or physical disability incurred before the age of 22 which is likely to continue indefinitely and results in substantial functional limitations in a combination of major life activities that will require idividualized care and treatment of lifelong or extended duration. This term includes individuals with mental retardation, cerebral palsy, autism, epilepsy, sensory impairments, birth injuries, traumatic accidents, or other disease processes which began prior to age 22.

6. disability, disabled, physical disability - These terms ar

preferred over "handicap(ped)" to describe a permanent, physical condition that interferes with a person's ability to do something independently - walk, see, hear, talk, dress, learn, lift, work, etc. Terms such as cripple(d), deformed, victim, sufferer, invalid, and spastic, are considered negative and demeaning and should not be used.

7. Down's syndrome - is preferred over "mongolism(oid)" to describe a form of mental retardation involving improper chromosomal division at conception.

8. handicap(ped) - This term is often used as a synonym for disability (disabled). However, except when citing laws or regulations, it is the less preferred term for describing a person's physical condition. It is better used to describe environmental conditions such as stairs, attitudes, or laws, etc., which inhibit a person's ability to function independently. For example, it would be correct to say, "The stairs are a handicap for her" but incorrect to say, the handicapped child could not use the stairs."

9. mentally ill/mental disorder - is correctly used to describe a person who has lost the social and/or vocational skills necessary to function independently. Negative, demeaning terms such as mentally deranged, deviant, maniac, crazy, lunatic, and mad are considered inappropriate and should be used only in direct quotations. Terms such as neurotic, psychotic, psychopathic, and schizophrenic (describing behavior but not for people) are not appropriate since these terms describe conditions people may have, not the people themselves. For example, use "an individual with schizophrenia" not "a schizophrenic" and use "a person with alcohol dependence" not "an alcoholic."

10. mentally retarded - is the preferred term for describing a person who, from birth, has developed at a rate significantly below average. Terms such as idiot, moron, mentally deficient/defective, imbecile, and feeble-minded are considered derogatory and should be used only in direct quotations when essential to the story.

11. person who cannot speak - is the preferred term for describing a person who is unable to speak at all. Terms such as "deaf-mute" and "deaf and dumb" are considered degrading and imply that persons without speech are also deaf which may not necessarily be true.

12. seizure - is correctly used to describe an involuntary muscular contraction symptomatic of the brain disorder, epilepsy. The term, "convulsion," should be reserved for the more dramatic type of seizure involving contractions of the entire body. Although the term "fit" can be found in the dictionary and may be commonly used by the medical profession in other countries, it is considered inappropriate because it connotes mental derangement, willful emotional outbursts or loss of emotional control.

13. spastic - is correctly used to describe a muscle with sudden, abnormal involuntary spasms. It is not appropriate for describing a person with cerebral palsy - muscles are spastic, not people.

14. special - incorrectly used to describe that which is different or uncommon about any person. However, except when citing laws or regulations, it is considered condescending to use this term to describe persons with disabilities in general.

15. specific learning disability (S.L.D.) - is a disorder in the ability to learn effectively in respect to one's own potential when presented with an appropriate, regular instructional environment. This does not include persons with vision, hearing, or motor impairment, those with mentally retardation or emotional disturbance, or persons who are environmentally, culturally, or economically disadvantaged. The term specific learning disability is preferred over the more general term, learning disability because it emphasizes that the disability effects only one or two areas of learning.

16. speech impaired - is correctly used to describe persons with limited or different speech patterns.

*The Research & Training & Independent Living Center
University of Kansas
BCR/348 Hawroth
Lawrence, Kansas 66045-2930

Report of the Subcommittee on Developing a Glossary Related to Disability

Sangamon State University

Human Services and Sciences • Dean, Joyce E. Elliott
HUMAN DEVELOPMENT COUNSELING PROGRAM
Springfield, Illinois 62708 • 217/786-6504

May 1, 1984

Lex Frieden
ILRU, Institute for Rehabilitation and
Research Texas Medical Center
P. O. Box 20095
Houston, Texas 77225

Dear Lex,

The subcommittee dealing with the glossary of words related to persons with disabilities has made the following recommendation. The committee members dealt independently with the materials which you sent to me, and then I contacted them individually for their comments.

