# FINAL

# NC Statewide Independent Living CouncilMeeting MinutesOctober 9, 2015

Country Inn & Suites, Burlington, NC

## Welcome/Mission /Minutes

The meeting was called to order at 9:05 by Kay Miley, Chair.

**SILC Mission** was read by Keith Greenarch

Remarks: I would like to take a moment, graciously given the floor by Kay Miley, for the thoughts, prayers and cards during the passing of my wife Lisa. She passed away one week after our last meeting.

 It’s been very tough for me. Lisa was a very strong advocate for people with disabilities. She had a daughter, Anna who will soon be 21 and everyday of that child’s life has been a fight. A fight against the system, the doctors, those who wanted to give up and put her into an institution. Anna lives at home with community based services. If her mother had not been the advocate that she was, this would not have happened.

I miss her so much, yesterday would’ve been our 4th anniversary. Not a week would go by that she didn’t’ say, I appreciate you so much because you are out there and I am proud of you for helping the Annals of the world.

Each of you, are also in the fight. We are the ones out there on the front line; that is why it is important as members of the SILC to be out there making a difference, attending the trainings and being here when we should be because it’s our responsibility. It’s the torch we carry. Some of the great people in this movement have left us and we have to make a big impact just as they did. We can’t sit still, we have to be out there in our communities being diligent and getting to our legislators. As you can see what has happened in the last couple of years to the CILs, we are taking cuts and we can’t afford to do that. We are the people out there making a difference to people with disabilities. As we read the mission statement consider what it really means. It applies to each of us that work with people with disabilities. If we weren’t there I don’t know what would happen. I guess that North Carolina would have full nursing homes and would be building them into high rises.

SILC Accessibility Reminder was read by Kay Miley

**Introductions:** Introductions were made by all.

**Absent members:** Joshua Kaufman, Mitzi Kincaid, Deja Barber, Sandy Ogburn, Barry Washington

**Agenda changes** – Kay, time will be added to Goal 2 for the Youth Leadership Forum presentation.

 **(Action) Approval of Agenda** – Keith Greenarch/Paul LaVack

Motion carried unanimously

Call for additions or corrections of the minutes of the last SILC meeting.

Kimlyn Lambert - on page 8 paragraph 3 extra symbols need to be removed.

(Action) approval of the minutes as amended – Gary Ray/Kimlyn Lambert

The motion carried unanimously.

**Swearing in of New Members:**  Gary Ray, Paul LaVack, Tavonne Enoch and Gerald Green were sworn in by Debbie Hippler, a North Carolina Notary.

**Kay Miley:** An important part of being on the SILC is being a part of committees that have to do with the Goals of the SPIL, the State Plan of Independent Living. We will now have reports from each of these committees. I would like for the new members to be looking over the committees to determine where you would like to serve. SILC is a working board. I would like to hear from you to tell me which committee you would like to work or where your leadership and strong points would help us out.

Goal Committee Reports

Goal 1 Provision of Quality Services Rene Cummins, chair

This is funding the network of centers of NC. Officially we are incorporated under the name of Independent living network of North Carolina. Goal 1 is funding us to do network building and to strength and further develop our network of centers.

The committee met Aug. 28, to and monitor, review and evaluate the activities. All activities for year 2 have been accomplished. Two retreats were held for center directors to work on uniform practices. Staff attended trainings and conferences for further staff development. The network is working on implementing uniform practices. The funds for funding the activities of year 2 have all been expended. All activities have been accomplished.

Goal 2 Leadership and Empowerment of individuals with disabilities:

Presentation of Youth Leadership Forum information was given by Sierra Royster and Nellie Palencia. Power point presentation is available upon request.

Keith Greenarch: The Graduation was awesome! I was glad that I was able to go and represent the SILC. The kids really learned a lot this week. They showed a lot of maturity, they all were very happy, appreciative and I think this was an awesome experience. They projected what they had learned. You could see it in their eyes. It was a blessing for me. Sierra helped me maneuver and get there.

Nellie Palencia: One of the young delegates collapsed on the way back to the dorm after an activity. The nurse was with us; which was good and very comforting to have her handle the situation.

Sierra Royster read a letter of appreciation from a Personal Care assistant commenting on how his experience was better this year because of the nurse being present. He also thanked Sierra and the Youth Leadership Forum for what they do.

Plans are being made for next year. The schedule will look much different with many different options creating a need for more funds.

We had someone come to make a video this year to help promote Youth Leadership Forum across the state. We are still looking for someone to put closed caption and audio description in the video. <https://www.dropbox.com/s/msz0fo6rphq92nj/YLF%20Rough%2010.8.15.mov?dl=0>

Thank you again for all your support.

