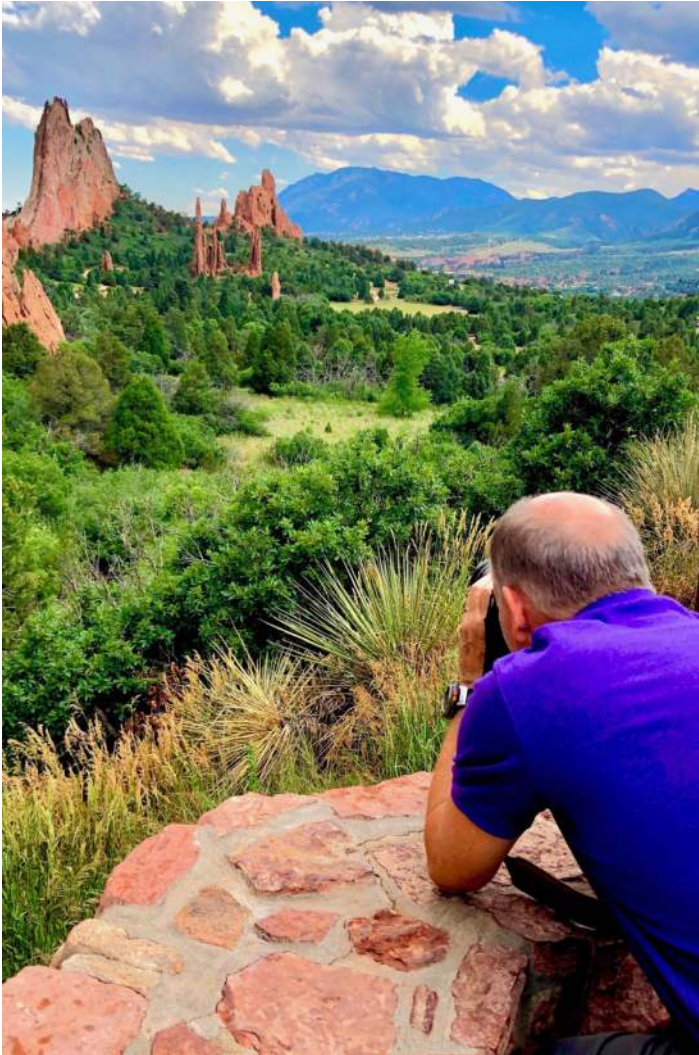


President's Message



Chiropractic has been very, very good to you, too!

Nearly four years ago my first President's Message expressed how chiropractic had been, "Very, very good to me!" That's why I chose to serve you, the membership of the Unified Virginia Chiropractic Association. Today that sentiment rings even more true. I have been honored to serve as your president and I have been privileged to come to know so much more about our profession and the great people who impact it, including our membership. Alas, with Executive Board elections scheduled for September 21 at our Fall Convention in Williamsburg, my time as your president is rapidly coming to a close. But these elections will bring new leaders with vision and energy that will continue to propel our great association forward.

Association leadership is a challenge and hopefully a calling for those who understand the importance of maintaining strength in numbers. The Unified VCA has grown steadily since Unification was envisioned ten years ago by great past Presidents Bill Ward

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and Brad Robinson. Tom Wetzen took the reins for four years and maintained the visionary strength. I have done my best to guide and nurture our association, as the great resource our members need, to aid their professional success.

Looking forward there are challenges and battles to be won. We have a great board now and our elections will serve to move some members up to face those challenges. But vacancies will need to be filled with new talent and new visions.

It's great to know that nearly all DCs in Virginia are "busy". The opportunities to serve more of the public continue to present themselves. Further, I know a great percentage of that public is fed up with the "pill for every symptom" paradigm. You may be busy, but perhaps it is your time to serve the profession as well. It hits us all in different ways and at different times, but perhaps it is your time to step up because you know you are ready! I know "chiropractic has been very, very good to you, too!"

My UVCA colleagues, with gratitude and humility, I thank you for allowing me the honor to serve you and our great profession.

David B. Dolberg, DC
 President, UVCA

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N. Ray Tuck, DC Elected President of the Virginia Board of Medicine

The Unified Virginia Chiropractic Association is pleased to announce that Dr. N. Ray Tuck, President and CEO of Tuck Chiropractic Clinic, was recently elected as President of the Virginia Board of Medicine by his peers. Tuck was appointed to the Virginia Board of Medicine by Governor Terry McAuliffe for a second term in 2017 as the only chiropractor represented on the Board. He then served as the Vice President of the Board in 2018.

Tuck will now lead the board of 17 other members that includes 14 healthcare providers across medical disciplines and three public members appointed to oversee competent patient care through licensing of healthcare professionals, guiding and enforcing standards of practice, and educating practitioners and the public on key healthcare matters.

"There are great strides being made to embrace a collaborative approach to care delivery within the medical disciplines to provide a better healthcare environment for all," says Tuck. "I'm very thankful to have the opportunity to have a voice in that."

Tuck has served many leadership roles in the chiropractic profession, including Immediate Past President of the American Chiropractic Association (ACA) and a member of its Board of Governors. He also served as President of the Virginia Chiropractic Association and was named 2017 Unified VCA Chiropractor of the Year. Dr. David Dolberg, current President of the Unified VCA, shares that "The leadership and membership of the Unified Virginia Chiropractic Association proudly extend our heartiest congratulations to our long time

member, Dr. Ray Tuck. Ray is not only a consummate leader, but a friend and mentor to so many. Ray is generous with his wisdom and always places emphasis on what is best for the patient and the profession."

Tuck began his career practicing chiropractic at his father's clinics after graduating from The National College of Chiropractic. He purchased the practice in 2002, which has since grown to 10 clinics and 17 doctors across Southwest Virginia.



Health Practitioners' Monitoring Program (HPMP) Helps Those Who Help Others

Individuals, including healthcare professionals, often suffer impairing conditions in silence and may be reluctant to seek help. The Health Practitioners' Monitoring Program (HPMP) from the Department of Health Professions and Virginia Commonwealth University strives to ensure that all healthcare professionals in Virginia engage in safe and productive practice.

The HPMP supports healthcare practitioners who are struggling with a substance use disorder, a mental health issue, or a physical condition that may be affecting their practice. The program refers them for appropriate treatment and provides individualized monitoring -- with the ultimate goal of returning to safe and productive clinical practice.

Healthcare providers enter HPMP in a variety of ways. Often, their Boards or employers refer them. More important, the program accepts self-referrals that in many cases obviate the need for Board involvement.

Recently, Dr. Wendy Welch, Medical Director for the HPMP, was a guest on the Virginia Hospital and Health Association podcast, Patients Come First. In her interview, Dr. Welch explains the HPMP and the benefits of program participation. Listen to the podcast by clicking on the podcast graphic or by using this link: <https://soundcloud.com/user-51117823/vhha-patients-come-first-podcast-dr-wendy-welch>.

The HPMP's experienced team is available to answer questions confidentially. They can also accept self-referrals. Visit www.dhp.virginia.gov/hpmp or call 866-206-4747 for more information.

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Activating the Brain with Eye Movements

James A. Munse, DC, DACNB, MA

This article will discuss how certain eye movements activate specific areas of the brain. Examples of how you can utilize this as a treatment modality will also be provided. The previous articles I have written for this publication have discussed ways to evaluate the brain and determine areas of dysfunction, whereas this article will discuss how to use eye movements as a mode of treatment. This can be extremely helpful for promoting positive neuroplasticity in weakened or damaged neuronal systems. For example, if a patient presents with a history of stroke – one can use these eye movements to target dysfunctional areas of the brain in hopes of improving the neuronal communication and function of viable neurons within that area. The same premise and approach can be taken with patients that present with other neurological disorders such as Parkinson's disease, Multiple Sclerosis, neurobehavioral disorders, vertigo, etc. Of course – you first need to know what areas of the brain to activate. This is relatively easy for “hard lesions” because an MRI or CT scan can show exactly where the damage is located. For “soft lesions” (functional lesions) – this requires a functional neurology exam or pertinent patient history to identify the weakened or dysfunctional areas of the brain. As mentioned above, you can refer to the winter and spring releases of this publication for articles that explore two different methodologies for evaluating brain function.

There are five types of eye movement systems. This includes: a) saccades, b) smooth pursuits, c) the ability to fixate on a target, d) the ability to converge or diverge the eyes and e) the counter-rolling system (aka the vestibular ocular reflex) that allows the eyes to stay locked on a target despite head movement. This article will elaborate upon smooth pursuit and saccadic eye movements. The saccadic system produces quick, voluntary eye movements; these



are the rapid eye movements that allow the eyes to jump from target to target. Whereas smooth pursuit eye movements keep the eyes locked on a moving target; the important part here is that the eyes must track a moving target. Pursuit eye movements cannot occur without a moving target. If you attempt to move your eyes from left to right across the visual field without following a moving target...you'll notice that your eyes “jump” in short spurts (which are saccadic eye movements and not pursuits).