*** Recommendation: The Glossary developed by the Independent Living Research and Training Center is appropriate for the use of NRA and should be accepted as the current standard usage glossary.

In addition, the committee thought that while this is a good basis for current usage, this should be considered a living document in need of continuous updating, additions and review.

One addition to the Glossary relates to the comments by Wright (1984) regarding the pejorative implications of disability-related words when used in commonly accepted metaphors. For example, the use of "blind faith" to mean accepting something unsupported by evidence, "blind rage" as being unreasonable or uncontrollable, "blind to conditions" as being ignorant or unaware, or "blind alley" as having no opportunity for advancement, and "blind to ones own defects" as not having the faculty of discernment. Appropriate alternatives would be: "unquestioning faith", furious, undirected rage", "unaware of conditions", "closed alley", and "denying ones own defects".

Other professional groups also recognize the problem of semantics. The American Psychiatric Association, in its Diagnostic and Statistical Manual of Mental Disorders (DSM-III) (1980) stages: "A common misconception is that a classification of mental disorders classifies individuals, when actually what are being classified are disorders that individuals have. For this reason, the text of DSM-III avoids the use of such phrases as 'a schizophrenic' or 'an alcoholic', and instead uses the more accurate, but admittedly more wordy 'an individual with Schizophrenia' or an individual with Alcohol Dependence'". (p. 6).

Since writing this letter I've gotten a copy of the National Easter Seal Society Guidelines for portraying persons with disabilities in print. I am enclosing a copy for your review. I would recommend that we endorse both of these guidelines for NRA use, since both are similar in intent. The rest of the subcommittee has not yet seen the Easter Seal guidelines.

All good wishes,

Jack

Jack Genskow, Ph.D.
Associate Professor
Human Development Counseling Program

jg/cc

Enclosure

— Revised Guidelines
Copy to follow.
—

Document Originally
Attached to
Following Page

Guidelines for Writing and Reporting about Persons with Disabilities

1. physically disabled, ~~disabled,~~ disability - These terms are preferred over "handicap(ped)" to describe a permanent, physical condition that interferes wtih a person's ability to do something independently - walk, see, hear, talk, dress, learn, lift, work, etc. Terms such as cripple(d), deformed, victim, sufferer, invalid, and spastic, are considered negative and demeaning and should not be used.

The following points are issues to consider when portraying or writing about individuals with disabilities:

a. Only make reference to a person's disability when it is important to the story.

b. Avoid using adjectives as nouns as in: "the disabled, the deaf, the blind, a cripple, a retard/retardate, a victim, an arthritic, a spastic." It is more acceptable to say, "people who are deaf" or "person who has had polio," "persons with disabilities."

c. Where possible, emphasize the importance of the individual rather than the disability by saying, "person" or "individual" before describing the disability. For example say, "persons (those) with disabilities" or "people who are deaf" rather than, "disabled persons" or "deaf people."

d. Avoid using descriptors such as unfortunate, pitiful, poor and other such value-laden words. When possible, use descriptors which emphasize a person's abilities such as:

"uses a wheelchair/braces" rather than, "confined to a wheelchair". (A wheelchair enables mobility; without it the person is confined to a bed).

