

New HIPAA Law! What You Must Do Right Now

(Effective June 2024)

By Dr. Ty the Compliance Guy & Power Strategies, Inc. | Ty.Talcott@gmail.com | 469-371-8804

Introduction

Considering the changes to the HIPAA law in June 2024, updating many aspects of your HIPAA compliance program, especially regarding reproductive rights, is essential.

Since the implementation of HIPAA, multiple updates and amendments have been made to accommodate technological advancements and changes in healthcare practices.

These law changes are expected to be implemented within your office's HIPAA program beginning December 23, 2024. *NOTE: The Office for Civil Rights has announced that they are commencing random HIPAA audits immediately, with the ultimate goal of auditing every doctor's office.*

Required Action Steps

Most federal laws are filled with never-ending verbiage and legal jargon!*

NOTE: The biggest issue is that while doctors may believe they have a HIPAA program, it is not defensible and will not pass an audit or investigation. This paper will highlight many common deficiencies.

As with any new law, only time will tell what is truly adequate to protect a practice. It's impossible to be 100% compliant, as even investigators may disagree on adequate policy.

Your goal should be to be "defensible."

**We are not attorneys and always recommend that an individual have an attorney on their team to review all final documents used in the business. These are merely suggestions to help protect your practice.*

Overview

Five (5) Policy Changes You Must Make NOW!

1. Change your Business Associate Agreement (BAA) and ensure that all your business associates (anyone you have given access to or a part of your private patient information

data) have the latest version of this document. This typically includes IT personnel, external billers, EHR storage companies, etc.

Under the changes in the June 2024 HIPAA law, physicians should update their Business Associate Agreements (BAAs) to include specific language addressing reproductive rights and the protection of reproductive health information. *NOTE: To request FREE sample verbiage for your required BAA document update visit <https://www.withdrty.com/contact>.*

2. Change the Notice of Privacy Practices (NPP) you provide to every patient and have posted on your website.

With the recent changes to the HIPAA law, physicians must update their Notice of Privacy Practices (NPP) to include specific language addressing reproductive rights and the protection of reproductive health information. *Changes to the NPP must be made by February 16, 2026. More detailed templates and requirements are still pending from the government.*

NOTE: If you are unfamiliar with this form or are not using it, you do not have a defensible HIPAA program and could be found in violation if discovered. We recommend taking immediate action to create a defensible HIPAA program.

3. Revise the language used in your HIPAA policies, particularly concerning reproductive rights. *NOTE: Texas has a lawsuit against these new changes, and only time will tell the impact of future changes. Stay tuned and stay informed, as this law is still being developed and tested!*

To opt into our FREE alert list for future updates visit <https://www.withdrty.com/contact>.

4. Ensure you have documented the training for yourself and your staff regarding the new requirements. Document the content of the training as required by law, including:

Maryland Chiropractic Association

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President's Report



Season's Greetings from beautiful Calvert County

The holiday season is upon us. I hope everyone had a wonderful Thanksgiving filled with special times with family and friends. As I recover from a turkey coma, I'm already looking forward to the next festive holiday. My family and I are decorating the house and getting ready for the next wave of holiday happiness. Soon it will be Christmas and then New Year's Eve when we celebrate the end of one year and the beginning of the next.

As the year winds down, the MCA is revving up for the next year. We're getting ready for the next legislative session. We are already planning the next spring conference and have set the dates of our conferences for the next 2 years. We are planning new membership drives with rewards for the member who refers the most new member sign-ups. We are constantly looking for possible new benefits for our members. We are looking to increase the number of vendors at our conferences and have met with a few possible new guest speakers.

Drs. Hirsh, Crivelli and I, along with our Executive Director, Carol Frontera, recently returned from the Chiropractic Congress in Denver, Colorado. One of the hot topics that was discussed was how to get new and younger doctors involved in the profession and the Association. This dilemma seems to be widespread in many states across the country. Several ideas were discussed. One of the ideas that came across was something called the "NEXGEN Advisory Committee". This would be a series of Zoom meetings over the next several months to learn what you need as a Millennial or Gen Z doctor. What business questions do you have? What are you stumbling with? What types of convention sessions and educational programming are you looking for? The hope is to entice Millennial and Gen Z doctors to get involved.

The MCA will be starting to promote the referral program and the winner (referring the most doctors that join) will get a \$500 Visa Gift Card.