How can smooth pursuit and saccadic eye movements activate the brain? This is because the cerebral cortex initiates these types of eye movements. Saccadic eye movements are initiated by the frontal lobes of the cerebral cortex. As such, patients with frontal lobe lesions will have slow, latent, or inaccurate saccades. The frontal lobes “push the eyes” to the opposite side. As such, the left frontal lobe produces rightward saccades (quick eye movements to the right). And the right frontal lobe pushes the eyes to

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the left for a leftward saccade. It should also be noted that the cerebellum “stops” a saccadic eye movement accurately at the target. Specifically, a leftward saccade is stopped by the left half of the cerebellum (and vice versa for the other side). So let’s consider a leftward saccade: this is quick, voluntary eye movement to a target within the patient’s left visual field. This left saccade is initiated by the right frontal lobe (which push the eyes to the left), and the eyes land accurately on the target because the left half of the cerebellum stops the motion of the eyes once the targeted object is located. Conversely, smooth pursuit eye movements are initiated by the parietal lobes of the cerebral cortex. The parietal lobes “pull the eyes” towards themselves (think of a fisherman reeling in a fish). Thus, the left parietal lobe enables the eyes to track a moving target to the left. If a target moves the right, then the right parietal lobe is activated. As such, the parietal lobes pull the eyes towards themselves, and the frontal lobes push the eyes away.

As demonstrated above – smooth pursuit and saccadic eye movements activate the frontal lobes, parietal lobes, and the cerebellum. A common theme in functional neurology is using the cerebellum as a way to stimulate and activate the cerebral cortex. This is because the cerebral cortex and cerebellum maintain strong structural and functional relationship. In particular, the cerebral cortex communicates with the contralateral half of the cerebellum (and vice versa) via the superior cerebellar peduncle. As such, activating the right half of the cerebral cortex also activates the left half of the cerebellum. This should also make sense based upon the saccadic eye movement mentioned above...a left saccade activates both the right frontal lobe and left half of the cerebellum. Consequently, activating one half of the cerebral cortex and the contralateral half of the cerebellum typically go hand-in-hand. Furthermore, to clarify some potentially confusing terminology – rehabilitating the “left brain” commonly refers to the activating the left cerebral cortex and right half of the cerebellum.

Let’s imagine that a patient presents with “right brain” dysfunction. Our goal is promote positive neuroplasticity within the right cerebral cortex and the left half of the cerebellum; we want to isolate and strengthen these weakened pathways. So how can we specifically activate these areas of the brain using eye movements? We use a combination of smooth pursuit and saccadic eye movements. We would want the patient to track a moving target to their right (to activate the right parietal lobe) and then produce a quick eye movement to the left (to activate the right frontal lobe and left half of the cerebellum). You can be creative in how you implement this. For instance, you can have the patient track your moving thumb to their right, and once the object has moved to the right side of their visual field – you can have have them shoot their

eyes to their left and land on a predetermined stationary target (and then repeat for multiple repetitions).

I would like to conclude this article by discussing an interactive and fun activity that utilizes both pursuit and saccadic eye movements in addition to hand-eye coordination to activate the brain. The activity is simply playing catch with a small ball. The patient will face me and I’ll usually stand approximately 5-12 feet away (depending upon the patient). I will start by “warming them up” – which is simply playing catch for a minute or two. The patient has to use a saccadic eye movement to find the ball once it’s in the air, and then a pursuit eye movement to track it into their hand. The act of catching the ball adds additional stimulation to the cerebellum. So how would I bias this activity for the “right brain?” Instead of tossing the ball directly to the patient...I would toss the ball against the wall of the treatment room and the patient would have to catch the ball as it ricochets off the wall and heads towards them. Specifically, I would toss the ball off the wall that is located to the patient’s left. This causes the patient to initiate a left saccade to find the ball once it bounces off the wall that is located to their left (thereby activating the right frontal lobe and left cerebellum). The patient must then track the ball (smooth pursuit eye movement) as it moves across their visual field and toward them (activating the right parietal lobe). This is a fun, productive activity that most patients really enjoy. Please do not hesitate to contact me if you have any questions about the above information and/or if you would like additional ideas or examples of how to utilize eye movements to activate the brain.

James A. Munse, DC, DACNB, MA of Chantilly Chiropractic Center in Chantilly, Virginia earned his Bachelor’s and Master’s Degrees from George Mason University and his DC Degree from Palmer Chiropractic. Dr. Munse is a Diplomate of the American Chiropractic Neurology Board, which he earned through the Carrick Institute. He is proficient in Full Spine Diversified (Palmer Package), Gonstead, Activator, Thompson, Extremity Adjusting, Flexion-Distraction, and Functional Neurology diagnosis and rehabilitation. In addition to full-time practice, Dr. Munse serves as an adjunct professor at George Mason University and an assistant coach for the Westfield High School varsity football team. He can be reached at jamunse@gmail.com.



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Cox Chiropractic Clinic & Blue Ridge Medical Center Partner to Provide Chiropractic to Opioid Addicts

Dr. Wayne Fusco, Dr. Doug Cox and the Cox Chiropractic Clinic in Charlottesville, Virginia have partnered with the Blue Ridge Medical Center to provide chiropractic to low income individuals who have become addicted to opioids.



The Blue Ridge Medical Center received an NIH grant to enable patients addicted to opioids that were originally prescribed for spinal problems to be evaluated and treated with chiropractic care. The program began in the Spring of this year and includes chiropractic evaluation, x-rays, and up to 12 treatments at no charge to the patient.

Norfolk Files Federal Lawsuit to Hold Pharmaceutical Manufacturers & Distributors Responsible for Creating Opioid Epidemic

The City of Norfolk, Virginia has filed suit against the nation's largest pharmaceutical manufacturers and distributors for their role in creating a widespread diversion of prescription opiates for nonmedical purposes. The case was filed on June 6, 2019, in federal district court in the Eastern District of Virginia (City of Norfolk v. AmerisourceBergen Drug Corporation et al: Case 2:19-cv-00299). The City anticipates that the case will be transferred to federal district court in the Northern District of Ohio where hundreds of similar cases filed by state, local and tribal governments are pending.

In the suit, the City of Norfolk alleges that many of the nation's largest drug manufacturers promoted highly addictive, dangerous opioids, and deliberately misinformed doctors by claiming that patients using the drugs rarely experienced addiction. The companies named in the suit include: Purdue Pharma; Teva Ltd. (which acquired pharmaceutical maker Cephalon, Inc. in 2011); Janssen Pharmaceuticals, Inc. (a wholly-owned subsidiary of Johnson & Johnson); Endo Health Solutions, Inc.; Allergan PLC; Mallinckrodt; and Insys Therapeutics, Inc. Drugs manufactured by these companies include, but are not limited to: OxyContin, Actiq, Fentora, Duragesic, Nucynta, Nucynta ER, Opana/Opana ER, Percodan, Percocet, Zydone, Kadian and Norco.

The suit also alleges that three of the nation's largest drug distributors – Cardinal Health, AmerisourceBergen, and McKesson Corp. – failed to monitor, identify and report suspicious activity in the size and frequency of opioid shipments to pharmacies, in violation of the federal Controlled Substances Act. The suit names the nation's largest Retail Pharmacies – CVS, Walgreens and Walmart – for their role in failing to report suspicious opioid orders.

The City of Norfolk has hired a team of expert law firms, experienced in holding the powerful pharmaceutical industry accountable. Those firms include Baron & Budd; Levin, Papantonio, Thomas, Mitchell, Rafferty & Proctor; Greene Ketchum Bailey Farrell & Tweel; Hill, Peterson, Carper, Bee & Deitzler; McHugh Fuller Law; Powell & Majestro, PLLC; and Kalfus & Nachman, P.C.

Thanks to Dr. Ellen Fitzenrider of It's Me Dr. E, UVCA supporting supplier member, for posting this to VCAdoctalk.

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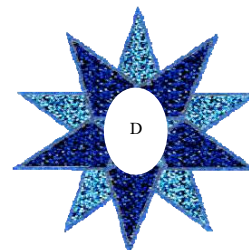
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The Unified Virginia Chiropractic Association Forms Affinity Program with Infindi Electronic Data Interchange to Benefit Members & the Profession

The UVCA is excited to announce that it has formalized an affinity program with Infindi Electronic Data Interchange.

Infindi supports health care providers with user-friendly electronic claim submission service, business analytics, claims processing tools and superior customer service support. Its position as a nationwide clearinghouse demonstrates that it has the knowledge to change with technology while still managing to provide the best customer service support.

Brad Cost, Infindi President, explains, "We are a pro advocate company for healthcare providers in many specialties and are here to help with the evolution to the modern age of electronic data interchange, electronic claims processing and analytics driven utilization management. Our goal is to ensure that chiropractic practices can perform at their best and we are committed to using our expertise to help the chiropractic profession."

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Infindi has made its analytics available to the ECA-IPN, the Unified VCA, and over 20 other state chiropractic associations at no charge, to help identify and respond to insurance payment issues. The company regularly supports the Unified VCA and other groups by sponsoring convention speakers, advertising, maintaining a supplier membership, and more. Now, due to this new arrangement, Unified VCA members will enjoy reduced processing fees and access to their own analytics via a convenient app, as well.

