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CHIROPRACTOR

A PUBLICATION OF THE GEORGIA CHIROPRACTIC ASSOCIATION

WINTER 2026



2026 Georgia General Assembly

Everything You Need to Know

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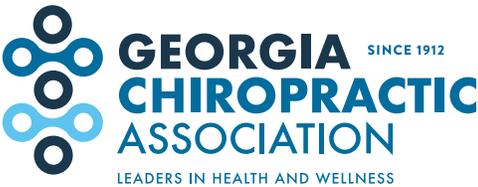
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5 A Letter from the President
One of the greatest strengths of our profession is our connection to one another.

7 Executive Insights
This year, it's all about membership! We are here to make your membership a benefit to you and your practice.

8 Fall Conference Recap
Check out photos from GCA's Fall Conference.

10 Legislative Update
2026 Georgia General Assembly – Everything You Need to Know

12 PAC Update
Together, we will continue to safeguard, strengthen, and elevate our profession's future.

14 The Autoimmune Plague
By: Paul Goldberg, BA, BS, MPH, DC, DACBN, DCBCN
Identifying Causal Factors and Restoring Good Health Without “Treatments”

16 The Power of NeuroEmotional Technique in Chiropractic Care
By: Dr. Verónica García Chaparro, DC
NET in Practice is Simple, Effective and Transformational.

18 The Role of Integrative Applied Neurology and Laser Therapy in Chiropractic Care
By: Dr. Trevor Berry, DC, DACNB
Chiropractic care continues to evolve as an integrative approach to musculo-skeletal and neurological health.

20 The First Thirty Days: How to Set Up Your CA for Success and Long-Term Retention
By: Sarah Shapiro
This is the outcome every practice wants: a new team member who feels connected, confident, and ready to grow.

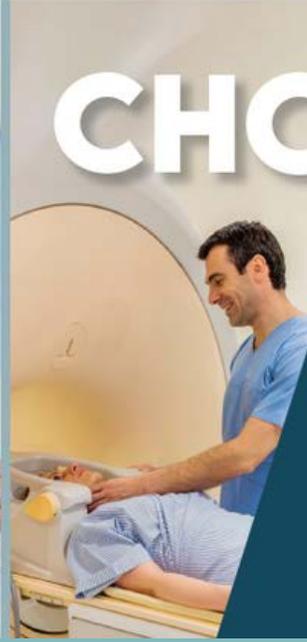


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LETTER FROM THE PRESIDENT

Dear GCA Members and Colleagues,

It is both an honor and a privilege to welcome each of you—our current members and those newly joining our ranks—to the Georgia Chiropractic Association. We are a community united by a shared mission: to promote, represent, educate, and protect the chiropractic profession and the patients we serve. This is truly a great year to be a chiropractor and an even greater year to be a member of the GCA.

One of the greatest strengths of our profession is our connection to one another. I encourage each of you to become actively engaged within your local districts. Take the time to meet and greet your fellow chiropractors. Become the friendly chiropractic neighbor in your community. When we build strong relationships with one another, we strengthen the foundation of our profession. Our district meetings provide the perfect opportunity to collaborate, share ideas, and support one another's growth. I look forward to traveling throughout the state and meeting many of you in your districts in the months ahead.

I would also like to extend my sincere gratitude to everyone who participated in Chiropractic Day at the Capitol. Your presence, professionalism, and commitment made this event a tremendous success. A special thank you goes to our Government Relations Committee for their outstanding leadership and dedication in organizing such a meaningful and impactful day. Events like

this demonstrate the strength, unity, and professionalism of Georgia chiropractors. As we continue to build momentum, I am excited to invite you to mark your calendars for a historic event—the Great Chiropractic Gathering—taking place on May 9, 2026, at Life University. This collaborative event involving the Georgia Chiropractic Association and the Georgia Council of Chiropractic will bring our profession together in a spirit of unity, fellowship, and shared purpose. This will be a landmark moment for chiropractic in Georgia, and I encourage every member to attend and be part of this important occasion.

The future of chiropractic in Georgia is bright. Our growth, our influence, and our success depend on the engagement and involvement of members like you. Whether attending district meetings, participating in association events, or simply reaching out to a colleague, your involvement makes a difference.

Thank you for your dedication to the chiropractic profession and for your commitment to the Georgia Chiropractic Association. I look forward to meeting each of you personally and working together to advance our profession.

With respect and appreciation,



Dr. Winston Carhee, DC
President, Board of Directors
Georgia Chiropractic Association



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EXECUTIVE INSIGHTS

This year, it's all about membership!

If you are already a member of GCA (good job!), in 2026, you're going to love the increased slate of benefits available to you. If you're not yet a member, let me see if I can talk you into it!

In Q1, we are thrilled to share that we will be transitioning to a new and more robust association management system. CE21, trusted by over 26 of our fellow state chiropractic associations, will make all facets of being a GCA member better. You can look forward to:

- Simplified membership levels and payment options
- Easier membership management, including the opportunity to change your payment methods right from your own personal profile
- Easily update your professional and practice information in our member directory
- Register for GCA conferences in our all-in-one system (you're gonna love the new, easy-to-navigate look!)
- Access discounted online continuing education at your convenience, brought to you directly by GCA and our industry partners
- And more!

Our new system is allowing our Advanced Chiropractic Assistant program to move completely online. Students will be able to move at their own pace while supported by live webinars and our new program director, Dr. Morgan Mullican. Dr. Mullican is a former Palmer College faculty member with over 20 years of teaching experience at chiropractic colleges and at state associations.

District meetings are up and running again, with support from our partners, which means increased access to information that will help your practice be even more successful. Be sure to check your weekly e-blast or the calendar on the website to get details about an upcoming meeting near you!

We are also excited to announce that GCA is hosting a Women's Summit in late summer. Celebrating and exploring the unique experiences of women in chiropractic, this continuing education one-day event promises to be something you won't want to miss! Stay tuned for details!

Did you know that GCA awards Chiropractor of the Year to the member who recruits the most new members each year? We give out that award each year at the GCA Annual Meeting at Fall Conference. If you would like to win Chiropractor of the Year, I challenge you to reach out to the GCA staff or a board member so we can give you the tools to recruit new members! GCA is strong, but we can be stronger.

Have a great 2026, and feel free to reach out to staff at any time for any reason. We are here to make your membership a benefit to you and your practice.

Non-members, did I talk you into membership yet? Let's have a conversation.