Another important topic that was discussed was the "Beneficial Ownership Information Reporting". This rule refers to identifying information about individuals who directly or indirectly own or control a company. This is part of the US government efforts to make it harder for bad actors to hide or benefit from their ill-gotten gains through shell companies or other opaque ownership structures. The MCA recently sent out an email blast informing all doctors of how to file this report. If you did not get that email, go to <https://boiefiling.fincen.gov> and select "File BOIR". This must be done before January 1, 2025.

Drs. Hirsh and Crivelli along with other members of the insurance and legislative committees and our lobbyist continue to fight for the MCA members. We are organizing a meeting with the upper echelon of CareFirst to discuss the changes that were made by CareFirst that have caused a tidal wave of declined claims and appeals. Our members will be updated regarding the outcome of the meeting. The MCA has already put out several notices on the listserv on how to handle these declined claims and appeals.

The MCA is a member of ChiroCongress. This provides an additional benefit to the association's membership by having access to the Insurance help desk to answer questions you may have regarding insurance submissions. For more information on this, you can login to your member account on our website and access it through the Member Area.

These are just some of the things that are going on at the MCA's headquarters. These are just some of the benefits available with membership. You can check out other benefits by going to the MCA website at www.marylandchiro.com/Why_support_the_MCA.

Please consider asking your colleagues to join the Association. For doctors that have more than one clinic and multiple associate doctors, please consider making the MCA membership part of your associate's compensation package. Check out the MCA's mentor program and consider sponsoring a new doctor. Discuss the importance of membership not only for the benefits, but to support the organization that fights for your rights to practice Chiropractic. And don't forget the PAC. Please contribute to the PAC so we can continue to have a significant voice at the State Capitol in Annapolis. Every donation helps.

As always, I wish you Health, Wealth, and Happiness. May you be blessed with the Merriest of Christmas, the Happiest of Hanukkah, and the most Festive Kwanza.

Love, Peace and Respect to all,

Respectfully,

Mike Fedorczyk, DC | MCA President



New! Submit an Article for the MCA Journal

The Maryland Chiropractic Association is seeking your input for articles in the MCA Journal. If selected as a contributor, you will gain increased visibility within the Maryland chiropractic community and influence the educational landscape.

[Learn More](#)

MPI Spine

with Lindsay Mumma, DC

In the MPI Spine continuing education course, you will learn how to deal specifically with the palpation and adjustment set-ups needed for the cervical, thoracic, lumbar and sacroiliac regions. The MPI Spine course will cover spinal biomechanics and manipulation, along with the motion palpation scan and case management.

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- a. All changes to your annual HIPAA training.
- b. The training that you are required to provide to all new employees within 45 days of their hire.
- c. Any security reminders issued to your staff to fulfill the requirement to “Issue periodic security reminders to your workforce.”

NOTE: If you are not currently completing the required training and security reminders above, you will most assuredly be deemed non-compliant in the event of an audit or investigation. It is essential that you immediately update, replace, or create the necessary procedures in order to establish a defensible HIPAA program! Visit <https://www.withdrty.com/contact> if you want FREE BAA wording or additional help building a defensible position.

5. Design a new form to authorize the doctor to release private health information related to reproductive rights.

To comply with new regulations and protect reproductive rights and health information, doctors should create a separate and additional release form specifically designed to authorize the release of private information that now has special protections under the law.

Additional Key Points

A. CRITICALLY IMPORTANT! The new HIPAA law changes the time frame for reporting a breach of private information.

- It is now mandatory to report a breach within 15 days.
- Plus, your current policy (one of the hundreds of pages of policies required in a typical chiropractic office) must be updated to reflect this.

B. RECORDS REQUEST REMINDER

- Remember, according to HIPAA regulations, when a patient requests information, it must be provided within 30 days. In some limited cases, there may be a one-time extension of 30 days. It is important to note that the 30-day timeframe is a maximum limit, not a recommended timeframe. If you take longer than a few days to complete a request, you must provide well-documented reasons for the delay.

NOTE: The new law also reinforces many aspects already covered in the HIPAA law. These inclusions may provide some advance notice of the areas, items, and policies that could be targeted in upcoming random audits scheduled to commence in 2024!

While the motive is uncertain, the new law emphasizes the following:

1. Encryption Requirement: The new HIPAA law requires that patient health information (PHI) be encrypted, both at rest and in transit.

