Objective

I have served in the chiropractic profession for almost 20 years. In this time I have watched the profession continue to separate and divide its own resources. I decided over a decade ago that my goal in life was to help make chiropractic the number one healthcare choice in America. As you will see in my experience below my journey has been extensive and wide spread.

Work Experience

2016 - Present

OneChiroractic

Mt. Vernon, OH

Executive Director

Develop, operate start a new non-profit company. Handle all the growth and development aspects of the company.

2010 - 2016

Ohio State Chiropractic Association

Columbus, OH

Executive Director

Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals. Actively engage and energize OSCA volunteers, board members, event committees, alumni, partnering organizations, and funders. Develop, maintain, and support a strong board of directors; serve as exofficio of each committee, seek and build board involvement with strategic direction for both ongoing local operations as well as for the coordination with national associations. Ensure effective systems to track scaling progress, and regularly evaluate program components, so as to measure successes that can be effectively communicated to the board, funders, and other constituents. Successful managed the 501c-6, 501c-3, Legal Defense Fund & a PAC fund. During this time with the OSCA we grew the membership from 325 to 1100. Took the budget from \$200K to over one million. Took the PAC fund from \$20K to \$60K a year.

2006 - 2010 ACOM Solutions Long Beach, CA

Chief Consultant

Hybrid Management was acquired by ACOM Solutions to create and facilitate a new healthcare division with-in the company. Charged with researching and developing teaching modules within the healthcare field to better train physicians. Travel the county to speak and train the profession of Chiropractic on various aspects of practice management and reimbursement. During this time I helped develop and roll out an EHR system.

2001 - 2006

Hybrid Management

Mt. Vernon, OH

President

Founder and President of Hybrid Management, Inc. Consult with private practice physicians and corporation in the attempt to aid them in developing proper business protocols to generate more profitability and efficiency. During this time I visited over 500 chiropractic office across the country. Spoke at a number of different seminars across the country on the topic of Coding and Case Management.

1999 - 2001 Practice Mechanix Fort Lauderdale, FL

Chief Operating Office

Brought on to help organize and grow the organization. Designed and implemented multiple marketing campaigns. Managed a staff of eighteen. Developed and implemented numerous procedures to enable better practice production for clients. Developed and maintain relationships with various state associations and publication companies. Within five months of employment we had tripled in revenue and production. Traveled to 43 of the fifty states and worked with hundreds of chiropractic offices.

1997 -1999 Helping Hands Chiropractic Massillon, OH

Director of Operations

Started as Office Manager of area clinic and within one year was promoted to Director of Operations for the entire firm. Was responsible for all activities of the nine clinics including training and facilitating growth in all. Managed many budgets and 28 employees. Utilized a large amount of advertising, public relations, and administrative skills. Five of the nine clinics I started from scratch and was part owner.

Education

1994 - 1998 Mt. Vernon Nazarene University Mt. Vernon, OH

BA in Psychology and Communications

Teaching Experience

Spoke on Coding and Documentation

caching Experience	
Florida Chiropractic Association Spoke at 26 conventions Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2007 - 2017
Georgia Chiropractic Association Spoke at 3 conventions Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2008 - 2009
Illinois Chiropractic Society Spoke at 4 conventions as well as two strategic planning sessions for their board Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2007 - 2014
Indiana Chiropractic Society Spoke at 1 convention Spoke on Coding and Documentation & Philosophy	2013
Iowa Chiropractic Society Spoke at 5 conventions Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2004 - 2018
Michigan Association of Chiropractors Spoke at 7 conventions Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2007 - 2017
Minnesota Chiropractic Association Spoke at 1 convention Spoke on Medicare Compliance	2009
Sioux Empire Chiropractic Association Spoke at 6 Events Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2005 - 2007
South Carolina Chiropractic Association Spoke at 1 convention	2009

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Texas Chiropractic Association Spoke at 4 conventions Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2009 - 2011
Ohio State Chiropractic Association Spoke at 8 conventions and over 60 events across the state Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2007 - 2016
Alaska Chiropractic Association Spoke at 3 state events Topics ranged from Healthcare Future, Marketing, CA development	2017
Kentucky Association of Chiropractors Spoke at 2 annual conventions Topics ranged from philosophy and practice development	2016 – 2017
Life University Spoke at 4 Homecomings Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2011 - 2017
Palmer Florida Chiropractic College Spoke at 3 Homecomings Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management	2009 - 2011
Palmer Chiropractic College - Iowa Spoke at 1 Homecoming The True Future of Healthcare	2014
Congress of Chiropractic State Associations Spoke at 2 Annual Conventions Spoke on the Truth about Motiving Your Membership & Where Chiropractic is Truly Going	2013 - 2014

Topics ranged from Coding and Documentation, Philosophy, Marketing & Staff Management Published Articles

Provided more than 250 webinars

Chiropractic Webinars

- Dynamic Chiropractic
 - o 2008 Volume 27, Issue 13 "Worried About Audits? Be Proactive not Reactive"
- Chiropractic Economics
 - o 2008 Volume 54, Issue 5 "Don't Cheat Yourself"
 - o 2009 Volume 55, Issue 11 "Speaking Their Language"
 - o 2010 Volume 56, Issue 2 "Is Cash Really King?"
 - o 2010 Volume 56, Issue 3 "Just the Facts, Ma'am"
 - o 2010 Volume 56, Issue 6 "The Trend is Techno"
- The American Chiropractor Magazine
 - o 2005 Volume 27, Issue 3 "Mastering the Insurance Quagmire"
 - o 2005 Volume 27, Issue 10 "Is This the End of Medicare for Chiropractic"
 - o 2005 Volume 27, Issue 11 "Insurance Coding: An insider's Secretes"
 - o 2006 Volume 28, Issue 11 "A Call to Arms Victimized or Victorious?"
 - 2009 Volume 31. Issue 10 "Personal Trainers have it right... Proper actions, executed right, bring the best results"

2010 - 2016

- Florida Chiropractic Association Journal
 - Nov/Dec 2006 Issue

- o Jan/Feb/Mar 2007 Issue
- o Apr/May/Jun Issue
- Georgia Chiropractic Association Newsletter
- Indiana State Chiropractic Association Newsletter
- Michigan Association of Chiropractors
- Ohio State Chiropractic Association

Professional Achievements

- Post Graduate Status at Texas Chiropractic College
- Post Graduate Status at Palmer Chiropractic College
- Post Graduate Status at Life University

References

References are available on request.