



Winter 2013
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Vocational Experts



NEW IDEAS WITH AN OLD FAMILIAR TWIST

April 12-14, 2013

PRE-REGISTRATION CLOSES
MARCH 29, 2013!
Save \$25 by registering online!

Join us in beautiful Scottsdale, AZ for the ABVE Annual Conference.

Are you ready for an exciting, enticing, and enlightening conference that is just right around the corner? The ABVE 2013 Annual Conference has tons of new ideas, with an old familiar twist. Beginning on Friday, April 12th this conference will offer informative specialized training and sessions with great opportunities to gain more ethics CEUs than ever!

This conference will be the kick-off of the new 3-year ABVE certification, with many opportunities to gain CEUs just for you! In addition to the educational programs being offered, you will be able to enjoy the company of your colleagues on this stimulating trip to Scottsdale, Arizona.

A highlight of this year's conference will be an insightful session presented by the Director of Office of Inspector General, Walter E. Bayer, Jr. on the Challenges facing the Social Security Administration. Mr. Bayer will discuss audits that have taken place as well as the more vulnerable issues of fraud, waste, and abuse. Mr. Bayer will then be joined by a panel of experts including Plaintiff Attorney John M. Pennington and Vocational Expert Judith Harper. This session will be moderated by Claude Peacock. Mr. Bayer is greatly interested in the feedback that the Vocational Experts can provide at this meeting. He wants to know if we have additional ideas for future audits. The Social Security Administration has been a trendsetter in our field for years, so here is YOUR chance to ask questions and speak up!

Lisa Holland, PhD. is a dynamic presenter who will provide tools for both our professional and personal lives. She will instruct us with stress prevention techniques and strategies that we will be able to use to better our self-awareness skills.

This fascinating lecture will teach us to look at the emotional and physiological



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President's Message

By H. Gray Broughton, President, 2011-2013



My term of office ends at our next Annual Meeting in April and this will be my last message. I am happy to report that the American Board of Vocational Experts is in sound fiscal condition and we continue to operate in the black. This is because the Board, for the last six years or so, has made it a point to live within their means and be fiscally responsible. There are two ways in which

we receive money in order to operate this organization, dues and profits from the Annual Meeting. As most of you will recall, we used to have two Annual Meetings, but because of the economy, it was found that having one meeting was the best thing to do at this time; because we of this we have been able to show the best profit from one Annual Meeting.

We have an aging membership and therefore we need to recruit additional younger experts in our organization. This is something that is not easy because one can not just "show up" and have the credentials to be an expert. It takes several years in order to reach that point. However, we continue to try to recruit new members and also do anything we can to increase our membership. Scott Whitmer continues to work very hard as our membership chair. Please spread the word to other vocational experts about the value of membership with ABVE. If you or any potential members have questions about ABVE membership, please contact Stephanie Munoz, at ABVE Headquarters, or myself. We will not be having a credential which does not require a Master's degree. We conducted a survey and the membership was decidedly against it.

Our upcoming conference is in Scottsdale, Arizona on April 12-14, 2013 promises to equal or exceed our 2012 conference. The theme will be *New Ideas with an Old Familiar Twist*. Hopefully you have received information concerning this and will register as soon as possible. If you have any questions, please visit our website; all of the information to register is there. I look forward to seeing you in Scottsdale and carrying on the great, over 30 year tradition, of ABVE conferences and opportunities to learn. These conferences are great venues to network with colleagues, share the best practices of vocational forensics, and expand your overall wealth of knowledge. Special thanks to Cindy Grimley, conference chair, and to the many others that have helped her to put this conference together. Please put the 2013 conference on your calendar and register as soon as possible. I might add that we are excited to announce that ABVE is "going green" this year!

We are happy to say we have finished validating the Fifth Edition of the membership exam for ABVE Diplomates and Fellows and are happy to say that the exam has been validated. The exam will be available to take at the upcoming conference in Scottsdale.

I would like to wish everyone a happy, prosperous and healthy New Year. Serving as the President of ABVE for the last two years has been truly challenging and rewarding. I have learned a lot by doing this and look forward to further serving ABVE as Past President for two more years. If I can ever be of assistance to anyone, please don't hesitate to contact me.

