



## President-Elect Message

### Contemporary Rehabilitation Newsletter

### December 2023

As we bring 2023 to a close, and I prepare to make the transition from President-Elect to the role of President of the National Rehabilitation Association, several thoughts come to mind for me that I hope you will not mind my sharing.

First, as we bring this year to a close, I feel that it is essential that we recognize and celebrate the work and leadership of our current Association President, Paul Barnes. I have known President Barnes close to, even possibly more than, twenty years. Our paths have crossed in allied work when I was with the Utah State Office of Rehabilitation and he at the Workers Compensation Fund. We shared a collegiality as members of the Utah Rehabilitation Association as well. So, I consider us as being professional associates for some time.

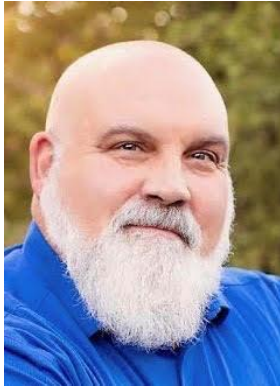
This past year that comradery we have shared has become much more. Through my effort to support Paul in a year that has seen so much that has needed attention, working together as Association co-officers, I have had a front row seat to observe the labor, passion, and leadership he has provided. It would be insufficient to say that he has put in his whole heart and soul to this role, duties, and responsibilities as President. He cares about the National Rehabilitation Association. He cares about its members. He sees its potential and has worked tirelessly to advance it. In addition to the successful conferences the Association has provided during the year, and the changes you are reading about in other articles in this newsletter, there are daily deliberations, decisions, and determinations we owe Paul thanks for. I hope that you will join me in recognizing the labor of love provided by Paul throughout 2023 and take a moment when you can to share your appreciation for the leadership that he has provided. Please allow me to do so here

with you all. Paul, thank you for all you have done. We are better now because of your leadership.

As incoming President, I have but two specific objectives and goals for the year. I believe keeping goals fewer in number provides for greater focus to those goals; improving degree of success attained. First, I want to continue the trajectory the Association is on under the leadership of President Barnes. The direction underway to enhance management of, improve member's experience with, and strengthen the integrity of the Association must be continued. This must be a primary goal for me, the Executive Committee, and the Board of Directors. Next, I have the goal of reaffirming the value and recognition of those in the field of Rehabilitation, and the field at large, as unique, and qualified professionals with skills, knowledge, and education systems to make THE difference for individuals with disabilities who come to us. I believe that the effort to progress toward and achieve these goals will do more for our Association and the profession it supports than any other set of activities. Of course, the trainings, connections, and communications we are used to will continue, aligned to meet the objectives of the second goal. Your help and engagement will be needed. I would encourage each of you to be active in your membership with the National Rehabilitation Association. Find a way this year to engage in something that is value additive to the Association. To blatantly modify the famous quote by John F. Kennedy, ask not what your Association can do for you, but what you can do for your Association. By doing so we all will be impacted in meaningful ways.

In closing, I hope you will take the time to read the entirety of this Contemporary Rehabilitation newsletter. There is much for you to be aware of. Highlighted are the good works being done by Association Divisions, changes to both the Association Constitution and its management, and introduction to the incoming President-Elect, to name just a few. I look forward to 2024 and my role, as well as seeing what you all will add to our National Rehabilitation Association. How about we get started? Onward. . .

**Russ Thelin**  
incoming President 2024



A Message from  
Incoming President-  
Elect,

Karren Cresap

Hello members!

I am humbled by the opportunity to serve as your President-Elect for 2024. I'm excited to join the executive team of such an important professional association, one that I've been a member of since 2004. As the 2024 chair of the Membership Committee and co-chair of



the Constitution and  
Bylaws (C&B) Committee,  
I plan to continue to build  
on the remarkable  
progress made by  
incoming President Thelin  
and C&B co-chair Patricia  
Bienfang.

Additionally, it is my hope  
to engage you (members)  
so that we may work  
collaboratively to grow the  
association and increase  
awareness of the  
rehabilitation  
profession. With all of us  
working together, sharing  
ideas and knowledge, we  
can strengthen our  
professional community  
and bring value to all  
members.



