

LOCATION: Zoom

October 18th, 19th, and 20th

Friday night 6:00 p.m. to 8:10 p.m.

Saturday 9:00 a.m. to 5:45 p.m.

Sunday 9:00 a.m. to 11:15

CEUs 1.05

10-18-2024

Friday Night:

6:00 – 7:00 p.m.

KATRYN “KITTY” ELLIS

Title: The Art of Self-Care, How to Achieve Mental Well-Being Through Art

One Hour (60-minute) presentation .1 CEU:

Relevant Topic to 3.10 C Professional Development and Welfare Work/Life Balance and 3.10 F Professional mental health and stress management

Course Description:

How do you take care of yourself when the job never stops and the pressure is never-ending? How do you prevent burnout so you can continue every day to do the best job you can day-in and day-out?

Learn some new ways to take care of yourself with one of many modalities at your disposal. This class will be run by a licensed art therapist with over a decade of experience working with a variety of populations and personalities. Not an art class, but a discussion of what art can do for your mental health, stress management, and how the use of art can balance your work and life through creative expression.

Bio:

Katryn “Kitty Ellis is a registered art therapist (ATR), graduating from The George Washington University. Upon graduation she moved to California, beginning her quest for employment in the “real world,” as she had already been a scopist for several years prior. She began working with medically sensitive children with nursing needs, preschool children, substance abusers, and perpetrators of domestic violence, exploring various populations and types of employment during her time in California. A few years into her career path she discovered her love of administrative and structured work in a substance abuse recovery center, where she was also able to practice Art Therapy.

Kitty currently works full time at Google, where she’s able to utilize her Art Therapy background in the corporate setting to ensure her team’s continued development and well-being and is an Administrative Business Partner to several executives within Google.

Kitty and her husband have a 3-year-old boy and a 17-month-old baby girl. Kitty believes you have to find something you love in order to maintain a healthy balance in life and hopes to bring more depth to that understanding to the Maryland Court Reporters Association.

7:00 – 7:10 p.m. (break)

7:10 p.m. – 8:10 p.m.

STEPHANIE BARNES

Title: Social Media Marketing and Canva for Promotional Materials

One Hour (60-minute) presentation .1 CEU:

Relevant Topic to Section 3.08 a, Business Administration, Marketing, public relations, and social media for business

Course Description:

In today's digital age, effective social media marketing is essential for businesses, nonprofits, and individuals looking to reach a broader audience and make a lasting impact. This course is designed to equip students with the knowledge and skills needed to create compelling promotional materials using Canva, a versatile graphic design tool.

Students will explore the fundamentals of social media marketing, including platform selection, audience engagement, content strategy, and analytics. The course will then dive deep into Canva, where students will learn how to design eye-catching visuals that align with their brand identity and marketing goals.

Through real-world examples, students will develop the ability to create a wide range of promotional materials, such as social media posts, banners, flyers, and ads, that can effectively capture attention and drive engagement. By the end of the course, students will have a solid, comprehensive understanding of how to leverage social media and Canva to enhance their marketing efforts.

Bio:

My name is Stephanie Barnes. I have been a freelance reporter in DC, Maryland, and Virginia for about seven years. I have done everything from depositions, Senate Committee hearings, trials, arbitrations, and school board meetings. I also have experience working for InnoCaption as a captioner. Captioning was immensely rewarding, especially as I captioned during the height of COVID, and in my own way, helped many stay connected. My passion, though, is depositions.

Since becoming a freelance reporter, I have had two amazing children, now two and four. Freelance has allowed me to pursue my passion and raise my small babies, and I am eternally grateful for this.

As a freelance reporter and a strong advocate for our profession, I believe it is crucial to leverage social media to help promote our profession, connect with our fellow reporters, and recruit new

reporters. Stenography in and of itself dates back to the mid-4th century BC, and despite what people thought when audio recorders came out, computers came out, and digital reporting came out, we reporters (stenographic/voice) will be here for the foreseeable future. We should not fear new technology or consider ourselves too old to learn a new trick but embrace it and leverage it to our advantage in continuing this noble profession. That is why I believe in using social media to get the word out about reporting and increase the number of absolutely amazing reporters out there.