Change your policy to require encryption for data at rest

and during transmission. This has always been part of a recommended HIPAA policy but is now required.

2. Access Controls and Authentication: Physicians must implement robust access controls and authentication mechanisms. *NOTE: Many of the items this law addresses are already standard parts of a solid HIPAA program. The typical office should have over 100 pages of policies in its manual that cover these issues. Without these policies, you will not be compliant.*

3. Security Risk Assessments: Already required. *NOTE: Our experience has shown that a copy of this Risk Analysis is always required when a doctor is audited or investigated. The OCR has stated that failure to produce it will result in maximum fines. If you do not have this in place, you need to update, replace, or implement a full HIPAA program - for help visit <https://drtythecomplianceguy.com/getstarted>.*

4. Security Updates and Patch Management: Already required.

5. Staff training: Ensure that staff receive training on the latest changes in the law.

We believe the most straightforward way to update the new mandatory staff training under the new law is to incorporate this White Paper into your training program. We then suggest creating an attestation document for both staff and doctor to sign, confirming that they have received, reviewed, and discussed the contents of this document as part of their ongoing training. This document should be issued as a ‘security reminder’ immediately upon completion rather than waiting until the regularly scheduled annual training.

Keep the document and the signed attestation in your HIPAA manual. *NOTE: We recommend providing all staff a security reminder, including this information, rather than waiting for the annual HIPAA training. Your annual training may be too far in the future to ensure that everything is in place and understood before December 23, 2024. Our video training programs will be updated by including a copy of this document to be distributed to all staff.*

While this is not a comprehensive list of changes, and more will be revealed as enforcement begins and lawsuits are settled, this will help you make significant progress.

We are not attorneys, and although total compliance with the law is your responsibility, we hope this information has been helpful!

All-New Member Marketing Benefits



As an appreciated member of the Maryland Chiropractic Association, we are pleased to introduce a NEW BENEFIT: COMPLIMENTARY F4CP GROUP MEMBERSHIP.

The Foundation for Chiropractic Progress (F4CP) is a not-for-profit organization dedicated to raising public awareness about the value of chiropractic care through positive press. As an MCA member, you are entitled to take advantage of its wonderful group membership benefits,

which include:

- **Basic listing in the F4CP FIND A DOCTOR Directory:** f4cp.org/findadoctor
The F4CP provides its 37,000+ members a listing in its FIND A DOCTOR Directory, which provides the public with an easy way to search for local doctors of chiropractic. The Directory is promoted in all national F4CP material – including advertisements, advertorials, public service announcements, press releases and more.
- **Monthly Marketing Roadmaps:** f4cp.org/package/printmaterial
Month-at-a-glance, week-by-week guide of turnkey practice-building materials suitable for delegation to staff for implementation. Their most popular tool is the Monthly Marketing Roadmap!
- **Marketing Materials:** f4cp.org/package/printmaterial
Print advertisements (modification permitted at an additional cost) can be located at MEDIA CENTER>PRINT MATERIALS. Social media marketing materials for posting will be sent to you via email-just click and post. You will also receive their Monday Marketing Memos.
- **Education for you and Advocacy for your Practice:** f4cp.org/package/video
Receive Monthly Newsletter & exclusive F4CP special alerts. Access to live, educational webinars for DCs and CAs. Listen to weekly Podcasts. And also access positioning papers to help advocate for your practice.

Activate your account today! Here's how:

1. Go to <https://www.f4cp.org/package/member/forgotpassword> and enter the email address associated with your MCA membership and click SUBMIT.
2. Go to your email account to get the temporary password. Go back to the website and LOGIN on the top right with your email address and the temporary password.
3. Scroll down to PASSWORD – Click CHANGE and input temporary password and new password then click SUBMIT
4. Complete/edit your DC Directory listing: Click “Update Profile,” make changes - Save.

For assistance, please contact Marta Cerdan - marta@F4CP.com or 866-901-3427 option 1.

Ask the MCA President



The MCA mission is advancing the chiropractic profession in Maryland. In our continuing effort to do so, we have established a forum in which members can ask the MCA President their questions regarding membership, the chiropractic scope of practice, insurance matters, etc. All submitted questions will be addressed and published by the President in a future MCA Newsletter, which is distributed bi-monthly on odd months. NOTE: You must be logged into your member account in order to submit.