Treasurer's Message

By Estelle Hutchinson, ABVE Treasurer, 2010-2012

As of 12/31/12, ABVE had received 78% of membership annual renewal dues. Some additional membership dues have been received since that date, but \$10,000-15,000 is now overdue. Please ensure that your 2013 dues have been paid!

Members are also urged to register for the April conference in Scottsdale. Registration is now open with little more than two months to go!

Upcoming Board of Directors Meetings
April 11, 2013 (Scottsdale)

Annual Membership Business Meeting
April 13, 2013 (Scottsdale)

2013 Annual Conference - Scottsdale (Continued)

connection between your brain and your heart. We will learn how our thinking patterns can affect how we cope under pressure.

A sit-down luncheon and a comedy show have been carefully planned and designed for your enjoyment and pleasure. A gathering in the Oasis Lagoon will help you to relax while sharing food, drinks and good company during the President's Reception. While at the conference, you will have the luxury to visit the beautiful attractions in Scottsdale, including golf courses, spas and museums.

This is the **FIRST** conference that ABVE will be **"Going Green"** to better our environment!

There will not be a conference book with handouts as we have traditionally had in the past. As you sign in at the registration desk you will be provided with a flash drive with all of the handouts. You will be able to view the handouts utilizing your own personal electronic device on this flash drive or by accessing the ABVE website through the internet. The speaker handouts will be provided before and after the conference on the ABVE website so that you may print them out from

your office, should you desire to have a paper copy.

I would like to acknowledge the 2013 conference committee and thank them for their hard work.... Jan Lowe, Judith Parker, Dick Baine and Stephanie Munoz. This certainly has been a team effort and we look forward to seeing all of you in April!

Submitted by:
Cynthia P. Grimley
ABVE 2013 Conference Chair
ABVE, President-Elect 2011-2013

This is the **FIRST** conference that ABVE will be **"Going Green"** to better our environment!



Future ABVE
Conferences
SAVE THE DATES!



April 12 - 14, 2013

Firesky Resort | Scottsdale, AZ



March 28 - 30, 2014

Doubletree Hotel | Nashville, TN



March 20 - 22, 2015

Menger Hotel | San Antonio, TX

American Board of Vocational Experts General Membership Meeting

April 13 | Noon – 1:15pm

FireSky Resort

Scottsdale, AZ

AGENDA

Call to Order

Opening Remarks

Cynthia Grimley, President

Old Business

1. 2012 Minutes

The 2012 Annual Meeting minutes are made available to all members in handout form. Motion to approve & vote to accept/reject.

New Business

1. Financial Status of ABVE

Estelle Hutchinson, Treasurer and
Glenn Zimmermann, Executive Director

2. 2013-2016 Election Results – Richard Baine

3. Other ABVE Business

Bylaw Change Voting Notification –
Removal of Basic Professional Credential
– Cynthia Grimley
Board of Certified Vocational Evaluators
discussion – Scott Whittmer

4. Open Discussion with ABVE Members

Closing Announcements

Adjournment

Motion to adjourn meeting

Are You Displaying Your ABVE Credential?



**AMERICAN BOARD OF
VOCATIONAL EXPERTS**

If you are a Diplomate or Fellow, don't miss an opportunity to add to your credibility by listing ABVE/D or ABVE/F on your CV, expert witness listing or marketing material.

**Would you like to add
the ABVE logo to your website?**

Email abve@abve.net subject line "ABVE logo" and we will send you a high resolution logo to add to your website.

Some Thoughts on Mentoring

By Howard Caston, ABVE Secretary

While basking in the sun on a recent cruise I began to think about what led me to this stage in my life and career. I always come back to the realization that throughout my life, others have offered me good and sound advice concerning life, ethics, and business decisions. In other words, much of what has been accomplished in my life is a result of mentoring and guidance from others.

