

THE VOLUNTEER REPORTER

Tennessee Court
Reporters Association

AUGUST 2015

PRESIDENT'S MESSAGE



Marilyn Morgan

I admire construction workers! Building bridges and mending fences is hard work, but someone's got to do it. Tennessee Court Reporters Association is at a crossroads. We can either succeed together or fail by division. I hope we choose the former, and I believe we can.

I have begun my year as president with our association in debt to the lobbyist. I hate owing money so we are going to have to come together and work to bring new dues-paying members in. There are over twice as many licensed court reporters in this state as there are members of this association, and we need to give these court reporters a good reason for joining.

On a much more positive note, I have begun my year with more support than I could have imagined.

One of our

board members mentioned that he had never seen so many volunteers for committees, and I am happy to say that every single volunteer has been placed on a committee. We have had our first Board meeting, and it's clear that we have a wonderful Board with all the tools necessary to frame up this association and make it stronger than ever. Our new administrative/ website director is amazing, and she's providing a lot of glue and nails.

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Van Buren County Courthouse, Spencer, TN

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IN THE NEWS: To stay abreast of what's happening in our profession, click on the links to learn more.

[What I Do as a Court Reporter](#)

[I'm in Awe of Court Reporters](#)

President's Message (continued)

Our industry has changed drastically in the last few years, and there's no reason that every single court reporter in this state is not working. I had a long conversation with our new NCRA President, Stephen Zinone, and he told me that he gets calls daily for captioners. Some of us may want or need to make that transition. I have had some really gifted captioners from our state offer to conduct a seminar on that subject, and I hope we will be able to take them up on it soon. Some of us are still hung up on what networking/contracting is. Many of us who network also turn down jobs daily. These are jobs that other court reporters in our state should be covering

I have implemented the open-meeting policy, which has always been there but has been denied to many. Any member of this association is entitled to observe Board meetings and be aware of important decisions of the Board. No one over the next year will be hit by surprise by some decision the Board has made that impacts your livelihood. I'm also trying to hold more "face-to-face" Board meetings and not just conference calling. I know it's a little more inconvenient, but, hey, it's four times a year. The Board has approved my plan to hold several president's meetings across the state to give members and non-members an opportunity to share their ideas and concerns. Hopefully, we'll grab some new members that way.

Finally, I have to admit to all of you that I have this sometimes crippling personality flaw: I want everyone to like me; and if they don't, I feel "baaaad." I really struggle with it. I've realized lately that, through my active roles in matters concerning TCRA over the last few years, I'm learning to evolve and conquer a lot of that. Some of you are just not going to give me a chance, I know. The only thing I can do is what I believe is right and just; and, hopefully, after observing me and seeing positive change for a year, you'll change your minds. For those of you who already know me and what I'm about, thanks for your support. In the entire scheme of things, being president of TCRA is a "little" job, but it affects the lives of many. Article II of our Bylaws reads, in part, that TCRA's purpose is "to promote by all proper and lawful means, and consistent with the public interest, the legitimate interests of professional **court reporters** in the State of Tennessee." And that's where my focus lies.

MEMBERSHIP COMMITTEE

By Sheryl Weatherford

The membership committee would like to encourage all current members in TCRA to help get our numbers up. When you meet other court reporters in court or wherever, ask them if they are a member of TCRA and urge them to check us out on the website at tncra.com and join us. If the reporter has never been a member of TCRA, their membership rate is \$50, or it is \$100 for a renewing member. When you endorse a reporter for membership, you receive a \$5 coupon to be used towards your next membership renewal. It is important that we have a strong profession, and being a member of TCRA will help us in that regard. We currently have 236 members, and there are 511 licensed court reporters for the state. Please help us grow our numbers!

CONVENTION COMMITTEE



By Max Curry



I, along with my committee and co-chair, Stefani Simmons, would like to say how pleased we were with the outcome of the 2015 convention held at the DoubleTree Hotel in Nashville, Tennessee, this past June. Everyone agreed that the facilities and food services we had arranged were excellent, our speakers were informative and top notch, but most of all the participation from our membership was exceptional and greatly appreciated in lieu of all the hard work that went into the organization and planning of this year's convention. We had a tremendous amount of education, crammed in with a lot of fun on top.