[Submit Your Question](#)

From Conflict to Collaboration: Addressing Performance Concerns in the Workplace

By Ray Foxworth, DC, FICC

As a chiropractor and small business owner, you wear many hats. In addition to providing patient care, you also manage the business side of your practice, including handling employee-related challenges. No business owner wants to address employee issues, but doing so effectively is crucial for maintaining a positive work environment while also helping your employees grow, reduce risks, and improve efficiency.

The first step to avoiding and addressing employee issues is to establish clear expectations and policies from the start. Whether it's a front-desk assistant, a chiropractic assistant, or any other team member, each role should come with a detailed job description outlining responsibilities, daily duties, and performance benchmarks. Establishing expectations must be followed by understanding, and agreement. Meaning, does the employee clearly understand what their responsibilities are, and do they agree to, and have the ability to meet the expectations.

Make sure you also have a comprehensive employee handbook that covers your clinic's policies on work hours, patient privacy (HIPAA compliance), and conduct. This gives employees a reference point and ensures there's no ambiguity regarding their roles. Additionally, having clear guidelines in place helps when addressing employee issues, as you can refer to these documented policies during discussions.

Fostering open communication is key to preventing employee issues from escalating. Create an environment where employees feel comfortable bringing up concerns, whether related to workload, conflicts with colleagues, or personal issues that may affect their performance. Regular one-on-one meetings or informal check-ins allow you to gauge employee satisfaction and identify problems early.

When an issue arises, whether it's consistent tardiness, poor patient interactions, or inefficiency in handling administrative tasks, it's essential to address the problem immediately. Delaying action can lead to frustration, resentment, or a perception that poor performance is acceptable. What you tolerate, you endorse.

Always address employee issues in private. Publicly calling out an employee's behavior can create embarrassment and damage morale, not just for the individual but for the

entire team. Instead, schedule a private meeting where you can discuss the issue directly. Be sure to stick to the facts and avoid making the conversation personal. For instance, if a chiropractic assistant is consistently late, focus on the behavior: "I've noticed you've been late to work several times this week. Can you explain what's been happening, and how can we address it moving forward?"

It's also important to acknowledge the employee's strengths during the conversation. This ensures the discussion feels balanced and not overly negative. You might say, "You're excellent at welcoming patients and creating a friendly environment, but I've noticed that you've been late to work several times this week. Let's review how we can prevent this moving forward."

Documentation is critical when addressing employee issues, especially if the behavior is recurring. Keep detailed records of any incidents, conversations, and the steps you've taken to resolve the issue. This documentation can be invaluable if you need to take further action, such as issuing a formal warning or termination, and can protect your practice from potential legal disputes. As health care providers, we know the rule when it comes to our patient records, "If it isn't written, it didn't happen." The same is true with employee issues. Documentation of infractions and corrective action can save you thousands of dollars in unemployment taxes if you are able to make your case that the employee was advised of an issue, given an opportunity to correct it, and failed to meet expectations that you clearly outlined.