- For the proper enrollment code to use with Infindi for the member discount, contact the Unified VCA office at 540-932-3100.
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The Opportunity of CBD: Reforming the Law

Dr. Scott Banks, CBD Task Force Chair, recently shared a July 25th editorial in the New England Journal of Medicine entitled "The Opportunity of CBD: Reforming the Law." To access the article, go to https://cdn.ymaws.com/www.virginiachiropractic.org/resource/resmgr/opioids_crisis/CBD_Status.pdf.

In it, authors Pieter A. Cohen, MD and Joshua Sharfstein, MD state, "Over the past year, dietary supplements and foods containing cannabidiol (CBD) have swept into retail establishments and onto the Internet, with estimated annual U.S. sales now exceeding \$200 million and growing rapidly. Recently, however, the Food and Drug Administration (FDA) has taken the position that CBD cannot be legally sold in either supplements or foods. As many manufacturers defy the FDA's position, this moment may provide an unexpected opportunity to improve the oversight of supplement ingredients and additives to food."



"This was an interesting editorial on moving the CBD issue along with the FDA," Dr. Banks observes. "It actually points out the diversity of opinions, plans and proposals about how all of this should be handled. Those points explain why a solution is likely to be a long slow process."

For the CBD manufacturers' perspective, check out UVCA supporting supplier members Proleve (Barney Martin, barney@proleve.com, www.proleve.com, ad on page 3) and Stirling Oils (Joe Kryszak, joe@stirlingoils.com, www.stirlingoils.com).



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Greasing the Gears to Your Practice: Providing Proper Tools for Doctors & CAs

By Brandy Brimhall, CPC, CMCO, CCCPC, CPCO, CPMA

Regardless of whether you're a doctor or a CA, being in practice is always an adventure! Doctors and CAs have numerous responsibilities. Often the challenge is getting through the daily task list without having to add or move anything. Without having organized systems in place, the doctors and CAs tend to find that either important responsibilities have to be set to the side, or other important tasks or personal time have to be set on the back-burner.



Practices have numerous moving parts that rely on adequate training, time management and well-oiled systems in order to function smoothly. Like a series of turning gears, each with their own role, all must be free of rust (i.e., inadequate training or time management) and debris (i.e., inefficient or missing systems resulting in loss of time and money) for the machine to function properly as a whole.

We educate our patients to understand that all systems of the body are connected, and that compromise in one area can affect the healthy function of one or more others. The exact same concept holds true when it comes to our practices. Inefficiency in one task or responsibility results in not only dysfunction in that area, but also sluggishness or inaccuracy in other tasks, as well.

Let's look at a few common examples:

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3. Inefficient collection systems resulting in an accumulating Accounts Receivable and lost revenue
4. Uncertainty in payer policies or state guidelines resulting in increased provider vulnerability
5. Mismanagement of patient accounts resulting in delayed patient billing, conflicted practice/patient relationships and lost revenue
6. Uncertainty re: where to find needed information resulting in:
 - a. guessing or assuming, thus increasing practice risk significantly
 - b. setting things to the side with the intention of finding time later

As you probably fully understand and may relate to, the list of potential obstacles that can interfere with or prevent smooth-running systems can be quite lengthy. These interferences are costly in valuable doctor and CA time, as well as practice cash flow. With so many moving parts, virtually every practice encounters time-consuming obstacles periodically. It's an inevitable part of any business. The great news is that, like any well-functioning machine, some general proactive action steps on behalf of the practice will prove to be invaluable in minimizing some of these many potential dysfunctions. Wouldn't it be nice to avoid some of these possible interferences entirely: to allow for prompt handling of those obstacles that do occur, while at the same time reducing practice risk and vulnerability, along with minimizing the overall impact to other critical practice systems?

There are some essentials for your toolbelt that will enable the practice to operate as efficiently as possible. Let's discuss these critical tools and why they are so important.

1. Training – Most errors and oversights are due to inadequate or improper training. Investing in training for new employees, along with periodic training moving forward, will save a practice significant time and money. This gives the practice the opportunity to clear or address “debris”

before it harms the function of the machine. Proper training also provides confidence in the appropriate understanding and skill necessary to proactively manage obstacles that do occur. Fortunately, training comes in many forms, so practices can utilize those methods that work best for them. Consider regularly implementing some form(s) of training, such as role playing, reading material, webinars and seminars.

- 2. A written job description** – Far too often, roles and responsibilities in the practice are assumed, *Continued on page 12*



September 7, 8, 2019

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Practice Issue	Results
Incorrect coding	claim rejections, delays, denials or audits
Incorrect coding	under- or over-coding and potential lost revenue
Inefficient collection systems	accumulating Accounts Receivable and lost revenue
Uncertainty in payer policies or state guidelines	increased provider vulnerability
Mismanagement of patient accounts	delayed patient billing, conflicted practice/patient relationships and lost revenue
Uncertainty re: where to find needed information	guessing or assuming, thus increasing practice risk significantly
Uncertainty re: where to find needed information	setting things to the side with the intention of finding time later

Continued from page 11 only to find down the road that something wasn't done at all simply because it wasn't clear who was responsible. Sort of like a pre-flight checklist, job descriptions allow for itemization and delegation of necessary duties. Ensuring all practice systems are a go will help considerably in reducing errors and oversights. Additionally, the added benefit of knowing who's in charge of what provides reliable direction for practices.

3. **Documented procedures** – Not having properly documented procedures is like driving without a map. Even if we have a general idea of where to go, there is always the risk of wrong

turns, missed turns or getting lost altogether. How much more confident and efficient would you be with a well-written map?!

4. **Resources** – The beauty in almost every role in the practice is that you don't need to know all the answers; you just need to know where to find them. Doctors and CAs often come upon uncertainties and questions that they aren't sure quite where to start in resolving. This can result in time-consuming tasks, as well as lost time and even money. Valuable doctor and CA time and energy can be preserved just by having access to helpful resources, much like that multipurpose tool that you can pull out at almost any

given time to get the job finished faster and more efficiently! Unified VCA specialists, VCA doctalk, and CHelpDesk Solutions are three examples of reliable, time-saving and money-saving resources.

Doctors and CAs have a shared goal of helping the practice to run efficiently and prosper. There are many tools available to practices to help with this process. Every moving component to your practice is important for long-term success. As doctors and CAs, you are in the driver's seat with your practice to ensure that these critical tools for operation are readily available and properly utilized. Your team and your practice will reap the rewards!

Brandy Brimhall, CPC, CMCO, CCCPC, CPCO, CPMA is president of CHelpDesk Solutions. CHelpDesk Solutions provides on-demand, unlimited Q/A for DCs and CAs with low monthly fees. It serves as a Virtual Assistant for the chiropractic progress on all things coding/billing, collections, compliance and more. For more information, visit www.CHelpDesk.com or contact Ms. Brimhall at brandybrimhall@gmail.com (phone 719-349-0220).



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Virginia Chiropractic Political Action Committee

2019 CONTRIBUTORS AT 7-25-19

Robert Bowie Society (>\$1000+)

Dr. Michael Amato
 Dr. David Dolberg
 Dr. Christopher Frey
 Dr. Corey Malnikof
 Dr. Bibhu Misra
 Dr. Minesh Patel
 Dr. Mathias Pastore
 Dr. Chris Perron
 Dr. Nisha Saggarr-Patel
 Dr. Matthew Schrier
 Dr. Sam Spillman
 Dr. Nathaniel Tuck, Jr.
 Dr. William Ward
 Dr. Adam Wilding

Quintessential Chiropractic
 (Dr. Katrina Mayes & Dr. Theresa Graf)

Gold (\$600-999)

Dr. Jeff Bowers
 Dr. Gary Dennis
 Dr. Diane DeReu-Foley & Dr. Joe Foley
 Dr. Mark Gutekunst
 Dr. Linda Larsen
 Dr. Frank Lombardozzi
 Dr. Marilyn E. Porras
 Dr. Brad Robinson

Silver (\$400-599)

Dr. Joe Cantu
 Dr. Mark Charrette
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 Dr. Janice Piedmont
 Dr. Susan Sweeten
 Dr. Robert Thoma
 Dr. Jennifer Rathmann

Emerald (\$200-399)

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 Dr. Aaron Trochim
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 Dr. Wade Quinn

Bronze (Up to \$199)

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Officer Nominations Due by August 20th

OFFICER elections will be held at the Fall Convention, September 20-22 in Williamsburg, Virginia. Convention registration is not required for qualified members to nominate candidates, run for a position, and/or attend and vote at the membership meeting.

The positions of President, Vice President, Treasurer and Secretary will be up for election. The following nominations have been received and confirmed to date.

President:
Dr. Christopher Perron

Vice President:
Dr. Michelle Rose

Treasurer:
Dr. AJ LaBarbera and Dr. Carly Swift

Secretary: Dr. Will Sonak

Additional nominations are welcome and encouraged. You must confirm that your nominee is qualified and interested in running before nominating.