The fun activities we had planned, i.e., BigWheels Races, whipped cream pie tosses, and the Rhinestone & Cowboys dinner and dance, were huge hits and accomplished exactly what we intended them to do... to begin breaking down barriers that separate us and to get us all laughing and enjoying each other's company, remembering we're all in the same "court reporting boat" and so many of our goals and concerns are the same. If you didn't see any of the pics from Facebook, be sure to log on to [TCRA's Facebook](#) page and check them out. Funny, Funny, Funny!! :-)

We plan to capitalize on some of our great, fun ideas from this year and include some of these fun activities again for next year's convention, with a few new twists to keep it all interesting and fun.

I've given the 2015-2016 Convention Committee a little break after this year's convention due to how hard we worked, but we're about to get rolling again for planning of the 2016 convention. I'm wanting to plan the convention for the Murfreesboro area due to the following factors: 1) Ease of access for all of Middle Tennessee's reporters; 2) Ease of access for East Tennessee reporters, especially in the Chattanooga and southern region of Tennessee, for access to Murfreesboro; 3) Ease of access for reporters from West Tennessee with the opening of the 840 corridor from I-40 all the way over to Murfreesboro. We always have our best attended, and most profitable conventions when they are held in the Middle Tennessee area due to easy access for reporters from across the state...East, West, and Middle.

In time for the next newsletter, I fully anticipate us having a facility in place, under contract, and information about the speakers we're lining up at that time. If you missed this year's conference, please make plans to attend the 2016 conference. Anyone who was there I know will tell you they learned a lot, and had a blast all at the same time!

CONVENTION (CONTINUED)

BIG WHEELS RACES



Melanie was our first Big Wheels race winner!



Our second Big Wheels race winner, Kathie Grove, one of our speakers and a great sport!



CCR COMMITTEE

Lori A. Wells and Stefani Simmons – Co-Chairs

The Certified Court Reporter program is a voluntary certification program. There are currently 88 active CCRs. To keep your CCR in good standing, 2.0 CEUs must be earned within a three-year cycle.

To review your online profile to ensure that you are in compliance, click [My Profile](#).

Keep in mind that the CEUs you earn towards your LCR can also be applied to your CCR. Just make sure you submit a signed “CEU Information To Be Applied to Transcript” form and the seminar Certificate of Completion.

In need of CEUs? Check out TCRA’s [online seminars](#).

REMINDER: Before attending non TCRA-related or non NCRA/NVRA-related seminars, please submit the [CEU Pre Approval Request Form](#) to the CCR Committee. CEU requests submitted to the CCR Committee may be awarded. 1 CEU per hour of instruction/participation.

LEGISLATIVE COMMITTEE

Marilyn Morgan and Lori Wells, Co-Chairs

The 109th General Assembly adjourned for the year on April 22, 2015. The 2016 session will reconvene in January of next year so there is not much legislative activity going on at present.

The Legislative Committee met at Marilyn's home on July 25, 2015. Present were Co-Chair Lori Wells, committee members Lise Matthews, Pat Gildea, Jim Vowell, Ken Gibson, Ex-Officio Deadra Ragsdale, and Martha Davis (by phone). Members from last year's committee brought the new members up to date on past legislative efforts. There was much discussion about how we got to where we are and the cost of it. The majority agreed that the profession and the practice of law has changed tremendously since the inception of HB206 and that there may be a better way to go about fairness while not restricting court reporters. It was decided that Marilyn would email Don Baltimore requesting the status of the current SBI 100/HBI087 that was introduced by the sponsor on February 12, 2015. He advised that the bill would remain stationary until the sponsor was directed to move forward or revise/remove the bill. We discussed that the committee should continue to monitor any legislation that may affect court reporters by searching [LegiScan](#).

There was much discussion about California's current legislation and their efforts to place the burden of disclosure on the attorneys and not the court reporters. All members were given handouts with that information and asked to review them before our next meeting.

There was discussion about the plan to have several president's meetings in different areas of the state to discuss the ideas, complaints, and concerns of court reporters across the state (legislative and otherwise), while, at the same time, sharing our knowledge and educating them on what we can and cannot do. These meetings would offer CEUs for a fee or participation only for free or a small charge and would be offered to all licensed court reporters in an attempt to bring in new members.

It was brought to the Chairman's attention by a member that court reporters in the state are suffering due to the fact that Criminal Courts in Tennessee do not require certified court reporters. This battle has been fought and won in New York, but Tennessee may be much more difficult to change. This will be researched further.

There is much to do to protect court reporters in Tennessee, and your 2015-2016 legislative committee plans to work on achieving that goal. Please contact any one of us if you have questions or suggestions.