8:10 – 9:00 p.m. Networking

10-19-2024

Saturday:

8:00– 9:00 a.m.

CHRIS DeGRAZIO

Title: SMAOED/YA 4 DUMMIES; How to use social media for business

One hour (60-minute) presentation .1 CEU:

Relevant Topic to Section 3.08 a, Business Administration, Marketing, public relations, and social media for business

Course Description:

Whether it's creating steno-related products to sell or raising money to give back to students, social media can be a powerful resource. For those who fall somewhere between an influencer and an ignoramus, this webinar will offer insights and examples of how you could use social media to try to accomplish a goal, expand your business, and anything in between.

Bio:

Chris DeGrazio is a freelance court reporter in his fourth year of reporting in Fort Pierce, Florida. He's in his fourth year of serving on committees for NCRA. He facilitates the 90-Day Testing Challenge, hosts weekly RPR/RMR practice sessions, and does a lot to give back to students, including giveaways during the holidays and at the national conferences. Most recently, he presented at two seminars at the NCRA conference in Louisville this year.

9:00 – 9:10 a.m. (break)

9:10 – 10:10 a.m.

JUANITA “NITA” PRICE

Title: Working with Plants as a Means to Reduce Stress and Define what Work/Life Balance Means to You”

One hour (60 minute) presentation .1 CEU:

Relevant Topic to 3.10 C Professional Development and Welfare Work/Life Balance and 3.10 F Professional mental health and stress management

Course Description:

With 20 plus years of experience working hands on with plants and studying what makes them grow, how to check soil composition, when and where to plant what, Nita is going to talk about how working with plants can have a positive impact on your mental health. Juanita’s talk will address section 3.10 C, work/life balance and F, stress management. Digging your hands in soil, using your hands and arms in a different manner than the day-to-day of court reporting, and how communing with nature can broaden your mind and expand your world. She will discuss the importance of finding an outlet for your creativity in a way that can ease anxiety and give you a sense of accomplishment as your plants flourish and thrive. How working with plants can ease the stresses of your everyday life.

Bio:

Juanita Price has over 40 years of experience as a court reporter and 10 years as a CART Captioner. She’s been working at DC Courts for over 15 years and has completed and graduated from the Management Training Program at DC Courts. She volunteers with the NCRA VHP and NCRA Membership Committee (approximately 3 years) and NCRA NCSA (National Congress of State Associations).

Juanita is also a Content Creator of her YouTube channel Nita Price Plant Paradise, which features small plant boutiques, large box stores, plant events, information about plant pop-ups, and anything “planty.”

10:10 – 10:20 a.m. (break)

10:20 – 11:20 a.m.

**CASSANDRA ELLIS, RMR, RDR, CRR
CA-CSR, HI-CSR, WA-CCR**

TITLE: Imposter Syndrome, Letting Fear Hold You Back

One Hour (60-minute) presentation .1 CEU:

Relevant Topic to Section 3.10 a Professional Development and Welfare, Test preparation and test-taking skills

Course Description:

Cassandra Will discuss how fear can keep you from passing certification tests and school tests to move forward, will keep you from applying for that job you really want, and can control every decision you make, how the perception of other people can influence you both negatively and positively, and the pitfalls of suffering from imposter syndrome, how common it is, and what can be done to alleviate the fear of not being good enough. She will also discuss how little steps every day can push you forward even when you doubt yourself and your abilities.

Bio:

Cassandra was born and raised in Seattle, Washington, and a graduate of Green River Community College, and has been a certified court reporter since 1993, also providing realtime in a CART setting prior to graduation. Starting her reporting career in the arbitration realm, Cassandra has worked in a variety of venues for reporting, including traveling overseas for depositions and arbitrations, as well as providing CART for disability conferences. She moved with her family to Maryland in August of 2002.