"walks with crutches/braces" rather than, ..."is crippled"

"is partially sighted" rather than, "partially blind"

e. Do not sensationalize the onset or effects of a disability with phrases such as:

afflicted with
suffering from
victim of
stricken with
incapacitated with

It is more acceptable to say:

the person has (had)
the person has experienced
a person with

f. Qualifying statements such as, "He uses a wheelchair but seems to be very bright" are demeaning and imply that the attribute is exceptional.

g. Avoid implying sickness when discussing disabling conditions. To the general public, "disease" has connotations of being unsighty or contagious. Although a disability may be caused by a disease such as polio or Parkinson's Disease, the disability itself is not a disease nor is the person necessarily chronically ill. Accordingly, persons with disabilities should not be referred to as "patients" ~~or "cases"~~ unless they are actually receiving medical treatment.

hr (over)

2. handicap(ped) - This term is often used as a synonym for disability (disabled). However, except when citing laws or regulations, it is ~~no longer considered acceptable for~~ describing a person's physical condition. It is better used to describe environmental conditions such as stairs, attitudes, or laws, etc., which inhibit a person's ability to function independently. For example, it would be correct to say, "The stairs are a handicap for her" but incorrect to say, the handicapped child could not use the stairs."

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the less

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5. mentally retarded - is the preferred term for describing a person who, from birth, has developed at ~~a below~~ rate significantly below average ~~rate~~. Terms such as idiot, moron, mentally deficient/defective, imbecile, and feeble-minded are considered derogatory and should be used only in direct quotations when essential to the story.

6. Down's syndrome - is preferred over "mongolism(oid)" to describe a form of mental retardation cuased by improper chromosomal division at conception.

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9. deaf - is correctly used to describe a person with a total hearing loss. It is not considered appropriate for describing a person with partial hearing. Such persons are more accurately described as having a (partial or severe) hearing loss or a hearing impairment (impaired).

10. person who cannot speak - is the preferred term for describing a person who is unable to speak at all. Terms such as "deaf-mute" and "deaf and dumb" are considered degrading and imply that persons without speech are also deaf which may not necessarily be true.

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For example, use "an individual with schizophrenia", not "a schizophrenic", and use "a person with alcohol dependence", not "an alcoholic".

15. specific learning disability (S.L.D.) - is a disorder in the ability to learn effectively in respect to one's own potential when presented with an appropriate, regular instructional environment. This does not include persons with vision, hearing, or motor impairment, those ~~who are~~ mentally retarded or emotionally disturbed, or persons who are environmentally, culturally, or economically disadvantaged. The term specific learning disability is preferred over the more general term, learning disability because it emphasizes that the disability effects only one or two areas of learning.

16. developmental disability - any mental and/or physical disability incurred before the age of 22 which is likely to continue indefinitely and results in substantial functional limitations in a combination of major life acitivities that will require individualized care and treatment of lifelong or extended duration. This term includes individuals with mental retardation, cerebral palsy, autism, epilepsy, sensory impairments, birth injuries, traumatic accidents, or other disease processes which began prior to age 22.

k. Avoid pejorative implications of disability-related words when used in commonly accepted metaphors (Wright, 1964). For example, alternatives for:

"Blind faith" should be "unquestioning faith" or (accepting something unsupported by evidence);

"blind rage" should be "furious, undirected rage" (unreasonable or uncontrollable);

"blind to conditions" would be "unaware of conditions" (being ignorant or unaware);

"blind alley" would be "closed alley" (having no opportunity for advancement);

"blind to one's own defects" would be "denying one's own defects" (not having the faculty of discernment).

Positive meanings associated

"Blind"

a) Experimenters were blind to conditions
" ignorant of unaware
" " unaware of the "

b) blind faith - unquestioning faith
not having any faculty of discernment

c) blind to one's own defects
(denying) something unsupported by evidence or plausibility

d) blind rage - furious, uncontrolled rage
unreasonable or uncontrollable

e) blind alley - closed alley
with no opportunity for advancement

Report of the Subcommittee on Providing Enlightenment About Purpose

IOWA REHABILITATION ASSOCIATION

A Chapter of the
National Rehabilitation Association

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

101A Northwest Plaza
1416 West 16th Street
Davenport, Iowa 52804

April 5, 1984

1984 Board

President
Ellen Failor
400 Mullin Building
Cedar Rapids, IA 52401
319/363-2015

Past President
Richard Nichol
1416 West 16 Street
Davenport, IA 52804
319/324-0683

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510 East 12 Street
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515/281-4149

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515/782-8538

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Donna Daniel - IRCA
Barbara Smalley - JPD
David Kerton - VEWAA

Lex Frieden
Independent Living Research Utilization
P. O. Box 20095
Huston, Texas 77225

Dear Mr. Frieden:

The subcommittee consisting of Richard Nichol, Carolyn Emerson and Robert Horvath met regarding charge three of the Commission on Consumer Relationships and Environmental Concerns.