BYLAWS COMMITTEE

The following Bylaws changes/additions were approved by the voting membership at our Annual Business Meeting on June 6th, 2015:

Article V, Board of Directors, Section 1 – Composition:

The Board of Directors shall be composed of the President, the elected officers, the immediate Past President of the Association, and six (6) Directors. **No member of the Tennessee Board of Court Reporting shall serve on the TCRA Board of Directors during their TBCR term.**

Article VIII, Elections, Section 1 – Nominations:

Nominations for all open officer positions shall be made in advance of the annual meeting by the Nominating Committee. All officer nominees must have been a member of the Association for two years and **preferably** have served six months on a committee prior to being eligible for nomination. All Director nominees must have been a member of the Association for one year and **preferably** have served six months on a committee prior to being eligible for nomination. The above guidelines shall apply unless a vacancy on the Board will be the result.

Article IX, Committees, Section 1 – Appointment:

The President shall annually appoint such committees as are deemed necessary by the President or Board of Directors, or authorized by a vote of the Association. **No member of the Tennessee Board of Court Reporting shall serve on any TCRA committees during their TBCR term.**

FUNDRAISING COMMITTEE REPORT

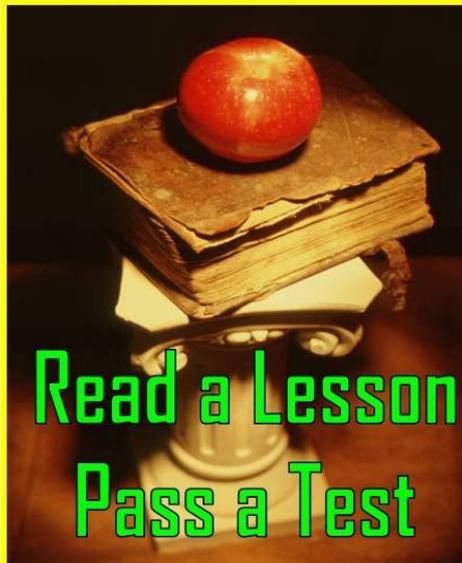
Donna Segars, Pam Billingsley – Co-Chairs
Misty Brigham, Joy Kennedy, Marylou Cross



TCRA's Convention "Hitting The High Notes In Music City" this past June in Nashville, Tennessee, can only be called extraordinary and awesome. If you were looking for an educational and fun-filled convention to earn much-needed CEU's and to network, meet old and new friends, this was certainly the place to be. I know a lot of money, time and hard work went in to making this year's convention a great success and I would like to extend a heart-felt "thank you" to everyone who worked to make this possible.

Due to some generous donations at the convention this year, our funds grew. The break sponsors raised \$2,300.00. The silent auction raised \$1,886.00. Everyone who gave just a little helped a lot. When you give to TCRA Fundraising, you get so much back in return. You have opportunities to build on your court reporter skills and knowledge too. Please consider giving to Fundraising, either by way of donations and/or advertising in our quarterly newsletter and/or web site. The advertising rates and discounts are conveniently listed on the web site for your review.

Please contact Donna Segars at 423.838.9589 or email Donna at DonnaSegars@comcast.net or contact Pam Billingsley at 615.715.9694 or email Pam at pamrbillingsley@gmail.com for further information. Thank you for your continued support of TCRA.



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We have just one hour or as many hours as you need.

How it works:

1. Create a new account and log in
2. Choose a lesson (view, print, and read the text)
3. Take the open-book exam (instant scoring)
4. Pay for your lessons online or via phone
5. Receive your certificate via email

774-238-7638

Tricia@CourtReporterCEU.com

STUDENT CORNER

Are you or someone you know trying to become a court reporting student and don't know how to find a school? There was a time when schools were plentiful, and working reporters were even fearful that so many graduates would flood the market. Not so in this day and time. According to the Bureau of Labor Statistics, there will be over 5,000 court reporting job openings projected through the year 2022, and some areas of our state are already feeling the crunch. Some of these 5,000 openings need to be filled by Tennessee students.