## Results of the 2023 Delegate Assembly

Submitted by Russ Thelin, 2023 President-Elect



On December 4, 2023, the National Rehabilitation Association held a Delegate Assembly virtually over Zoom. The Delegate Assembly was well attended with over 50 attendees and 25 delegates representing Association divisions and chapters. With enough delegates and more in attendance to have a quorum, we were able to take care of the two items of business for the Delegate Assembly Agenda.

In summary, the two items for discussion and vote were, first, a proposed amendment to the Association Constitution sections 3 (Powers of the Board), and 5 (Executive Director) relative to Association management, and second, proposed amendments to Section 1, Levels of membership. For Association management, language was proposed to include alternatives to, or in addition to the Executive Director for organizational management. This language was proposed to provide the Board greater flexibility in how the National Rehabilitation Association is managed to meet its needs. On levels of membership, proposed was language modifying the title of the New Professional membership category, tiering of the Organizational Member category, and introducing a new "Stakeholder" membership category. It was proposed to change the *New Professional member* title to *Introductory Professional Member*. This was suggested by the Board to broaden the category beyond students transitioning from the student category to include any professional in their first year in the rehabilitation counseling profession. The Organizational Membership definition was not changed, but proposed was a tiering of organizational memberships to tier 1 organizations (3-5 employees), and tier 2

organizations (6 employees or more). This change was suggested to provide greater opportunity for smaller organizations to have organizational membership with the Association. Lastly, a new category was proposed for stakeholders who have interest in how the Association impacts the rehabilitation profession overall. This category was proposed for individuals such as individuals with disabilities, family members, friends and others in the public who do not work for, or have professional affiliation with, rehabilitation organizations, but whose voice is important to be heard for the profession.

The results of the Delegate Assembly on these two issues are as follows:

#### Constitution Sections 3 and 5

New language for this section of the Constitution was proposed by a delegate to replace that which came forth from the Board of Directors. The language was clarifying and made important distinctions in terms of the definitions of roles such as Executive Director and contractor. The Assembly had considerable discussion on the proposed substitute language and the call for a vote was made, seconded, and passed unanimously. What follows is the amended language of the Constitution (with changes bolded):

#### *Section 3 Powers of the Board*

*b. Employing an Executive Director **and/or contracting for such administrative functions**, and establishing compensation, duties, **terms, and conditions as appropriate for each.***

*c. Establishing and maintaining a **real or virtual** national office.*

#### *Section 5. Executive Director*

*The Executive Director shall be the chief administrative officer of the association **unless the Board of Directors has contracted with another party to carry out similar administrative functions. The***

***Executive Director or the contractor shall perform such functions as specified by the Board.***

Constitution Section 1: Levels of Membership

The proposed changes to the identified categories and the proposed new category were reviewed with and then discussed by the Delegate Assembly. There was general affirmation that the changes were appropriate and a beneficial direction for the Association. A call for a vote on the proposed amendments was made and seconded and the amendments passed unanimously. What follows is a summary of the new Section 1 of the Constitution (Levels of Membership):

Professional Member	<p><b><u>Definition:</u></b> Rehabilitation professional currently working in the field.</p> <p><b><u>Benefits:</u></b> Voting privileges, JOR and Contemporary Rehabilitation e-issues, Regional and Chapter membership, member discounts for conferences, webinars, etc.</p> <p><b><u>Office:</u></b> May hold office at state, regional, or national association levels.</p>
Introductory Professional Member	<p><b><u>Definition:</u></b> First year membership rate for rehabilitation professionals working in the field.</p> <p><b><u>Benefits:</u></b> Voting privileges, JOR and Contemporary Rehabilitation e-issues, Regional and Chapter membership, member discounts for conferences, webinars, etc.</p> <p><b><u>Office:</u></b> May hold office at state, regional, or national association levels.</p>
Student Member	<p><b><u>Definition:</u></b> Individuals enrolled as a full-time undergraduate or graduate student.</p> <p><b><u>Benefits:</u></b> Voting privileges, JOR and Contemporary Rehabilitation e-issues,</p>