Sincerely,



Stephani Tucker
Executive Director
Georgia Chiropractic Association



GCA STAFF

Stephani Tucker
Executive Director

Whitney Jones
Director of Marketing
& Special Events

Linda Shein
Director of Finance
& Operations



RECAP

2025 GCA FALL CONFERENCE & TRADESHOW EXHIBITION



GCA celebrated another blockbuster year at the 113th Annual Fall Conference & Tradeshow Exhibition this past October! Over 300 DC's enjoyed a packed weekend of continuing education, featuring sixteen world-class speakers, including Professor Ted Carrick, DC, PHD, MS-HPED.

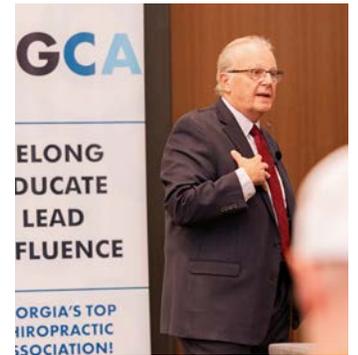
We honored several individuals for outstanding contributions to the association, including Dr. Anissa Jones, who received the Chiropractor of the Year award, and Dr. Gerald Holsonback, who received the Lifetime Achievement Award.



GCA-PAC raised over \$19,000 throughout the weekend - thank you to everyone who contributed for their support!

We invite you to join GCA at our 2026 Summer Conference, June 5 - 7 in Savannah (registration open now!) or to save the date for our 114th Annual Fall Conference & Tradeshow Exhibition back at the Hotel at Avalon, October 16 - 18, 2026!





2026 Georgia General Assembly Everything You Need to Know

By: **John Haliburton**
Thrash-Haliburton Government Affairs



The 2026 Georgia General Assembly had its first day of session on January 12, 2026! They were in for five days from January 12 - January 16. Georgia's Legislature operates on a biennial process, so 2026 is the second year of the process for 2025-2026. All bills that were not signed or vetoed by the Governor in 2025 are "alive" for passage and they begin in 2026 in the last committee from which they came in 2026.

The week of January 12 was very busy at the Capitol with meetings occurring all day, every day, and the Governor giving his State of the State address to both chambers on January 15. The week of January 5 - 9 was also extremely busy with fundraisers occurring January 6 - 9 in Atlanta and throughout the State for legislators and statewide elected officials. Legislators cannot accept contributions once session starts.

January 19 - 23 had no official legislative days because the House and Senate Appropriations Committees had joint budget hearings Tuesday - Friday, but there was a lot of action with informal meetings occurring with legislators the entire week. The Legislature came back for official session on January 26. Crossover Day deadline is March 6 (the day a bill has to be passed out of its original chamber), and the last day of session will be April 2!

Thrash-Haliburton has been in constant communication with GCA leadership about issues and legislation coming up for our industry in the 2026 session.

HB 170 was introduced by Rep. Karen Mathiak in the 2025 legislative session. It provides for transparency in medical billing for chiropractors, physicians, patients, and all stakeholders on procedures and billing.

It passed the House Insurance Committee in 2025, but it did not make it out of the House Rules Committee. It is back in the House Insurance Committee for the 2026 session.

Rep. Mathiak and Rep Anissa Jones, both chiropractors, and our government affairs team, Thrash-Haliburton, have already met on this legislation, strategy, and with the Insurance Commissioner's Office (at the direction of the House Insurance Committee Chairman). We will hit the ground running with this legislation in the 2026 session!

The Speaker of the House has said in the last few weeks he wants to attempt to pass Insurance Reform in the 2026 session, after the House had a study committee hold several study committee hearings throughout 2025 until December 2025 focused on looking at insurance carriers, how they set premiums, their profits, and how to better reduce insurance premiums and improves the claims process for all stakeholders in Georgia.

The week of January 26 saw the introduction of Senate Bill 411 from Senator Shawn Still. It provides for dry needling to be performed by certain licensed professionals, restricts certain representations and advertisements related to the performance of dry needling, provides for education and training requirements for occupational therapists to perform dry needling, provides for disciplinary action, and training requirements for acupuncturists. It's in the Senate Health and Human Services Committee.

Our team is acting at the association's direction on all legislation and issues such as these above, and we will provide further updates in the future.

Here's to a great year for our industry in 2026 at the State Capitol!

Note: This article was sent to press January 30, 2026. For the latest updates on everything happening under the Gold Dome, please be sure to subscribe to GCA's e-newsletter!



On February 10, a delegation of GCA members, including several Life University students, attended an action-packed Capitol Day, organized by our lobbying team, Thrash-Haliburton Government Affairs. Attendees heard from several members of the Georgia General Assembly and had the opportunity to learn more about legislation affecting the chiropractic profession this session. Thank you to everyone who participated!

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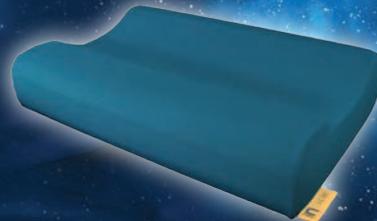


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PAC UPDATE



Dear Valued Member,

The Georgia Chiropractic Association Political Action Committee (GCA-PAC) is essential to protecting your right to practice, electing pro-chiropractic leaders, and advancing legislation that strengthens both your practice and our profession. Although GCA-PAC has operated for years with fewer than 200 annual contributors, it remains the driving force behind the legislative successes that safeguard chiropractic in Georgia.

Your contributions to the GCA-PAC directly support:

- Advancing positive chiropractic legislation
- Educating lawmakers on chiropractic issues
- Electing pro-chiropractic representatives to the Georgia Legislature
- Raising our visibility at the State Capitol through Chiropractic Day and continuous legislative outreach

These efforts shape the future of our profession. To remain effective—and to expand our influence during the Georgia Legislative Session—we need every Georgia chiropractor to share in the responsibility of supporting the advocacy work that protects their ability to practice.

We are challenging all GCA members to opt-in to an annual \$250 PAC Fair Share contribution, which can be paid at just **\$21 per month.**

This contribution is an investment in the future of chiropractic in Georgia. The challenges we face at the Capitol are real, and continued progress requires strong, unified, and consistent support. For too long, a small portion of our membership

has carried the financial burden for the entire profession. We are deeply grateful for their dedication, but it is now time for all of us to stand together.

This is your profession—*our* profession—and its future depends on each of us doing our part. If we want Georgia to remain one of the best states in the nation to practice chiropractic, then every chiropractor must contribute to protecting and advancing it.

Everyone can invest \$21 a month in the profession they love. Your voice matters, your participation matters, and your support makes a direct and measurable impact on our success at the Capitol.

The GCA-PAC needs you.

Georgia chiropractic needs you.

Together, we will continue to safeguard, strengthen, and elevate our profession's future.

With sincere appreciation for your commitment and support,
Georgia Chiropractic Association Political Action Committee.