Rene Cummins: I wanted to give you the rest of the story. The delegate that passed out, we were at NC State campus at Carmichael gymnasium. During our adaptive sports this young man was playing volleyball with some really tall good looking state students and they just loved playing volleyball and teaching him things. When we were walking back through the expression tunnel that is the only accessible route, it was an extensive trip. He just kept talking about these young women and never took a breath. He was not sick; nothing catastrophic it was that wonderful experience that he was speaking about. It wasn’t a major situation but having a nurse there was tremendously helpful. She knew what was happening after walking and talking.

Tavonne Enoch: When you were presenting I heard you say that you used all the funds from the SILC but later said that you had money left over, could you clarify?

Sierra Royster: Yes, the SILC gave us $45,000. We were able to use all of that. Some of the funds we were not able to use, was the Sprint Relay because we didn’t use an outside communication device, speech to speech. We had some leftover I think from Duke Energy.

Paul LaVack: Do I understand that there is a way to follow up and keep them engaged?

Sierra Royster: We are the coordinators and this is a small portion of our job. We spend a good amount of time but we have other responsibilities. Getting the planning committee together is difficult so it is difficult to follow up. That is why we are reaching out to alumni to reach out to delegates. Looking at other states, this is a full time job. That is a gap we have in North Carolina, we don’t have a Youth Leadership Forum staff. We are hoping to phone all delegates this year. We do stay connected through Facebook. Social media is how we are getting info out and seeing how people are doing. We are hoping to phone and talk one on one this year. A good 50% of the delegates connect with a CIL. So they continue on with them and the information spreads across the state.

We are opening up our monthly phone calls to the public. If you have ideas please let us know. These will be posted on our FB and website.

Paul LaVack: During this week is there training for caregivers, guardians etc.?

Sierra Royster: In the past we have had meeting at the beginning of the week. But we are not focused on them we want them to leave, we focus on the delegates. We don’t allow them to bring their caregivers. We want them to learn how to train others to care for them. They have to voice their needs. One thing we did say this year that we haven’t done in the past is to talk to parents to not allow them to fall back into routines but help them continue to stay independent. Some of those things we encourage parents and ask them to reach out to the centers so they don’t fall back in allow others to do everything. We want to keep the focus on the young people.

Helen Pase: I was a volunteer this year at Youth Leadership Forum. I have to tell you it is an experience. For Sierra and Nellie to plan and do the leadership it is remarkable. When you bring in 19 people with different personalities it’s tough. As a director and leader, I went from that position to being a volunteer, which was tough. I learned a lot about these kids. Kudos to the Youth Leadership Forum team, you did an awesome job. I saws these kids grow this week.

Steve Strom: Congratulations, we are proud to be a part of this by funding the speakers. I hope you do find people for the subcommittee to follow up. It is a good experience and you don’t want to lose that. There are so many areas that these kids with disabilities need to tell their story. It’s important to share stories not just statistics.

Sierra Royster: Youth Leadership Forum is a place for them to “jump” off; it’s a continual learning process.

Mercedes Restucha-Klem: I was going to talk later but we do a lot with voter engagement. We would love to work with you all with that.

Sierra Royster: We are writing down names for next year so thank you for volunteering.

Keith Greenarch: Thank you ladies, that’s a great job. I was down there to see the end. I remember one delegate who hugged his mom and said, see I did it. You just need to go and see and experience even if it’s just for a couple of hours. I commend these folks, for this undertaking. I know they are taking some of the folks to APRIL so that is a great thing. Not one dime goes to waste; they squeeze it to get the most out of every dime.

Goal 3 Growth and Improvement of Independent Living Services: Kimlyn Lambert, Vice Chair

I want to make one small comment about what one of the counselors said in the Youth Leadership Forum video. He said that women got to vote in 1920. He’s talking about Caucasian women getting the vote in 1920. Native Americans, when they were born, were not even citizens in this country until 1924. My grandparents weren’t citizens when they were born. The Cherokees were officially recognized at citizens in 1928. When we tried to go to the polls to vote, we were told we were too illiterate. We didn’t get the right to vote until 1946. My grandma went to college in 1934 but was told she was too illiterate to vote until 1946. Just wanted to make that comment because we learn history but we don’t learn all the history.

The last meeting was September 17, and it was me and Keith. We didn’t get a lot accomplished because we can’t have committee meetings with just 2 people. I’m sure that Kay will discuss that with she gets to the committees and people participating in the calls. It’s important that we work together on these conference calls. We live so far away from each other that this is the only way we can work together and get the work done.

