GCDD Council Meeting
July 17-18, 2014

Next Meeting: October 16-17, 2014

New Edition of MAD...take some home

TASH Regional Conference - Transition
Sept 10th - Atlanta
Pat & Mia Nobbie are presenting

ERIC's Evaluation - Survey complete
Exec Committee review

Leadership Survey - for some staff who are participating - check spam if you haven't gotten it

Membership - Short on compliance
Farah Chapes resigned
Colleen Pirkle service
Let Governor's office know
They want recommendations
Advisory Members terms ending.
1. Work Group to review application
2. Submit to Governor’s office
3. Ask to keep Advisory members on until October
4. Volunteers - Geniece McCoy Teresa Head Debbie Hibb
5. Motion - Debbie Hibben
   2nd - Tom Connally passed unanimously
Suspend Rule to vote on consent agenda today instead of Friday
(May not have quorum tomorrow)
Motion - Tom Connally
2nd - Teresa Heard
Passed - unanimously

♀ Evan Went to DC to NACDD Conference
♀ Teresa Busy - Moratorium out of hospitals
♀ Josetta More scheduled
♀ Eatonton Support Group BBQ Cookout for Military Families
Following candidate run-off

D'Arcy
- Public Policy - More scheduled in state
- Thomasville Listening Tour
  - Great turn out 50%
  - Good Conversation
- Delegation going to Project Search

Sharon
- DD Suite Upgrade
- DC Meeting
  - Contracts & post secondary

Darlene
- DBHDD
  - Eliminate barriers to accessing services
  - Working w/ DOE & Parent Mentors

Debbie R
- Setting up trainings around state
- ASPIRE - student led IEPs
  - work on graduation rates

Marcus Center
- Bibb/Houston
- Hall/Forsyth
- Effingham
- Social/emotional info for preschool teachers
Debbie H.

Parent - daughter is a Sr this year.

Post Secondary

Meaningful work

Workshop attended - GACTE

Ron P

Community Affairs
Housing Coordinator

Grant Negotiated w/ HUD
will go to the with MFP

Transition counselors making referrals

Tom C

Presented at DOE - IDEAS Conference
Albany
wrote article on Military Appreciation Day

Mercy DCH

Deputy Director of Medicaid
Started out at GCDD

Very busy - CMS rule/guidance required to get public comment

-.got a grant w/ stipulations but incentives
Rate increases

Katie C.

GAO
Individual Advocacy Planning / supports
Children's Freedom Initiative
Spring Event being planned
Tour of Real Communities

Idaho DDC
Oregon DDC & Family Network
D.C. - 15 DDC's using

Savannah
Baltimore - Presenting

Staff for 1½ yr.
Learning Journey to Kalamazoo
w/ 3 people from Dahlonega
included preschool person

TA Institute - performance report
we are doing it better

Carol - IHDD - Worked in UCEDD in NJ
NADSP-President 9/5 Webinar "Informed choices"
- History Alliance - Liaison w/ Fanning on
Post Secondary Pilot
Advisory Member
People First Member

Executive Assistant

Happy to be w/ GCDD working w/ Valerie

PR Director
Working to orient J'hai and use her talents in technology

MAD Magazine
Went to Disability History Alliance Meeting - Covered in magazine
Went on Real MM tour

Public Policy w/ D'Arcy
I live with many of the issues we advocate for
Listening Tours
Help us get the word out ... want to represent issues at the Capitol

Dorothy H
Kim P
J'hai
Valerie

Photo shoot at Human & Civil Rights Museum
Share their commemorative program

Dawn

Want to build core group of advocates

McAlister died waiting for new service dog
Eric J

NACDD in DC - Priority
* getting CRPD passed this year
  Isakson needs to hear about support for it
  Chambliss, too
  Need 6 more votes

Reauthorization of WOIA - passed both houses

Admin. on MII Living expanding
  Push for more coordinating at state level

Large scale coalition
  saw Susan Yuan

Mitzi

Josiah
  joint enrollment
  got HOPE

DC - 43 other DD Council chairs
  We are in the Top 3
  on what we do - innovation & with evaluation