Dr. Leana Kart
GCA-PAC Chair



GCA PAC

Georgia Chiropractic Association Political Action Committee



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The Autoimmune Plague Identifying Causal Factors and Restoring Good Health Without “Treatments”

By: Paul Goldberg, BA, BS, MPH, DC, DACBN, DCBCN



Background

I was diagnosed with autoimmune disease i.e. rheumatoid arthritis/ankylosing spondylitis at 24 years of age. After a period of discovery and hard work I found my way back to health, maintaining it now into my 74th year. My experience drove the direction of my professional training in Public Health, writing my thesis on Rheumatoid Diseases at the University of Texas Graduate School of Public Health. I later pursued studies in Chiropractic and Clinical Nutrition, focusing my practice on assisting patients with all forms of chronic health issues, particularly those with medically diagnosed autoimmune/rheumatoid diseases.

My long standing approach to help patients reverse their health problems is not through “treatments” of any kind but by identifying and addressing the causes of their problems and taking concrete **health building action steps**. In doing so, my patients have had an opportunity to recover their health as a byproduct of their efforts. *I do not treat any medical condition, nor do I desire to do so.* My training in Chiropractic served to reinforce this practical philosophy.

Over the past forty-seven years since graduating from the University of Texas, the number of people diagnosed with autoimmune disorders has skyrocketed (see graph below) while medical treatments have become increasingly hazardous. One need only read the side effects of widely prescribed “Biologicals” to understand the risks involved.

Two Primary Underlying Factors Behind Autoimmune Disorders

Two factors underlie autoimmune/rheumatoid disorders as with most health issues:

- 1) **Genetic Predisposition**
- 2) **Environmental Factors**

Our inherited genetic tendencies, which we cannot change, are brought to expression by environmental factors, a concept referred to as *epigenetics*.

In the decades I have been involved in helping patients with rheumatoid and other autoimmune issues I have found that the environmental factors most often involved include:

- 1) Immune Dysregulation caused by inappropriate/lack of microbial exposures. Over-sanitized environments, lack of contact with the natural world, excessive antibiotic and vaccine employment all can prevent our immune system from being appropriately “trained” to recognize real threats while avoiding being overly aggressive and causing our immune system to attack our own tissues. This concept was postulated by Thomas Strachan in his article The Hygiene Hypothesis.¹
- 2) A patient’s nutritional status involving inappropriate/low quality nutrient intake. Diets high in processed foods such as refined carbohydrates, trans fats, heated seed oils, over time disturb immune function and have been linked to autoimmune diseases. “Poor nutrition, including deficiencies and obesity is

strongly linked to autoimmune diseases, worsening inflammation, disrupting immune function, increasing flare-ups, and potentially triggering autoimmunity by impairing immune cell production and function.”²

- 3) Poor sleep patterns – a chronic lack of sleep or poor-quality sleep can trigger autoimmune/rheumatoid conditions³
- 4) Excessive emotional/mental stress through the endocrine and immune systems can create conditions that foster autoimmune and rheumatoid issues. Emotional **stress** can impact autoimmune diseases, potentially contributing to their development by disrupting immune balance and the endocrine system. “Stress may trigger and exacerbate autoimmune disease. Up to 80% of patients have reported uncommon emotional stress before the onset of disease”⁴ A disorderly or high stress life involving marital disharmony, occupational dissatisfaction, loneliness, ongoing financial problems and other long term social stresses may contribute to autoimmune/rheumatoid development.
- 5) Exposure to **toxins** e.g. alcohol, tobacco, endocrine disruptors and a myriad of environmental toxins can lead to increased inflammation and an increased risk of developing autoimmune conditions.⁵

Notably the above are similar to what DD Palmer postulated as the cause of spinal subluxations i.e. Toxins, Emotions and Trauma circa 1910.

Healthy and necessary exposure to sunlight, fresh air, and other natural influences have declined. Our connections to the earth in the concrete electronic internet cell phone computer AI maze have changed dramatically from that of our ancestors when autoimmune issues were rare. Life has become more chaotic for most people. An orderly life has become elusive.

Our environments have changed dramatically yet humans remain essentially the same as they were a hundred thousand years ago. This has led to a situation where our bodies, with their ancient roots and needs, have been thrust into living in ways that are incompatible with them. Autoimmune disease (along with other chronic diseases) has been a result. Alvin Toffler wrote the book "Future Shock" in 1984⁶ in which he explored how as we are thrust into a world incompatible with our biology with resulting disease. Autoimmune disorders may be the manifestation of our bodies distress under these rapidly changing conditions.

At our clinic our patient's maladaptation to 21st century life is explored through a lengthy interview covering health and social history generally taking one to two hours, a comprehensive physical examination and laboratory evaluation. Every patient differs with the specifics as to the sources of their disease but to overcome autoimmune/rheumatoid illnesses it is essential to identify causes and address them directly so that a return to health can occur.

Taking the time and developing the detective skills to uncover and address causal factors allows health to emerge as opposed to methods involving ongoing "treatments"/ symptom suppression. In uncovering etiological factors contributing

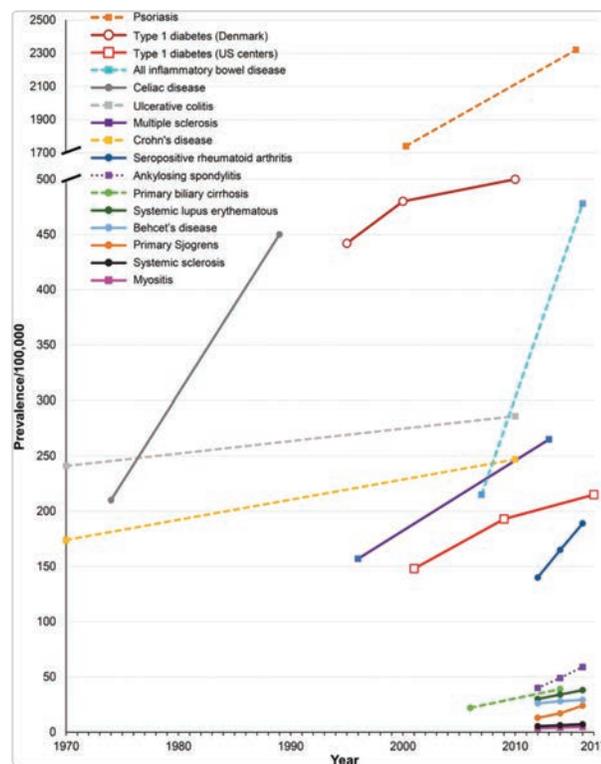
to poor health, followed by taking steps to address them that involves supporting the patients biomechanical, nutritional and lifestyle factors, we have assisted our patients in their road back to renewed vitality.

