



# GCDD Council Meeting

January 17-18, 2013  
Atlanta

WELCOME NEW COUNCIL MEMBERS!



Not  
cookie  
Cutter

Next Council Meeting

April 18-19

Saves \$ when we meet  
in Atlanta

In Atlanta  
2 Peachtree St  
Unless otherwise  
notified

## WHO IS HERE

Tom  
Connally self  
advocate  
Albany, GA

Tom  
Seagmuller   
(former chair  
of Council)  
Parent advocate

Caitlin  
Childs   
staff

Dorothy  
Harris self  
advocate  
(advisory) Fitzgerald, GA

Ruby - GAO  
Moore

Teresa  
Heard   
Parent &  
non-profit  
agency rep  
Albany, GA

Kylie  
Moore self  
advocate  
(advisory)

Colleen Pirkle - Gainesville  
Project Search   
(advisory)

Evran  
Nodvin self  
advocate  
Atlanta

♀ Heather - support  
Anderson - person  
Fitzgerald

♀ Cheri  
Pace  
New  
staff

♀ Josette - Parent  
Akhraas  
Eatonton

♀ Valerie, PR  
Suber, staff

♀ Dee Spearman  
staff - PR

♀ Dottie Adams  
staff

♀ Mitzi Profit  
Brooklet, GA  
parent advocate

♀ Christine  
Fleming, VR

♀ Farah Chapes

♀ Geniece McCoy  
parent advocate

♀ Gary Childers  
Fiscal Officer

♀ Sharon Strandberg  
Grants, Contracts  
Manager

♀ Kim Person Hudson  
Executive Assistant  
Meeting Planner

♀ Eric Foss  
receptionist

♀ Dan Crimmins  
CLD

♀ Eric Jacobson  
executive director

♀ D'Arcy Robb  
News-Policy Director

♀ Leslie Hale  
contractor





quarterly publication

DISABILITY DAY - Feb 21st  
at the Capitol

Governor will speak



Expecting 2000 people

BIG Rally on Capitol steps

Things you could attend

Washington D.C. - Policy Event

Real Communities Retreats  
3 per year

## COUNCIL MEETINGS

1 1/2 day Meetings (Thursday & Friday)

- \* chances to learn
- \* attend conferences - report back
- \* learning journeys

We vote on Fridays - Need a Quorum

Need 30 day in advance request for funding for travel

# ELECT OFFICERS



Clean Sweep - New Council Members

Serve at Governor's Discretion

No Natural Order For longevity on Council

## CONSENT AGENDA

- Minutes
- Budget
- Staff reports

- \* Will receive it prior to meeting
- \* read it in advance
- \* ask ?'s - have discussion
- \* approval - vote on Thursday



- \* Have your opinion
- \* Discussion - May disagree
- \* Develop a COUNCIL STANCE
- \* Speak as ONE VOICE

Ruby



Like an old dog

--- 10 years on Council

... culture of Council

... we need divergent views

... that is why each of you is here

... gives us higher level conversations



Want to be clear - Affirmative

Set Priorities

- ... Take the Lead
- ... Support
- ... Let it Happen
- ... Oppose

DD Act helps influence our priorities  
Gives staff direction

♀ Caitlin

Thoughtful Exercise  
?'s ... Journaling... Sharing

① When was a time you felt excluded?

♀ Tom C.

Had an injury (TBI) that is invisible  
Worked at Air Force Base  
Working on Masters



Christmas Dance  
Invited 15 women to go  
Turned down 15 times

♀ Teresa H.

I was part of a woman's group  
They started talking about kids  
When I spoke about my child  
Awkward Silence  
Couldn't relate to me anymore  
Became a Great Divide

♀ Kylie  
Went to small college  
Tried to get to class early  
to talk to people  
Felt left out  
1st year lonely

♀ Colleen  
High School → Project Search  
Didn't belong to the business at 1st  
Same feeling students must have

♀ Cheri  
Moved around a lot  
Importance of where you are from  
Assumptions - Misunderstood  
Less choices - Attitudes

♀ Evan  
Friend with disability

② What gift do you have that  
you enjoy giving?