Eric J is the go to

- Real life employment
  - Post secondary
- Post secondary
Year in Review

Oct 1st 2014 - Sept 30th 2015

July... create annual work plan

Year in Review - Accomplishments
Proposal for next year... from each area ask ?s at end of each presentation

Aug 2016 - Submit Next 5 year plan

Sense of vision & mission focused
Not stay in the past

Advocacy
Capacity Building
Systems change

Contribute
we don't do direct service
- Individualize
- Promote self determination

Social & Policy changes

Vision
- Improve lives of w/ DD
- Leaders in DD

Values

Supported staff
gifts/talents
- families well supported
- responsive service
- inclusive communities
- diverse council

Do things line up?
Belonging in GCDD acting to change

COUNCIL ROLE
- Set direction
- Plan organizationally
- Measure director's performance
- Manage resources
- Monitor Council Programs
- Enhance Council Public Image
- Assess own performance

EVALUATION

LOGIC MODEL

APPRECIATIVE INQUIRY

STORIES & MOST SIGNIFICANT CHANGE

PROGRAM PERFORMANCE DATA
1. Real
2. Rebalance System
3. PR
4. Self Advocacy
5. Public Policy
6. Transition

Drop Box Link of other materials

REAL

♀ Caitlin
♀ Cheri

Process....
40 yrs trying to reform service

Building Relationships
Takes patience and time

Intentionally bring together
Risky - Outside the Box
Learning Process
On-going Reflection

"Ready - Fire - Aim" in organizing
Adjust as we go

Mike Green
Young Movement - Building Capacity

- Beyond rights post ADA
- Broad / Holistic / Big Picture

Happening everywhere ... kitchen tables ... parks ... etc

Lead the Way

Commitments
... by % on the ground

* % w/ DD active members at every step of the way
* Focus on making a difference for everyone
* Builds capacity - collective actions
* Shared learning - intentional
GA Alternatives to Death Penalty

Waiting on 1st report - New to Real

Dorenda Tatum - New director went on Real Tour
has adult son on autism spectrum

... Columbus
... Albany/Dawson

WOMEN ON THE RISE

June 1st start Learning Tour - participated
Access to new building Engaging w/ DD

Connectability

Learning Journey to Kalamazoo

Technical Assistance... Not a Contract
- Gifts workshop
- Storytelling Retreat

- Thousand Word Photography Project
Frazer Center

TA only

... World Cafe

... Supporting & leaving high school

Leadership wanted change

New Leader - didn't want to change

Made connection w/ Decatur Business Assoc.

Threads that Bind

Mini-Grant for events

... Quilt Guild

... Storytelling

Little investment

Leveraged Big Bucks

Youth Summit

May 2014

One way to fund self advocacy

Project South

Lessons learned by youth

Criteria - Had to be YOUTH LED

That did happen

W DD didn't help plan - # as a result
FORSYTH FARMER’S MARKET

- Story telling event
  - Oprah style
  - Barry Emceed it

STRATEGIC PLAN
for Mixed Greens (PATH)

- Asking for $10,000
  - 1/2 Community

Mixed Greens
  - Almanac
  - Stories (collected intentionally)
  - Art Show
    - Part of Savannah ART MARCH

Booth at Farmers Market

CENTENARY

Bruce Anderson
  - Gift Work
  - Dream Team
  - School of Creative Education
  - Dottie’s Quilts

Church pays for Pastor of Building

Roving Listening
  - Connecting community dinners
  - Mini grants
GLOBAL GROWERS

Festival @ Garden
Basmat transition \rightarrow intentional outreach
connect & in their

BASMAT - CLARKSTON

Building
2x Month - TA
Support to develop something New
Deepen Relationships

Lots of Silos

Jubilee - M7 program in Comer, GA
where refugees go
works w/ 2 agencies
2 months - English culturally class orient - then go to Clarkston
Jubilee - offered to host retreat
... but it isn't accessible
... values match
... help them make space accessible
... identify resources