The well-trained Doctor of Chiropractic can play a central role in helping patients with autoimmune/rheumatoid illnesses, if willing to commit the time and effort dedicated to addressing both the patients spinal/neurological health and in identifying the environmental areas such as those listed previously, from which autoimmune/rheumatoid disorders commonly originate.

Dr. Goldberg founded the Goldberg Clinic in 1976. He was a professor of Clinical Nutrition and Public Health at Life University from 1980 to 2018. Today, retired from full time practice, he serves as a consultant to the Goldberg Tener Clinic in Tyrone Georgia. In addition to his interest in Reversing Chronic Diseases in patients he has long been involved with animal welfare and is "Pop" to four rescue dogs as well as his children and grandchildren. He can be reached through the Goldberg Tener Clinic www.goldbergtenerclinic.com.

Biography

Dr. Paul Goldberg has been involved in health care since 1976, including serving as Director of the Natural Hygiene Institute, a practicing Doctor of Chiropractic, Senior Director of Research for a Probiotic Com-



Current Opinions in Immunology Volume 80 February 2023
<https://doi.org/10.1016/j.coi.2022.102266> Frederick Miller

pany, Clinical Epidemiologist for the U.S. Public Health Service, and as a Professor of Clinical Nutrition and Gastroenterology at Life University from 1980 - 2017. He is the founder of the Goldberg Tener Clinic in Tyrone, Georgia.

Dr. Goldberg is a graduate of Life Chiropractic College and the University of Texas Medical Center Graduate School of Public Health where his studies focused on autoimmune and rheumatoid conditions. In practice he draws on his background in Chiropractic, Clinical Nutrition, Clinical Toxicology, and Nutritional Biochemistry.

¹ The 'hygiene hypothesis' for autoimmune and allergic diseases: an update <https://pmc.ncbi.nlm.nih.gov/articles/PMC2841828/>

² MDPI; Nutrition and Autoimmune Diseases Nutrients 2025, 17(13), 2176; <https://doi.org/10.3390/nu17132176>

³ The Lancet Rheumatology A Wake up call for sleep in Rheumatic Diseases Volume 4, Issue 11E739 November 2022

⁴ Stress & Autoimmune Disease: Navigating the Complex Relationship; Glo bal Autoimmune Institute <https://www.autoimmuneinstitute.org/articles/stress-autoimmune-disease-navigating-the-complex-relationship/>

⁵ Exposure to Environmental Toxins and Autoimmune Conditions Pub Med Integr Med 2021 Apr;20

⁶ Toffler, Alvin; Future Shock 1984

The Power of NeuroEmotional Technique in Chiropractic Care

By: Dr. Verónica García Chaparro, DC



As chiropractors, we recognize that the foundation of our philosophy rests on the “Three T’s” of subluxation: Trauma, Toxins, and Thoughts. While trauma and toxins are commonly addressed, Thoughts (emotional stress and unresolved feelings) are often the silent drivers of physical dysfunction. NeuroEmotional Technique (NET) is a tool that allows us to directly work with this emotional component, offering our patients a deeper level of healing.

Developed by Dr. Scott Walker, DC in the 1980s, NET is a mind-body approach that combines principles from chiropractic, Traditional Chinese Medicine, and psychology. It helps identify and clear Neuro-Emotional Complexes (NECs), which are unresolved emotional patterns stored in the body that can contribute to physical problems. By locating and resolving these patterns, we can often help patients move past chronic symptoms that haven’t responded to conventional care.

The Role of Emotional Stress in Subluxation

“Thoughts” are more than fleeting mental activity, they create real physiological effects. Emotional stress activates the body’s stress response, increasing muscle tension, altering hormone levels, and impacting immune function. These changes can contribute to subluxations and interfere with our bodies ability to heal and adapt.

NET uses manual muscle testing to identify specific emotional stressors tied to a patient’s condition. Once identified, the patient is gently guided to recall a related memory while a spinal correction is performed. This allows the nervous system to “release” the unresolved emotion and return to balance.

NET in Practice is Simple, Effective and Transformational

NET integrates seamlessly into chiropractic care. For example, a patient with persistent low back pain that has plateaued

in their progress may be holding emotional stress related to their job, financial pressures, a strained relationship, the loss of a loved one, or even a deep conflict about their sense of self. These “Thoughts” may not show up on an X-ray, but the nervous system registers them all the same... keeping muscles tight, altering posture, and creating a subtle resistance to healing. By using NET to address this emotional layer, the body often lets go of that stored tension, making adjustments easier, more comfortable, and longer lasting.

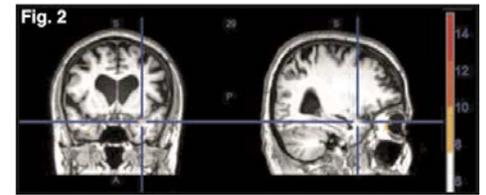
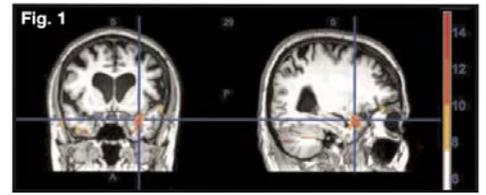
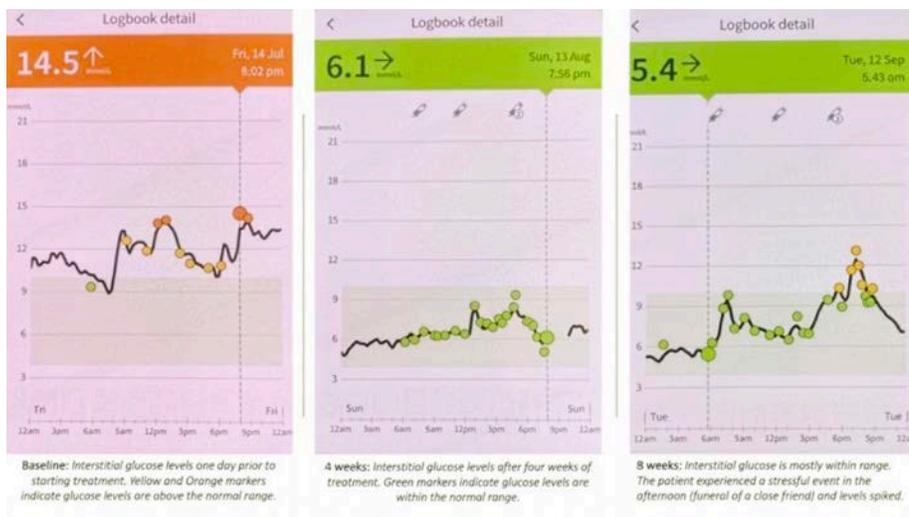
This isn’t limited to back pain. NET is commonly used to help patients with anxiety, chronic pain, PTSD, digestive disorders, and stress-related conditions, issues that often have both physical and emotional roots. It’s non-invasive, drug-free, and works with the body’s natural healing processes. One of the most empowering aspects is how it makes patients active participants in their own recovery. They leave the session not just feeling physically better, but with a clearer sense of how their mind, emotions, and body work together, and how freeing one can unlock the other.