♀ Evan  
Helping others

♀ Dorothy  
Being with ♀  
Listen / Talk

♀ Ruby  
Pulling opportunities out  
of adversity  
What makes ♀ "sparkle & shine"  
6



♀ Kylie Finding ♀'s gifts

♀ Tom C. Speaking on learning strategies  
Humor

③ WHAT DO YOU THINK THE PURPOSE OF  
GCCDD IS?

♀ Geniece Collaboration!

Enrich lives of ♀ with disabilities

♀ Josette Real ♀ - Not marginalized

♀ Kylie Bridge - Advocate - Real Homes  
for what ♀ want Real Jobs

♀ Dorothy Support - Collaborate

♀ Farah A voice Educate IT  
Community

♀ Ruby Change the World



④ How Do You FIT INTO THE COUNCIL?  
WHAT ROLE DO YOU WANT TO PLAY?

♀ Good Partner... Learn... Strategic Thinking

♀ Ruby

♀ Josette

Info to share with other parents  
Get ♀ more proactive  
↓ stress level for families

♀ Farah

Provide info to/from  
provider agencies

♀ Kylie

Voices

♀ Tom S.

Committee of Emeritus Members  
Wing Man - Historical Perspective

♀ Cheri

Organize... Storytelling... Humor

♀ Geniece

Learn  Community  
What is working locally

2013

Lots of Changes

\* Council MEMBERS

\* Staff Changes

Pat Noble → DC

D'Arcy Robb - New Policy Director

Cheri Pace - Newest staff ♀

Cycles with staff





# BHDD Advisory

## Different than GCDD

- Scott Crain
- Bruce Lindeman
- Lynnette Bragg
- Mitzi Proffitt

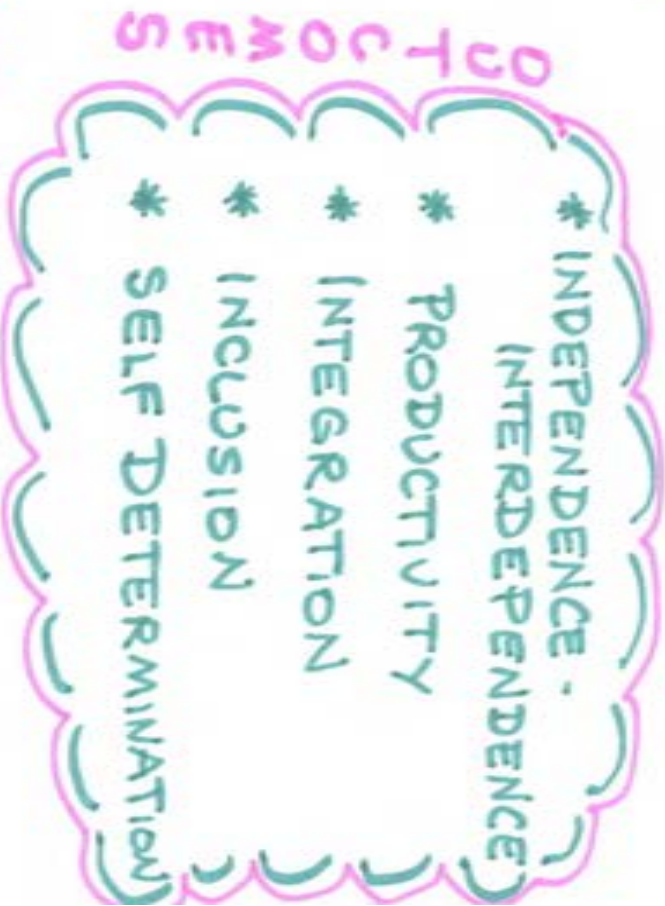
(Current or former GCDD Council members who are on it)

This group reports to DBHDD Board

Eric has been with the Council 20 years



Overview of GCDD



## DEVELOPMENTAL DISABILITIES ACT

(DD Act) 1970 created DD Councils  
Federal Legislation  
State Law, too  
(all states & territories)