Part B Center Report Helen Pase – Executive Director Disability Advocates & Resource Center

DARC has just finished up their contract year as of September 30. I have not had time to get numbers together. We did 5 complete successful consumer transitions from nursing homes and homeless shelter with our $3,500 with a little over $100 left over. We use all of that to the advantage of consumer. Five doesn’t sound like a lot, but that is 5 more than we had. When you don’t have the money that is another thing, we do squeeze it as well as we can as well as the other budget. I have asked for more funding because we need good staff to help our folks with disabilities. We have someone new starting on Monday and we are working on others. We just continue to serve our consumers and do what we can. I serve on Finance and Goal 3. I was also a Youth Leadership Forum volunteer which I enjoyed. It was a tough and long week. It was my first experience to do dorm life as an elderly member of that Youth Leadership Forum. There were a few things that I experienced. One was that I expected, respect your elders. That was a touchy point for me. I survived and they did too. Good job girls. DARC is working diligently daily to help consumers. We do our presentations to bring more folks in and we will continue to do as much as we can.

Break: 10:30 – 10:55

**Keith Greenarch:** Please be sure to sign the Conference Attendance Policy and the Conflict of Interest. Please read before signing to be sure you are in agreement and turn into Debbie Hippler. There are also reimbursement forms, please be sure to fill out as well. Please be patient with us and the SILC office staff as we have not received our funding yet. It is a little different this year as we are using I&E funds and dealing with a different set of folks. I would like to thank Debbie Hippler for the great job she does.

The SPIL Goal committees Objectives and Activities are all on the website under the Committee’s tab. Each member should also have a copy in your manual which will spell out each Committee.

Our current SPIL goes from July 1, 2013 through June 30, 2016. We are gathering information and public opinion to develop the next SPIL going into the New Year. June will be here before we know it! Rene is working diligently on this.

Goal 4 Support NCSILC office: Oshana Watkins, Chair

Not to beat a dead horse but I wanted to say that I had the privilege to do some fundraising for Youth Leadership Forum and delivering breakfast one day. They were very excited to have someone new to join them. If you have time next year to go, even if for a couple of hours it is really, really good and worth the time.

So Goal 4, meetings have been a little bit lean the last couple of times. It has been me and Kathleen. Our goal description is that Part B funds are used to ensure that the NCSILC non-profit office operates effectively and efficiently in compliance with the Federal Rehabilitation Act and in accordance with policies of Health and Human Services. As we have learned yesterday for those who were in training. The office will not be supported by Part B funds. It will be funded with I&E funds. We need to work and determine how we move forward and report because the goal description doesn’t fit anymore.

I will go over a couple things from the last meeting. We were reporting about July P&E in the amt of $12,000, sent to Vocational Rehabilitation on August 5. Payment was received on September 11. The August P&E was sent to Vocational Rehabilitation on August 1 and when this report was done on September 16, payment was not received. Payment is still not received.

Under Activities, members attended SILC congress in January. Debbie Hippler has been in touch with West Virginia SILC.

The quarterly meetings have been held. The SILC has been successful disseminating information through the Information and Referrals and the website. There were presentations and trainings where SILC information was shared.

There was no Independent Living Summit held this year, per the vote of the Finance committee.

SILC maintains youth representation; there were two members in 2014 and 1 in 2015. Four new appointees were assigned to the council. We currently have four vacancies for members and two Ex. Officios. Membership Committee is handling this.

Orientation to new members and mentor assignments was accomplished yesterday during Thursday training.

Goal 5 Promote Community Based Living: Kay Miley, Chair

Report given by Rene Cummins, Center Director of Alliance of Disability Advocates and Center Director appointee on the SILC.

I am a member of this committee, I am not the chair. This is a great example of committees need involved and active members.

This is the funding for the Centers to be able to transition from institution to community based living. Helen mentioned this in her report. I have a preliminary report because the fiscal year just ended last week, we don’t have figures yet. I would be glad to work with the person who has a passion for people to be placed in the community and would be glad to work with you on this. I think this is a real exciting goal.

We have feedback from half of the centers, 4 out of 8. Twenty two transitions were completed. I do know that everyone met this goal in their contract. Depending on how they set their goal, which each center sets. All Part B funds available to be spent were spent.

Those who were here in January, you will recall that dRC the Wilmington center asked for $3,500 for transitions because she had used all her funds having already made 6 transitions in the first quarter. There were transitions in progress. The SILC approved this but the funds did not show up until the middle of August. Those transitions that were in the middle in January were gone. She had other transition s identified but the problem was that there were unpaid invoices and the center did not have the dollars to spend. She was unable to utilize the full $3,500. There could’ve been more transitions.