We pondered among ourselves - what has not been tried?, realizing that those who have gone before us have thought of all the alternatives. However, we believe renewed emphasis on some of the previous approaches is in order.

* 1. Lobbying activities should be publicized more directly to state and regional presidents so that they can inform members through board meetings and newsletters.

* 2. Public service announcements should be generated on a more frequent basis to be distributed to the regions and states for distribution to local T.V. & radio stations.

* 3. Press releases should be issued nationally -through state and regional representatives for newspaper coverage - of success stories relating to NRA advocacy efforts.

* 4. Develop national and local programs through public broadcasting systems both T.V. and radio telling the NRA story and purposes.

* 5. Target the disabled population with emphasis on their being professional members - deemphasize the concept they are consumer members.

* 6. Develop an at large mailing list with the above in mind.

* 7. Be recognized as a "co-sponsor" or a major supporter of major telethons (Easter Seals, MD, MS - etc.). The President may want to gain cameo appearance - or NRA members may volunteer

to answer telephones. Many probably do so why not be recognized even though they may be there as part of another agency or interested citizen.

Thank you for the opportunity to serve.

Sincerely,

Richard Nichol

Richard Nichol, Subcommittee Chairman

RN/cjb

cc Carolyn Emerson
Robert Horvath

Wisconsin Rehabilitation Association

Report of the Subcommittee to Facilitate Use of Accessibility Guidelines

(Part 2)

TO: Judy Harris, Margie Sloan and George McCrowey

FROM: Spencer L. Mosley S.L.M.

SUBJECT: Recommendations for NRA Ownership of Accessibility Guidelines

DATE: April 17, 1984

Hope this finds you all well and in anticipation of a happy Easter!

Attached is a list of recommendations which have been suggested by the Wisconsin Rehabilitation Association's Accessibility Committee, which I chair, and were endorsed by the WRA Board of Directors at their most recent meeting in late March.

We feel that these several points will serve to clarify many of the concerns and uncertainties that the NRA Board may have concerning the final impetus and development of an NRA Accessibility Manual for the purpose of assisting in determining appropriate hotel, motel, meeting sites for future conferences, seminars, etc. I hope that you'll be able to spend a few minutes in the next several days to review these items and provide me with any response and/or input you may have re: same. I feel that these provide the type of direction which the NRA Board needs to endorse the manual, move ahead to have it printed and then begin the hopeful process of assisting regions, chapters and divisions in consideration and hopeful implementation of its usage in their future endeavors.

I will attempt to contact you via phone during the last week in April and the first week in May. Once the four of us have agreed to a list of recommendations, I will be forwarding them to Commission Chairperson Lex Frieden for subsequent review by the entire Commission.

I thank you for your time and look forward to talking with you in the next couple of weeks.

SLM:smd

Enc.

cc: Lex Frieden

Wisconsin Rehabilitation Association

Following is a list of statements submitted for consideration and approval to the Commission on Consumer Relationships and Environmental Concerns by the Subcommittee concerned with facilitating NRA ownership of conference accessibility guidelines.

* 1. Basic accessibility manual format and content, as previously submitted by the Wisconsin Rehabilitation Association, screened and amended by NRA, should be maintained and printed as such.

* 2. Red plastic spiral binder should be utilized.

* 3. NRA national office staff should, with the endorsement of NRA Board/Executive Board design/style manual cover and proceed with other subjective decisions regarding paper color, typeset style, etc.

* 4. Wisconsin Rehabilitation Association (WRA) would participate in an amount of $1,000 (but not more than 90%) of initial printing cost of NRA Accessibility Manual.