Cassandra has lived and worked in Asia, Germany, and Hawaii, providing CART and realtime, covering a myriad of disability events and board meetings for companies such as Seimens, Osram, and Ferrari, and traveling across many countries. Cassandra is a freelance deposition reporter specializing in realtime, patents, and pharmaceutical cases, both in person and remotely, and lives in Silver Spring, Maryland. When not working, Cassandra spends her spare time with her husband and their miniature dachshunds, their horses, their children and grandchildren. For fun, she attends dog shows, grooms her horses and her dogs, enjoys reading for pleasure, and practices on her machine at least 60 minutes per day.

11:20 – 11:30 (break)

11:30 a.m. - 12:30 p.m.

JOSEPH ELLIS, CLVS

Title: Partners, Not Adversaries

One Hour (60-minute) presentation .1 CEU:

Relevant Topic to Section 3.06 D Legal Videography, the CLVS standards and code of ethics

Course Description:

Joseph Will discuss what it means to him to work as a team to achieve the best quality output for both the court reporter and videographer. Joseph will talk about why he prefers a cross-table setup and how that setup can benefit the court reporter, from offering a headphone jack to plugging into the videographer's mixer or offering an immediate audio file on the jobsite, Joseph will discuss things that the videographer can do to be a more cohesive team member with their court reporter counterpart.

Bio:

Joseph has been a certified videographer for 22 years and has worked in the industry for over 30 years. He is certified by NCRA as CLVS, and holds the Realtime Systems Administrator certificate, and makes his home in the suburbs of Washington, D.C. Joseph has traveled the world with his wife, Cassandra, from Asia to Europe, the Bahamas, Bermuda and Canada, Joseph has been immersed in the court reporting industry. He has an IT background, with 20 plus years in Boeing's IT department, and 30 plus years as Cassandra's IT go-to, he understands the vagaries of the court reporting profession and does his best to support every court reporter with whom he works to the best of his ability. His belief is though they are partners it is his job to make sure the reporter has everything they need that is within his power to provide, including a cup of tea, a mug of coffee or a bottle of water.

12:30 – 1:15 p.m. (lunch break)

1:15 – 2:15 p.m.

AL BETZ

Title: What Energy Source Will Fuel the Future of Court Reporting? Let's Decide

1.5 hours (90-minute) presentation .15 CEU:

Relevant topic to 3.08 c, Business Administration strategic planning, finance, and administration

Course Description:

Al's presentation topic is Energy. Energy describes the enthusiasm, drive, and proactive effort applied to business operations, customer service, and innovation. Energy fuels success. Energy fueled the success of CAT 50 years ago through proactive effort. Today and into the future the energy stenography will need to survive is either:

- enthusiasm – a strong feeling of excited interest
- drive – a force by which power is transmitted
- proactive effort – causing change, not reacting to change

The audience will discuss energy, and select which of enthusiasm, drive or proactive effort will save stenography as we define it.

Bio:

Al Betz has been known as court reporter, pioneer, entrepreneur, author, CEO, volunteer, podcast host, coach and public speaker. Al's life philosophy is that daily achievements lead to significant accomplishments. Whether reading 10 pages from a favorite book, interviewing a business leader on his podcast, or signing an important contract, Al experiences personal or professional growth every day.

His business career began at age 19, and 50 plus years later he remains active. He enjoys learning, communicating and creating. His favorite topics are silent communication and inspired performance. "Not one human being is ever taught to communicate, and we see the results of it daily, in our homes and in the workplace." Al learned the value of an inspired performance at a Kenny G concert. He applied what he saw to his own performance, and it changed his life.

2:15 – 2:25 p.m. (break)

2:25 – 3:25 p.m.

SPECIAL AGENT RONNYNE BANNISTER

Federal Housing Finance Agency-Office of Inspector General

Title: What to do in a World of Ever-Increasing On-Line Fraud and Abuse: How to not lose your money

One hour (60-minute) presentation .1 CEU:

Section 3.08 Business Administration - f. Legal issues and risk management

Course Description:

Ronnyne Bannister will be discussing crypto fraud and investigations as done by the Secret Service, as well as a case study involving dealing with a “debt cancellation scheme, investigative techniques and outcomes,” talking about ways to protect yourself from hackers and unscrupulous people.