Next Year - ↑ by $10,000 to hire another builder - half time

LOGIC MODEL
Aggregate Data
Started Storytelling Reports - themes

DROP BOX w/ More Info available

Budget
See Condensed FY15 Budget hand out

$50,000 expansion - set aside
$25,000 fully support
$25,000 for Mini-grants
CONSULTANTS

Bruce Anderson
- Gifts
- Leadership

DeAmor Hargis
- Roving Listening

John & Connie O'Brien
- Retreats
- Design Team
- Mentor

Lesa Hope
- Consult TA w/ 2 new sites - Justice

DISABILITY JUSTICE ASSEMBLY
2... Bring in National Speakers

Self Advocacy
- Youth-Led Work
- Capacity building

Personal Resources In-house
- Purposeful Learning
- Equipment for Storytelling
- Learning Journeys
DISABILITY JUSTICE DIALOGUES

ANALYSIS by Experience orientation for builders provides context for learning

Design Team

Tours of Real 2 x year

Publications
- Curriculum Guide
- Roving Listening Manual

Staff Development
PUBLIC FUNDED PROJECTS

PROJECT SEARCH

Last Year
15 school districts
89 students
63 employed
70% employment rate

Since statewide initiative began 6 yrs ago - $567,567 have gone thru Project Search
FY 14 - $45,000
FY 15 - $55,000

(Data is a year behind... give time after graduation to find a job)

NATIONAL CONFERENCE... take a delegation from GA each year. Many of our representatives give presentations

Cartersville was our new site this year... They completed 1st year with flying colors..... Served as a tour site... Reached 100% employment Special Ed Director said it exceeded his expectations by November!
Hall Co - Strong Business Advisory Council - Walgreens ... great member
Hired several ... wants to do Project Search at their distribution center in Pendergrass

Tom Cribb - Waycross Instructor has made presentations for Mayo Clinic leadership in Waycross & Jacksonville ... More notoriety & prestige!

3 New Sites starting between Now and January: Walker Co Schools starts August - Dalton State Colleg by Oct & Northside Cherokee by January (These last 2 are adult)

New interest from lots of counties (14) in various stages of development Trying to build relationships with WIA ... would like to see some of transition & used to support Project Search grads
GA MICROBOARD ASSOCIATION

Resource to families $25,000 Budget

... form microboard
... form micro-enterprise

Set back when Nancy Vare, director was in serious car accident.
Gillian Grable stepped in to take that role ... They produced a DVD this year with help of IHDD.

Strong board - meets regularly
Makes presentations ... Had Bruce Anderson do board/microboard training

Takes (12 of 6) to develop microboards ... Train individual in leadership ... do PATH... recruit members ... incorporate

12 % training in self determination
20 % helping facilitate microboards
46 % trained in formal/informal support
EMPLOYMENT FIRST GEORGIA

Contract is with Georgia Advocacy Office ... History of focusing on employment ... Knowledge & expertise in employment.

Has helped people get jobs or start businesses ... 28% got jobs with help of EFG ... 140% promoting best practices of customized or supported employment.

Trained 720% in employment ... Have rallied 30 entities in Coalition building.

Partners with Statewide Transition Committee ... Better outcomes for youth.

Research national trends with national leaders.

$165,000 budget FY14 & FY15.
Public INFORMATION/PR

Trusted source of info on disabilities
↑ Public Awareness

MAD - at first to inform disability

Today - Attractive, well thought-out publication
Sought out for conference handouts

5000 printed
3955 mailed
1100 email subscribers

Public - didn't know issues important to P w/ disabilities

Info Source - Media
Explain complex issues
Collaborative efforts
Public Hearing & Forums
Social Media
Press Release
Media

Restraint & Seclusion

Technology
New ways to engage
Re-branding GCDD
- survey
- focus group
- logo
- website redesign

Technology - Needed by business to keep up

Website - 1st Impression - Front Door
High Threshold for Website Accessibility

Content - Cross purposes thru website

MAD -
111,000 Council $
30,000 Match each quarter $127,000

Re-bid it out every 5 years

Rigorous process
bidder's conference
Scope of work answers

Proposals - submitted
Council Committee Members select

Annual Report
Print 2,500 copies
Sent to database
Website Comparison 2007 vs 2014