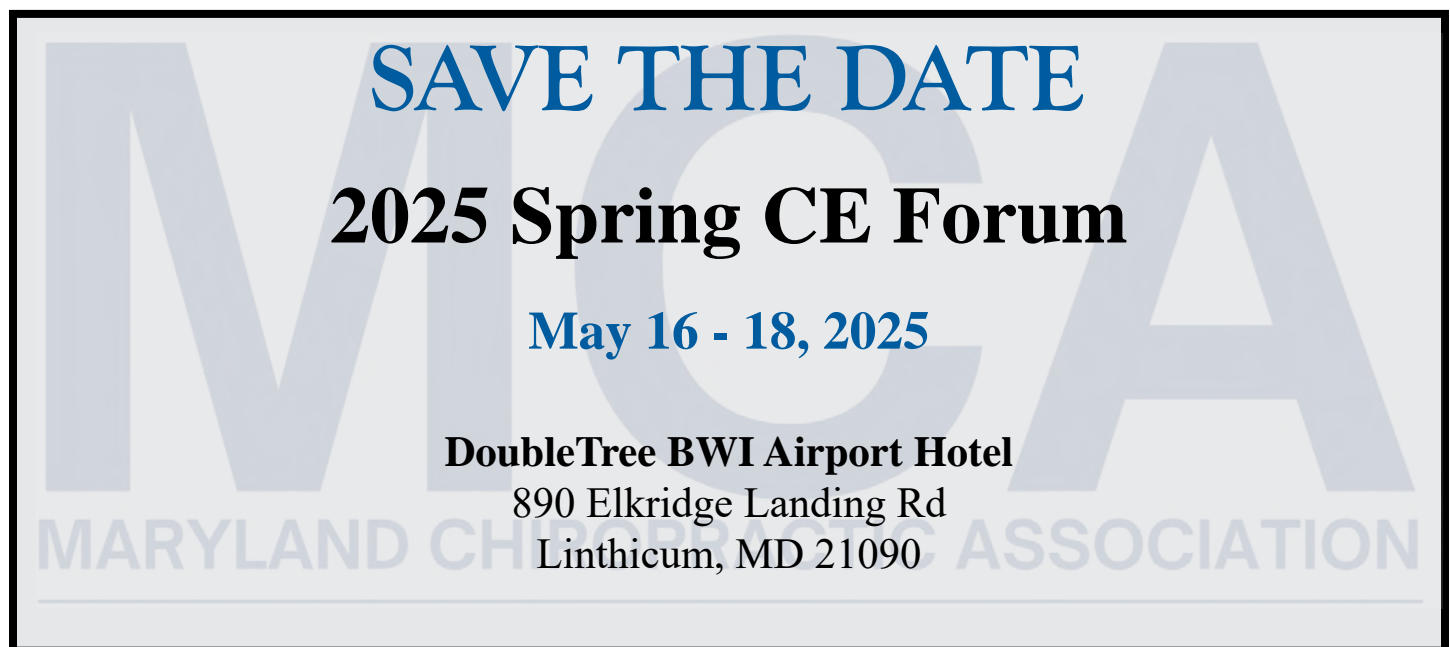
In some cases, employee issues stem from a lack of proper training or personal challenges that may impact their work. Offering support, such as additional training, mentorship, or flexible scheduling, can help employees overcome these challenges. For instance, if a chiropractic assistant struggles with certain tasks, you might offer hands-on training or pair them with a more experienced team member for guidance. By providing resources and demonstrating a willingness to help, you show your commitment to employee development, which can foster loyalty and improve performance.

If the issue persists despite your best efforts, it may be time to escalate the situation with formal disciplinary action. This could involve a written warning, a performance improvement plan (PIP), or, in extreme cases, termination. As a small business owner, firing an employee can be costly,

and especially difficult, as the team is often close-knit. However, it's sometimes necessary to preserve the integrity of your practice.

Before taking such action, ensure that you've followed a fair and consistent process, including providing feedback and opportunities for improvement. Additionally, consult with a human resources professional or legal advisor to ensure compliance with labor laws.

By fostering clear communication, providing constructive feedback, and addressing problems promptly, you can create a positive work environment that supports both your employees and the success of your practice. Remember that how you handle employee issues not only impacts individual team members but also reflects on the overall health of your chiropractic clinic.

A graphic with a light blue background and a large, faint 'MCA' watermark. The text is centered and reads: 'SAVE THE DATE' in blue, '2025 Spring CE Forum' in bold black, 'May 16 - 18, 2025' in blue, and 'DoubleTree BWI Airport Hotel' in bold black. Below that is the address '890 Elkridge Landing Rd' and 'Linthicum, MD 21090' in black. At the bottom, 'MARYLAND CHIROPRACTIC ASSOCIATION' is written in a light blue, all-caps font.

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MARYLAND CHIROPRACTIC ASSOCIATION

Motivation for Chiropractic Study

Please Participate in the Motivation for Chiropractic Training Survey

The University of North Carolina at Chapel Hill Program on Integrative has initiated a study to seek a better understanding of why people train in Chiropractic, and the possible impact of that training and current clinical practice on health and well-being. The findings will be compared to similar data on individuals who chose to study conventional medicine and other healing arts. The study has been reviewed by the Institutional Review Board at the University of North Carolina, Chapel Hill.

In our ongoing efforts to advance chiropractic in Maryland, the results of this study could help illuminate issues related to practitioner health, integrative practice, and clinical outcomes.

Completing this anonymous questionnaire signifies your consent to be part of this research. It takes about 6 minutes. Responses entered on this secure web-form will remain confidential. Study data may be reused in future studies. You can take the survey at https://unc.az1.qualtrics.com/jfe/form/SV_eEREM1pjtMV1cRo.