Officer Duties

The President shall preside at all meetings of the Board of Directors, the Executive Committee, and VCA general membership meetings. He/she shall be an ex-officio member of all committees. The President shall sign all certificates of membership



and such other documents as required in the regular conduct of VCA affairs and direct the Treasurer to pay all VCA obligations and other expenses approved by the Board. The President shall co-sign any VCA expenditure over \$1,500.00. The President shall have a discretionary fund of \$1,000.00 per year that may be spent for VCA purposes without Board approval, with receipts of expenses submitted to the Treasurer. The President may call special meetings of the general membership, as needed for the conduct of VCA business. The President appoints members to standing and ad-hoc committees except the Nominating Committee, as needed, and designates each committee chair from the committee's membership. The President formulates the general membership and Board meeting agendas. The President or his/her designee may represent the VCA

at state, regional and district meetings and before other organizations. The President further performs all other duties pertaining to the office.

The Vice President shall preside at all meetings in the absence of the President and shall, in case of death, absence, resignation, refusal or inability of the President to discharge his/her duties, preside and discharge the duties of President.

The Secretary shall record and preserve the minutes of all Board of Directors, Executive Committee, and general membership meetings and perform all the duties generally pertaining to such office. The Secretary may assist the President in formulating meeting agendas.

The Treasurer shall be the custodian of VCA finances and other properties and shall disburse them *Continued on page 15*



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Continued from page 14

on proper order of the President, as directed by the Board of Directors or the general membership. The Treasurer shall perform such other duties that generally pertain to such office. All expenditures over \$1,500.00 shall be co-signed by the President. A limit of ninety days will be placed on all checks drawn from the VCA treasury. The Treasurer will have the primary responsibility for signing all checks and approving expenditures, with the President also authorized to sign checks in the absence of the Treasurer. With the assistance of the Executive Director, the Treasurer shall collect all membership dues and maintain a list of VCA members in good standing. The Treasurer is responsible for making timely records and deposits of funds collected on behalf of VCA. The Treasurer shall have a current detailed report of finances available for Board meetings and forward the records to the CPA at the end of the year for tax purposes.

Terms of Office

- All Officers shall serve for a period of two (2) years or until their successors are elected.
- The outgoing President automatically shall assume the position of Immediate Past President, a two (2) year term as voting member of the Board of Directors.
- The President may not serve more than two (2) terms consecutively. Other Directors may not serve more than three (3) consecutive terms.
- If there are no candidates for a position, the incumbent may continue to remain in that position until the next regularly scheduled elections.

Eligibility

- Nominees must have at least a two consecutive year active membership status, to include current and previous year prior to nomination.
- Candidates for President must have served on the Board of Directors at least one year.
- Other Points of Information:
- Nominations for all offices will be closed 30 days prior to the Annual Meeting.
- Any member who intends to run for any office must notify the VCA office prior to the close of nominations to be placed in nomination.
- Only under conditions of emergency, as defined by the Board of Directors (i.e. illness, no nominee for an office, withdrawal of a nominated candidate, death of a nominated candidate, etc.), may nominations be accepted from the floor at the Annual Meeting.

For a nominating form contact the UVCA office. Please submit your nominations by August 20, 2019. If you have any questions, contact Dr. Jeff Bowers, Nominating Committee Chair, at Friends-Run@aol.com.



Help recognize your colleagues who have gone above and beyond to support your profession in Virginia and your association in the past year. Not only do they deserve to be recognized by their peers, but they set an important, positive example for other doctors to follow. The Unified VCA will be presenting awards at the Saturday night dinner party on September 21, during the convention in Williamsburg.

To nominate someone for an award, please complete the online form at <https://www.virginiachiropractic.org/events/EventDetails.aspx?alias=2019AwardNominations> or contact the UVCA office for a hard copy form.

Let us know who you nominate for:

- **Unified VCA Chiropractor of the Year**
- **Unified VCA District Director of the Year**
- **Unified VCA Literary Awards**
 - **Literary Award:** Doctors who have published a paper in a recognized scientific journal such as JACA, JMPT, etc.
 - **The John Stoke Award:** Doctors who have published a paper or article for lay consumption or demonstrated excellence in social media campaigns and blogs, as well.
 - **Journalism Award:** Presented to a newspaper editor or writer who has published/written a health-related story worthy of recognition.

Nominations (and, for literary awards, any corresponding papers, articles, etc.) are due by August 20 to Dr. Kevin Walsh, Committee Chair. If you have any questions or need a form, call the UVCA office at 540-932-3100 or email admin@virginiachiropractic.org. Thanks for helping to recognize your colleagues!

The Money Finder

3 Things Every Business Owner Should Know About Discovering Hidden Money Leaks (And What to Do About It)

The Money Advantage, a New UVCA Supporting Supplier Member, recently recorded a free webinar for UVCA members.

Learn how to stop money flowing out of your control so you can build the time and money freedom you deserve. You'll gain techniques to take full advantage of the tax code to permanently reduce your taxes, leverage the three Cs of financing to reduce total fixed payments and increase deductible interest, and even eliminate the impact of future tax liabilities and increase the accessibility and control of savings when you need it most. You'll even hear how one business owner freed up \$97,000 per year.

To access this free webinar, go to <https://themoneyadvantage.com/findmoney>. Practice Management Committee Co-Chair Dr. Lee Matthis felt this short presentation was relevant and timely for chiropractic offices.



Welcome, New Members!

The Following Members Joined the UVCA Between 4/15/19 & 7/24/19

Abderhman, Omar

Port Orange, Florida
Phone: 571-353-8542
Member Type: Student

Adams Jr, DC, Rhett

Venture Chiropractic
Charlottesville, Virginia
Phone: 540-525-9412
dr.rhettadams@gmail.com
Member Type: First Year DC
Gonstead, Webster

Beckwith, DC, Megan

Leesburg, Virginia
Phone: 571-271-8119
megan.beckwith31@gmail.com
Member Type: First Year DC
Diversified, Drop, Thompson,
Extremity Adjusting, FAKTR-PM, Full
Spine, Graston, Kinesiotaping, Motion
Palpation, Myofascial Release,
Palmer Package, SOT, Soft Tissue
*Referred by Dr. Shawn
Keegan & Dr. Will Sonak*

Bowman, Alex

Radford, Virginia
Member Type: Student
*Referred by Dr. Michael
Amato*

Cheek, DC, Joel

Infinity Chiropractic
Yorktown, Virginia
Phone: 757-867-1061
dr.joel.cheek@gmail.com
Member Type: Second Year DC
Applied Kinesiology, CBP, Cranial
Sacral, Diversified, Drop, Thompson,
Extremity Adjusting, Flexion-
Distraction - Cox, Full Spine,
Gonstead, Graston, Activator,
Kinesiotaping, Motion Palpation,
Myofascial Release, SOT, Webster
*Referred by Dr. Sherri
Wright-Cox*

Coggins, Aspen

Port Orange, Florida
Member Type: Student
*Referred by Dr. Michael
Amato*

Fishkin, DC MPH, David

Fishkin Center for Back & Body
Wellness
Rockville, Maryland
Phone: 301-444-4890
doctor@fishkincenter.com
Member Type: Out of State DC
Diversified, Dry Needling, Myofascial
Release

Frank, DC, Krista

Wave of Life Chiropractic Center
Virginia Beach, Virginia
Phone: 757-321-7776
dr.kristafrank@gmail.com
Member Type: First Year DC
Cranial Sacral, Diversified, Drop,
Thompson, Full Spine, Activator,
Logan Basic, Webster
Referred by Dr. Carly Swift

Heidt, Kathryn

Boiling Springs, South Carolina
Member Type: Student
*Referred by Dr. Michael
Amato*

Karimianpour, Roxana

Charlottesville, Virginia
Phone: 540-664-9970
Member Type: Student

Kryszak, Joe STIRLING OILS

Apex, North Carolina
Phone: 619-922-2990
joe@stirlingoils.com
Member Type: Allied Supplier
Nutrition

Malnikof, DC, Corey PALMERCARE GROUP

Sterling, Virginia
Phone: 703-421-2990
coo@palmecare.com
Member Type: Vendor/DC
Healthcare

Ponquinette, DC, Scott

Comber Physical Therapy & Fusion
Chiropractic
Hampton, Virginia
Phone: 757-775-0352
Member Type: Second Year DC

Quail, DC, Justin

Giving Tree Chiropractic
Virginia Beach, Virginia
Phone: 757-965-5992
givingtreechiropractic@hotmail.com
Member Type: Fourth Year or More
DC
Cranial Sacral, Diversified, Drop,
Thompson, Full Spine, Activator,
Low/Non Force Techniques, Upper
Cervical, Toggle, Webster
Referred by Dr. Carly Swift

Continued on page 17

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Shepherd, DC, Andrew

River City Chiropractic
Richmond, Virginia
Phone: 804-726-4760
drshepherd@rivercitychiropractor.com
Member Type: Premier DC
Diversified, Drop, Extremity Adjusting,
Flexion-Distraction - Cox, Activator,
Impulse, Torque Release

**Referred by Dr. Christina
Lowenthal**

Short, DC, Bruce

Recharge Sports Injury Center
Herndon, Virginia
Phone: 703-481-4400
drbshort@gmail.com
Member Type: Fourth Year + DC

Thomas, DC, Candace

Better Life Chiropractic, LLC
North Chesterfield, Virginia
Phone: 804-592-5400
betterlifechiropractic@gmail.com
Member Type: Fourth Year or More
DC



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In the meantime, Dr. Matthew Schrier received a \$50 gift card from HF Hill & Associates at the May 4th membership meeting for his sponsorship efforts! Three members tied for the most members sponsored by that time: Drs. Michael Amato, Matthew Schrier and Carly Swift. A drawing of the three determined the winner.