ADVOCACY

CAPACITY BUILDING

SYSTEMIC CHANGE

SELF DETERMINATION

INNOVATIVE PROGRAMS

GREAT WORK - Make it a Reality

Policy Makers - Leaders in Advocacy  
 → GcDD  
 → Media - Come to Us

Effective, Efficient Organization



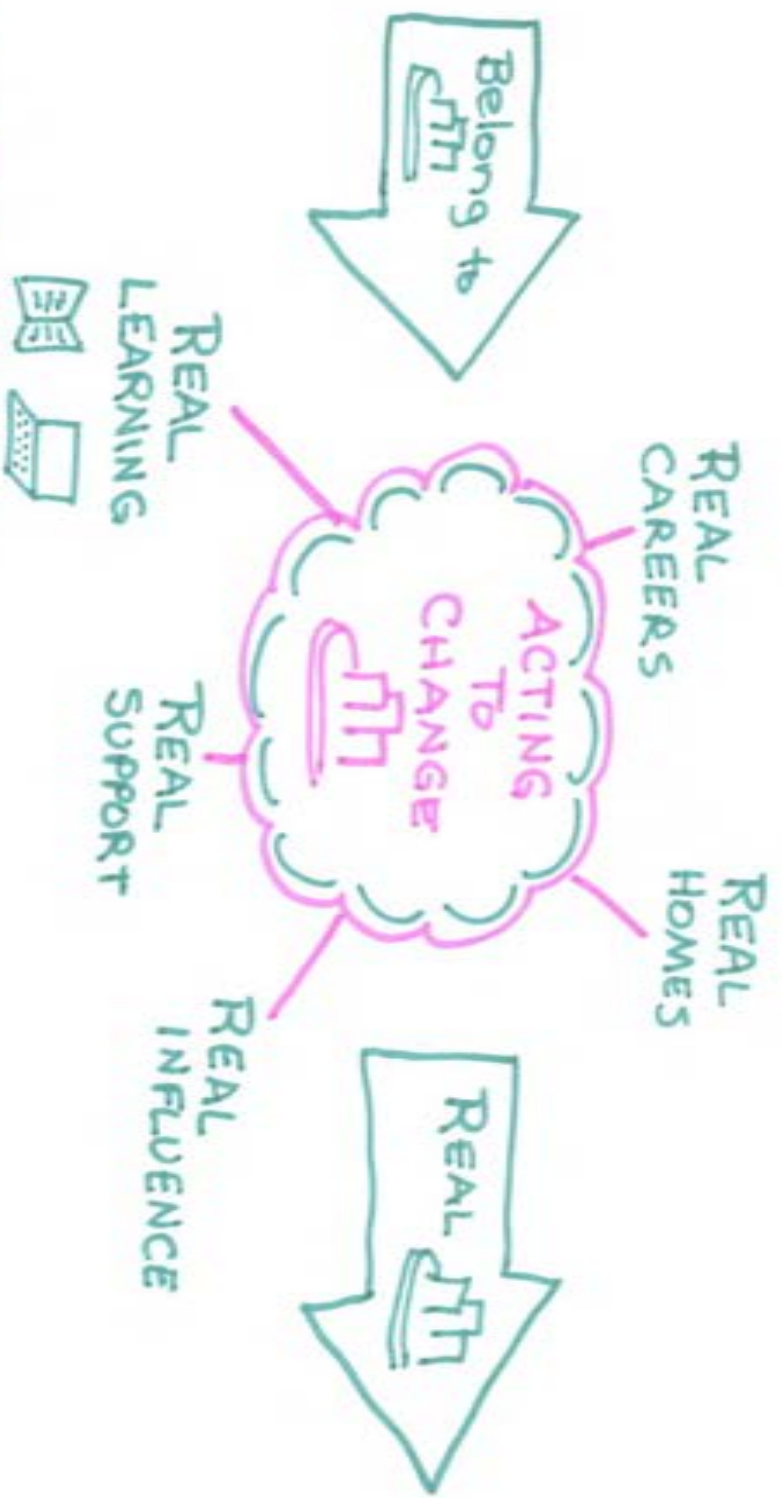
We don't do  
DIRECT SERVICES

- Used to require focus on
- Employment
  - Early Intervention
- Changed Now to Mandate - self advocacy

DD Definition

Based on Medical Diagnosis  
 1978 - changed to functional definition





**ID NETWORK PARTNERS**

IN GA - we work well together!