You may contact Dr. Gannon Brochin, DC at gannon_brochin@med.unc.edu or Dr. Marc Edwards, MD at marc_edwards@med.unc.edu with any questions.

Missing a Viscerosomatic Condition Can Really Ruin Your Day!

By Dr. Robert Poane

If you want to hear the church bell ring, you must pull a rope 50 feet below. It's all connected!

When patients come to us with back pain, it is our professional responsibility to consider their symptoms as possibly coming from any other part of their body. We do this by physical examination, laboratory testing, and or asking specific questions. This is part of our differential diagnosis.

It is very easy to arrive at a clinical impression based primarily on history. We can get caught up 'knowing' what is wrong and miss diagnose because of not fully examining or inquiring about possible related conditions.

Many chiropractors focus primarily on musculoskeletal complaints. So do orthopedists. However, just as the orthopedist, we are held to a higher standard because we are a portal of entry into the medical system. If you are not comfortable performing certain physical examinations, or ordering certain tests, at least document that you asked differential diagnosis related questions. Because, missing a viscerosomatic condition can really ruin your day!

As an example, a 50-year-old female was referred to me for an internal coccyx adjustment due to unresolved coccyx pain. I asked her if she had a history of uterine fibroids or ovarian cysts. She said yes. As part of my standard examination, I palpated her abdomen. While pressing on the suprapubic tissue, a mass rose up and filled the palm of my hand. The hand pressure on the mass reproduced coccydynia. She didn't know the 'fibroid' had grown, causing coccyx pain.

Be mindful that there are several viscera that can refer to the back: gallbladder, kidney, duodenum, pancreas, ascending and descending colon, esophagus, heart, and more.

Beware of vague shoulder pain. Shoulder symptoms are a referral site from lungs and breasts. Most chiropractors do not examine breasts when indicated but should at least check axillary nodes with certain shoulder complaints and ask about her GYN visits. Lungs should always be auscultated with non-traumatic shoulder symptoms or with any thoracic or respiratory involvement.

For lower back symptoms, at a minimum, there are 6 questions that should be asked:

1. Does it hurt at rest? (MSK pain typically hurts with movement. Organic symptoms typically without movement)
2. Fever? (inflammation somewhere might be causing LBP)
3. Cancer? (can return or develop)
4. Trauma?
5. On anticoagulant? (clotting, aneurysm, bruising)
6. Bowel or bladder problems? (Cauda Equina)

It is important for us not to get caught up in the mechanics of therapeutics. Chiropractic is not synonymous with manipulation. Manipulation is our primary mode of operandi; just as pharmaceuticals are the tools of the Allopath. Manipulation is the fulfillment of a chiropractor's prescription, if indicated, only after a physical, laboratory, and or historical examination.

People have a different respect for chiropractors now than they did when I graduated in 1983. I remember when new patients would say to us, "I thought I'd try chiropractic." That's when I would take a 3 inch plastic doctor doll off the shelf, hand it to them and say, "this is Dr. Poane the trial size, let me know how it works out for you!"

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Dr. Poane has been in practice for 41 years. He is a Diplomate of the American Board of Chiropractic Internists and a Diplomate of the American Chiropractic Rehabilitation Board. He taught at Harford Community College, authored two books, lectured to organizations, and interviewed on Baltimore TV news stations.



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I'd like to thank everyone that is supporting our Maryland Chiropractic Political Action Committee. The legislative committee has been busy identifying issues of concern to the chiropractic profession and our patients in Maryland. The PAC supports the efforts of the legislative committee and is here to protect our rights and those of our patients and to secure our future in Maryland. Some of you may have noticed that your name no longer appears on the list of supporters. This list reflects contributions from the previous twelve months only. So please, make a contribution and get back on the list and help protect our profession and your practice. As we head into the 2025 legislative session, we should all thank those who have so generously helped our profession. The chiropractic profession is protected everyday by the people who watch the legislation that can impact our livelihoods and our practice rights. These volunteers coordinate the profession's response to threats and look for legislative opportunities for us to improve our standing in Annapolis. Those generous doctors listed above give the PAC and the MCA the ability to implement our legislative agenda and I thank them. In particular I'd like to thank those at the top tiers whose generosity is an example to us all. Thanks!! Let's follow their example. If you would like to attend an event for one of your local legislators, please contact me at nbcohen@comcast.net or call the association office.