	<p>Regional and Chapter membership, member discounts for conferences, webinars, etc.</p> <p><b>Office:</b> May hold office at state and regional levels, but not national association level (requires professional membership).</p>
Affiliate Member	<p><b>Definition:</b> Rehabilitation support roles (i.e., rehab. techs counselor support, job placement specialists, and job coaches). Also, individuals not working directly in the field of rehabilitation but who are in affiliated professions (i.e., businesses, secondary educators, and other associated professionals [OT, PT, psychologist, etc.]).</p> <p><b>Benefits:</b> Voting privileges, JOR and Contemporary Rehabilitation e-issues, Regional membership, member discounts for conferences, webinars, etc.</p> <p><b>Office:</b> May hold office at state and regional levels, but not national association level (requires professional membership).</p>
Stakeholder Member	<p><b>Definition:</b> Individuals with interest in the field of rehabilitation (i.e., individuals with disabilities, parents, family, and advocates).</p> <p><b>Benefits:</b> Voting privileges, Contemporary Rehabilitation e-issues, Chapter membership</p> <p><b>Office:</b> May provide representation at state, regional, but not national association level (requires professional membership).</p>



<p>Retiree Member</p>	<p><b>Definition:</b> Retirees of rehabilitation or related professions.</p> <p><b>Benefits:</b> Voting privileges, Contemporary Rehabilitation e-issues, Regional membership</p> <p><b>Office:</b> May hold office at state, regional, but not national association level (requires professional membership).</p>
<p>Organizational Member</p>	<p><b>Definition:</b> Group membership of individuals within the same organization. Two membership tiers, based upon organizational size.</p> <p>Tier 1- Organizations of 3-5 employees</p> <ul style="list-style-type: none"> <li>• 4 professional memberships</li> </ul> <p>Tier2- Organizations with greater than 5 employees</p> <ul style="list-style-type: none"> <li>• 5 professional memberships*</li> </ul> <p><b>Benefits:</b> Voting privileges, JOR and Contemporary Rehabilitation e-issues, Regional and Chapter membership, member discounts for conferences, webinars, etc.</p> <p><b>Office:</b> May hold office at state, regional, or national association levels.</p> <p style="text-align: center;"><i>*Tier 2 Organizations can register</i></p> <p style="text-align: center;"><i>multiple organizational memberships (Five professional memberships per group. Contact the association</i></p>

at [info@nationalrehab.org](mailto:info@nationalrehab.org) with questions and for more information).

We would like to thank our delegates who participated, and the input of members with their delegates to make this Delegate Assembly a success. If you have any question on these Constitutional changes, please contact your delegate, or feel free to contact the Association President ([president@nationalrehab.org](mailto:president@nationalrehab.org)) or President-Elect ([president-elect@nationalrehab.org](mailto:president-elect@nationalrehab.org)).



## Co-Sponsored Webinar On Cross Cultural Clinical Supervision



The National Rehabilitation Association along with the National Association of Multicultural Rehabilitation Concerns and Counselors for Social Justice co-sponsored a webinar entitled “Cross Cultural Dimension of the Clinical Supervision Relationship: Ethical Implications” on December 4, 2023. with 80 people

registered. The presenters were Dr. Keisha G. Rogers and Dr. Shon D. Smith. This webinar was provided at no cost to members of the professional community



The 2023 revision of the Code of Professional Ethics for Certified Rehabilitation Counselors addresses changes in ethical standards related to multicultural and social justice areas in rehabilitation counselor supervision. In an effort to promote awareness of these changes, this presentation offered an overview of the revisions and implications for supervision and clinical practice including the responsibility of supervisors to actively engage in and support professional development activities. Specific CRCC Code of Professional Ethics Sections D: Multicultural Considerations 1-4 and Section I: Supervision, Training, and Teaching 1-4 are addressed in this presentation.

Clinical supervision, and the models used (Bernard & Goodyear, 2019), are key elements to the development of ethical skills and awareness in all mental health professionals. With the increased diversity of clients seeking counseling services, clinical supervisors need to ensure that culture is discussed in supervision to promote ethical, equitable, culturally responsive counselors (Falender et al., 2013). Counselors possessing higher levels of multicultural competence are more effective with their clients compared to counselors scoring at lower levels of competency and responsiveness (Ratts et al., 2016). Similarly, Blair et al. (2013) found clinicians' implicit bias may jeopardize their clinical relationships.