- \* Georgia Advocacy Office (GAO) Protection & Advocacy (P&A)
- \* Institute on Human Development & Disability (IHDD-UGA) (University Center of Excellence in DD)
- \* Center on Leadership in Disability (CLD-GSU) (University Center of Excellence in DD)
- \* Georgia Council on Developmental Disabilities (GCDD)

**DISABILITY**  
Natural Part of Human Beings

3.2 - 4.5 Million  
♀ with disabilities

**COLLABORATION TO GET THINGS DONE**

# STATE PLAN

... Federally Funded

... 5 year plan

... How are you going to use Resources?

... What is happening in the state?

... GOALS

- Self Advocacy Goal - required

\* Leadership

\* Statewide organization

... Areas of Emphasis - choose

\* Employment

\* Housing

\* Health

\* ChildCare

\* Early Intervention/Education

\* Transportation

\* Recreation

\* Quality Assurance

## Activities

Outreach

Information

Training

Technical Assistance

Collaboration

Educate Community 

Support

Coordinate

↓ Barriers

System Redesign - New Approaches



# Bipartisan - Non-partisan

Coalitions - Like 2020 GA  
↑ Revenues for ↑ Service Capacity

<sup>MM</sup> (#) 70% spent on activities -

Can't supplant  
nor duplicate \$

Around the  
state



30% administration

Conflict of Interest Policy  
Needs to be signed

Doesn't always  
have to be  
statewide... but  
can't just be  
in one place

## COUNCIL MAKE-UP

Governor Appointed - Governor Deal  
wants to keep

Council smaller

60% Individuals with disabilities  
and Family Members

Terms- 4 yrs  
can serve 2  
terms

Required Agencies

Rehab Act (VR)

IDEA (DOE)

Older American Act (Aging)

Title V & XIX of Social Security Act

(Public Health / DCH)

Local Non-government / Non-profit  
groups

Advisory Members - GCDD - Non voting  
Created

2 year term

Hope to get more appointments



Not at 60% Ratio



Program Report to Feds

- have to tell who members are
- if out of compliance - feds could ~~cut~~ <sup>M1</sup> \$
- don't usually do that

FAMILY SUPPORT

WORK FORCE DEVELOPMENT

UNfunded parts of DD Act

Projects of National Significance



Discretionary \$ Where the Commissioner made cuts



# Roles / EXPECTATIONS

- Avoid Conflict of Interest
- Examine Goals
- Hire - Recruit - Honestly Evaluate Director
- State Plan - gives direction to staff
- Specify what director can't do
- Don't micro manage staff Nor day to day operations
- Monitor progress - don't impede it - solution focused communication

- Lots of Hats you wear -



Put on  
DD Council  
Hat



- MISSION / PURPOSE
- Internal Planning
- ENHANCE PUBLIC IMAGE →  what would it look like in the newspaper?

- Assess Council's PERFORMANCE
- Policies

- Leadership Pay Attention to calls for Actions

- Do Your Homework - Read materials before you come
- Purposeful Learning Opportunities
- Serve on Committees

 One of TOP  
DD Councils  
IN USA!

\* INNOVATIONS  
\* TAKE RISKS

Will ELECT OFFICERS IN APRIL

- Executive Committee

Ad Hoc Committees - time limited

Specific purpose

try to have 5 members so  
there won't be a tie for votes

Director will assign staff  
member to work with committees

## COUNCIL MEETINGS

1 1/2 days quarterly



In Atlanta until we get an Executive  
Committee

Thursday starts 10 AM - Ends Friday - Noon  
Open to Public

Get input through Public Forums

Presentations on Thursday - Vote on Friday  
Info - what is happening on state  
and federal levels



# This Meeting = Orientation

Council can go into executive session for personnel or legal issues

M \$ BUDGET

\* Use Federal Fiscal Year  
Oct 1st - Sept 30th

Federal # - sent to state  
State fiscal year  
July 1st - June 30th  
Can be confusing

1st Quarter Report  
Oct 1st - Dec 31st  
Spending for Admin  
Spending for Programs