- No photos
- Just text

$40,000 - Council
$10,000 - Match

Web Master
- repurpose content
- purge/keep current
- site map

SEARCH ENGINE -
Screen Reader
Professional Photos
Video Library...embedded in site

Analytics - what are interested in
↑ 32% Unique Visitors
47% Total Visitors

2012-2013 monthly average
117,800 total visitors

2013-2014
223,125 total visitors

Eric's Face ... for GCDD
Facebook ↑ 13.1%
Twitter ↑ 31.6%
YouTube ↑ 26.9%

Public Awareness Campaigns:
* Employment First
* ADA Legacy

Comprehensive, multi-faceted approach
MEDIA RELATIONS / MEDIA TRAINING

**Consultant w/ Valerie**
- for active approaches/context
- keep nurturing contacts

**Help Council members be more comfortable with media**
- talking points
- on camera experience
- critique

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**Promotional Items**
- Items to share...
  - water bottle
  - key chains
  - mugs
  - journal
- Good will
- Gift Bags
- Info Fairs - Giveaways
- Spread the brand
- T-shirts
MESSAGING - stick to our overall message
  Bring forward work that is being done in the community
  - inform
  - educate

How do we use small local media to spread word of GCDD?
Give Name/# if you have contacts
Valerie will follow-up with them

[Transition]
Dawn
Sharon
Contract runs Aug - July

Partnerships for Success (PFS)
- clubs/futures planning/IEP
- Aspire
- Legislative Piece of Post Secondary

Focus on sustainability
CLD help look for leadership that could implement
Sustainability Plan by CLD
PFS - Sustainable replicatable  
→ Info on Post Secondary  

ASPIRE  
Student Led IEPs  
Partnership w/ DOE  
GCDD fronts # - then gets reimbursed by RESA  
Legislative Piece  
Post Secondary  

Met w/ Senator Jack Hill  

INCLUSIVE  
Post SECONDARY - Sharon  
Expansion & Progress  
Inclusive  
Instills confidence  
Discover talents  

$ to K5U  
$ to CLD  

#↑ - Has created the demand - more applicants  

CIVICS - Trip to DC
MOU w/ VR - pay % & get designated Counselor for their Campus

Scholarship Committee

Curriculum expansion for year 3 & 4
"Exploratory"

CLD - *technical assistance
* host Consortium Meetings
* Capacity Building person centered planning

Columbus State - Fall 2014
Gregory Ballock

UGA - Fall 2015
Brendan Leahy

FEASIBILITY Grants
Univ of W. GA
Albany Technical College
GSU
GA Southern

GEORGIA TECH - Be 3rd - 4 yr Curriculum
PUBLIC POLICY

UNLOCK Waiting List

Session 2014

Waiting List

250 Now/Comp
25 ICWP
100 CCSP

#390,000 supported employment

Not enough!

DoJ settlement

- MH piece moving well
- DD - Not so well
- Reorg DD section

Outcomes - what we see in budget

Measures - policymakers educated
Products distributed
general public

# leveraged (BIP advocacy)

Supports policy/programs
Session 2015

Multi-year funding plan

Attack Now/COMP waiting list
Focus on ICWP rates
Conversation about rebalancing

#31, 185 Council Funds

- Contract with Dave Zilles
- Intern for next year to do research

Service Rates

DCH - use BIPP to ↑ ICWP 5% (personal support)

Legislature - 1.5% ↑ some services

CMS rule - ↑ on hold

Must support employment & home-based services
↑ ICWP
Managed Care - CARE M Coalition

- Foster Care - have small contract w/ person to keep up with this

Outcome Goal - Managed Care Improved Health for people

ABD - rebidding applicants came in too high

EMPLOYMENT Legislative Meeting - Oct 2013

PRIORITY of Council Employment First Coalition

Work to get Executive Order from Governor

Story Collection - Seeing is believing
EMPLOYMENT—Way of the Future
$20,000 available in FY 15