I know this is somewhat of a cliché but it is a good thing to mentor other individuals. This is actually a phenomena dating back thousands of years to Biblical times when the master craftsman and apprentice relationship in the construction of buildings such as King Solomon's temple. In order for the craft trade to continue, the master craftsman would show the apprentice the skills necessary to be successful in that occupation¹. This was also somewhat of the job security/protection process as many of the skills were not made available to the general public. This continues today in many craft trades such as plumbing, electrical and others outside of the craft trades such as architecture, medicine as well as our occupation. We are not called apprentice and/or master craftsman in this occupation however we do advance from lower level skills in performing our work to more advanced and complex levels. In ABVE we have the Associate level and Diplomate levels that are similar to that tradition.

I cannot think of anyone who is successful in this business who has not referenced a mentor who has been helped a great deal by someone else. For example with regards to ABVE I can say that Larry Sinsabaugh was very helpful and supportive in guiding me in my involvement with ABVE.

But there have been many others throughout my life. A business turnaround manager provided a great deal of insight concerning the business side of this profession. He explained to me how to deal with customers as well as basics of marketing and customer service that is not explained in the academic community. He also provided what could be best described as supportive counseling when things were not going well for me when I first started out.

Sometimes mentors do not have to be credentialed or have expertise in this occupation however as vocational experts we do have the ability to mentor other individuals in this field as well as others in related helping professions. I have been helped by former supervisors, uncles, cousins, business associates and others; too many to name. These individuals did not receive any additional money or other gain other than the joy of helping others. I have few regrets but sometimes I neglected to thank those who helped me out; especially when things were not going well for me.

One may ask something like "what's in it for me"? There may be nothing substantial with regard to financial or other benefits, however the reward of helping somebody and then watching them succeed is a significant reward. Many of us have raised children and gain pleasure of seeing them grow and develop success. We generally survive our children's teenage years and most come out of that okay just as we did. In other words we have been mentors to children; therefore this skill is highly transferable to mentoring others in this occupation.

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WELCOME NEW ABVE MEMBERS!

Student Member:

Briana LoChiatto
Los Angeles, California

Associate Members:

Debra Abitz
Career Options, Inc.
Van Nuys, California

William Aldred
Aldren Law Firm
Clarksville, Tennessee

Kelly Bartlett
Santa Barbara, California

Jeanne Beachler
Dayton, Ohio

Thomas Linvill
Linvill Associates
San Jose, California

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Willard Ahrendt Rehabilitation Inc
Lawrenceville, Georgia

Scott Mills
Total Vocational Solutions LLC
Seattle, Washington

Susan Moranda
Comprehensive Career Services
Merced, California

Karen Nielsen
Houston, Texas

Mark Raderstorf
Behavioral Medical Interventions
Edina, Minnesota

Karen Schneider
Centerville, Ohio

Sharon Spaventa
Sharon Spaventa Vocational
Rehabilitation
Santa Barbara, California

Michelle Weiss
Micell McBroom Weiss
Nashville, Tennessee

Thoughts on Mentoring (Continued)

If you are a fairly new member of this organization most likely you are younger and may want to seek out someone to help mentor you. If you're not sure of who is old enough and experienced enough to help; there are several signs that you can use to determine whether someone is appropriate to be a mentor. First notice their hair; if it is gray or nonexistent then the person most likely is older and can provide mentoring. Another sign to look for is to listen to words that are used. For example if you hear the words "blood pressure", "cholesterol medication" and references to bowel movements you most likely have located an older person who can and will be willing to mentor you.²

Another benefit from mentoring individuals is that it lends itself to your own professional growth. Many people in this organization are leaders and part of the mentoring process is to help individuals improve in their litigation activities but also to excel in leadership positions. We can provide information and examples for good leadership.

Most of us began as either counselors or psychologists or similar helping occupation. Most of us are driven by the desire to help others however many of us no longer do counseling on a day-to-day basis. I do miss the opportunity to try to help people on a regular basis by counseling them in return to the work environment. Most of us spend the majority of our time in consulting,

writing reports, doing research or testifying rather than working with clients on a day-to-day basis. Mentoring offers us the opportunity to fulfill that need that I believe is present in most of us in this occupation.

Therefore, this organization offers significant opportunities to mentor newer members and younger members with regards to the various aspects of this occupation in order to continue with improvement, growth and development. I strongly suggest that you seek out younger members and provide advice and assistance relative to our profession. If you are a new member, seek out some of us older individuals who can help you grow and develop in this profession and as a person.