Where we are with the budget

Okay Budget in July

Total 3.3 or 3.4 Million

## REVENUE

Allocation - DDSA

2.1 Million \$ - Federal

State \$ - May go from \$44,000 to \$39,000

State IN-KIND MATCH - \$484,000

## TRAVEL POLICIES

BE SURE TO SIGN IN  
AND DO W-9 FORM

Mileage - .56 per mile

hotel - Need receipt

meals - if not provided - don't need receipt  
use \$ per diem breakfast/lunch/dinner  
broken down  
cost

No Alcohol on Receipt

If you give up pay for a workday  
to attend Council - can receive

\$150 (gavel to gavel)

or if you are a ♀ with a disability  
who is not employed

Respite/child care - \$140 day  
reimbursement (\$8.50/hour)

Submit it TIMELY - Within 30 days



Feds don't like  
Paying for  
FOOD



For EACH FEDERAL DOLLAR \$

- \* Have 2 years to decide how to spend it
- \* Have 1 year to actually spend it

Carry Over \$ 389,000 (unencumbered)

Required to have 25% local MATCH  
our contractors provide it  
(cash or in-kind)

Can't be matched with other  
Federal \$

If in a Poverty Area - only 10%  
match is required

If Council staff do it - No match  
required

If additional MATCH is given -

Goes toward PPR as Leveraged

\$ - Not as the 25% MATCH

May need to make sure contractors report

Allocation based on

- \* Population
- \* Poverty Level

GA - 8th or 9th  
in top funded  
DD Councils

① Personnel - how time is spent by staff - % across programs

② Operating - Computers, rent, travel, supplies, dues, council meetings, postage

③ Programmatic - 1.8 Million Grants & Projects

## CHAIRPERSON

- 3 year term
- Not an agency representative
- Presides at meetings / over executive committee
- Responsible for governance of members
- Recruits / Appoints committee members
- Proper procedure at meetings
- Behind the scenes work
- Regular conversations w/ Executive Director



# VICE CHAIR

- 3 year term
- carries out duties of chair in their absence
- committee work

## COLLABORATION COUNCIL MEMBERS & STAFF

- Roles of Each
- clarity

## REAL COMMUNITIES



New Idea



Purposeful Learning

BIGGER THAN DISABILITY

Grassroots Advocacy

Learning Journeys


POSSIBILITIES

WELCOMING

7 sites VIDEO - All are Unique

- timebank - 1 Hour - valued the same  
- Fitzgerald / transportation - to be continued

 Fund Part-Time Community Builder in each site

Plan to expand to 15  around  communities

What does the  care about  
They decide!  
What is already there?

 Where their heart is  
CREATE OPPORTUNITIES

Look at lessons learned  
- Not seen as failures

\* Person Centered

\* Asset Based Community Development

\* Appreciative Inquiry ... what's working  
... Positive

... do more of



## National Learning Collaboratives

- DD Councils
- Eric taking a leadership role

## EMPLOYMENT FIRST GEORGIA

- customized employment
- Discovery - process for getting to know a person to help determine what would be a good job match

## PROJECT SEARCH

High School Transition to Work Program  
14 of them around GA

- Goal - to get young people employed
- to help businesses see the value of hiring people with disabilities

## GA Microboard Association

- Formalizes circles of support
- Teaches about self directing services

## Self Advocacy

People 1st statewide conference  
Mini - Grants

# CHILDREN'S FREEDOM INITIATIVE

DD Network  
Collaboration  
Public Policy

Goal - No child live in  
an institution nor nursing  
facility... but rather in  
a permanent, loving  
family.