Additionally, counselors have an ethical obligation to develop multicultural counseling competence to promote social justice and decrease health disparities in mental wellness (Ratts et al., 2016). Ethical standards specific to rehabilitation counselors, mental health counselors, marriage and family counselors, addictions counselors, school counselors, clinical social workers, and psychologists requires all mental health professionals to be culturally informative, culturally responsive, culturally competent, be social justice oriented and most of all do no harm to the individual that are served (ACA, 2014, CRCC, 2023, NASW, NAADAC, 2021).

This training explored cultural factors impacting supervision, ethical standards guiding clinical supervision and multicultural competence, models of clinical supervision, and recommendation of best practices to develop culturally responsive and culturally competence supervisors and supervisees. The participants left the webinar wanting more training in this area.



Dr. Shon D. Smith



Dr. Keisha G. Rogers



NATIONAL ASSOCIATION OF  
REHABILITATION TECHNICIANS  
AND SPECIALISTS ARTS



The Association of Rehabilitation Technicians and Specialists is a division developed for support staff in the rehabilitation setting to promote a network of information, communication and to advocate for persons with disabilities.

The ARTS Division has a history dating back to 1974 when it was established as the Association of Rehabilitation Secretaries. The Division has grown and changed as has the field of rehabilitation. The Division today reflects the growth of skills and knowledge that support staff within the field have acquired and need to support persons with disabilities in reaching their goals. Rehabilitation Technicians and Specialists today are a vital part of the rehabilitation team and perform many tasks not previously assigned due to how the field has changed as well as the need to have a greater skill in technology and knowledge of disabilities.

#### Benefits of ARTS:

- Recognition as a member of the rehabilitation team
- Growth and development of leadership skills and unlimited personal rewards
- Career development through training opportunities and conferences
- Organized voice in state and national rehabilitation issues
- Opportunities for active participation in service projects and rehabilitation activities
- Awards program that encourages excellence and honors outstanding service
- Encourages the advancement of qualified persons in their respective fields
- ARTS serves as a vehicle for interaction and exchange of ideas between the public and private sectors of rehabilitation

We encourage you to consider becoming a part of the National Association of Rehabilitation Technicians and Specialists to participate in national and state activities.



## Fourth Quarter President's Message

As I sit here, looking at my John Wayne calendar, I see that the year of 2023 is winding down. This is a time of reflection on what we have accomplished and the work that is still ahead of us.

I started out this year with several goals and high hopes. As is the case with our lives, and the plans that we lay out for ourselves, some of these were not possible. I do feel good about several things.

First, the amazing support that I have received on a consistent basis. This originated from our various committees, our board of directors, and the members of this association. We also tapped into resources from some of our sister organizations, VRCC, and CRCC.

As President elect and chair of the membership committee last year, I received a lot of feedback from our members. That continued, and increased this year, which was extremely valuable. There was a consistent message received in all of these meetings and they are listed below.

1. Communication and lack thereof on a regular basis
2. The ongoing challenges with our membership platform. The inability to renew or join and have reports that are user-friendly.
3. Website: The lack of content, and it being user-friendly
4. Overall benefits of membership

As the board looked at this closely, it became evident that our current way of doing business is not meeting the needs of our members. In response to this, I formed an ad hoc committee to study our management. From our research and feedback from the members I am pleased to inform you that we are moving to a management company as of the first of 2024. I am including another article that will cover the details of this.

The second thing I feel good about is the fact that we were able to get a total of six CR newsletters out to our members and friends. Four of them were what we have had traditionally, and with the support of our board, we were able to put out two special issues that emphasized our spring summit and fall conference. We had sponsors step up to ensure no additional cost was incurred on the association. I am pleased with the content that we were provided, and this increased communication with our members.

The third area that I feel good about is our spring summit and fall conference. We had amazing presenters come forward, and our members helped us to secure amazing content that was very beneficial to everyone. I regret that we

were not able to hold our 100th anniversary conference in person. Over the last few years, the board and leadership have moved us from operating in the red, to operating in the black. If we had tried to hold an in-person conference, it would have changed the positive trajectory for our finances. We are currently preparing for an external audit, which will align us with sponsors and other funding sources. I foresee having an in-person conference in the next few years.