¹ I know that some of us are old but we were not present during those times....we are not quite that old.

² A younger individual is anyone under 60 years old; 60-70 middle age; 70 to 80 closely approaching advanced age; 80-90 closer to advanced age; 90-100 real close to advanced age but not quite there yet; and 100+ advanced age. I know this is not consistent with SSA but is consistent with Howard's definition of age categories.

AREA

Save the Date!

American Rehabilitation Economics Association

May 2-5, 2013

Forensics in the French Quarter ... 2013 AREA Conference in New Orleans!

Have a Beignet at Boot Camp ... Intermediate: Allyn Needham Ph.D.; Advanced: Steve Clapp, Tax Accountant

Learn to Publish ... Tim Field Ph.D. takes your publication from research through editing, all the way to publication.

Practice Management ... Tony Choppa & Kent Jayne discuss balancing clinical practice and research, first and foremost, but still managing to publish.

Explore Ethics and Étouffée ... Neil Bennett & Jeroen Walstra explore the interface between professions.

... and much more!

Astor Crowne Plaza • 739 Canal Street • New Orleans, LA 70130 (888.696.4806 for room booking)

QUESTIONS? Email us at area@gasvcs.net OR call 619.440.2650 or 800.317.2732.

AREA is currently the only certifying body that has the unique blend of professions in loss assessment. As forensic experts, AREA members offer opinions in a wide variety of forensic cases which most often involve some type of injury which has resulted in an alleged loss of the ability to work and earn money, and/or the present value of long-term medical expenses and costs. AREA is the first to establish a Registry of both Forensic Vocational & Forensic Economic Experts. <http://www.a-r-e-a.org/join.shtml> for membership info.

Escape those Gloomy Skies and Freezing Temperatures and Come Experience Scottsdale!

The 2013 ABVE Conference will be in beautiful Scottsdale, AZ – April 12-14. We will be there during the perfect time of the year – temperatures are expected to be in the mid 70's during the day and low 50's in the evening.

Scottsdale has more to offer than what meets the eye!

- Hit a hole in one! Scottsdale offers **nearly 200 golf courses** – at the world's finest golf destinations.
- Attend the “**America's Original Artwalk**” - the 30-year tradition of Scottsdale ArtWalk takes place every Thursday evening from 7pm - 9pm along Main Street and Marshall Way in Downtown Scottsdale. The galleries open their doors to the public and show off the work of the Southwest's outstanding artists.
- **Shop until you Drop!** If shopping was a sport, making it to Scottsdale would be like earning a spot at the Olympics. Scottsdale is filled with sun-drenched outdoor promenades and upscale fashion centers offering a mix of notable national retailers and exclusive treasures available only in Arizona.
- **Pamper yourself!** Look no further than Scottsdale's renowned spas and wellness practitioners. Here you'll find innovative treatments inspired by Sonoran Desert botanicals and regional Native American traditions, as well as from cultures around the world.
- **Go for a hike - explore the Dessert!** Scottsdale's Sonoran Desert is yours to explore, from winding rivers and towering peaks to lush valleys and arroyos. Take a hike in Scottsdale's McDowell Sonoran Preserve. Make a splash on a white-water rafting trip. Or head for the desert's most expanses on an off-road tour by Jeep, Hummer or horseback.

Do you love great food?

While we are in Scottsdale **the Scottsdale Culinary Festival** will be going on. If you love great food, fine wine and boutique brews, the Scottsdale Culinary Festival is a must-do on your itinerary. This six-day celebration of the culinary arts has something for everyone, from exquisite multi-course meals and wine-and-chocolate pairings to the Great Arizona Picnic. Visit www.scottsdalefest.org for more information.

Are you a motorcycle enthusiast?

Arizona Bike Week will be happening from April 10-14th. Arizona Bike Week is a rider's dream. Spend a few days exploring Arizona's Sonoran Desert and mountain roads, then it's time to rev it up at the biggest party of all, Cyclefest at WestWorld (April 10-14). Cyclefest features top-name manufacturers, builders and vendors with the latest parts and newest bikes, accessories and apparel. Visit www.azbikeweek.com for more information.

For a complete guide to Scottsdale please visit www.experiencescottsdale.com.