 Housing  
Coalition

Access to Affordable,  
Accessible Homes

INNOVATIVE  
GRANTS

 FUND NEW IDEAS

PARTNERSHIP  
FUNDS

 To help people with  
disabilities or family  
members to attend  
conferences

CONFERENCE  
SPONSORSHIPS

 To support workshops  
or conferences

**Policy**

Legislative Agenda

 Well Known  
Campaign

Unlock the Waiting List (14 years)  
Get more \$ services  
\$ in the budget for services



# INDIVIDUAL DEVELOPMENT ACCOUNT (IDA)

Council will set up the rules

- MM Set aside \$ for specific purposes
- \* house
- \* post secondary school
- \* business
- \* assistive technology
- \* Matched by non-profit or foundation

Bill was passed twice but vetoed

# Housing

Have been working on it for years

- I no step entrance
- I BR/BA on 1st floor
- Blocking for grab bars
- Not much cost difference

Home Builders don't like it  
Don't want government to tell them what to do

# MOVING FORWARD



Weekly Newsletter just the FACTS

Legislation - Bill # - Sponsor  
what it is about

Encourage people to contact legislator / write letters / comment through Capitol Impact

# DISABILITY DAY

Feb 21st

Governor coming to  
speak at 11:00  
Steps of the Capitol



Rain



Shine



Snow

D'Arey Robb

- New Policy Director
- Budget Focus Now

## TRANSITION

Youth → Adulthood

### Statewide Transition Committee

- Pat Nobbie - GCDD
- Lu Nations - Miller - DOE

- work
- Post secondary
- independent living
- health care
- community involvement

### Pilot

4 Counties

(Clarke, Hall, Walton, Whitfield)

Providers trained in Discovery & Customized

Employment

Need more training - partnering with IHDI

### KSU

Kennesaw State University Blend \$

Consortium

DEHDD support  
Legislation

Post Secondary - Options Expansion  
Audit classes - Diversity & Talents  
Make it more accessible



## PARTNERSHIPS FOR SUCCESS

- Futures Plans - set goals
- Club youth w/wo disabilities
- Community & Social Service Activities
- Student Led IEPs
- Self Determination
- Leadership skills
- Unified Sports

## PUBLIC AWARENESS



High Quality Publication

Other Publications

ON-LINE COMMUNITY - JOIN IN

WEBSITE [www.godd.org](http://www.godd.org)

Media Round Tables

Consultants - Media Issues

Branding the Council



Spend time on Council Activities

Encourage members to do it



1st time we have used it  
OKay  
Seems to meet needs  
saves us \$



Supposed to get reauthorized  
?? Don't know when ??  
Not in the que  
Regulations expected in March

Expect changes to PPR — \* Self Advocacy  
Performance measures \* Collaboration  
Indicators of progress w/ DD Network



our federal  
agency / funder

OBAMA

Kathleen Sebelius - Dept of Health & Human Services

Administration on Intellectual  
and Developmental Disabilities

Sharon Lewis - Commissioner

DD Act - May create separate  
self advocacy component

Kathy Greenlee - Admin on Living

AIDD Disability Policy



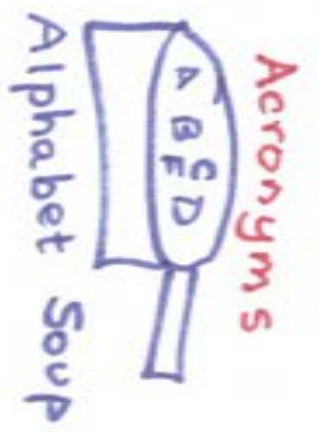
# QUESTIONS ? ? ?

KSU - Audit classes Now

- Need to fix high school diploma issue
- Don't get credit for classes
- Get VR involved to work on employment

What does P&A stand for ?

Protection & Advocacy



D'Arcy Robb   
New Public Policy  
Director

(came from Kentucky  
DD Council)

Has Public Media  
Background

Mom - Title I teacher

Brother - Has Autism

Dad - in politics  
Mayor - South  
Charleston, WV

Todd - Husband

## 2013 LEGISLATIVE SESSION

Public Policy - Educate Legislators

Commy Unlock Waiting List

Moving Forward  
Newsletter

Coalitions  
Get more done together

GA  
State Level

NACDD  
- our National organization  
- Policy Conference  
April 15-17

GET INVOLVED!