Other Issues

Death Penalty
GA - Hardest to prove intellectual disability
No traction

Family Care Act - stopped in rules committee
We aren't the lead on this looking for new sponsors - both chambers

Medicaid Expansion
No-go in election year
See what happens post election
Hospitals for expansion

Build Advocacy
Disability conference calls - retool Capitol Impact
Day - issues team
- Re-start weekly conference calls
- Roll out Improved Capitol Impact
- Advocacy component to Disability Day
- Additional days to come to Capitol
- Listening Tours (7 around state)
- Public Policy Committee Members Wanted

Listening Tours: $10,000
Disability Day: $25,000
Public Information - $49,000
- Legislative agenda

Look at Federal Policy, too
W01A - bipartisan
Senator Harkins
Just over $2 Million

2,050,742 - Coming In - Feds
244,153 - from state

$477,181 - DBHDD (process checks, utilities, holdcont)

$300,000 carry over

Match - in-kind

$25,000 donations for D-Day

$3,379,874

Staff - $853,451

2% ↑ this year

Equipment - operating 10,000

Rent - 47,051

Phone - 15,000

Council Dev. - $2,500

Council Mtgs - $35,000
Travel 35,000
Operating 85,086
Dues - 25,000
Postage - 30,000 (↑ - more electronic)
Indirect Overhead - 25,000 to DBHDD

Direct/Indirect # 714,767

PROJECTS

Admin 18.36% 425,126
FF 20.34% 248,950
Public 10.37% 368,531
PF 17.23% 164,506
PP 12.05% 55,000
SA 4.68% 455,750
Transition 16.96%
VOTES

Consent Agenda -
  Tom move
  Dan 2nd
  UNANIMOUS

Proposed Budget
  Tom - moved
  Teresa 2nd
  UNANIMOUS

Work Plan
  Tom - moved
  Debbie - 2nd
  UNANIMOUS

Employment 1st White Paper
  Evan - moved
  Tom - 2nd
  UNANIMOUS

Breakfast Start
  8:30
  9:30
ADVISORY MEMBERS
Lisa Newbern
Dorothy Harris
* willing to apply to Governor's office to be a GCDD Council Member

CERTIFICATES OF APPRECIATION

EMPLOYMENT

Coalition meeting last week
Great representation

Governor Deal - Jobs are his priority

Employment First - National Push
Real Job - above minimum wage
With right supports - everyone can work

National Landscape
DOJ - Rhode Island case
RI DOJ - Away from Sheltered Workshops

CMS Rule - Jan 2014
Guidance

What is community based service? What will Medicaid pay for?

Will have Person Centered Planning Piece

WOIA - Recently passed
Bipartisan People should have "informed choices"

Need to build capacity
Section 503 - 7% of workforce have to be with disabilities.

People looking for a pool of workers.

John Butterworth

39% ↓ 14% supported employment.

Discovering Jobs: $390,000 - to serve 50.

Not going well.

We want to target areas where it could be successful.

DBHDD saying it can't be targeted geographically.

EXECUTIVE ORDER

EMPLOYMENT 1st

D'Arcy pulled together a flyer. VR took it to Governor's office. So far, positive feedback.
"Seeing is Believing" important for everyone

Families
People with Disabilities
Businesses

P2P & GCDD Partners to collect stories

Job for You w/ Right Support

Story Library
Good stories
Frustrating stories

LACK OF INCENTIVE FOR PROVIDERS TO DO SUPPORTED EMPLOYMENT

Need actuary to help us come up with a rate that would incentivize employment

High School Transition Folks Need to be a PRIORITY usually not seen as most in need
Providers need support and technical assistance to shift from sheltered workshop to community employment.

Listening tours - want jobs

Ronnie Thomasville
BINGO sheltered workshop (comfortable friends there)

But still interested to look for employment opportunities.