* 5. NRA needs to consider provision of an address for reordering manuals. (WRA could/would assist in distribution with requested reimbursement for mailing costs only.)

* 6. NRA Accessibility Manuals to be sold should be priced at production cost (with consideration for future reproduction, distribution and mailing costs) with the emphasis on sales being service to citizens vs. financial Association gain.

* 7. WRA requests that page one of its originally submitted manual be included to provide recognition of those involved in the development, revision, endorsement and printing of WRA's accessibility guidelines. This to include on page one (title page) the addition of the following words which would immediately precede the words Wisconsin Rehabilitation Association: The words preceding WRA would be "as developed by the".

* 8. WRA asked that appropriate acknowledgment be made of recommendations and/or revisions recommended by NRA members assigned to that task by the NRA Board.

* 9. WRA would be willing to provide technical assistance, if requested, to NRA, its chapters and its divisions with consideration provided for cost of expenses incurred.

*10. It is asked that the following paragraph be deleted from page 15 of the manual as follows: Under minimum considerations, number six concerning "privacy screens" the second indented paragraph beginning with the word "if" and ending with the word "acceptable" be deleted as it is relatively outdated and serves only to confuse the standard presented.

*11. It is hoped that a copy of printed standards might be available for distribution at the 1984 NRA Conference to be held in Atlanta in August.

*12. NRA consider development of an appropriate award certificate (example enclosed).

Be it known that the minimum standards of accessibility established by the Wisconsin Rehabilitation Association and endorsed by the indicated groups have been met by:



American Association of Workers for the Blind-Wisconsin Chapter
Association for Retarded Citizens-Wisconsin
Bureau for the Deaf
Easter Seal Society-Wisconsin Chapter
Governor's Committee for People with Disabilities
National Spinal Cord Injury Foundation-Wisconsin Chapter
United Cerebral Palsy Association-Wisconsin Chapter
Wisconsin Epilepsy Association
Wisconsin Disability Coalition

Betty Rinke
W.R.A. President

Spencer L. Mosley
W.R.A. Accessibility Committee Chairperson

Report of the Subcommittee to Facilitate Use of
Accessibility Guidelines

(Part 1)

TO: Lex Frieden, Chairperson, and the 1984 Commission on Consumer Relationships and Environmental Concerns

FROM: Spencer L. Mosley, Chairperson S.L.M.
Subcommittee for Facilitating Accessibility Guidelines

SUBJECT: Summary Report

DATE: June 8, 1984

Judy Harris, Margie Sloan, George McCrowey and I have completed work on the second stated objective for this Commission for 1984. Namely, we have submitted recommendations for "facilitating total Association ownership and use of NRA's Conference Accessibility Guidelines" and short of completion of printing of an NRA Accessibility Manual have effected such ownership.

You previously received a memo dated April 17, 1984 which listed recommendations for "NRA Ownership of Accessibility Guidelines". These recommendations were agreed upon by us and have been discussed with NRA staff - specifically via conversations between Judy Harris and myself. Completion of some details and, as previously noted, printing of the actual manual remain to be finished. However, completion prior to commencement of the 1984 NRA Conference in Atlanta, Georgia is still anticipated.

Our subcommittee is also aware of the hopeful advent of NRA consideration for formally copyrighting the finished manual. Whereas our subcommittee has assessed this to be one effective and helpful means by which disabled individuals can better access hotels, motels, convention centers and other buildings presenting architectural barriers and whereas we note this effort to be of national concern by individuals, groups and
*** associations such as the National Rehabilitation Association, we therefore recommend to this Commission and to the NRA Board that appropriate efforts be made by this Association to seek endorsement from other national associations in an effort to increase the uniformity, size and scope of this accessibility effort.

SLM:smd

cc: Judy Harris

Lei -

Here is a draft of a motion entitled Response to Objection #5 of the NEA Community on Economic Relationships. Don Dann and Dan Nealis will respond in writing by Mon. if they have any remarks

Mary

Report of the Subcommittee on Reviewing and Developing Fundraising Policy

Recommended Policy Statement in response to objective #5 of the NRA Commission on Consumer Relationships and Environmental Concerns.