SHARE the expertise, resources, support and camaraderie that Unified VCA membership provides - and the SUCCESS that follows.

- For every member you refer to membership, you'll receive a \$25 Value Voucher for a UVCA event registration, membership dues - or as a discount on the new member's first dues installment. You'll get one regardless of the membership type (even Student membership with dues of just \$35!). There's no limit to how many you can accumulate.
- You'll be contributing not just to that individual's success, but to your own, the association's, and your profession's.
- The chance to win up to a Grand or an Amazon gift card provide some icing on the cake.

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Membership Recruitment and click on "Member Sponsorship."

**2019 Member Sponsors
At 8/1/19**

5 New Members
Dr Michael Amato

3 New Members
Dr Carly Swift

2 New Members
Dr Matthew Schrier

1 New Member
Ms Brenda Cassell,
SCRIP HESSCO
Dr Alicia Haupt
Dr. Shawn Keegan
Dr Gregory Lee
Dr. Carl T. Musick
Dr Michael Placide
Dr. Will Sonak
Dr Sheri Wright-Cox



Classifieds

DC members may place a classified ad in The Virginia Voice and on UVCA's website free of charge. Fee is \$50 for member vendors and \$88 for all non-members. Listing will remain on website for 3 months, plus appear in at least 1 issue of newsletter, broadcast email/fax to member and non-member DCs throughout VA, and promotion of link to Classifieds on VCA doctalk. Individuals may not post classified listings to the list-serve, per membership vote. Limit of 35 words may be imposed. For deadlines, display ad info. or to submit your listing, e-mail jconnolly@viriniachiro-practic.org.

(Updated 8/1/19)

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Practice Wanted

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es/mergers. Retiring Drs can rest assured we will treat their patients w/utmost respect & care like they themselves delivered. We would also like to talk to Drs who are tired of the "business of chiropractic", who simply want to treat. For more info/questions call 804-526-7125 or email ariyachiropractic@yahoo.com. [listing#073019a]

DC Positions

Associate Doc w/great adjusting skills (Diversified, Drop, Non-force) to join our Virginia Beach office. Must be coachable, compassionate, communicative. Basics of nutrition & applied kinesiology is preferred. Skill focused mentorship program for systems, communication, & care management. Send your resume to Candice@AppliedHealthVA.com. Salary, Bonus, Benefits. [listing#110119a]

Work, live play by the beach! Independent contractor wanted for busy Chiropractic/PT office. Awesome opportunity! Please visit jonelectro.wixsite.com/independent-contract for pics & video info!!! Or, call 757 483-6000 to learn more! [listing#103019a]

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doctor who is skilled in diversified adjusting & enjoys treating a variety of patients including athletes, accident victims & family care to pregnant patients & pediatrics. Dry needling certification would be helpful. Located in Falls Church. Spanish speaking is a plus. We provided benefits. Please forward your resume to drdamato@qualitychirova.com. [listing#102919b]

Northern Virginia associate needed. Currently two chiropractors and three massage therapists. One associate must move overseas, so immediate patient base exists. Competitive salary/commission. Top notch bedside manner and adjusting skills required. E-mail CV/Resume to: DrSampson@leesburgchiro.com".

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Continued from page 18

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Seeking Motivated Associate Chiropractors for our practice located in Mclean & one for a new practice opening in Crystal City. Part of 11 local chiropractic clinics with a great support team continually providing training to help you reach your goals. Training in Crystal City includes 2-3 mo. in one of our busy clinics. Great starting pay w/bonus structure that never caps. Please email COO@palmercare.com. [listing#091219a]

Virginia Beach - Dynamic, fast paced, state-of-the-art high tech Chiropractic Clinic is looking to add a full time Associate Chiropractor to the team. Applicants must be licensed Chiropractors & provide school & yr of graduation. New graduates welcome. We will train. Please email your resume to website.proadjusterchirovb@gmail.com.

Does CrossFit, MMA, Muay Thai, Jiu Jitsu appeal to you? If you train in any of these disciplines, apply here. We have favorable opportunities for Associates or IC's if you consider yourself an athletic chiropractor that can serve such a population. Current openings are in Ashburn, Chantilly, Reston, & Alexandria. Dry Needling a plus. Apply to admin@mybwdoc.com. [listing#090119a]

Northern VA Associate Needed: Searching for Chiro in NOVA. Established practice of 25+ yrs seeks strong, entrepreneurially minded associate wanting long term relationship & potential buy out/partnership. Clinically strong, motivated, self-starter, willing to learn how to run a successful prac-

tice. Acupuncture/ Dry Needling training a plus but not required. Competitive salary & healthy percentage w/opp for Partnership. e-mail resume & CV to getwellstaywell@yahoo.com. [listing#083019a]

ARLINGTON - Looking for motivated DC & ART Provider experienced w/full body diversified adjusting; Salary + Bonus structure; Full Medical/Dental; 401k + Employer match; Reimbursement for seminars/certifications. Please email CV to our business administrator, Brian Morgen: brian@fullmotionlifeandspport.com. [listing#082819a]

COME JOIN US. Integrated, sports medicine centric chiropractic & PT provider group, serving an active population in NOVA, seeks energetic, team-oriented clinicians to join our integrated group of multidisciplinary providers. DCs, DPTs, LAC & certified nutritionists all welcome. We are seeking like-minded healthcare providers interested in partnership opportunities. We are open to Practice Group Merger for the right fit. Serious inquiries only please, email staff@potomacphysicalmedicine.com. [listing#082319a]

Clinic Director / Associate position available in established practice located just outside Washington, DC in Wheaton / Silver Spring, MD. Salary w/bonuses & benefits. Please email CV to rrosadc@gmail.com. [listing#082119a]

Part-time associate position/coverage work available in busy Alexandria office. Opportunity to solely treat our patients part time or build **Continued on page 20**

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your own practice in addition. Diversified, well established, fast paced practice, great location & patients. Please contact family-chiro123@gmail. [listing#082019a]

Chiropractic Centers of Virginia: Chesterfield County Courthouse Location looking for Chiropractor for FT employment. Competitive compensation percentage, salary, bonus, health & dental, two wks vacation, retirement. We're here to serve our community & further the profession so Ownership opportunity potential for the right candidate available. Condition based, active rehab, referral driven practice. Check us out at www.chirocenters.com. E-mail CV or resume to drkennedy@chirocenters.com.

Expanding practice w/5 current locations. Current openings in Ashburn, Reston, & Chantilly. IC or Associate w/competitive pay, %'s, & benefits. Collaborate with a team of 12 other Chiro's, PT's & acupuncturists as needed. The options & opportunities are limitless as long as our goals are aligned in (a) getting patients & (b) getting them the results they deserve. It's that simple, let's talk! admin@mybwdoc.com.

Looking for full time associate for busy clinic. Diverse practice in one of three clinics in Newport News w/three doctors. One practice specializes in sports medicine, the other two treat all ages & conditions. Great opportunity to treat a variety of is-

sues. Work closely w/medical community. Head doctor had serious hand injury & is on disability. Contact: (757)873-8701 nrebound@aol.com. [listing#072419a]

We are looking for a professional, motivated Chiropractor for our VA Beach office who is focused on offering exceptional patient care. We focus on helping you grow & learn how to be successful in practice. Great salary, bonuses, & benefits. Relocation reimbursement up to \$2,000 offered. Send your CV & cover letter to Dr. Frank Lombardozi at kempsvillechiro@gmail.com. Visit our website at www.kempsvillechiro.com. [listing [072319a]

Full time, talented & energetic Chiropractic Associate wanted for popular Williamsburg practice. Williamsburg Neck & Back Center is a state-of-the-art, diversified chiropractic office. Offering competitive salary, collections bonus & comprehensive benefits package. Candidates can apply directly to WNBCAssociate@gmail.com.

Full-time or Part-Time chiropractic associate position available in Woodbridge. The office utilizes diversified adjusting, F&D, ART, Graston, dry needling & fascial taping. Background in sports & rehabilitation is plus. Competitive salary for full-time. Hrly for part-time. Malpractice Insurance, Health, Dental, Vision, 401K. Send CV to wssrehab@yahoo.com. [listing#071519c]

Mark Your Calendars!

3rd Annual School Supplies Drive

July 10 – August 25, 2019

Help ensure our students are equipped to learn!