On the good side we have yet to identify if we have already moved out the entire final year budget. If we did then this money could be rolled into the next year.

We will have updated information that will be sent out electronically. The total number of transitions will be available and an average cost per transition. The last average was a little above $650/transition. As a point of comparison two centers, Charlotte and Raleigh also work with Money Follows the Person which funds up to $3,500 per transition. We compare what we have in our contract with that, you can see the difference.

Paul LaVack – Do we know how many people need to be transitioned, is there a number? That would be interesting to know. How many are out there.

Mercedes Restucha-Klem – The WIOA has changed and these transitions are mandated. It’s important to get it right and it’s important. It sounds like you are doing great work on return for your investment.

Paul, there is no known number. I was recently at a meeting and the percentage of people with disabilities does not take into account those in group homes or institutionalized. The documentation of successes and the cost ratio is important to get out to senators and others so they know how successful this program is.

Julia Sain – The number of how many, here is the issue to let you know. Everyone in a nursing home is asked do you want to leave? That is required. Only those who say yes they want to get out are reported by a social worker. The problem is that when they say they do want to get out the situation that put them in there, determines the pot of money that can be accessed to get them out. Only a certain amount can use Money Follows the Person. Part of another piece of the problem, we have good number of people who want to get out and are relatively young and their disability is not significant but they have a felony which causes them to not be able to get out. We have been a little successful getting some items sponged. Not everything can be.

The other is there are certain Medicaid deductible and is so high they would only have minimal amount of money to live on. The number of people who want to get out has nothing to do with the number of people we can get out. We wind up with a lot of people referred that can’t be helped.

Gary Ray – Is that felony arrest or arrest and conviction?

Julia Sain – It is conviction. We have a lot in their 60s that have drug felony arrest from actions when they were 18, 19 or 20.

Gerald Green - In the past three years the state of North Carolina passed a law that if you have a clean record for a non violent felony you can get that expunged.

Julia Sain – Under certain circumstances.

Mercedes Restucha-Klem – I can speak to that, it is a target project we have been working on that unfortunately there is a stigma because of liability issues for housing to people with records. With many agencies trying to create a statue that would allow property owners to waive liability the language is still being worked on, it can take a long time. Ultimately I hear you saying a lot of people what helps is hearing and documentation the stories. There are so many in this situation, the more we can show are suffering with names and situations we can paint a picture of what is going on.

Benita Williams – I want to mention that most of the centers but most have a waiting list of those who want to transition and have a number of consumers that are working on transition. This is reported on our annual 704 so connect with your local center to get these statistics which each center can provide.

Keith Greenarch – For the new members, I would highly recommend that you try to visit your local or closest center for independent living. I hope all in the council has been in a Center for Independent Living. Last year we all traveled down and were able to visit Helen in her center in Greenville. Let them know you are coming and it would give you a lot of knowledge on how Independent Living works.

Please remember to state your name when speaking. This is being recorded and it makes it much easier for Debbie as she listens to these hours of tapes to record the minutes.

Goal 6 DSUs Provide Independent Living Services: Teresa Staley, Chair

This Goal committee has had different organizations because we had many Ex. Officios on this committee giving reports of what their divisions had done, Vocational Rehabilitation, Division of Services for the Blind and Client Assistance Program.

We moved on to see what other services were out there, looking at different transportation services. At some point we had the idea we would have speakers on the teleconference. I think it was a really good idea. We met July 17, and the only other member present was Pamela Lloyd-Ogoke. She set up two speakers for the conference, Sharon Banks, the ADA Coordinator for Raleigh and David Eatman, the Transit Administrator for Raleigh. We rescheduled for August 21 because there weren’t many people on the call. On that date I was the only person. I don’t think it was wasted because we did share our different roles. Ms. Banks said her job was to make sure the city of Raleigh is compliant with Americans with Disabilities Act which her staff helps her with. I explained the purpose of Goal 6 and the quarterly meetings as well as the SILC. Mr. Eatman suggested that we contact Don Willis who is the Wake County Human Service Transportation Coordinator for the Transit Authority. We all agreed that those 3 would be good future speakers for a SILC meeting. I think that as a committee we have done well looking at Objective 6.1 regarding transportation and 6.2 people with disabilities have the supports necessary to live independently and safely.

We honestly have not done much with 6.3 regarding veterans.

Basically today my goal is to recruit people to this committee; we could really use a veteran. We meet the 3rd Friday of the month at 11:15am.