Case Insight: Real Healing, Real Results

A recent case involved a patient who had been experiencing weekly migraines for over ten years. Medical tests were inconclusive, and traditional chiropractic care provided only temporary relief. During an NET session, the patient recalled unresolved grief related to her father’s passing many years ago. After just three NET sessions focused on this emotional memory, her migraines decreased in both frequency and intensity. She also reported feeling more emotionally at peace.

Research That Supports What We See in Practice

NET has been studied in several peer-reviewed trials. One study published in the Journal of Cancer Survivorship used functional MRI (fMRI) scans to observe changes in brain activity in cancer survivors with PTSD. After NET treatment,



participants showed decreased activity in the amygdala and other stress-related areas of the brain. These results align with what we see clinically: patients feel calmer, more centered, and better able to heal.

Another case study published by the ONE Research Foundation highlighted a patient with Type 2 Diabetes who underwent NET sessions. Along with improved blood sugar regulation, the patient showed significant reductions in emotional distress and pain scores. The study suggested that reducing emotional stress through NET may help restore balance in the body's stress-response systems.

A Call to Consider the "Thoughts"

As chiropractors, we excel at detecting and correcting structural dysfunctions. But when emotional stress remains unaddressed, we may be missing a key part of the healing equation. Incorporating NET does not require becoming a counselor, it simply adds another tool that respects the intelligence of the body and the mind.

When the "Thoughts" component of the Three T's is addressed, adjustments hold better, symptoms resolve more completely, and patients feel deeply supported. NET is accessible, research-informed, and aligned with chiropractic's holistic approach.

For those interested, training and certification are available through NETMindBody.com or the ONE Research Foundation.

Final Thoughts

In today's practice, addressing the emotional dimension is not optional, it's essential. NeuroEmotional Technique empowers chiropractors to support the whole person and unlock the healing potential that lies just beneath the surface.



Dr. Veronica Garcia Chaparro is a proud Puerto Rican chiropractor and the Clinic Director at WholeCare Chiropractic & Wellness in Marietta, Georgia. She specializes in functional neurology, functional performance, and emotional wellness, blending evidence-based chiropractic care with a holistic, patient-centered approach. A proud graduate of Life University, she now also serves as a Faculty Clinician and Professor at her alma mater, where she is driven to develop competent, service-driven chiropractors for the profession. In addition, Dr. Garcia hosts the Living Life at LIFE U podcast, sharing stories that inspire and uplift, while continuing her mission to help individuals unlock their innate healing potential.



The Role of Integrative Applied Neurology and Laser Therapy in Chiropractic Care

By: Dr. Trevor Berry, DC, DACNB

Introduction

Chiropractic care continues to evolve as an integrative approach to musculoskeletal and neurological health. One of the most significant advancements in recent years has been the application of Low-Level Laser Therapy (LLLT), particularly the emerging role of violet and green wavelengths. These wavelengths provide enhanced clinical effects, including antimicrobial properties, improved fat metabolism, reduced inflammation, and neurological benefits. This article explores the scientific and clinical advantages of these wavelengths, their FDA-cleared research, and their usefulness for integrative applied neurology.

Wavelength Advancements & Clinical Impact

Traditional laser therapy has primarily utilized red and infrared wavelengths, but new research highlights the superior benefits of violet (405nm) and green (520nm) lasers. These wavelengths interact uniquely with cellular structures, providing distinct advantages:

- **Violet Wavelengths (405nm):** Exhibits strong antimicrobial effects, making it valuable for addressing infections while also influencing even more pronounced mitochondrial function over red only wavelengths.
- **Green Wavelengths (520nm):** Enhances fat metabolism, reduces inflammation, and modulates neurological function, supporting conditions like neuropathy and chronic pain syndromes.
- **Improved Cellular Interaction:** These wavelengths stimulate different chromophores within cells, promoting ATP production, reducing oxidative stress, and supporting neuroplasticity.

A common misconception with the emerging laser industry is the idea that laser effectiveness is based on more power output. To the contrary, most brain studies as well as other tissues and

systems show that the ideal dose is somewhere between 0.5 and 10 J/cm². It should be clearly stated that the higher energy per photon, the more effective the laser is. This is the primary reason using a green and violet laser works even better than just using red or even red-violet laser devices. That is not to dismiss the abundance of research behind red devices, but many clinics are adding violet and green lasers to their practice and having even better results. This is backed by FDA clearance studies comparing Red vs. Red/violet vs. green/violet devices, with green/violet devices demonstrating even better outcomes than red or red/violet. Low level lasers can be used as a stand alone in practice or in concert with other treatment modalities. They are emerging as one of the most promising tools to protect and repair the brain and nervous system.

FDA-Cleared Research & Medical Necessity

Recent FDA-cleared studies validate the clinical efficacy of laser therapy for a wide range of conditions, reinforcing its role in mainstream healthcare. Of the 26 major FDA clearances for low level laser devices, 22 of them are held by a single company. Because they are a class 2 laser, they have demonstrated not only excellent results, they have never had a reported adverse event in any of their studies. Key findings of these FDA clearances include:

- **Pain Reduction and Tissue Healing:** Studies demonstrate significant reductions in inflammation and pain levels for musculoskeletal conditions (Huang et al., 2021).
- **Neurological Applications:** Research supports the use of laser therapy in post-concussion recovery, neuroinflammation management, and cognitive enhancement (Gonzalez-Lima & Barrett, 2014).
- **Metabolic Effects:** Green laser therapy has been shown to facilitate fat metabolism and improve circulation, offering applications in metabolic syndrome and weight management.

Recent FDA-cleared studies validate the clinical efficacy of laser therapy for a wide range of conditions, reinforcing its role in mainstream healthcare.