Engage your patients in a fun & meaningful way, demonstrate your community commitment, & help ensure that all students have the supplies they need to learn and succeed.

Located right in the center of Lynchburg, Lynchburg Chiropractic has been serving our community for 38 yrs. Built in 1992 we are a 3800 sqft clinic that offers associates an incredible opportunity to work in a fast paced environment. Specializing in Diversified, Thompson & Activator techniques. Contact: Dr Joey Arthur 434-384-1631 or drarthur@lynchburgchiropractic.com.

The Joint Chiropractic in Alexandria is looking for full time Dr. All cash practice no hassles or insurance, great adjusted skills diversified. Competitive Salary & great environment w/benefits & bonuses. Please email your CV to Dr Ahmed Migdadi amigdadi1988@gmail.com or fax to (888) 503-7522. [listing#071019a]

DC Chiropractic Office seeks a DC to join our team. Office offers Sports & Wellness Chiropractic, Spinal Decompression & Massage. Seeking an Associate that is ready to maintain & expand our pace of growth. DC must possess adjusting skills, work ethic & ability to self direct. Position offers Competitive Salary, 401k benefits & parking in Capitol Hill DC. Send CV/ cover letter to drjenkins@paradigmchiropracticdc.com. [listing#070819a]

Norfolk, practice specializing in improving health/wellness, enhancing athletic performance & the prevention, management & rehabilitation of sports related injuries is looking for a full time associate position to be filled. Reliable, outgoing, & energetic doctor who can engage & communicate w/ people is a must. Excellent adjusting skills required w/experience in extremity adjusting, knowledge of rehab, & soft tissue techniques a plus. Send CV to drclayton@ghentchiro.com. [listing#070519a]

Balance beach life & practicing what you love - Lewes Beach, Delaware. We are 2 female Chiropractors seeking a 3rd Chiropractor who is interested in balancing relaxing & living at the beach while still practicing

hands on patient focused care 3-4 days/wk. Walk into an established office w/an influx of new patients. No marketing required. Email holly.scaro@gmail.com.

Busy chiropractic office in Shenandoah Valley seeks associate doctor. We are a growing office w/two doctors & are looking to add a third. Benefits package that includes salary, health, retirement, & a proven system to grow a successful practice. Interested doctors should send their resume to amatoclinic@ntelos.net.

36 yr old established practice in Norfolk w/ very solid patient base & outside referrals is looking for a full time associate. Great starting salary, bonus, & other perks to a candidate who works well w/others & is a team player. Diversified, arthrostim, PT, & Acupuncture. Ownership possibilities. Please email resume to: sniblo@norfolkchiropractic.com. [listing#070119b]

Subluxation model Chiropractor needed in Great Falls (ID 399108). We are a state of the art subluxation based clinic not far from Washington, DC. The adjustment comes first, but we do use adjunct therapies when necessary. Diversified chiropractor that practices confidentially, but not entitled... comfortable w/X-ray, adjusting extremities, & dealing w/all types of personalities. Must be okay learning...Contact: Drmarc@chiropracticheadhunters.com or 386-256-6940.

Chiropractic Associate Position available in Newport News. This practice has served the local communities for 35 yrs offering the best in chiropractic, physical therapy & rehab services. We are looking for a doctor who wishes to become a member of a stellar team. Great Practice! Great Team! Great Opportunity! Call or email now for details, or to schedule an interview. kimcharney@charneychiropractic.com or phone 757-303-6997. [listing#062619a]

Continued on page 21



PALMER

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- Earn up to 24 CE hours
- Enjoy complimentary class reunions
- See what's new on campus and connect with fellow alumni
- Celebrate at the Saturday night festival with friends, food and live music!

Register Here: www.palmer.edu/homecoming

Great opportunity for experienced (2+ yrs) Chiropractor needed for dynamic multi-specialty practice in Williamsburg. Must be highly motivated & focused on integrated patient care. Competitive salary. Benefits available with FT status include health, dental, life, disability, cont. ed. & generous 401(k). Please send resume to hr@comb-erpt.com. [listing#062019b]

IMMEDIATE opening for a Chiropractor in Fredericksburg, 50 minutes south of Washington, DC. This is a booming area! MUST be hard working & have good moral character in order to join our team! Certified in soft tissue techniques (ART, Graston, etc.) a + but willing to train. Competitive pay. Please email your resume to totalrehabinc@gmail.com ASAP! [listing#061919a]

Independent Contractor position in the DC suburbs: Looking for IC to rent space in Sterling (Loudoun County). Loudoun County is one of the fastest growing areas in the US. Plenty of opportunity to grow a practice. You will have 24/7 access to your own room plus other shared office space including a lecture room. Please contact Will Sonak at: drwill@lifewellnessnova.com or 703-406-0200 to discuss details.

Ariya Family Chiropractic Centers, Greater Richmond area, looking to make an associate's dream come true & offer rewarding compensation package, ask our current doctors. We offer 401k & cover 1st year malpractice, UVCA membership & conventions. The position consists of salary + performance bonus. Experience is a plus. For more information or questions call 804-526-7125. Please fax resume to 804-520-7624 or email ariyachiropractic@yahoo.com..

Wanted: Dr w/great adjusting skills, basic knowledge of nutrition, basic applied kinesiology a +. We are an integrative practice of DCs/applied kinesiologist, acupuncturist, nutritionist, MTs. Send your resume to drtomroselle@gmail.com. Salary, Bonus, Benefits (health insurance, malpractice insurance, 401K, paid vacation & holidays, possible stock options.) www.rosellecare.com.

Sport & Spine Rehab, a rapidly growing Chiro, PT & Rehab co is looking for highly skilled, ethical DCs w/exc clinical, interpersonal & comm skills. Competitive salary, bonus structure, benefits plan inclusive of health, dental, life, long term disability insurance as well as cont ed benefit, 401K match, ownership plan, more. For more info, pls contact Dr Jay Greenstein at drjay@ssrehab.com.

Practices

Chiropractic Practice for Sale in Roanoke. Practice steadily collects over \$200K per yr, w/1 doc & 1 massage therapist (w/room to expand). Don't start from scratch. Take advantage of the fact that the existing chiropractor is relocating. Come discover an excellent practice & lifestyle in the beautiful Blue Ridge Mountain area. Live, work

Healthy Savings!

“We are saving \$954 a month!”
Ms. K. Lemon, Family Chiropractic, Saluda, VA

“I’m saving \$500 per month for myself!”
Dr. D. Dolberg, Family Chiropractic of Springfield

**Health Insurance
For UVCA Members & Staff**



A BETTER WAY
to control group health benefit costs

The Unified VCA's health insurance benefit program is specifically designed for small business owners and chiropractic practices.

For an overview; an easy form for a free no-obligation quote; or contact information for an agent to talk to about your needs, go to www.virginiachiropractic.org and click on the green box.

& succeed easily! Info: ThrivingChiropractic@yahoo.com. [listing#102919c]

For SALE/LEASE – Delaware. Chiropractor retiring after 30 yrs offering MULTIPLE OPTIONS ranging from simple office lease, to office, home & land package purchase in LEWES BEACH, DE. Easily build upon well-established practice w/highly recognizable name & web presence, in a rapidly growing BEACHTOWN. Delaware is sales tax FREE, w/among the Nation's lowest property tax rates. Great place to live/practice! For more info: info@LewesChiro.com.

Practice for sale: Doctor of established practice in downtown Norfolk looking to transition the practice. If interested please contact me at Cedarwoodchiro@aol.com.

Cash practice for sale \$23,000. 1656 sq ft clinic. Requires a 5 yr lease. Rent \$1950/mo or purchase the office for \$325,000. Located in Lexington near the Blue Ridge Mountains. Office is located in a professional center w/other health care providers: orthopedists, physical therapists, dentists, optometrist, etc. Great location. Contact drummershort@aol.com. [listing#072519a]

Tyson's Corner, Vienna: Well-established, new equipment & technologies used, Eclipse software management, Hill Fix/Dis, Impulse, Div & Sports therapies practice. Referral base. 10/wk, 80-100pv/wk, open only 3-4 days/wk. Beautiful/renovated/modern. 1700 sq ft clinic. Serious candidates only, contact chirotram9090@gmail.com. [listing#071819b]

Two established Clinics in the NoVa area approximately 20 miles apart with a total collection of over \$260K. Performing Chiropractic, PT & Acupuncture. No advertising being done. Lots of potential for growth. Asking \$188K for both. Looking to retire. Will stay on for transition. Serious inquiries please Call 703-229-3106 or email me at IMDRNRG@AOL.COM [listing#062719a]

Well established practice for sale, 50% fee for service, low overhead, 37 yrs in practice. Located 8 mins from the beach, 6 treatment rooms, 4 bed therapy suite, corner lot. Great visibility. Reply to hilltopchiropractic-massage.net. [listing#062019a]

Continued on page 22

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Opportunity in beautiful, affluent, Shepherdstown, WV. Clinic space (1400 sf), equipment, practice for lease \$2,100/mo. 28 yr established practice max gross income \$300,000/yr w/only 2 employees. It's not about the \$\$\$ it's about the quality of the new dr & what's best for our community. Must be willing to learn (via accredited seminar) & implement McKenzie Rehabilitative Protocol. David Miljour, DC. 304-876-0864, miljour@frontiernet.net. [listing#060419a]

Space Available

For Rent or Sale - Free standing highly visible Building on busy corner intersection on Main St. in Fairfax. Occupied by a high volume chiropractic practice for the past 32 years. Walk-in condition with no build out necessary. Call 703-304-6211.