Tavonne Enoch – It’s interesting that you say this because I already decided yesterday that I wanted to be on Goal 6 so glad to be aboard.

Mercedes Restucha-Klem – There is a lot of work to be done, there is a proposal regarding a bond initiative in a future election that has to do with public transportation. There are a lot of ways for committees and local groups can make a lot of impact.

Centers for Independent Living Rene Cummins, CIL representative

I’m not the one that would usually be giving this report but Gloria Garton is not here due to illness. I asked her what she wanted me to report.

It goes back to what we were talking about under Goal 5 because it has to do with housing. The Centers previously were part of the targeted housing unit program which allows developers who agree to set aside 10% of their units for people with disabilities and people who are in the aging range with certain stipulations. This would give us access to housing at a subsidized rate and the developers in a trade off get a 30 year tax credit. They set those apartments aside to rent to people with very low incomes. The Centers were in this program and then not in this program.

Recently Mark Steele of The Adaptables spearheaded a meeting with Ellen Blackman who is in charge of this program in the state government which in tied into the North Carolina Housing Finance Agency that was just mentioned. They have agreed to bring all 8 of the centers back into the program. Some of us are already in because of Money Follows the Person, the Charlotte center and Alliance in Raleigh but others need to receive training and then all will be in the program.

If you have someone who would like to transition but have nothing to set up house our Part B funds could be the catalyst that could be instrumental and the housing piece can be addressed through this program. If they have a very low income, this program allows no more than 30% of their income to be spent on rent. This will get them across the big hurdle where like access to Medicaid, you can’t have over more than 962/month meeting all your needs. So this housing program will certainly help. This will allow a lot of people trapped in institutions to move into community living.

We will be able to come back and tell you what a tremendous effect that will have on us to identify housing options for many with low incomes. Access to housing that was not available before.

Mercedes Restucha-Klem – What is the name of that program?

Rene Cummins – Targeted Unit Key Program that comes through a collaboration of Department of Health and Human Services and the NC Housing Finance Agency. The Finance Agency receives those applications where developers want to build an apartment complex and say, I am willing to enter in this program and set aside those apartments. The Caveat on this is they only have to hold those units for 30 days and if we can’t fill it in that amount of time they can turn it back to fair market value. The units are there and it’s like Benita has said that if we have the people waiting in the queue the Centers could have placed a great many of our consumers but we weren’t in that program. Many of these units have gone without a people with disabilities being placed into one of these units. Every time a unit reverts to fair market value we have lost an option. We are in the process and it is real exciting news for the centers getting back into this program. We expect to be a very active contributing partner once again.

Paul LaVack – You mentioned a 30 day time frame. If they don’t rent to people with disabilities and low income do they still get their tax break?

Rene Cummins – Yes they do. It is our opinion that this need not be happening. The Centers have people on a regular basis that it is their goal, to get housing. They don’t have a home of their own. There are a lot of people out there in this situation. The developers have to set aside those units for 30 days and if not filled in that time frame can rent at current market value.

When we participated in this program before, we developed a good working relationship with all these housing operations in our area. They were able to call when a unit became available and we could work on filling them. This would prevent units from reverting.

Gerald Green – I work for a nonprofit where I place homeless veterans and had a unit for a person with a disability and the unit sat for 3 months. I advertised in the paper and contacted agencies and as of 15 minutes ago just rented it to a low income person. That is how it is, I hear there are all these individuals waiting but I reached out to many agencies. I also have funding that pays money for up to nine months of rent and utilities. The point is getting to them; I just had to rent the unit to a person where the facilities are made for them. We have to do better to get people together.

Mark Steele – You need to reach out to us at The Adaptables.

Mercedes Restucha-Klem – Were you key partners in the past? What happened?

Rene Cummins – Yes, when I mentioned that Mark got the appointment all the center directors were at the tale and cleared up misinformation. Ms. Blackman totally agreed that it was a mistake to not have the centers in this program. We are now all being moved back into this program. There are a lot of ins and outs and this is really a side-bar discussion.

There is a training that all the centers have to go through which is being offered regionally across the state. We are headed back into the program and all have individuals that this will be the key to put them in housing.

What we need to do is to connect the dots as Gerald has said. As small non-profits which are what all eight centers are, the only way we ever get done what we do is through extensive networking and collaborating. We aren’t in this by ourselves we need everybody at the table that is the Independent Living model.

When you have housing I can guarantee you, that your local Center will be overjoyed. That is our big bugaboo, to identify housing for low income consumers. That is our target population is they are trapped in those institutions.