Neurological & Chiropractic Synergy

Laser therapy is increasingly recognized for its impact on brain function, pain modulation, and neuroplasticity. In integrative applied neurology, it plays a crucial role by:

- **Enhancing Neuroplasticity:** Stimulating brain regions associated with motor control, cognition, and autonomic function.
- **Modulating Pain Perception:** Regulating inflammatory pathways and immune function.
- **Improving performance and Injury recovery**

Hands-on Application for Practitioners

For chiropractors and integrative practitioners, proper implementation of laser therapy is essential to maximize patient outcomes. Key considerations include:

- **Technique and Protocols:** Adjusting treatment parameters based on condition-specific needs ensures optimal results.
- **Combination Therapies:** Integrating laser therapy with chiropractic adjustments, functional movement training, and nutritional support enhances therapeutic efficacy.
- **Patient Education and Compliance:** Educating patients on the benefits of laser therapy can improve adherence to treatment plans and long-term health outcomes.

Conclusion

The integration of violet and green wavelength laser therapy into integrative applied neurology represents a significant advancement in patient care. By leveraging photobiomodulation's ability to enhance neuroplasticity, reduce inflammation, and promote cellular healing, practitioners can optimize treatment outcomes for complex neurological and musculoskeletal conditions. As research continues to evolve, chiropractors must remain informed on best practices to maximize patient benefits.

Dr. Trevor Berry is a Board Certified Diplomate of Neurology through ACNB. He is the founder of Arizona Chiropractic Neurology Center and has been in practice since 1997 in Chandler, AZ. As an international speaker since 2010, he lectures on nutrition and functional medicine, laboratory testing, neurological diagnostic testing, functional neurology, and low-level laser therapy. Dr. Berry co-founded BTB Health Systems and was hired as the Chief Clinical Officer for Applied Functional Neurology (AFN) in 2022. He is a published researcher on low-level laser therapy and has multiple projects in the field of integrative neurology for brain-based conditions such as neurodegeneration and traumatic brain injury.

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The First Thirty Days: How to Set Up Your CA for Success and Long-Term Retention

By: Sarah Shapiro



Think about your ideal new CA hire. You meet a candidate who clearly feels like the right fit. The interviews flow smoothly, the connection is strong, and the candidate leaves genuinely excited about the possibility of joining your practice. You move through the hiring process, make the offer, and bring the new employee onto the team.

On the first day of work, your new hire walks in and immediately feels welcomed. Your team connects with them naturally, and it is obvious you were prepared for their arrival. They finish the day knowing what is expected of them and what the next few weeks will look like. By the end of the first month, they tell their family, “I feel I am in the right place!” or “I actually look forward to going to work.”

This is the outcome every practice wants: a new team member who feels connected, confident, and ready to grow. Just like with patients, the emotional experience you create at the beginning shapes everything that follows. For new team members, that experience starts with the very first phone call, email, or interview. When those early interactions feel strong, they arrive on day one already believing they are walking into a well-run office, and that belief sets the tone for everything that follows.

Day One Sets the Foundation

Before a CA ever walks in for their first day, they should already know what to expect. A simple email outlining logistics and a general overview of the day reduces anxiety and helps them arrive more confident and prepared.

When your new CA arrives, they should feel expected. Their workspace should be clean and ready, and there should be a simple plan for their first few hours. Someone should greet

them, show them around the office, and walk them through what the day will look like. From the moment they walk in, they should feel included and part of the team.

The goal of day one is not to rush tasks, but to create a sense of grounding. It is also a time to build an understanding of the importance of the role and the impact the new employee will have on the patient experience. Make it clear that daily tasks are not just boxes to check, but steps that connect to the practice’s larger purpose.

Structured Training Builds Clarity and Confidence

In the first month, your new CA begins to understand the flow of your practice and their role within it. This is where structure and support matter most. While this takes more time on the front end, it saves significant time and stress long-term by reducing repeated instruction and preventable mistakes.

Your goal during this time is to build clarity and confidence. Break training into manageable pieces and start with areas that give quick wins. Show them a task, explain why it matters, and watch them complete it so you can provide immediate feedback. When people understand the purpose behind their work, they are better able to adapt, solve problems, and act independently.

During the first few weeks, consistent check-ins are essential. Brief conversations help you catch confusion early and adjust training. Do not rely on self-report alone. Observe their work, test understanding as you go, and give feedback based on what you see. As the month progresses, these check-ins can shift to weekly. When feedback is active and consistent, new hires build confidence faster, and small issues are addressed before they grow.



Sarah Shapiro

Founder of Healthcare Hiring Solutions

Sarah founded Healthcare Hiring Solutions with one goal in mind: to help healthcare/wellness businesses build reliable teams, lead with confidence, and run efficient and effective operations.

After years of overseeing hiring, team development, and daily operations inside growing healthcare clinics, she saw firsthand how challenging it can be for business owners to find the right people, manage them effectively, and build optimized systems that support long-term business and team growth. Now, she leads Healthcare Hiring Solutions, which partners with healthcare/wellness businesses to source standout team members, coach owners/managers to be strong leaders, and create high-performing team systems to focus on what matters most: developing a rockstar team to deliver world-class care!

To connect, visit HealthcareHiringSolutions.com or email Sarah@HealthcareHiringSolutions.com.

Most first-month struggles are not due to a lack of motivation. In most practices, these gaps arise because onboarding is reactive rather than intentional. A training plan should be created in advance and followed closely to ensure the new hire stays on track. When expectations are assumed and feedback is inconsistent, the new CA is left guessing what success actually looks like. You feel it when, as the owner, you are unsure where they are excelling and where they need support. These gaps are not personal failures. They are signals that structure and communication need to be more intentional.

Three Action Steps to Strengthen Your First Thirty Days

1. Decide how you want your new hire to feel by day thirty

Before focusing on tasks or skills, decide how you want your new CA to feel by the end of the first month. A simple way to do this is to imagine them describing their job to family or friends. Once you define that emotional outcome, you can shape the moments that create it, from how day one is structured to how feedback is delivered.

2. Create a simple, predictable first month plan so training is not reactive

Once you know how you want your new hire to feel, create a basic structure to support it. Training that only happens when time allows leads to confusion and preventable mistakes. A simple first-month plan might include what to expect on day one, which tasks will be introduced and when, who is responsible for training each area, and when check-ins will happen. The goal is not perfection. The goal is predictability, so your new CA knows what comes next and can build confidence rather than guess.

3. Show and reinforce what “excellence” looks like every day

New hires learn more from what they observe than from what they are told. If your team consistently models the behavior you expect, your new CA will rise to that standard. Reinforce this with clear, timely feedback. Point out what is done well and why it matters. When mistakes happen, redirect calmly, show the correct approach, and have them practice it. When expectations, modeling, and reinforcement align, your new CA is not left guessing and can grow with confidence.

Creating a strong first thirty days for a new CA is not about having a perfect system. It is about being intentional. When you decide how you want them to feel, create a clear structure, and consistently reinforce what excellence looks like, those first thirty days become a launchpad.