Bio:

Special Agent Ronnyne Bannister has served in the Federal Government since February of 1999, both in the Office of Housing and Urban Development and currently in Federal Housing Finance Agency, Office of the Inspector General. She has given multiple presentations discussing crypto currencies, AI, and fraud. Ronnyne resides in the State of Maryland.

3:25 – 3:35 p.m. (break)

3:35 – 4:35 p.m.

KATHY CORTOPASSI

Title: Little Things = BIG Money

One Hour (60-minute) presentation .1 CEU:

Relevant Topic to Section 3.08 C, Business Administration Strategic planning, finance, and administration;

Section 3.10 I, Professional Development and Welfare Retirement Planning

Course Description:

For all of her married life, Kathy begged her husband to get a job with benefits. He chose, instead, to get work close to home so he could be with his family more. Home and family were more important to him, which made him an EXCELLENT husband and father – but not provider.

Had Kathy only known in the early years of her marriage and career what she has learned this past year, as a widow, things WOULD have been different.

She is going to capsulize what she learned this last year about saving for retirement, diversifying your income, budgeting, “following your money”, “learning your gap”, and how to make up for lost time.

Reporters of ALL ages will benefit from Kathy’s session, but she truly hopes those in their 20s and 30s attend to learn what a difference they can make for their future selves – with as little as \$250/month.

Kathy will teach how important the “little things” are in our American consumer-driven mindset and how making “little changes” could mean BIG money. She will relate these lessons to CART/captioners AND reporters – but in general to anyone interested in not being broke in retirement. Calculators or calculator apps advised for this session.

Fair warning: Kathy is not a CPA, attorney, Certified Financial Planner, Certified Financial Advisor, tax advisor, etc. These are lessons she learned from those people. Consult your own expert(-s) in making your own financial decisions.

Bio:

Kathy was married to the love of her life for 38 years, has 5 kids and 12 grands and is currently a Federal Official Court Reporter in Greenbelt, MD and owner of Voice to Print Captioning. She has been in this profession for 40 years, doing such things as freelance reporter, freelance court reporting agency owner, CART provider, CART captioning company owner, state official court reporter and now federal.

4:35 – 4:45 p.m. (break)

4:45 – 5:45 p.m.

CARRIE HEWERDINE, RDR, BCH CHt

Title: Finding Your Peaceful Pace at 225 WPM

One Hour (60-minute) presentation:

Relevant Topic to Section 3.08 C, Business Administration Strategic planning, finance, and administration;

Section 3.10 a, Professional Development and Welfare, Test preparation and test-taking skills

Course Description:

Why is school so hard? Why is reporting so challenging? Is there any way to lighten the pressure, the stress, the potential burnout felt by so many students and even working reporters?

The very nature of verbatim stenographic reporting is more than most "normal" people can understand. It's a high-pressure, fast-paced environment, high-stakes setting, demanding accuracy, speed and attention. It's the kind of relentless pressure, if not addressed, that will deplete your best efforts, drain your vital life force, and even cause you to question the very profession you love and were called to.

We'll start by addressing the more obvious elephant(s) in the room, and then we'll dig a little deeper into the shadows of those elephant(s). We can only fix the things we can see. Let's find out what's really going on so that the efforts we make actually can make a difference in our lives. It is possible to find a work/life balance and still be productive. But a work/life balance must consider not just the hours in the day, but the toll on our bodies, our minds and our souls as we strive for perfection and validation.

Understanding is the first step to change the dynamics of what stress can and will do in our lives, It's all about the things we know we know, and especially the things we think we have under control.

Starting with the obvious aspects that leave many of us feeling unbalanced:

- Physical demands: Prolonged sitting, intense focus, and potential ergonomic issues can lead to physical discomfort and strain.
- Mental fatigue: Sustained concentration for extended periods can be mentally exhausting.
- Tight deadlines: Quick turnaround times for transcripts can create pressure and stress.
- Accuracy expectations: The fear of making errors can be a significant source of anxiety.