Keith Greenarch – Just to piggyback on what Rene was saying, I was involved in 2006 and 2007 with housing. We were moving a lot of folks into units almost as soon as they were built. Several property managers said that you bring those folks in and you don’t just leave them, you provide the services and advocacy and all the things we do. That is something that other agencies weren’t doing. The managers knew they could call us and we would help them with that tenant. We would go in and work with all. It is a win, win and for the Centers it’s huge that we can take the folks that we are transitioning and put them in a home.

Steve Strom – I know that in Wake county there is a committee to help eliminate these units that sit or go to someone whom the apartment wasn’t built to accommodate. Kudos to Mark, for getting the centers back into that mix. I was just at the ARC National Conference this week. One of the things they talked about with this targeted housing was the supports around that. They likened it to renting to a college student. When a placed is trashed they have no one to call. With this program there are all kinds of supports around the person and makes them a more welcome tenant.

Keith Greenarch – I just have to put a plug in for Kernersville. Kernersville has a mayor’s council and the mayor and the council are probably some of the best people I have worked with. If you talk to them about an accessibility issue they are right on it. There was a sidewalk that needed a curb cut and they were building several sidewalks and some of the alderman wanted to leave the curb cuts out and the mayor said no. I guess this is her 4th term running unopposed. It’s just a very good town to work with.

After lunch we will continue with our Standing Committees.

Lunch: 11:50 – 1:00

Standing Committees

## **Executive Committee Kay Miley, Chair**

We’ve had meetings talking about items, still planning to go through the bylaws and policy and procedure to make sure there are no gaps. We’ve gone to these documents this year and found gaps so we are going to be sure they are all the way they should be. We are going to redo the committees. Keith told me that he assigned mentors to the new members.

To the new members I would like to say that this is a working board. This is one of those boards where you roll up your sleeves and give elbow, not just sit and listen; it takes commitment to be on this council.

This is our last year of the SPIL which means a new one will be forming. Rene is the chair of that, see her if you would like to help out with that.

Rene is the head of the ad hoc committee for the bylaws, see her if you have experience in that area.

We look forward to working with the new members. We depend on you and whatever expertise you can offer.

Also want to update on our codification. Phil Burger has received information regarding our codification. We are hoping this will happen fast.

From the Floor – Define codification.

Debbie Hippler – Codification is when legislation is passed that recognizes the SILC as a permanent entity. We have a governor’s order from Governor Perdue that expires 2016. We are hoping to get legislation that will codify the SILC permanently and be recognized.

Mercedes Restucha-Klem - You were contacted by Phil Burger’s office?

Debbie Hippler - Yes they contacted the SILC office and I provided the document that West Virginia used when their legislative body passed law for their codification.

Phil burger is a personal friend but a lawyer by profession. He is who swore me in for the SILC and is often asking me to let him know if there is anything he can do.

Steve Strom – Once we are codified, what does that do for the SILC?

John Marens – Rene can probably answer this. Please correct me if I am wrong. I believe this would go into North Carolina Statutes probably under boards and commission to have us officially exist. Prior to this moment this council has not existed officially and the statute would recognize the SILC.

Steve Strom – So you are saying it could’ve gone away at anytime.

Rene Cummins – Under federal law every state has to establish a statewide council for independent living. We have to have it because it’s a federal mandate. However, the piece missing for the past several years is this bill. West Virginia gave us a copy of legislation they presented to their assembly. We are hoping to get a statute saying the mandated statewide council for independent living has been established as mandated. Currently we exist by executive order, which can change.

Mercedes Restucha-Klem - Please keep us updated and we can see what we can do to get that legislation passed.

## **NC Developmental Disability Council Steve Strom, Ex Officio**

Thank you for taking me out of order. Each agency provides an update about activities pertinent to the SILC.

We just finished up our listening session for our new five year plan. Kimlyn helped us recruit some folks over in the Cherokee area, thank you. We got quite a bit of information, over 200 individuals completed the on line survey and twice that amount attended sessions across the state. What do we do with information? We’ve had our National group come in to synthesis the information and write out draft goals at the next council meeting. The next plan will start October of 2016.

The draft will be open for public comment on line starting early December going thru January. I will send link to Debbie to send out to members. If any substantial feedback is received during this open period time it will be looked at and incorporated. It would again be put out for public comment and then read and accepted at our August meeting.

We have a conference on Monday, if you have any interest in financial literacy or hear discussion about the ABLE Act. This will be held in the Embassy Suites in Cary starting Monday at 10am. Registration is required. We would welcome you there. We are expecting good information.