New hires who feel expected, supported, and clear on their role build confidence faster, take ownership sooner, and are far more likely to stay and grow with your practice.

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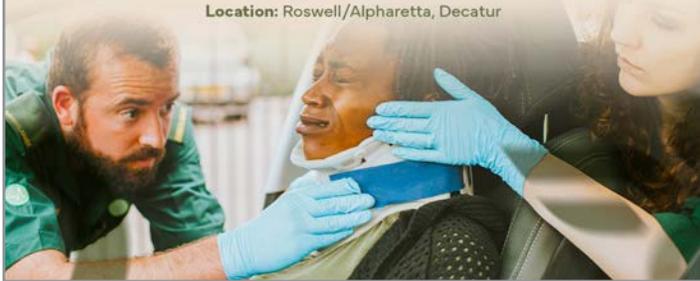
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THOUGHT THE DREAM POSITION DID NOT EXIST? Think again! Voted best employer and favorite chiropractor in the 2021 Ruthies, Stanlick Chiropractic is looking for an exceptional chiropractor for an established, profitable, highly successful clinic. Fully trained staff/support team. Need to be coachable, and to be ready to learn and execute from a business protocol that works! Benefits include health insurance, 401k, PTO. Salary is negotiable and competitive. Please email resume to patricia@stanlickchiropractic.com

IMMEDIATE OPENING FOR ASSOCIATE CHIROPRACTOR in Augusta, Georgia – Benefits package includes: PTO, malpractice and medical health Insurance, profit sharing plan and competitive salary range of \$81,000 to \$96,000. M-Th 8 to 6, Friday, 8 to noon. NO WEEKENDS. Looking to add an associate who is driven, willing to learn, fun, energetic and loves people. Please send a resume to Dr. Scott Pidcock at skpid@aol.com. www.pidcockchiropractic.com.

IC NEEDED IMMEDIATELY You want to own your own clinic with ZERO RISK. High percentage to the right Doc. Eventual buyout of the entire 18-year successful PI, Wellness and Sports Injury practice. Required: GA license with ancillary procedures National board. MUST be an excellent adjuster. Recommended techniques Gonstead, Thompson & Diversified. Contact: DrPruni@LilburnChiropractic.com. Attach a CV as well.

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AUGUSTA – IMMEDIATE OPPORTUNITY Join our team at The Joint Chiropractic and focus on wellness care! Flexible hours available, part-time or full-time or fill-in positions available to support our busy practice. Forward resume to kira.djolic@thejoint.com.

PRACTICES FOR SALE

CHIROPRACTIC CLINIC SALE OPPORTUNITY – Established boutique chiropractic clinic with 25+ years reputation, open 3 days weekly, \$180K annual revenue, cash-based wellness focus, low overhead, strong retention. Located near Trilith Studios, Fayetteville, Peachtree City, offering lifestyle flexibility, scalable growth, and smooth owner transition opportunity available. Asking price, \$350,000.00. Call or email today: 770-478-6040 – matrettel@msn.com

PROFITABLE CHIROPRACTIC PRACTICE FOR SALE IN ATHENS GA AREA – Profitable chiropractic practice for sale in Oconee County, just outside of Athena, Georgia. County Ranked Top 10 places to live in USA. Collecting \$465,000+ with Seller income in top 10% of all DCs. Mix of cash + insurance, Medicare, PI. Manual & instrument adjusting featuring chiropractic, rehab & massage therapy. Over 100+ excellent online reviews. Buy with as little as \$25,000 down! For more info, see www.strategiccdc.com/25802 or email info@strategiccdc.com.

STOCKBRIDGE – 74-YEAR-OLD PRACTICE FOR SALE Includes equipment, furnishings, and real estate minus an atlas, orthogonal adjusting table, unless of course the buyer is a certified atlas for oral doctor. Call (770) 507-5226 to discuss.

FOR SALE: DUNWOODY – \$150K Owner financing available. 5-star reviews, low overhead, part-time setup with EHR, X-ray, decompression, laser, EMS, Activator, Impulse, Percussor, Arthrostim. Drop & Activator Table. Extra rooms for rent or therapies. Contact Dr. Nore: 517-402-9662 / Doctor.Nore@gmail.com.

FOR SALE: KENNESAW GA Practice 17 years old. Great location with plenty of parking. Affordably priced, turnkey operation. Please contact Dr. Louis if interested at: (770) 778-2041.

PROFITABLE CHIROPRACTIC PRACTICE FOR SALE IN ATHENS GA AREA – OCONEE COUNTY County Ranked Top 10 places to live in USA. Collecting \$465,000+ with Seller income in top 10% of all DCs. Mix of cash + insurance, Medicare, PI. Manual & instrument adjusting featuring chiropractic, rehab & massage therapy. Over 100+ excellent online reviews. Buy with as little as \$25,000 down! For more info, see www.strategiccdc.com/25802 or email info@strategiccdc.com.

COASTAL GA – ESTABLISHED 40+ YR PRACTICE FOR SALE WITH ATTRACTIVE REAL ESTATE Practice generates good income while currently operating only three days/week. The value of the RE will likely allow for favorable financing. Contact Lynn Regan at

912-977-1186 or 912-876-3964

HOSCHTON GEORGIA – \$295,000 Well-rounded practice, offering a full range of acute based and chiropractic care along with physical therapy. EHR w/Chiro Touch. On-site digital Xray. Clinic enjoys dozens of 5-star reviews. Current owner is selling in order to retire. Chiropractic techniques of choice are Diversified, Drop, and Activator. This area has been attracting families and professionals who value preventative & wellness focused healthcare, creating a strong demand for chiropractic services. One on one transition coaching included in the price to ensure your continued success. Call Dr. Randi I. Ross for information on this practice 770-748-6084 or email DrRandi@PremierPracticeConsultants.com.

EASTMAN, GEORGIA – \$230,000 Building Available. On-site digital xray. Chiropractic techniques of choice are Diversified, Instrument and Drop. Well established family-based practice. Located between Atlanta and the Georgia shores, this community offers a small town feel that many people are looking for. Transition coaching included in the price that will ensure your continued success. Call/Text Dr. Randi I. Ross for extensive details on this practice, 770-748-6084 DrRandi@PremierPracticeConsultants.com.