Recognizing that the National Rehabilitation Association exists for service to persons with disabilities and NRA has a responsibility to represent, advocate for, and educate professionals, legislators, employees and the general public about the rights and needs of persons with disabilities; it is imperative that members of NRA give thoughtful consideration to the manner in which they portray persons with disabilities.

Therefore, be it resolved that all members of NRA, all divisions of NRA, and all chapters of NRA will represent persons with disabilities in a favorable and realistic manner in all of their endeavors on behalf of persons with disabilities and the Association. Specifically, this includes but is not limited to fundraising activities, all publications, legislative efforts, public speaking engagements and all other activities performed in the name of the Association. Portrayals which invoke sympathy, pity, lead to patronization or any representation which magnifies the disability above the person should be avoided. The purpose of NRA activities is to aid society by the inclusion of persons with disabilities in all aspescts of society.

TIRR THE INSTITUTE FOR REHABILITATION AND RESEARCH
in the Texas Medical Center / 1333 Moursund Avenue / Houston, Texas 77030 / (713) 797-1440

April 30, 1984

Dr. Don Gans
2401 E. McCarty
Jefferson City, Missouri 65101

Dear Don,

Attached is a draft of the policy statement that we discussed in a conference call last Thursday. Please review this statement and indicate changes that you think would improve it. Please notify me by May 15 if you have any revisions.

Thanks.

Mary Sawyer

MS/ja

encl.

TIRR THE INSTITUTE FOR REHABILITATION AND RESEARCH
in the Texas Medical Center / 1333 Moursund Avenue / Houston, Texas 77030 / (713) 797-1440

April 30, 1984

Dr. Dan McAlees
R&T Center
University of Wisconsin Stout
Menomonie, Wisconsin 84751

Dear Dan,

Attached is a draft of the policy statement that we discussed in a conference call last Thursday. Please review this statement and indicate changes that you think would improve it. Please notify me by May 15 if you have any revisions.

Thanks.

Mary Sawyer

MS/ja

encl.

A voluntary, not-for-profit hospital for restorative medicine serving the disabled through care, research and education.
Services Offered: Early restorative medical care, comprehensive rehabilitation, surgical restoration, diagnostic evaluation and planning, independent living services, vocational evaluation, training, placement, sheltered employment.

National Rehabilitation Association

Initial Report of the Commission on Consumer Relationships and Environmental Concerns

February 29, 1984

Following consultation with the National Rehabilitation Association (NRA) president, representatives of the executive office, and certain members of the commission, a fifth objective was developed to be added to those four objectives already assigned to this commission. Objective five is: examine NRA fundraising policy as it relates to the characterization, representation, and portrayal of disabled people, and recommend means to prevent negative portrayal of disabled people by NRA and its associated units in the process of fundraising. Having thus established the five separate objectives, the commission has been divided into five sub-committees, one associated with each objective.

The following subcommittees have been assigned. The chairperson of each subcommittee is designated by underlining.

1. Involving disabled people - Steve Kapalka
   Lex Frieden
   Nina Wallace

2. Facilitate use of accessibility guidelines - Spencer Moseley
   Margie Sloan
   George McCrowey

3. Provide enlightenment about purpose - Richard Nichol
   Carolyn Emerson
   Robert Horvath

4. Develop glossary related to disability - Jack Genskow
   Gwen Countryman
   James Paschiutti

5. Review and develop fundraising policy - Mary Sawyer
   Dan McAlees
   Don Gann

Discussions have been held regarding each subcommittee's responsibilities by the commission chairperson and each respective subcommittee chairperson. Subcommittee chair people are in the process of communicating with each of their subcommittee members. Subcommittee reports will be completed by mid-April, and a commission meeting has been planned for late April - early May. This meeting will occur by telephone or written communications.

Lex Frieden, Chairperson