Office space available to share single chiropractor office in Richmond. Rent is \$775/mo & includes utilities, but not phone. Email drgreen@MySpinesAligned.com for more details. [listing#100819b]

Office space available to share in a wellness center in Fredericksburg. Adjusting room is 12.5' x 12.5'. We will work opposite days. You can work Tue, Thur, Sat. Sun is also available if you want. Rent is \$700/

month & includes utilities. Contact drjpyrgel@gmail.com. handsofhopechiropractic.com. [listing#090719a]

Office space available to share in Arlington. Chiropractor of over 20 yrs is currently working part time & looking for someone to share space during the times the doctor is not in. All details can be discussed via phone at 703-966-5749. [listing#072619a] Opportunity in beautiful, affluent, Shepherdstown, WV. Clinic space (1400 sf), equipment, practice for lease \$2,100/mo. 28 yr established practice max gross income \$300,000/yr w/only 2 employees. It's not about the \$\$\$ it's about the quality of the new dr & what's best for our community. Must be willing to learn (via accredited seminar) & implement McKenzie Rehabilitative Protocol. David Miljour, DC. 304-876-0864, miljour@frontiernet.net. [listing#060419a]

Equipment

Perfect for new office! Due to DC retiring, we have an entire practice-full of equipment & furniture, from adjusting tables & e-stim machines to file cabinets & chairs -- & everything in between. Pics at https://imgur.com/a/36svVAy. For full list, questions, etc, call Dr John Piersol at 304-482-7239; email drjpiersol@gmail.com. \$15K OBO; can help with shipping. [listing#110619a]

Galaxy McManis Flexion table w/all drops & elevation. Can deliver anywhere in Virginia & set up as well. \$5500 Life2uadio@aol.com if interested. [listing#102219a]

Insight by CLA for Sale LIKE NEW/GREAT CONDITION \$11,500. Bought in 2018. Product is in LIKE NEW/GREAT condition. Used about 40 times. CLA estimated product at \$13,590 new. Includes HRV, SEMG, thermography & complimentary adult & child gowns. Once purchased, call CLA to register product & software. We are located in Sterling. Can be shipped. Please contact Dr. Ryan at 516-233-9907 for more details.

Tabletop X-ray developer & accessories: light tight storage bin, 10x12 & 14x17 films, x-ray cassettes (10x12 & 14x17, 6 of each), x-ray label flasher, chemical automaker/feeder, 14x17 x-ray storage folders \$400 OBO. Light boxes: \$50/each. Please email dr.ashleydc@gmail.com for pictures or more information. [listing#100819a]

NEW/USED EQUIPMENT; 30+ yrs experience; HF Hill & Associates, Inc. Chiropractic showroom is located in Richmond (by appointment). We buy & sell new & used equipment: Lloyd Table Co., Richmar, Hill Labs, Pivotal Health, Chattanooga & more. Adjusting tables, laser, electrotherapy, ultrasounds, & traction tables (decompression & IST). Check out our NEW & USED EQUIPMENT IN STOCK - www.HFHill.net.

1.800.434.4551, ask for Hugh or Bryce.

Lloyd flat table w/adjustable head piece & arm rest. \$100. Contact Dr. Michael Vanella (vanellachiro@gmail.com).

Various: Gonstead-type flat bench w/blue cloth in good condition, \$150. Lloyd portable flat table very good condition, \$300. Black massage table new, \$150. Hydrocolator: used, no heat packs, \$200. Best offers also a possibility. Contact Dr. Wendy Jacobs (drj1294chiro@gmail.com, 703-892-0430. [listing#081619a]

Chattanooga Ergostyle Flexion/Distracton table w/Pelvic Drop. The table is in great cosmetic & mechanical condition. Performs lumbar F/D, lateral bending, axial traction & axial rotational tilt. F/D tension is operated by an electrical switch. Head piece tilts. Regular & tall T-bars. Forest green vinyl in great condition. Cosmetically & mechanically fine. Minor, intermittent squeak w/flexion. \$350. Email for pictures briggsaln@aol.com.[listing#081419a]

Four Galaxy chiropractic adjustable tables, Navy Blue & Black for sale. \$600 ea. Two portable chiropractic drop table's for sale. \$150-200 ea. Pickup locations are in Ashburn. Email admin@mybwdoc.com for more information. [listing#071519e]

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Dr. Amber Horsley, DC
The Hayden Institute - Houston
2016 ChiroHealthUSA Foxworth
Family Scholarship Recipient

Medicare Training & Resources for Chiropractic Offices

From Best Practices Academy (BPA)

BPA recently published a whitepaper on Medicare's Quality Payment Program and Chiropractic and the increase in reimbursement that is available upon participation in value-based payment models. It also held a webinar addressing what is included in the whitepaper.

- To download the whitepaper:
<https://bestpracticesacademy.com/whitepaper-increasing-reimbursement/>
- To watch the webinar:
<https://bestpracticesacademy.com/events/webinar-increasing-reimbursement-for-services/>

Thanks for sharing this information with UVCA members, Best Practices Academy!

From CMS:

The following were recently released from CMS.

- "Revised: Educational Resources to Assist Chiropractors with Medicare Billing" (SE1603.pdf)
- "Revised: Use of the AT modifier for Chiropractic Billing" (SE1602.pdf)
- "Revised: Medicare Coverage for Chiropractic Services – Medical Record Documentation Requirements for Initial and Subsequent Visits" (SE1601.pdf)

All of the above PDFs can be found at <https://www.cms.gov/Outreach-and-Education/Medicare-Learning-Network-MLN/MLNMattersArticles/downloads/>.

CMS has also introduced "New: Medicare Documentation Job Aid for Doctors of Chiropractic" at <https://www.cms.gov/Outreach-and-Education/Medicare-Learning-Network-MLN/MLNProducts/Downloads/JobAidChiropracticServices-Fact-Sheet-MLN1232664.pdf>.

Medicare Legislation Heats Up

On May 21, 2019, HR 2883 ("Chiropractors Equity Act of 2019"), was introduced by Rep. Jackie Walorski (R-IN-2). It is supported by the ICA. It can be found at:
<https://www.congress.gov/bill/116th-congress/house-bill/2883/text?q=%257B%2522search%2522%253A%255B%2522H.R.+2883%2522%255D%257D&r=1&s=1>.

On July 9, 2019, HR 3654 ("The Chiropractic Medicare Coverage Modernization Act of 2019") was introduced in the House by Rep. Brian Higgins (D-NY-26). It is championed by the ACA. It can be found at:
<https://www.congress.gov/bill/116th-congress/house-bill/3654/text>.

The Congress of Chiropractic State Associations (ChiroCongress) has put together a side-by-side review of HR 7157 (introduced in November of 2018) with HR 3654 (introduced on July 9, 2019). These findings are available at:

https://cdn.ymaws.com/www.cocsa.org/resource/resmgr/toolkit_medicare/medicare_7157_vs_3654_langua.pdf.

One thing everyone agrees on: Medicare equality and parity is vital and overdue. The UVCA board will continue to monitor this legislation; forward information from the ACA, ICA and other organizations; and keep you updated on any recommended actions or decisions made in relation to legislative initiatives.



The Top Five Causes of Unnecessary Tax Losses

By Don Rasmussen, Quartermaster Tax Management Services

After reviewing hundreds of Chiropractors' tax returns this year, I have identified the following top five causes of unnecessary tax losses.

1. **Incorrect Entity:** Not knowing whether a Schedule C- sole proprietor, Partnership, Sub S corporation, or C-Corporation is the best "primary entity" to have for their chiropractic practice. The wrong choice can cost a chiropractor as much as \$5,000-\$10,000 in unnecessary annual taxes.
2. **QBI:** Not understanding how the NEW Qualified Business Income deduction can save chiropractors as much as 20% off their tax liability.
3. **RC:** Not knowing what the IRS considers Reasonable Compensation. This was a crucial component to overpaying unnecessary taxes in 2018 and/or increasing the risk of a red flag for IRS audit. It is important to know the IRS and Department of Labor guidelines

and identify exactly how much a Virginia chiropractor, in his or her respective county, should claim as W-2 wages.

4. **Cost Segregation:** 80% of Virginia Chiropractors who have owned their buildings for 20 years or less, are losing tens of thousands of dollars in hidden deductions by not having a certified engineer's cost segregation review.
5. **No Written Tax Plan:** Sir Winston Churchill stated, "He who fails to plan is planning to fail!" Since most CPAs and accountants are very busy with compliance tasks such as tax preparation, bookkeeping and payroll for various businesses, they are often prevented from providing their clients with a personalized tax reduction strategy.