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Chiropractic From a Vitalist Point of View

Submitted by: Dr. Cesia Estebané

Our world has become increasingly stressful, often causing us to view health merely as the absence of physical symptoms. In this rush, we often sacrifice our long-term well-being to keep up with life's pace (Seiler et al., 2020).

As a chiropractor, I've learned through years of practice that the body is not just a unit feeling physical pain needing treatment. It's deeply connected to the mind and spirit, and maintaining balance among these allows the body to heal itself (Halbreich, 2021). We've seen how stress can lead to physical pain and how emotions like grief or anger can manifest as tension in the body. If one part malfunctions, eventually, all parts are affected. This holistic understanding is why treating just the physical symptoms isn't enough.

The body's ability to heal itself is evident when a cut heals or a broken bone mends. However, this healing can only occur when the body is in a balanced state (Zejf et al., 2019). The body consists of about fifty trillion cells, and if even one is not functioning correctly, the balance is disrupted.

Chiropractic care focuses on manually adjusting specific areas of the body to correct subluxations, enhancing nerve function, and allowing the body to heal itself. However, beyond the physical adjustments, chiropractic care is a practice of love and commitment. We, as professionals, use chiropractic techniques to not only improve the body's natural functions but also to restore the connection between body, mind, and spirit, fostering deeper healing.

Chiropractic care respects the body's innate intelligence, which orchestrates the complex functions that make us whole. This intelligence is the same force that organizes atoms and molecules in the universe — it's what keeps us alive. By correcting spinal interruptions and allowing nerves to function correctly, chiropractic adjustments help the body move away from constant stress responses and return to a balanced state. Every organ and system in the body relies on nervous signals

to function. When these signals are clear, the body can respond positively, continuing its natural healing process. Unfortunately, the stress of daily life often keeps us in a state of tension, disrupting this process (Tsigos et al., 2020). When the mind is present and understands patience, love, and kindness, it sends signals through the nervous system that can help the body find spiritual balance. A relaxed body, with all systems in harmony, is less likely to suffer from physical ailments. Chiropractic care stimulates a unique energy through the nervous system, driving the body's capacity to heal and regenerate.

This natural approach can alleviate muscle tension, fatigue, digestive issues, neck and back pain, joint pain, and even sleep problems. Chiropractic care goes beyond merely manipulating the body; it helps people reconnect with their inner selves and their body's natural healing power.

In a fast-paced world, where there's little time for random back pain or a cold, chiropractic care provides a space for patients to release tension and reach their full potential. It's an empathetic and compassionate practice.

We are more than just flesh and bone; we are beings with minds that experience a range of emotions impacting our health. We exist in a harmonious ecosystem, a balance between body and mind. Despite the world's challenges, caring for our health remains our responsibility. When we care for ourselves, we also care for others, creating a ripple effect that can lead to a healthier, more balanced world. I see this possibility becoming a reality every day in my practice, and it makes me a better chiropractor and person.

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Dr. Cesia Estebané, a chiropractor and wellness expert, has practiced in Puerto Rico since 2010. A Cleveland University graduate, she is dedicated to helping people heal physically, emotionally, and spiritually. She lives with her husband and two children and teaches workshops and online classes.

Thank you, MCA Supporting Member!

MCA has a Supporting Membership category for suppliers of goods and services. We encourage you to consider the following 2025 Supporting Members when making purchases. Support those that support **YOU!**

Physician Services | www.psmbs.com

Classifieds

To place a classified ad in the MCA Journal please fill out the appropriate form on the classifieds section of the MCA website. The cost for a 50-word ad is \$20 for MCA members for two months (4 months for \$30) or \$30 for two months for non-members. Classifieds are listed below from newest posted to oldest posted.

COVERAGE DC AVAILABLE Over 30 years in private practice and coverage work. Leave your patients in good hands. Some December 2024 dates still available, many more available for January/February. Text 443-722-5053 or email teresabarrettdc@gmail.com (please put "OFFICE COVERAGE" and your office's general location in the subject line) to inquire.