Weekly Public Policy Calls 

Directed by Legislative Agenda

☎☎☎ - Gather input from lots of people

☞ Things can move quickly - **QUICK RESPONSE NEEDED**  
(DD Act helps guide us)

 Governor's Budget

↓ 3% reduction ... Public School & Medicaid excluded

FOUNDATIONS OF GROWING GA

- \* Public Safety - trial diversion
- \* Education - reading mentor - graduation rate
- \* Health Care - Not expand Medicaid
- \* Economic Development - Savannah Harbor  
Decrease regulations



# DBHDD

M1 \$

Dept. Behavioral Health & Developmental Disabilities

Transition from Institution to ITH

- Majority went to group homes
- Not the intent of DOT settlement

- Waiver growth
- Crisis respite homes
- 250 waivers & annualization
- Family Support

# DHS

M1 \$

(Department of Human Services)

VR - Pretty close to what they asked for

# DCH

M1 \$

No annualization of ICWP waivers

No new \$ for ICWPs Medicaid Redesign

Foster Kids - Managed Care New structure for Medicaid

M1 \$

Budgets Not written in stone May go up down during legislative session

It is coming Question is when?

MANAGED CARE

Navigant Report - to transition from Managed Care to Managed Care

Aged, Blind, Disabled

- Maintain fee for service
- Long term care rebalance

CARE - M Coalition - researched... made recommendations Start with Foster Kids opportunities - continuity... medical home electronic records

## CARE-M Recommendations

- transition
  - comprehensive assessment
  - Medicaid Category
  - Adult service
  - Training for Foster Parent and young adults
- } For Foster Care Youth

- System Preparedness analysis
- electronic records
- incentives for compliance
- continuity of care
  - 2nd opinions
  - access to alternative therapies

## Other Bills to Watch from House Side

- ↑ age of entry to Kindergarten
- Bullying Bill
- Braille Literacy
- Scholarships for R w/ special needs
- Protection from abuse for elderly & adults with disabilities



## SENATE

- GA Alzheimers / Dementia
- Searching for missing \$ w/ severe Medical issues
- Bed tax for hospitals
- Outlaw guns for \$ with mental incompetence
- GA Health Insurance Market place
- Health Plan - Cover Kids w/ autism & cancer
- Change of time period - absentee voting

## Olmstead

No approved Olmstead Plan

Concern: cost  
impact

OPB - Analysis of Cost

## Individual Development Account

IDA - was HB 226

Could be used for

- \* Post secondary
- \* Primary home
- \* repairs
- \* business
- \* assistive technology

Governor vetoed it  
said it wasn't narrow  
enough

Donna Sheldon - giving Sponsorship assistance  
Hope it will be part of Governor's Agenda

## EMPLOYMENT FIRST

W  
W  
W  
Grassroots  
Effort

Concept - Employment as  
1st option!  
Supported Employment  
Priority rather than sheltered  
workshops

## NEW HOME ACCESS



- Features
- 1 zero step entrance
  - Blocking for grab bars
  - Wider doorways

New Bill... New Sponsor  
For new homes built  
on slabs

## Department of Education

Probably No legislation  
this year

Diploma Changes - Graduation Rates

- 67% -  students w/o disabilities
- 30% -  students w/ disabilities

For High School  
Diploma  
(only those who graduate  
in 4 years)

Capstone Project  
Pathways  
Core Courses  
Meet GAA

High School  
Certificate  
Special Ed  
Certificate



# DD NETWORK

Georgia Advocacy Office  
(GAO)

Ruby Moore  
Executive Director

PIA - Protection & Advocacy

\* Keep safe and alive

Done best when folks have more voluntary and non-paid relationships

Mission: To organize resources and follow our values and legal mandates in ways which substantially increase the # of folks who are voluntarily standing beside and for people with significant disabilities or mental illness.

#1 Priority - Protect with disabilities or mental illness from abuse and neglect (Get 200 calls per week)

#2 Respond to allegations of discrimination and legal rights violations (people unnecessarily institutionalized, housing, employment, health care - prefer proactive vs reactive)

#3 To promote the integration and self determination of persons with disabilities or mental illness in the ITN community