CONYERS, GEORGIA – \$449,000.00 Great Profit Margin- Averages 57 NP/month. Approximately 50% CASH. The clinic has EHR w/ChiroTouch. The 2,400 sq foot office has lots of room to add additional profit centers. The tables are Drop and HiLo Elevation. There is digital X-ray on site. Chiropractic techniques of choice are Diversified, Drop and ART(Active Release Technique). The current doctors wish to sell in order to retire. One on one transition coaching included in the price to ensure your continued success. Call Dr. Randi Ross for information on this practice, 770-748-6084 DrRandi@PremierPracticeConsultants.com

MARIETTA, GEORGIA – \$325,000 Building available for purchase. Well-staffed with associate in place. Clinic enjoys dozens of 5 star reviews. EHR w/ ChiroTouch. On-site digital X-Ray. Chiropractic technique of choice is Full Spine, Activator and Thompson Drop. Marietta is a

thriving suburb of Atlanta with the perfect blend of small-town charm and big-city convenience, making it an excellent place to live and invest in a chiropractic practice. One on one transition coaching included in the price to ensure your continued success. Call Dr. Randi I. Ross for information on this practice 770-748-6084 or email DrRandi@PremierPracticeConsultants.com.

CALHOUN, GEORGIA – \$850,000 Building available with rental income in place. Clinic enjoys hundreds of 5 star reviews. EHR w/EZ Biz. On-site digital Xray. Owner is selling in order to relocate. Chiropractic techniques of choice are Gonstead, Diversified and Drop. Offers full range of acute based family chiropractic care and has been serving the community for over 3 decades. One on one transition coaching included in the price to ensure your continued success. Call Dr. Randi I. Ross for information on this practice 770-748-6084 or email DrRandi@PremierPracticeConsultants.com.

DUBLIN GEORGIA – BRING ALL OFFERS Owner financing to qualified buyers, with reasonable downpayment required. Fully Renovated Building Available. EHR w/ ChiroTouch. On-site Digital Xray. This clinic enjoys many 5-star reviews. Chiropractic techniques of choice are Diversified, Activator, and Drop. Historic quaint town. Owner selling in order to retire. One on one transition coaching included in the price to ensure your continued success. Call Dr. Randi I. Ross for information on this practice 770-748-6084 or email DrRandi@PremierPracticeConsultants.com.

SOUTH GA PRACTICE FOR SALE \$40K– Well established, low overhead, cash-only practice in rural GA. Dr. retiring, will assist with transition. Includes equipment. Will owner finance. 229-457-2860

PEACHTREE CITY PRACTICE FOR SALE Great location in an all medical building in Peachtree City, Georgia. This turnkey chiropractic office is yours for the taking, just take over the lease. The equipment and furnishings are for sale if desired. Show up and go to work! For more information, call 907-302-0098. This one will not last long!

CHIROPRACTIC PRACTICE FOR SALE IN MCCRAE GA Dr. ready to retire. Low overhead. Dr. willing to stay for

transition. 60k with equipment included. Call 229-868-9899 or 478-230-6766.

PRACTICES FOR SALE: AL, AR, AZ, CA, CT, CO, DE, FL, GA, IL, IN, LA, MA, MD, MS, MO, NJ, NH, NC, NV, NY, OH, PA, SC, TX, VA, WY - We have doctors that want to buy your practice. ONLY \$795 for Practice Valuations. Call/Text CEO Dr. Randi I. Ross 770-748-6084 DrRandi@PremierPractice-Consultants.com PremierPracticeConsultants.com

PRACTICE FOR SALE - EAST-MAN, GA \$435,000 34-Year Old rural referral based family cash practice. Free-standing 2200sq ft building w/ parking. \$327,000 Average annual gross last 3 years (work 3.5day/wk with no external advertising). Systems current with EHR and digital X-Ray. Techniques are Thompson, Diversified and Arthrostim. Excellent opportunity for growth and to get away from the big city! Doctor is retiring Email galagroupllc@gmail.com for more information.

PRACTICE FOR SALE - Forty year old Gonstead practice for sale in coastal Georgia, 30 miles south of Savannah. 1200 square foot free standing building with parking occupying a corner lot on four lane street and includes all equipment. Text or call 912-977-1186

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CHIROPRACTIC OFFICE SPACE FOR RENT - Perfect location in Fayetteville. SEEKING - Chiropractor or other healthcare practitioner to share office space in my fully equipped office. Part-time or full-time availability. Please send inquiries to -Goodheartchiropractic@gmail.com or call 770-460-9272.

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SPACE TO SHARE - Build your own clinic/ wellness advocacy facility inside my office(s). Established chiropractic offices in Dacula, Ga and Snellville, Ga looking for an IC or other healthcare provider (massage therapist, pt, pilates, yoga, naturopath, etc) in need of synergistic space. Contact Dr B @ 470-775-7289. Texts preferred during the day.

CHIROPRACTOR TO SHARE OFFICE SPACE: A fully equipped chiropractic office in Fayetteville, Ga is available to rent on Tuesdays, Thursdays, and Saturdays. For inquiries contact GoodheartChiropractic@gmail.com

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CHIROPRACTIC OFFICE HAS OPENING FOR ROOM IN BEAUTIFUL OFFICE IN ATLANTA Room is about 12/12 over looking pond. Share reception, waiting room. Please text or call for pictures or time to come by. 770-826-3883 Dr Rich

ATLANTA SCOLIOSIS CENTER IS CURRENTLY LOOKING TO SUBLEASE SPACE to local chiropractor in the Alpharetta and/or Newnan area. For more information on this opportunity, please contact Dr. John Gatell at (770)406-6553 or visit our website at www.atlantascoliosiscenter.com

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POWDER SPRINGS - DOCTOR RETIRING THE END OF THE YEAR Must sell all equipment and furniture. Digital x-rays equipment & computer, Cox manual distraction table, high-low drop table, desk, lobby chairs etc. Call for more information: 770-943-8409 or 770-241-4824

MUST SELL! LIKE-NEW CHIRO TABLES & PARTITIONS - Atlanta: Upgrade your practice! Atlanta sale: like-new chiropractic tables (thoracic, lumbo-pelvic, cervical drops) + trendy wheeled wood partitions with hooks. Stylish, functional, and ready to use. Contact D. Geiger, (803) 707-1739 for pricing, photos, or viewing.

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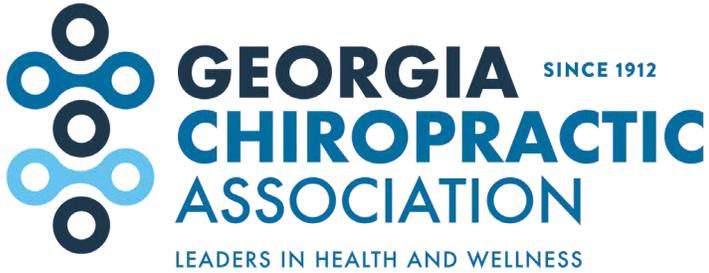
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