- Difficult speakers: Dealing with speakers who are unclear, mumble, or speak rapidly can be challenging.
- Technical difficulties: Equipment malfunctions or software issues can add to stress levels.
- Work-life balance: Balancing the demands of the job with personal life can be difficult.
- Competition: The competitive nature of the industry can create additional pressure.

Then we'll unveil some of the more hidden aspects that deplete our energies and efforts:

- Impostor Syndrome: The thought that no matter how hard you work, regardless of the number and rank of certifications you've achieved, you're just NOT good enough!
- Deriving Sense of Self From Others: Who in your life determines your value, your worth?
- Limiting Self Beliefs: This is your subconscious programming working to keep the status quo, even if the status quo isn't working for you any longer. How can we change this?
- Working with Who You Are: Are you going with your own flow or constantly derailing your efforts by wishing things were different, that you were different, that you should be better?

The "test anxiety" that students experience is, unfortunately, the same stress and fear that new and even experienced reporters feel. There are overwhelming timelines and stressors for both working reporters and students.

Similarities in Stressors for Court Reporting Students. Court reporting students often experience many of the same stressors as established professionals, albeit at a less intense level. Here are some key similarities:

- Academic Pressure: Maintaining good grades, passing exams, and meeting assignment deadlines can be highly stressful.
- Skill Acquisition: Mastering stenography and transcription can be challenging and time-consuming, leading to frustration and self-doubt.
- Time Management: Balancing schoolwork, practice time, and personal life can be overwhelming.
- Financial Concerns: The cost of education and living expenses can create financial stress.
- Fear of Failure: The pressure to succeed and meet expectations can be immense.
- Physical Demands: Prolonged practice and studying can lead to physical discomfort and strain.

Even on the days that feel out of our control, we still have choices. We can still be in control of our experiences. Awareness begins by noting our strengths and weaknesses, and then learning to honor both. Finally, let's instill some easy routines to circumvent our automatic programming so we discover different ways we can be aware of stressors, coping mechanisms and re-evaluating what's vital to our job versus what's vital to our own mental, physical and emotional well being.

Bio:

Carrie Hewerdine has been an active member of NCRA since first attaining her RPR in 1978. She then passed "The Merit," the RMR, as it was known in 1980, and currently holds her most coveted title of RDR. She is also currently certified as a stenographic reporter in California, Nevada, New Mexico, Oregon and Washington. In her 45-year career, she has done all aspects of reporting, including CART, closed captioning, court, running a two-satellite reporting agency, and is currently a freelance reporter in New Mexico.

In 2018 Carrie began a serious endeavor, digging deep to understand why we seem to sabotage our own efforts, how our amazing brains function, and the origins and overcoming of personal beliefs that hold us back from our own personal greatness. Her studies and learning continue to the present.

To date she is certified by three hypnosis governing boards. Currently she is a Board Certified Clinical Hypnotherapist with the International Association of Counselors and Therapists, a Board Certified Clinical Hypnotist with the International Medical and Dental Hypnosis Association, and a lifetime member of the International Hypnosis Association. She is a Neurolinguistic Programming Practitioner, a Quantum Journeys Hypnotherapist, an Identity By Design Therapist, a Past Lives Regressionist, an RTT, Rapid Transformational Hypnotherapist, having trained personally with Marisa Peer, the #1 psychologist in the United Kingdom. She is also an approved and certified international hypnotherapy and hypnosis trainer.

It was an amazing turn of events that prompted the creation of the Facebook group, Magic for Court Reporters. During her hypnosis studies she needed 450 practice hours to be considered for the clinical designation. At that pivotal point she started working pro bono with reporting students, helping them to understand and overcome test anxiety, lifting limiting self-beliefs.

Currently Carrie is also a sought-after speaker for both the court reporting and the hypnotherapy industries. What an amazing blend these two challenging endeavors have proved to be.

10-20-2024

Sunday:

9:00 – 10:00 a.m.