Sadly, there is no court reporting school in Tennessee at this time. However, there are other programs in adjoining states as well as online. The following are listed on NCRA's web site as approved by NCRA, and they're close to home:

ALABAMA: Gadsden State Community College
1001 E. Broad Street
Gadsden, AL 35902-0227
(256) 549-8694 (D) (A) (BC)

Prince Institute
7735 Atlanta Highway
Montgomery, AL 36117
(334) 271-1670 (D) (ON) (A)
Not taking new students

GEORGIA: Brown College of Court Reporting
1100 Spring Street, N.W., Suite 101
Atlanta, GA 30319
(404) 876-1227 (D) (N) (ON) (A)

MISSISSIPPI: Hinds Community College
Court Reporting Technology
PO Box 1100
Raymond, MS 39154-1100
(601) 857-3417 (D) (N) (BC) (CT) (ON) (A)

There are many online programs available. NCRA has launched the [Take Note](#) site that will assess your needs and suggest schools for you. Be sure that you attend an NCRA-approved school, whether online or in person. Tennessee law only allows court reporters to be licensed if they attended an NCRA-approved school.

If you want some extra help, personal attention, or have questions about the field, sign up for our mentoring program and receive guidance from a professional court reporter. Working reporters understand what difficulties and anxieties court reporting students face. Mentor volunteers are ready to take the time to know you, praise you for your achievements, and lend encouragement through your education and training. To take advantage of TCRA's mentoring program, you need to be a student member of our organization and then [sign up](#) to be matched with a mentor.

Good luck. We need you!!!

GETTING REAL...



By Keith Lemons

"Always do what you are afraid to do." Ralph Waldo Emerson

Windows 10. Here's the skinny. I updated a clean version of Windows 8.1 on my work notebook and it has been fabulously painless. I have had no, zero, nada, zilch issues.

I wish I could say the same for my Desktop work computer. I updated my computer with a 1TB (1 terabyte) SSD (solid state drive), migrated over all of my programs and settings, and I have been fighting with this machine from day one of the upgrade. First I had to reinstall all of my TWAIN drivers, update and reinstall all of my video drivers, reinstall four or five programs that I keep coming up with. Today I had to upgrade my Nuance PDF Pro 8.1 to the newer Nuance PDF Converter because Pro was not talking to Office 365. Every time Win 10 comes out with an update, I had to hard reboot the computer three or four times to get the task bar to show up. Why? I don't know why. It's just part of the funpack, I guess.

So here's my new skinny. If you have a newer computer that was installed with Windows 8 and you had no problems, go for it.

If you have a Windows 7 computer with lots of programs and tweaks to it, I'd say if everything is working, wait. You have until August 2016 to upgrade to Windows 10, and a lot more bugs will have been discovered and fixed by then. If your computer is still waiting for the update to be available, definitely wait. From what I've read, only the computer configurations with no known issues were apparently dubbed first-wave available, because they knew there would be few, if any problems with the upgrade. If you are way down on the list, chances are you have a configuration that hasn't been tested or is not exactly bug-free.

All in all, when Windows 10 works, it is a beautiful thing to behold. When it doesn't, let's just say I've been tempted to go with the 12-gauge option of problem-solving.

RED TAPE, RULES, & REGULATIONS

The [Tennessee Board of Court Reporting](#) is now up and running on the [Tennessee Department of Commerce & Insurance](#) web site. They have a wealth of information available for licensed court reporters. There's also an interesting feature there to be notified of important events. Click "contact" and then "get notified" to put your name on their email list.

Tennessee Board of Court Reporting Joins TDCI

Change effective July 1, 2015

NASHVILLE – Starting July 1, 2015, the Tennessee Board of Court Reporting will be transferred to the Tennessee Department of Commerce and Insurance's (TDCI) Division of Regulatory Boards.

The change, which was approved this year by the Legislature and received final approval by Governor Bill Haslam, will create greater efficiency for licensees and consumers.

TDCI's Division of Regulatory Boards administers a vast majority of the professional licenses in Tennessee by licensing over 240,000 Tennesseans within more than 25 boards, commissions and programs.

"TDCI will provide many of the features that licensees have requested such as online payments, renewals, and viewable continuing education transcripts," said Nikole Avers, who will serve as the board's executive director. "Once this transition is fully implemented, licensees will see benefits that will help them professionally."

The Board of Court Reporting was formerly overseen by the Administrative Office of the Courts. Currently, there are over 500 licensed court reporters in Tennessee.

TDCI is striving to make this transition seamless for all licensed court reporters. Please contact TDCI with any concerns or questions at [\(615\) 741-1831](tel:6157411831) or by email at reg.boards@tn.gov.

The Same, only Different: Reporter and Interpreter

by Heather L. Hayes

That air conditioner blower is so loud. That guy in the second row has a raspy cough. Now the witness won't speak into the microphone. Now he's reading aloud a police report, at 500 mph. Please stop rocking in that squeaky chair.