SELF  
ADVOCACY

CITIZEN  
ADVOCACY

Primary  
Strategy

Last resort ... # Paid, formal and sometimes legal advocacy

OTD





Houses

\* Employment First GA

\* Children's Freedom Initiative

# Center for Leadership in Disability (CCLD)

♀ Dan Crimmins  
Executive director

GA has 2

67 UCEDDs total

at least one in every state & territory

Mission: Take 57/8 of RESEARCH

and put it into everyday PRACTICE. Sustaining it

UCEDD - University Centers of Excellence in Developmental Disabilities





**#1 Grant SEEKING organization**  
 Apply for grants to support their activities & efforts



**HIGHLIGHTS To Spotlight**

Interdisciplinary Training

Look at disability and health via public health connections

Research-Teaching Workforce Development

Health Disparities for People with disabilities

Partnership w/ Morehouse School of Medicine



LEND Program

Georgia Leadership Education in Neurodevelopmental Disabilities Program

One of 43 in USA

MM1 # Funded by Maternal & Child Health Bureau

Training to 16-20 future clinicians and advocates each year  
Skills to effectively work with children and families

♀ Stacey Ramirez

Person Centered Planning

Positive Behavioral Supports

Legal Issues related to Self Advocacy

Georgia Winter Institute Collaboration

Cultural Competence work

Work with GSU Law School

INSTITUTE ON HUMAN DEVELOPMENT  
AND DISABILITY  
(IHDD)

Housed at USA

♀ Zolinda  
Stoneman,  
Executive  
Director

University Center  
of Excellence in  
Developmental  
Disabilities

- \* Early Intervention
- \* Head Start
- \* Assistive Technology
- \* Employment
- \* Supporting Self Advocacy  
(Speaker's bureau)
- \* Disability History
- \* Disability Studies



# ANNOUNCEMENTS

Complete W-9 and Bill for Services rendered form ... to get reimbursed for costs related to Council meeting

If you are unemployed or lose pay for attending ... you can get \$150 per day.

If you pay for personal assistance or childcare to participate, you can get \$8.50 per hour, up to \$140 per day.

Next Meeting - April  
Probably at Peachtree St

Think about joining executive committee

# Register for Disability Day

Let Eric know if you want to go to the policy seminar in D.C.

Please complete evaluation form... Be honest! We take them seriously.

## Parting Comments

Tom C. enjoyed it appreciate Eric's leadership

Geniece enjoyed meeting with Tom & Teresa

Teresa Happy to be here

Dorothy Good meeting Enjoyed myself

Energized. Amazed by all Council is doing. Really excited about Real Communities

Farah enjoyed being here the little amounts she get to

Ruby Great Meeting Welcome new folks and welcome back old folks



♀ Sharon  
thank you!  
learned a lot  
about programs  
and meetings

♀ Mitzi Great Meeting  
Looking forward to  
getting to know folks  
better

♀ Lisa  
Thanks for all  
you do... Feel  
better and more  
clean after this  
meeting

♀ Evan  
had a great time  
Eric is a good  
speaker  
Thanks for the  
ride home

♀ Colleen  
Enjoyed meeting  
Evan  
Great & positive  
energy

♀ Cheri  
- enjoyed  
orientation  
- enjoyed ice  
breakers,  
journaling,  
legislative  
update

♀ Christine  
- enjoyed orientation  
- Never got a proper one  
Great to see new faces

♀ Josette  
enjoyed meeting  
everyone, getting  
a better  
understanding

♀ Kylie  
enjoyed  
opportunity,  
passion.  
Look forward to getting  
to know & better & make  
positive changes for  
folks w/ DD in GA.

♀ Looking forward  
to meeting folks  
more next time

♀ Eric  
welcome  
to  
D'Arcy

Amazed at how cohesive  
it feels despite most  
everyone being new.  
Enjoyed Tom S's involvement  
in orientation. Enjoyed  
D'Arcy's presentation

♀ Leslie  
Great to see how  
engaged everyone  
was

♀ Heather -  
Thanks & welcome  
to New folks

♀ Kim  
Welcome to  
new folks!  
Good to put faces  
with names

♀ Dee  
Welcome to  
new folks  
and to D'Arcy  
Thought new  
space worked  
well

♀ Gary  
Welcome... let him  
know if you need  
help with reimbursements

♀ D'Arcy  
welcome... enjoyed it  
Good to meet folks.  
Encourage folks to  
get involved with  
public policy  
work.