ROBERT “BOB” SHERWOOD

Title: Personality Traits, How to Identify Them and How Knowing Can Help You in Business

One and a half hours (90-minute) presentation .15 CEU:

Relevant Topic to 3.08 d Business Administration Management and human resources

Course Description:

Until very recently the identity of personality traits was limited to high-ranking executive titles in an organization. Robert J. Sherwood, a former Silicon Valley technology executive, is among the first to create an algorithm to quickly, accurately, and inexpensively identify the traits of all candidates for employment and employees seeking advancement to new opportunities. **TREK42** is a method he will introduce in explaining what traits are, what they mean, and how court reporters can use their traits to deal with inevitable change. In addition, Mr. Sherwood will present a technology review of developments and trends, and their impact on court reporting careers. With a newfound knowledge of traits comes the need to effectively communicate them.

Bio:

Robert Sherwood has authored 14 books, hosted his own radio program, taught at KU, MU, and Stanford graduate schools of business, earned MBA and MS degrees, received an honorary doctorate, founded 2 Silicon Valley technology companies and directed businesses in South Africa, Europe and the Middle East. He was president and founder of a venture capital firm capitalized by Ewing Kauffman, past owner of the Kansas City Royals. He has been a senior board member to 30 companies, was profiled in Fortune and Businessweek, was the winner of the 1995 Entrepreneur of the Year, sponsored by Ernst & Young, NASDAQ and Inc. Magazine, presented seminars on leadership and technology to more than 3,000 executives, and as an expert witness he has testified in court on behalf of such prominent companies as Google, Yahoo! and Facebook. He holds a Series 65 license which covers laws, regulations, ethics, retirement planning and portfolio management. His consulting practice includes technology product development, leadership training and professional coaching. He has been married for 45 years to Helen and has five sons. Mr. Sherwood will also speak about developing opportunities for visionary court reporters in Artificial Intelligence.

10:15 – 11:15 a.m.

CHIEF ANTHONY L. AYERS, SR.

Title: Safety, best practices: How to protect yourself and your family

One Hour (60-minute) presentation .1 CEU:

Relevant Topic to Section Section 3.11 Safety and Emergency Preparedness - b, Safety and security

Course Description:

Chief Ayers will discuss how we, as the general public, can protect ourselves and our families from harm while on the streets and in our homes, and he will discuss best practices. In a world full of mass shootings and increasing breaking and entering, as well as violence on the streets, Chief Ayers will address ways to avoid violence and what to do if it's staring you in the face.

Bio:

Chief Anthony L. Ayers, Sr., is a seasoned law enforcement professional with a deep-rooted commitment to community service. Raised in Peppermill Village in Capitol Heights, Maryland, Chief Ayers's career reflects his dedication to public safety and community well-being.

After graduating from Bishop McNamara High School and serving in the United States Navy, Chief Ayers began his law enforcement career with the Prince George's County Police Department in 1990. Over his 20 years with the department, he developed a reputation for effective problem-solving and collaboration. His career continued with the Prince George's County Sheriff's Department, eventually leading to his role as Deputy Chief of Police for the Town of Capitol Heights. In 2012, he was appointed Chief of Police for the Town of Capitol Heights and later ran for Prince George's County Sheriff in 2017, where he garnered significant support and came in second in the 2018 primary election.

Chief Ayers's work extended beyond his official roles; he served as a Community Security Consultant and guest Instructor at Prince George's Community College's Police Institute. His commitment to community safety was further exemplified when he was appointed Chief of Police for the Town of Cottage City in January 2020.

Recognized for his ability to address social issues through collaboration and innovative problem-solving, Chief Ayers created the JAG Unit (Joint Agency Group). This initiative, which involved Federal, State, and County Agencies, successfully addressed community concerns, leading to a significant reduction in violent and property crimes.

Chief Ayers's contributions have earned him numerous awards and commendations for both his professional and volunteer work. With over 30 years of experience, his expertise in community policing strategies and programs has been instrumental in enhancing public safety.

Residing in Bowie, Maryland with his wife Valencia, Chief Ayers is a dedicated family man, father to five children, and grandfather to three. His active involvement in community organizations and local churches underscores his commitment to making a positive impact in his community.

Thank you for attending this years event!!!