Now I'm finished for the day. I feel as though my mind has been sucked clean by the spiral-disk hypnosis machine from that Star Trek episode. I need to do something mindless. Textures and colors.

I admit it: have a weird job.

I process the thoughts and words of others, and give them back to the world in another shape. The same, only *different*. This I do under pressure, knowing that if I screw up, a person's liberty-- or, in extreme cases, his very life-- could potentially be at stake. I am a court interpreter, and nary a person in the world understands what my job is like. There is no one, other than another interpreter, who comprehends my level of concentration, that stress, that sense of urgency, that meticulousness. No one, that is, except you: the ***court reporter***.

We both process one language and turn it into another. We strive to transform it without changing it. But, we are only human, and we both have to live with the perennial knowledge that we will never be perfect, but we do our very best. It is burdensome to know that a lot depends on how we do our jobs; we never forget that.

Our working worlds are nearly mirror images of one another, with just a few little differences. We are also the same, only different:

You process the information objectively and I process it subjectively. You capture the person's words, or half-words. I must capture the words, and also what my experience and accumulated knowledge of each cultural context tells me is the *sense*, or even lack of sense, behind those words, and then transmit it to the target language, which keeps shifting back and forth on me throughout the day.

In real time, I must find a way to give an *equivalent* of what the speaker says. And that isn't easy when people say things like "putting on the dog." If rendered literally, a Spanish speaker would imagine one wearing a dog as a coat or a stole. In only a few seconds, in front of an audience, I must find the nearest possible equivalent way of expressing the tone, register, and intent of those words, and then I need to "regurgitate" them, with everyone hanging on my every word, so that the entire process doesn't come grinding to a halt. Please pass the Roloids.

Even though our jobs are so similar, I need more breaks than you do. The two languages you handle do not vary in word order, or in the grouping of ideas, or in cultural context (how on earth do I say "[botijo](#)" in English so that everyone will understand it? I can't stop the show right here in the middle of this Perry Mason moment and give a historical explanation re the marvels of engineering in ceramic vessels found in various folk traditions.

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Sometimes I need to start at the end, and save the beginning layers until I get there. Believe it or not, saving it once and again--even if only for a few seconds each time--takes a lot of mental calisthenics. If someone says "a big(1), black(2), twenty-fourteen(3) SUV(4) with Tennessee tags(5)," that's 15 syllables in the original utterance. For me, it's "*un todo-terreno(4) negro(2) grande(1), del dos mil catorce(3) con placas de Tennessee (5).*" That's 23 syllables on my end. You understand about syllables.

I am so glad that I don't have to keep track of exhibits. I really admire your ability to be so organized. If I had to coordinate all that, my brain would liquify. Like you, however, I do organize my vocabulary for every case: people's names, addresses, other recurring words or phrases. It helps you with your keystroke economy. Most especially, I keep a running list of those things that sound deceptively easy ("dog handler"). It helps me with my "oh, God, how do I handle *this* one" economy.

Secretly, I am delighted when you hold up your hand, and remind people not to speak at the same time, or to slow down (rare, because you and I have great coping skills when it comes to speed). We both thrive on clarity. Wouldn't it be nice if people could remember that we are there? On the other hand, we are happy when they don't, because it means that we are unobtrusive: just part of the furniture.

You are my ally. You and I ultimately share the same mission: to preserve the record. I hope you know that you can call me anytime if you can't figure out a Spanish word or placename in your transcript, even if I wasn't there for that case. I'll be happy to spell it for you if I can figure it out.

I understand that when I'm interpreting out loud, I break up your rhythm, and I'm sorry about that. I really hope you don't hate seeing me come through that door. I promise that I will try to be quiet, although if things get heated, I know I can get a little louder. It's just that one of my obligations is to reflect the tone of the original speech. Sometimes that's hard at a whisper. Just shoot me a dirty look if I forget myself. I'll understand.

Really, I will.

[Heather L. Hayes](#) is a Certified Federal Court Interpreter, and also holds state court certification in Alabama and Tennessee. She is a member of the new Alabama/Tennessee-based language solutions network [SELTINET](#), and has been a freelance interpreter and translator for over 20 years, in Europe and the U.S.

Questions? Comments? She may be reached at the websites above, at info@uscourtinterpreter.com, or at (931) 256-0272.

WELCOME NEW MEMBERS!