Associate Wanted Fidel Integrated Medical Solutions Pikesville/Owings Mills; Established practice of 37 years. Work with an experienced team. Competitive salary including health insurance, Malpractice, Retirement IRA plan & PTO. Must be licensed in MD with PT privileges. Call 410-917-2282 www.FidelIntegrated.com email: DrAdam@FidelChiropractic.com

Seeking DOT Certified Medical Examiner Pinnacle DOT Physicals

We are looking for a DOT Certified Medical Examiner to perform DOT physical exams at our office in Jessup Maryland. Key Details: Role: Conduct DOT physical exams in accordance with DOT regulations. Hours: Negotiable, flexible schedule depending on the examiner's availability. Requirements: Must have a current DOT Medical Examiner certification and excellent bedside manner. If you are a qualified examiner with a winning personality and an interest in a flexible working arrangement, please contact us to discuss details. Contact: Dr. Freeman / 301.955.6627 / pinnacledot@gmail.com We look forward to hearing from you!

No Money Down Opportunity Smart Medical and Rehab Therapy Have you ever dreamed of owning your own practice and building an amazing business? Here's a once-in-a-lifetime opportunity! A practice in Silver Spring, Maryland, is available, complete with equipment, including an x-ray machine. If you've ever wanted to own a practice with no money down while taking on full responsibilities, this is your chance. I'm willing to stay on part-time for up to two years to help with marketing, offer guidance, and assist with the lease. Interested? Call Dr. Alan Cornfield at 301-704-5000. Don't let this opportunity pass you by!

Coverage: Fridays/Saturdays Take that long weekend. Leave your practice in experienced hands. Recent empty nester offering Friday/Saturday coverage. Not available for long term commitments. NCMIC insured/Supervising Chiro/23 years experience. Proficient in multiple techniques. 75 mile radius of Baltimore. Now booking holidays/spring dates. Text for dates/rates. 443-540-2725

Chiropractor - Salisbury, MD The Joint Chiropractic NEW CLINIC OPENED OCTOBER 2024. Looking for a new way of delivering quality chiropractic care? The right adjustment is all it takes. Here at The Joint Chiropractic, we've got your back. As one of our doctors, you will find that our unique operating model gives you all the support you need to focus on doing what you do best: looking after your patients. We support you with marketing, manage your insurance and deal with all of your business administration. The Opportunity: Full Time Opportunity. Competitive Pay \$40-\$50/hr + benefits. PTO. Company paid malpractice insurance. Opportunities for advancement across the nation.

Coverage Doctor Needed Healthsource of Crofton Coverage doctor needed the month of December in Crofton MD. 2-3 full days, preferably Monday, Wednesday, Thursday. Please call or email. Dharley@healthsourcechiro.com. 202.378.3870.

Coverage Needed Office Coverage Needed 2 to 3 days a week November 22- Jan 3rd. Flexible with full or half days and holiday schedule. Located in Cecil County. Activator only practice. Call 302-354-9415 if interested.

Classifieds

Continued from previous page

Practice for Sale: Fairfax, Virginia Spacious, well-established practice for sale in the Washington, D.C. metro area. The solo practitioner averages 372 patient visits per month in 3 days per week of patient treatment hours using diversified, drop work, decompression and other modalities. X-ray, rehab suite, 4 Loyd Galaxy tables with elevation and auto flexion distraction. Suitable for 2 Docs practicing in tandem. Monthly collections exceed \$40K. Practice valuation \$300,000. Contact Dr. Frey at Freychiro@aol.com 703-304-0404 or Practice Brokers, Inc. for more information at 888-878-0027 or email info.practicebrokersinc@gmail.com. Please reference ad when inquiring.

Incredible Opportunity Smart Medical And Rehab Chiropractor needed to take over a 35-year established practice with a loyal patient base. The practice is fully equipped, and the current owner will assist with marketing for 2 years, working 3 days a week during the transition. The new chiropractor will assume the current lease for immediate takeover. This is a rare opportunity to step into a thriving practice with a solid community reputation and the support of the current owner to ensure a smooth transition. If you're ready to advance your career, contact us today at (301) 704-5000.

Coverage Doctor Available Hire Doctor directly. Emergency coverage okay. Flexible to accommodate practice needs. Call Dr. Angela @ 2702235519 Base rate per hour is \$100(negotiable). 4 hours minimum, anytime over 5 hours is considered a full day(8hrs minimum-12hrs max). Coverage Physician will be issued a 1099NEC per calendar year's work. NB: Dear fellow doctors, please note that in business, contractors are typically paid more than an employee; their earnings aren't consistent. Contractors are not salaried, for us there's no PTO, healthcare, 401K, etc. Please contact me with questions or for clarifications. Thanks, have a blessed day!

Partners Pavilion

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