The fourth area that I feel good about is connecting with our members. I attended several conferences this year, either in person or virtually. I was also able to attend over twenty board meetings at the regional, divisional, and chapter levels. This was an amazing way to receive feedback, and to get better acquainted with our professionals in the field. I also connected with our press presidents throughout the year and receive valuable support from them.

Our fifth area is that we held the first delegate assembly since 2018 and our delegates were able to vote on key constitutional issues. Russ is providing you with an article that details this for you.

Some of the areas that we were not able to accomplish as much as I would have liked to. Our strategic plan from 2021 is still largely unfulfilled. I believe the management company will help us to accomplish the key areas that have been significantly lacking. I also see our 2024 president, Russ Thelin, being able to move us forward in many areas that I could not. I have complete trust in him and the leadership of this association.

As was covered, so eloquently in our spring summit, this association is not what it was. The fact is, that our profession is not what it once was either. In this, my final address as president, I want to challenge us all to be part of the solution. I see a direct correlation between the rise or fall of this association, and the rise and fall of our profession. This association is the way for our professionals to feel support, be mentored, and receive valuable resources. It is also a way for us to network and build each other up.

I assure you that the leadership is doing everything they can to make sure the association can meet your needs. Our chapters, regions, and divisions need to make sure that they are working cooperatively so that we can meet the needs of our professionals, now, and into the future.

I look forward to working with Russ and his team in the capacity of past president. I wish you all a peaceful and joyous, holiday season. Thank you again for everything and it has been a pleasure serving you.

Sincerely,

Paul Barnes

2023 President



National Rehabilitation Association

Memorandum

To: National Rehabilitation Association Board of Directors



From: Management Ad Hoc Committee, Paul Barnes- Chair

Date: November 29, 2023

Re: Association Management Options and Recommendation

The following is a summary of the work of the Management Ad Hoc Committee, its review of proposals, and a recommendation for Board consideration. Paul Barnes chairs this committee, with members of the committee being Russ Thelin, Janet Fiore, Kim, Nortz, and Kyle Walker.

We began our research seeking opinions from members and the Board of the National Rehabilitation Association and our partners on VRCC. From this research, we were able to find three management companies:

- Ewald who is contracted for management services by IARP who could not meet our needs and bowed out.
- Seamless Events and My Membership which work together. (We would have to contract with both to meet our needs)
- Inventures, which is a subsidiary of Smith Buckland, and is contracted for management services by NRCA.

Several meetings with Seamless/My Membership and Inventures took place through which the committee was able to get a good working knowledge of what each offered and how it could or could not meet the Association's management needs. After much discussion, we have their final offers. The attached graph shows you a comparison of what they provide and the cost. We have included our current contractors that will be replaced by one of these companies. We request your review of the attachments.

At this point it is the recommendation of the committee to the Board that the Association contract with Seamless Events and My Membership as partners to meet the management needs of the National Rehabilitation Association.

We look forward to your comments and discussion.

On December 5, 2023, this recommendation was presented and passed unanimously by our board of directors. This means we will be transitioning away from Satinder Atwal and James Liin providing the management of the Association and its systems. This will take a few months to accomplish, so please bear with us during this time. We appreciate all that they have done for us and wish them well with their future pursuits.

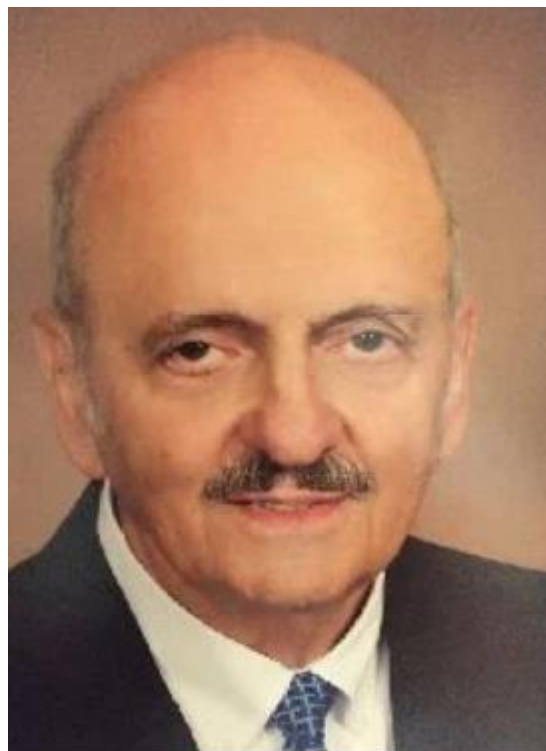
What this means for the Association:

1. User friendly access to join or renew your membership
2. Monthly membership reports for the leadership, at the national, divisional, and chapter levels
3. Reports for membership and finances will be on a monthly basis and include numbers and graphs to show us areas of accomplishments and needs.
4. Professional level conference planning and marketing, as well as other events we hold.
5. Securing of sponsors and facilities for in person events
6. Website improvements that will meet the needs and demands of our organization
7. Email systems that ensure all receive correspondence and we sort out outdated emails.
8. Increased communication with our Divisions, Regions, and Chapters
9. Work with our treasurer and accountant to operate using sound financial principles
10. Move the Association into a business model that facilitates growth and stability
11. Allow us to have oversight of the association while not having to run the day-to-day operations.

Please stay tuned for additional information and official introduction to these improved systems and services.

Sincerely yours,

Paul J. Barnes, committee chair.



Ralph Pacinelli

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It is with sadness we share news of the passing of Dr, Ralph N. Pacinelli Ed.D., CRC, PLC. He passed on Friday, December 15, 2023 at Willow Valley Communities, Lancaster PA.

His career in vocational rehabilitation spanned over 50 years. As Regional Commissioner for the U.S. Department of Education's Rehabilitation Services Administration, Ralph oversaw 14 state vocational rehabilitation (VR) agencies and helped develop and implement programs throughout the southern and mid-Atlantic regions. Additionally, he has served as Executive-on-Loan to the President's Committee on Employment of People with Disabilities; Rehabilitation Counselor and Supervisor of Staff Development for the Pennsylvania Office of VR; Director of Education and Research for the International Association of Rehabilitation Facilities; VR Association Program Specialist for the U.S. Department of Health, Education and Welfare; and Affiliated Research Professor of Rehabilitation Studies at the University of Scranton. Ralph worked closely with Justin Dart; Mary E. Switzer, Director of the Office of VR in Health, Education, and Welfare (HEW); Nell Carney, Commissioner of RSA; and Martha Lenz Walker of Kent State who was principally responsible for getting the phrase "qualified rehabilitation counselors" into the Rehabilitation Act.

Ralph was a key player behind the Institute on Rehabilitation Issues (IRI) and the National Employment Conference. Ralph also authored more than 40 scholarly works, including book chapters, monographs, and training manuals. He fought several battles to keep the Rehabilitation Act true to the intent of the legislation - focusing on the individualized planning process that leads to careers and independence through the VR program. Ralph also helped champion the legislation to keep the VR program in the control of VR Directors vs the umbrella agency knowing that the goal of the program was unique in the approach and delivery based on the needs of the individual. Ralph was a Pennsylvania native. Following his retirement, Dr. Pacinelli worked as an Associate Professor in Rehabilitation Studies at the University of Scranton in PA. He was an active member of the Pennsylvania Rehabilitation Association and supported the work of CSAVR.

Ralph donated his work, including every edition of the IRI documents, to Scranton University (see the link below). He wanted to make sure that the history and movement of VR was there to share with the future generations of VRCs and staff in the VR field. Many people in the field saw Ralph as a Champion and Mentor in the Rehabilitation Services Administration (RSA) and the VR Program. While he will be missed, his contributions will forever positively influence the field of Vocational Rehabilitation.

<https://digitalservices.scranton.edu/digital/collection/pacinelli>

Of particular interest, during the summer before his senior year of high school, while working for a parks program, Ralph helped form a minor league within the local little league baseball program that made provisions for children with disabilities. That experience ignited his passion to help people with disabilities, one that shines through in the lyrics of the National Anthem of VR, “Lead On VR.” Authored by Ralph, the National Anthem of VR is based on a famous quote from Justin Dart -- “Lead On VR.” The “Lead On VR” anthem has now been recorded through a partnership with Rick Sizemore and the VA-VR program. The VR Anthem was recorded by George Dennehy, a former VR client who is now employed as a nationally recognized musician and motivational speaker..