As of early August, 2019, Quartermaster Tax Management has already identified over \$500,000 in unnecessary tax losses for Virginia Chiropractors in 2019. The

good news is that knowledge can turn this around. There are experienced, ethical companies out there that can help them "repair the leaks." Conduct your due diligence and find a tax savings consultant that has demonstrated success and fits your needs.

Don Rasmussen is a Certified Tax Strategist and a managing partner of Quartermaster Tax Management Services, specializing in chiropractic tax reduction planning. Quartermaster is a UVCA Supplier Member and has sponsored district meetings around the state to help DCs increase tax savings. For a personalized Tax X-Ray, Reasonable Compensation Report or Cost Segregation Analysis; or to schedule a complimentary tax reduction discovery call, visit www.chirotaxpro.com or call 704-490-4111.



Relevance



Help us to be relevant... and to communicate that relevance in ways you care about.

The Unified Virginia Chiropractic Association must provide benefits and services that are relevant to you... and communicate to you with relevance, as well.

PLEASE help us to ensure this critical relevance by providing updated information regarding where you are in your life, your practice and your priorities.

- We've only heard from 146 of you – and we need to learn more about each and every one of you to serve you better, both individually and collectively!
- Data will never be shared or sold.
- You are under no obligation to answer every question, but please answer the ones you do as truthfully as possible.

If you have already responded to the survey, thank you so much!

If you have not, please respond by August 15 to be entered into a drawing for a \$50 Amazon gift card. Dr. Leslie Hiles and Dr. Jennifer Montana have already won gift cards just for taking a few minutes to fill out the survey. You can, too!

To access the survey, please go to <https://www.surveymonkey.com/r/UVCArelevance>.



Sample Handbooks on UVCA Website

Policies & Procedures

The Practice Management Committee has obtained and posted a number of sample handbooks and manuals on the website for members. Go to the Tools & Resources tab, then Practice Support, then SOPS & Forms to find the following and more.



- Office Operational Handbook - Excerpts (Donated by TLC Coaching)
- Office Policies for Employees (Donated by Ivy Commons Chiropractic)
- Employee Handbook Model (Contributed by the National Federation of Independent Business)
- Practice Procedures Manual (Donated by NCMIC)
- Sample Office Policy (Donated by Breakthrough Coaching)
- Employee Office Policy (Donated by Dr. Noel Lloyd)
- Common Items to Include in an Employee Manual (Donated by Tuck Chiropractic Clinic)
- Society for Human Resources Management: <https://www.shrm.org> (fee)

Have your own handbook you're willing to share with colleagues? Please forward it to jconnolly@virginiachiropractic.org to strengthen the collection!

Most members are not aware of many MUVCA member benefits or how to utilize them. The recently introduced "Closer Look" series aims to rectify that! For example...

Practice Support: On 6/6/19 we highlighted resources related to everyday practice:

- Marketing Ideas (social media, monthly observances, PowerPoint presentations, patient hand-outs, how to obtain patient testimonials, more)
- SOPS & Forms (new patient welcome letter, patient intake forms, sample narrative reports, health records release form, sample tax payment schedule, policies & procedures, employee handbooks)
- Practice Approaches (brand new section debuting with "Patient-Centered Care and The Platinum Rule")
- Legal Info (see below)
- Office Management (business tips, practice management videos, tax management, emergency relief, MD and PI attorney referrals, more)



- DOT Training (Virginia status, recommended training resources)
- VCAdoctralk (purpose, policies and netiquette, instructions)
- Spanish for the Chiropractic Office

Legal: On 7/1/19 we highlighted information related to legal matters such as:

- HIPAA
- Fee Discounts
- Advertising
- Employee vs. Independent Contractor
- New Patients
- Compliance Programs

Go to the Tools & Resources tab in black band, click on Practice Support, then Legal.

Research: On 7/19/19 we highlighted the long list of research references on the UVCA web site that doctors and their staff can use for a variety of purposes: educating patients, talking to other healthcare providers or media, working with PI attorneys, and more. Categories include:

- Conditions: LBP, NP, Extremities
- Chiro vs. Standard Medical Treatment
- Chiro Safety/Efficacy
- Pediatrics
- Headaches
- Legal/Insurance Support
- Research Sites
- How-Tos

Go to the Patients/Public tab in black band, then click on Research in pull-down menu.

If you ever have questions about tools and resources available to UVCA members – on the web or through staff, consultants and specialists – or you wish to share something that has worked for your office – please contact the association headquarters.

Unified VCA Fall Convention

September 20-22, 2019, Williamsburg, VA



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Chiropractic Group
Tuck Platinum
Standard Concepts



- **Brain Injury & Neurodegeneration** by Dr. Dan Murphy
- **Motion Palpation** by Dr. Mark King
- **Medicare/Compliance** by Dr. Steve Conway
- **Connecting Your Practice to the Community:** Panel Moderated by Dr. Sherry McAllister & Featuring Drs. Rick Placide & Jay Greenstein (MDs), Carly Swift (Schools), Lonnie Slone (Attorneys), Tom Roselle (Media), Vincent Joseph (Hospitals), More
- **Integrating Chiropractic in the Healthcare Continuum** by Dr. Sherry McAllister
- **Gut Health** by Dr. Cheryl Burdette
- **Philosophy** by Dr. Michael Martin
- **CA Training** by Ms. Lisa Maciejewski-West, Dr. Rich Reinhold, Others
- **Much More**



Unified VCA Education & Events

AUGUST

August 9

DISTRICT II-NORTH & SOUTH DINNER, EDUCATION, NETWORKING

"The Latest Advances in Spinal Surgery" by Dr. Behrang Thomas Mazahery
Eddie Merlot's, Ashburn, VA

Hosted by Dr. Shawn Keegan

Sponsored by OrthoVirginia/Commonwealth Orthopedics

FREE

1 Type 1 CEU



SEPTEMBER

Friday-Sunday, September 20-22

UNIFIED VCA FALL CONVENTION

- **Medicare/Compliance by Dr. Steve Conway** DCs & CAs
- **Connecting Your Community To The Benefits Of Chiropractic Care - Pan** DCs & CAs
- **Integrating Chiropractic in the Healthcare Continuum by Dr. Sherry McAllister** All
- **The Triad of Gut Destruction by Cheryl Burdette, ND** DCs
- **What's Great In Chiropractic by Dr. Michael Martin** DCs & CAs
- **Billing & Coding Essentials/Anthem Audit Lessons by Ms. Lisa Maciejewski-West, Gold Star Medical Services** DCs & CAs
- **Episodes of Care by Drs. Jennifer Rathmann & Lee Matthis** DCs & CAs
- **Brain Injury & Neurodegeneration by Dr. Dan Murphy** DCs
- **MPI Lumbopelvic Mobility & Stability by Dr. Mark King** DCs
- **General Membership Meeting, Election Of Officers, Profession Updates** All
- **What Front Desk Cas Need To Know About Insurance – Even In a Cash Practice by Ms. Lisa Maciejewski-West** CAs
- **Patient Collections by Ms. Lisa Maciejewski-West** CAs
- **Office Management by Ms. Lisa Maciejewski-West** CAs
- **Patient Satisfaction In 14 Seconds by Ms. Lisa Maciejewski-West** CAs
- **Radiology in Chiropractic for the Non-DC by Dr. Rich Reinhold** CAs
- **Managing Challenging Patient Communications & Objections by Dr. Rich Reinhold** CAs
- **More!** All

The Williamsburg Lodge, Williamsburg, VA

Sponsors: Anabolic Laboratories, ChiroHealthUSA, Dunwoody Labs, Foundation for Chiropractic Progress, Gold Star Medical Business Services, Kaizo Health, NutriWest

MidAtlantic, Quartermaster Tax Management Services, Tuck Platinum Standard Concepts

18.25 CEUs, Including Up to 16.25 Type 1

NOVEMBER

Saturday, November 16

CODING & DOCUMENTATION

By Dr. Evan Gwilliam

Sponsored by ChiroHealthUSA and PayDC

Hilton Hotel, Springfield, VA

8 CEUs

Info. & Registration Available in September

For details & updates,
go to www.virginiachiropractic.org
& click on Calendar

ONGOING FROM UVCA

CA TRAINING -- Assistants for Chiropractic Excellence

ONLINE CEUS -- ChiroCredit.com and EON!

RAD TECH CEUS -- Myicourse.com

FROM UVCA SUPPORTING SUPPLIER MEMBERS

- Tuesday, August 13: "Protecting Your Online Reputation: How to Ensure Your Listings Are Accurate & Reviews Are 5 Stars" from Online Chiro - Webinar
- Tuesday, September 17: "The Chiropractor's Marketing Playbook - How To Score New Patients Online" from Online Chiro - Webinar
- Saturday, October 5: "Resolution of Complex Neuropathic Pain" from Laser Biotech International, Richmond, VA - Seminar
- Saturday, October 5: "10 Essentials for Laser Therapy" from Laser Biotech International, Richmond, VA - Seminar

The Virginia Voice

Summer 2019

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