Finance Committee Ping Miller, Chair

We successfully balanced the books. We zero balanced so no funds will revert. The 2015 – 2016 SILC budget of $210,000 is from I&E funds. We have four items to vote on. I wanted to present in a visual format, this is information that the Finance committee worked on for several hours.

In 2014 we were awarded the amount of $508,341 and the first box is the amount of money we did not spend, we are now in the second year spending of this money. This year we contacted Deb Cotter at ACL asking for the 2015 amount. We were instructed to use the same amount as last year as the federal budget has not been passed. We now have $508,341 for 2015 with a two year spending life.

Our goal from many meetings ago was to go into current year spending, you’ve been hearing pot 1 and pot 2. This year we are taking 50% of the 2015 amount totaling $254,170.50 so those two amount totals $762,511.50. That is the amount we know for the total budget number for Oct. 2015 to 2016.

So our beginning number is $762,511.50. In prior SILC meetings we voted to award $3,500 to the Wilmington Center and $25,000 to Youth Leadership Forum. We subtract this total amount of $28,500 leaving $734,011.50. We know we have contracts across each of the Centers and Youth Leadership Forum for this year totaling $568,902.00. So if we use the adjusted start balance of $734,011.50 minus the already committed money for contracts we have remaining $165,109.50 to distribute to the Centers. The question we asked, what is equitable distribution of this amount. After hours of dialogue we thought we could just divide it evenly but it was clear that we wanted to bring the funding of the Wilmington and Greenville Centers. So for Greenville it would be $34,500 and for the Wilmington Center it would be $20,054.00. Then we discussed the remaining amount and decided that we did not want to be in that scramble mode as we were last year so we want to award $15,747.36 to Youth Leadership Forum. This leaves remaining $94,808 to be divided among the remaining six centers.

The SILC finance committee would like to vote on four items on distributing the $165,109.50.

John Marens – Does this finally have everyone in agreement that this is it?

Debbie Hippler – The Center directors are all nodding their heads.

Gary Ray – Are they nodding up and down?

Debbie Hippler – Nodding yes, thumbs up also.

Julia Sain – Have you ever seen all the Center Directors smiling at the same time?

John Marens – Ok, that is awesome.

Ping Miller – Let’s just recognize that as Rene would say, this is 150% of the burn. Next year we have to deal with whatever is necessary. It could be down or up. If it’s lower then we have to assume that the distribution would be a lower amount. This vote will also help eliminate the latency in reimbursements and cash flow issue.

The advantage of voting today is that Centers can receive the money sooner and have more time to spend. We are certainly hopeful that every year we can look at our funds and have them distribute faster. We are being proactive.

John Marens – Accommodations for all the hard work as I know this has been such a bugaboo. The only other question is the Youth Leadership Forum you know that money allocated last year was $45,000. This year is just $15,000?

Debbie Hippler – The SPIL allocated $20,000 a year and this is $15,747 more. Under the SILC contract we can purchase items for this forum that will help make up the difference.

Tavonne Enoch – I was going to ask about Youth Leadership Forum. When she says bring it up what does that mean?

Ping Miller – For the Centers, its equitability. With giving more to those two centers that brings them up to approximately $262,000, while the other Centers are about $300,000. We are trying to balance.

Steve Strom – That makes them equitable this year, that is one time only? Will they be inequitable next year?

Ping Miller – We can reassess and I think the finance committee has additional work to do to distribute.

Steve Strom – The $254,000 for next year is all you have to distribute?

Ping Miller – No, that’s only 50% so we will have that 50% each year. So we will have to look at the starting balance each year.

Debbie Hippler – Remember, that this year only the SILC council and office is funded by I&E. They pretty much said, it’s a onetime deal, so next year you will have that contract back into the pot.

Steve Strom – Does that mean we will be back into the situation where the Centers are not happy?

Debbie Hippler – Yes, if that happens, no one will be happy.

Rene Cummins – On a pivotal, think about writing the state plan. Everyone at federal level tells us to get it in the SPIL and it will happen. We know we have this situation this one year. In preparation for what happens October 1, 2016 that is when the next state plan starts. We need to focus on what we want to have happen. Do we want those I&E funds? There is a cell on the SPIL it’s in each year’s funds. It’s been blank because we have gotten no I&E funds. It’s intended that there be some sort of support for this council under the federal mandate so we have been in violation and out of compliance for years and years and no one cared. People from ILRU, they are the ones that do technical assistant, they have said they can only give you $1 and be in compliance but to have blank cells is out of compliance so take a look at this. We need to go to the table and say look, this is where he could use some help. Keep in mind that they have been in obligation since 1992. We have been out of compliance with a lot of theses mandates. Moving forward let’s get it in the SPIL and get it right.