In recognition of his contributions to VR, the Pennsylvania Rehabilitation Association has named both a leadership award and an annual policy forum after him. Over the course of his career, Ralph has received over 40 leadership awards, including Outstanding Leadership Award from the Pennsylvania Rehabilitation Association, Award for Excellence in Rehabilitation Leadership from the University of Scranton, Executive Leadership Award from the Rehabilitation Services Administration, and the Mary E. Switzer Award for Rehabilitation Leadership from the National Association for Rehabilitation Leadership.

He has also been honored with the Alumni Fellow Award from Penn State University, Hammer Award from Vice President Gore for making government more efficient, Distinguished Service Award from the Pennsylvania Rehabilitation Association, Mid-Atlantic Administration Award from the National Rehabilitation Association, and the Leahy Faculty Fellow Award from the University of Scranton.

Ralph was a life-long supporter of the National Rehabilitation Association and long time member of the National Association for Rehabilitation Leadership (NARL). For many years Ralph led NARL’s grant program funding numerous training and development programs at the state level.

The word on the street is that nothing Ralph Pacinelli is connected to in the Rehabilitation field goes without a story—sometimes a painstakingly detailed account of the evolution of the project, activity or event.

And, “The Rehab Song” (VR National Anthem) is no different.

***The Official History of "THE REHAB SONG" from the files of Dr. Ralph Pacinelli***

*(Dedicated to the men of women of the public Vocational Rehabilitation Program)*

*For some 10 years, (back when RSA had Regions) key meetings in Federal Region III were often concluded by Ralph's close colleague and director at the Regional Rehabilitation Continuing Education Program (RRCEP) at George Washington University (Dr. Donald Dew). At its conclusion, Dr. Dew would pass the meeting to Ralph, with the familiar words, "We will have some concluding remarks by our Regional Commissioner (Dr. Ralph Pacinelli) and following those remarks he will lead us in the Rehab Song." Of course, for 10 years there was no Rehab Song, just the obligatory, "I hope you had a professionally productive and personally satisfying experience here, and that your journey home will be speedy and safe."*

*On December 5 and 6, 2002, the first meeting of the national advisory committee to the new National Executive Leadership Program was held. This was a Federal training grant to San Diego State University and George Washington University. During the night of December 5 it snowed in Washington, D.C., the site of the meeting. Ralph knew that the next day at about noon he would be called upon to give the closing remarks to the advisory group, since the meeting was held in Region III. Ralph also speculated that Dr. Dew would announce the usual and customary, "he (Ralph) will give remarks and lead us in the Rehab Song."*

*Ralph shared from his writings,:*

*"I was determined to do something different at noon on December 6. For some reason, the words of the Rehab Song just flowed at 2:00 a.m., while it snowed heavily in Washington and while everybody was asleep wondering if their flights would leave on time and if they would get home for the weekend. The next day, when the time came to bring the meeting to a close, as predicted, Dr. Dew called on me for closing remarks, "and he will lead us in the Rehab Song." To the surprise of those assembled, my remarks were amply punctuated by the "poem," essentially the words that later would evolve into, "The Rehab Song."*

*Ralph continues:*

*“In June of 2003, while attending a meeting at the Hiram G. Andrews Center in Johnstown, PA, I met Rick Sizemore of the Woodrow Wilson Rehabilitation Center (Fishersville, Virginia). Rick learned that I had words that might benefit from a melody that he was professionally prepared to create. Rick, I learned, was a musician and previously owned a recording studio. He took the words, which have since been copyrighted, and put them to music. He used his friend’s recording studio, found a professional singer and as they say, “the rest is history.”*

Lastly, Dr. Pacinelli’s endeavors and influence will live on perpetually as disseminated through the multitude of Vocational Rehabilitation programs and extensive literature contribution regarding the provision of services to persons with disabilities in this country and the world. Thank you from all rehabilitation professionals and persons with disabilities you have inspired, mentored, advised, and influenced, as well as the critical systems change for which you were a vibrant originator and catalyst.