Sheri Allen	Walls, MS
Jennifer Checuga	Hendersonville, TN
Candace Covey	Collierville, TN
Carol Gallo	Southaven, MS
Ellen Harris	Paducah, KY
Lea Hedgepeth	Collierville, TN
Wilma Hutchison	Nashville, TN
Deborah Koenes	Clarksville, TN
Susan Martin	Chattanooga, TN
Laura Nichols	Birmingham, AL
Karen Popernik	Oxford, MS
Mary Patterson	Maryville, TN
Debbie Shoemaker	Knoxville, TN
Polly Wardlaw	Olive Branch, MS
Bobbie Hibbler	Memphis, TN
Marietta Hutsell	Memphis, TN
Debi Pearce	Collierville, TN



Margie Wakeman Wells

The Dilemma of the Word “O’Clock”

There are three separate English rules on how time values should be expressed. These rules depend upon how the number is said:

with “o’clock”	...I got there at — o’clock.
with “A.M. or P.M.”	...I got there at — P.M.
or by itself	...I got there at —.

In our current era of searchable documents, I believe that we have to alter how times on the hour should be expressed so that the attorney can find them in his search. I believe the form should be with the colon and ciphers for all times on the hour.

The idea that “:00” means “o’clock” is one that grew up many, many years ago. I have never been able to confirm that as an actual rule, however. And in reporting, we do not, with rare exceptions, convert a word that is said into a symbol.

So if you are using the colon and ciphers for times on the hour, whether you are going to add “o’clock,” when it is said, truly depends on how verbatim you want to be. It is my opinion that, if “four” is said, “4:00” should be transcribed and that, if “four o’clock” is said, “4:00 o’clock” should be transcribed.

There are many who disagree with this.

Happy punctuating!

Margie

CONGRATULATIONS, LINDA
We're Proud of You!



Linda Hershey, RDR, CRR, CBC, CCP, was inducted into the Fellows of the Academy of Professional Reporters at this year's NCRA convention in New York.

Linda began court reporting in 1975 in Chattanooga, Tennessee. In 1985, she and two other reporters started Volunteer Reporting Service. In 1987, she provided the first CART in the courtroom in the State of Tennessee. Since then, she has provided CART in various venues including the classroom, religious services, funerals, SHHH/HLAA meetings, conventions, and theater captioning. In 2005, she began providing CART and captioning as an independent contractor.

Linda has been an invaluable member of TCRA since 1975, serving as the Vice President, President-Elect and President. She has been a member of NCRA since 1975 and currently is in her third term on the CAPR CBC/CCP Certification Committee. She has written numerous articles and made presentations to students, court reporters, and outside groups on CART. She currently lives in Chattanooga, Tennessee.

"Membership in the Academy of Professional Reporters is by nomination by your peers only, so to be granted fellowship is a high point in a reporter's career," said NCRA Executive Director and CEO Mike Nelson. "Fellows represent the pinnacle of excellence among NCRA members. They are individuals who are a credit to the reporting and captioning professions and embody the highest level of professional ethics. Their support of the profession can be seen in their activity in professional associations at the state or national level or through a number of other venues."

**Tennessee Court Reporters
Association**

Tennessee Court Reporters
Association
P.O. Box 135
Brunswick, TN 38014

[Administrative Director](#)



Published by: Newsletter Committee

The Volunteer Reporter is a publication produced quarterly for members of TCRA and other interested parties and is dedicated to the improvement of our profession and to provide a link between TCRA and its members.

Letters for the newsletter are welcomed and will be printed according to space availability. The Newsletter Committee reserves the right to edit letters according to space and formatting requirements or as ethics require, so long as the original meaning remains intact. Additionally, research articles may be written to earn TCRA CEU credits. Author must submit online and receive approval of such in order to earn CEUs. Contact the Newsletter Committee for details.

Submission and advertising deadline is 15 days before publication date. Material received less than 15 days after deadline will be held for next issue.

Statement of fact, opinion, and all advertisements are made on the responsibility of the author and do not imply endorsement on the part of TCRA or its officers. Reprint rights are granted to all NCRA-affiliated publications, with appropriate attribution.

CALENDAR

SEPTEMBER	OCTOBER	NOVEMBER
9 CRR Boot Camp Part 1 of 2	1-3 STARCON15 New Orleans, Louisiana	11 TCRA Board Meeting
10-12 ILCRA Convention Springfield, Illinois	5-6 Sailing to Success	
16 CRR Boot Camp Part 2 of 2	22-23 MSCRA Convention Jackson, Mississippi	
18-20 ISRA Convention Fort Wayne, Indiana	23-25 NCCRA Convention Wilmington, North Carolina	
25-26 KYCRA Convention Corbin, Kentucky		