Areas of the state appreciate GCDD coming to visit - see highlight what they are doing.
SELN - Technical Assistance to employment

GA DBHDD - DOJ focused
Employment needs to be elevated

**NEED STRONG ADVOCACY**

Will be resistance to closing
Sheltered Workshops
...from providers
...fear from families

**JOBS** - is a big part of
Community for ☯ ☯

Changes culture - gift focused
how to capture that in data

Impacts Economics

Debbie Hibben - Made 4 "cold calls"
to approach employers

AADD - having storytelling
for ☯ in last year of school
EFG - Crystal Rasa Contact
Employment - Headed up by D'Arcy & Crystal

WANT EMPLOYMENT FOR MY SON

...will need education
...need to help have that vision
...demand creates the change

BUILDING CAPACITY

VISION

Catch Parents Earlier!

Support Providers to transition to employment

Parents under 30 have expectation for work

Bill Gaventa Texas

Grant - find jobs/circles of support through churches support

Policy Advocacy Public Relations Best Practice People's Gifts
Geniece

Job Coach  focus on Co-worker relationship

Helped sons get job ... organizing books
Business  wanted them/temporary
Co-workers -  ... weren't welcoming ... Sons worked faster punctual

Impact on Work Culture
... changes attitudes ... be selective - don't take any job ... positive work environments to work in  ... better workplace for everyone

Valerie

- When I lost my sight
- Expectations dropped
- Perception
- Lift up expectations

Dawn

People with disabilities need to believe in themselves
Have a vision that doesn't limit

Hiring & with disabilities is GOOD for business!
Dr. Terry Timberlake - MH/DBHDD would know who providers doing good supported employment

Marcy Talking w/ SILC about Medicaid Buy-IN
... came from Ticket to Work
... fear of losing Medicaid
... can buy into Medicaid thru a premium
... lacked incentive to buy-in
... Dawn would like to collaborate on that issue, too

Pat Nobbie ... our champion!
Home & Based Services (HCBS)
Setting rules ... to advance living
Administration on Community Living (ACL)
Expanding!
Center for Disability & Aging Policy - Pat
CMS 2249-F & 2296-F - Rule
Rule & Comments on CMS website
Covers 1915(c) (Now/Comp Waivers)
Aligns requirements across authorities

Person Centered Planning - required
Nature & Quality of 1's Experience
Can recognize Olmstead & ADA
Lots of different waivers across US
Have been working on it for 4 yrs
Most integrated settings

Characteristics
- Not HCBS
- Presumed NOT HCBS
- Mandatory req

State Presents to CMS of what they want covered
Rule well written

Have guiding questions - examples

Rule covers non-residential services

will get guidance later

covering aging, too complex

Implementation started March 2014

TRANSITION PLANNING

State could do a new waiver but it has to include all compliance to rule

Existing Waivers - renewal time transition plan w/ renewal

Public Comment (30 days) Required What is changing

Renewal sets off "clock" 120 days for all services in state...

Statewide Transition Plan

Public Engagement - SUMMARIZE COMMENTS

... Maintain it...
Getting PLANS to plan - GA Plan to Plan but has details

DeH Website - Public Comment time

National Assoc of UCEDD's - Website

   - Great Resource

   http://HCBSadvocacy.org (AUCD website)

If state isn't renewing anything... still have to do a transition plan by 3/16/15.

Services... with multiple funding sources trying to think thru how they would rule on it.

Advise states to look at what they have

AUCD - worksheet
   rule / ?'s / inventory

Gives you way to look at service structures

DD Councils - good convenors
Help get public comment - get word out
Stakeholder comment — early & often
Transition Plan... in accessible ways

Affordable Care Act — on ACA website
2402 (A)

Person-centered plan - can be updated/changes annually
Independent evaluation/eligibility
Independent assessment
Conflict of interest standards

If unpaid caregivers will be relied upon to implement elements of plan... must have caregiver assessment. Not defined
Don't want to rule out natural supports

Outcomes / Goals / Measures
Note risks
Understandable

Modifying setting or service
... example & with Prader Willi
... & w/ Pica behavior
... what has been tried... condition trying to control
... time limited - review regularly
Collaborate on this like GA did with Managed Care - CARE M

Oregon, Maryland, _____ - States w/ K waivers

Rule ... we were serious about ADA and Olmstead

DCA - scattered sites approach

HUD hasn't made rule

DOJ/HUD need to give guidance

So not left to interpretation

Challenging ... old HUD properties

how to do it - move to scattered sites

15 States w/ DOJ settlements

Rule has "directions" on what should be included in a person centered plan

Carol - Webinar 9/5

... DSP ...

No cost applicable to these issues
EMPOWERED
Amazed at all has been done.

Mitzi
Challenge Council members to advocate and speak up back home... Help us gather stories.

Honored to be part of this... perspectives parent & provider.

To move us in new direction.

Mitzi
Big political year...
Push items
Send values out.

Theresa
Website
Love all the details.

Mitzi
Helpful to hear all we do.

Geniece
Big picture focus
Glad wanted to know.

Darcy
Great to see Pat.

Sharon
Details of projects
First
Then budget
Informative
Share DBHDD & providers know what GCDD does

Dottie
Big picture
We do lots.
Sorry I missed yesterday.
Thanks for your efforts.

Real

Employment
Presentations
Former MOU - a reality
Welcome - Boost to Employment
Back on Track
Pat's HCBS Presentation

Marcy
Comfortable
Welcomed
Interesting - Real
Used to oversee grants/inclusive Council - Smarter
Kick it up a notch!
Get caught up in my stuff... good to real

Tom
Stories
Real Real
Listening
Tours
Kim - send materials
Pat's role glad she is there

Katie
Support
Long road of Supporting
Employment
Rules
Change takes time
Caitlin
Excited about Next year Fed ... Justice Call us if you want more info Oct mtg will share stories from Real CRT

Cheri
Glad work plan approved Reach we have is AMAZING DC ... compare what we do Most innovative PRIDE

Gary
Good to see Marcy and Pat back Eric is the brightest star... best

Kim
Enjoy seeing everyone Happy we put puzzle pieces together into BIG PICTURE Miss Pat!

Dan
Good organization 2 yr ago gave testimony on restraint/seclusion Coalition/Network Agencies need us to Push Glad state agencies are here

Take good things to scale available to all
Josetta
How things are implemented
Got questions, answers
Take it back to my CM
Beneficial

Dorothy
Informative Presentations

J'hai
Lots of info, want to learn more answered?

Valerie
Always info that helps me learn
Invite you to help
Make website reflect us all
Ideas from everywhere
Complex Little Organization
Mind-boggling all we do
Eric 🌞 Staff - Planets

Dawn
May borrow punching bag & wand
Appreciate in-depth info
See Council Members
Get to know you better
Let us know if Ps or concerns
Engage you session
Jean (Dawn's Mom)
Great resource
Helps Policy work
My family allows
me to be a
Professional
because of
Natural support

Voice for
people who
don't have
supports
they need

Pat
Reputation at National
Level for doing
good stuff

Real — Feds are
watching
Never enough $ for
everyone to have services
Fore-Sightful
Thoughtful about Evaluation
Doing the right things

Network — good rep/collaboration
Eric (continued)
other DD directors
retiring
Marcy... with us then moved up
Pat...
Staff - who have come & gone doing great stuff
We can disagree ... push the envelope
TRANSITION CONF - TASH Sept 10th
Go & learn
Fill out evals for Meeting & for ERIC - Be honest & thoughtful
Present at Meeting

Mitzi Proffit
Josetta Akras
Teresa Heard
Evan Nodvin
Geniece McCoy
Darlene Meador
Katie Chandler
Dorothy Harris
Carol Britton Laws
Debbie Hibben
Ron Pound
Marcy Alter
Tom Connally
Debbie Reagan
Dan Crimmins
Lisa Newbern (Friday)

Staff

Caitlin Childs
Cheri Pace
Dottie Adams
Kim Person
Eric Foss
Eric Jacobson
Dawn Alford
Gary Childers
D'Arcy Robb
Valerie Suber
J'hai James
Sharon Strandby