Julia Sain – I want to say one piece of it. The state plan we are under currently doesn’t have any I&E funds, the feds should have never approved it. The SILC has never gone to Vocational Rehabilitation and asked for I&E funds. Getting ready for the third year of the state plan, realizing how far behind we were financial, Mark, our lead got an audience with Elizabeth Bishop, hat in hand and asked kindly for them to give us money they have never given us before. They were willing to give us $210,000 this year. Now we need to proactively go back to Vocational Rehabilitation and say we are getting ready to write the new SPIL and have requested $210,000 I&E funds each year. Then we can negotiate and agree on something ahead of time and we wouldn’t have to beg them every year. The only reason we say it’s a one year only, is they gifted us with the money for the year. Now we can go back with a budget and plan and see what can be agreed upon and be given for each year of the next SPIL.

Keith Greenarch – To answer Steve’s question, the Executive committee is being more aggressive and proactive in getting I&E funds. I spoke to Elizabeth about 5 years down the road and also looking at other funding. There are other things we are doing to keep the funding level.

Steve Strom – With the I&E funds that you received, was there a hint of a promise in future years that they were contingent on them remaining the DSE?

Mark Steele – It’s illegal for them to make it contingent.

John Marens – I have a question, if as you say it is mandated, how in the past has Vocational Rehabilitation Independent Living allocated this money? Where has this money gone before?

Mark Steele - SRC and Assistive technology.

Mercedes Restucha-Klem – there is a huge opportunity now writing the SPIL; Disability Rights is willing to help when you make the effort to talk to Vocational Rehabilitation.

Tavonne Enoch – with this spil when you put the dollar amount, if it’s decided that there is someone different with that 210K being in the state plan for 3 years when the fiscal agent is changed do they still have to honor the amount?

Julia Sain – If it is in the state plan it has to happen. We want to negotiation with Vocational Rehabilitation and have a good relationship. What is agreed upon can be put in the SPIL. If another DSE is chosen, that new DSE can call Vocational Rehabilitation and get our money as one of the funding sources. The fiscal agent has to figure out how to get the money that was pre-agreed upon.

Mark Steele – The I&E funds are unique to Vocational Rehabilitation, the other funds are Part B that go to the DSE, two pots of money.

Steve Strom – Just a quick comment. It looks like back in 2013 there was a meeting with Elizabeth Bishop and she agreed it was a bad situation and should be fixed. Hopefully your strong advocacy can break through this time and they will honor what is asked for.

Keith Greenarch – Yes this SPIL will be the most important to date and we will get it right.

Ping Miller – The Finance Committee motions to distribute the $165,109.50 in the following manner: Greenville Center - $34,500; Wilmington Center - $20,054; Youth Leadership Forum - $15,747.36; and $15,801.36 to the remaining six centers, Sylva, Asheville, Charlotte, Winston-Salem, Greensboro and Raleigh.

**Action**: (Motion made from Finance committee) – unanimously passed

Keith Greenarch – I commend the finance committee, this has been a long journey to get to this point today. To get this behind us and move on is huge. Thank you to Ping, Kimlyn, Kay, Oshana, Rene and Helen.

Debbie Hippler – We all understand the long process of contract amendments is why it was pushed to be done now at this meeting. Pamela who handles the contracts is not here. Is this going to be an email from the office and you and Kay or how is this to be handled so she knows to start working on this now?

Keith Greenarch – It should go as an email from you and since you don’t have the minutes ready, put the name of each voting member who is present and send it to her.

Ping Miller – One last comment our next meeting for the Finance committee is in Raleigh on November 3 in the SILC office, as an in person working session.

Keith Greenarch – The Executive committee will be meeting with the Finance at the same time.

John Marens – I just want to say I am so relieved to hear this and want a round of applause after a long, long, time of consternation. I am so happy for all of you and this is just awesome! It’s good news.

**Policy Committee Keith Greenarch, Vice Chair**

We meet the first Thursday of each month. If you are interested in policy and procedures join us. The policy and procedure schedules the trainings. With new members coming on yesterday the Membership committee was put in charge of the training new members.

In January Ann McDaniels from the West Virginia SILC, will be joining us on Thursday to talk with us. It will give us all a clearer understanding of your role. All should be here for that meeting. Our chair, Ms. Miley has asked us to look over the by-laws and Rene is working on that ad hoc committee. It’s minor stuff but stuff that needs to be addressed.

## **Membership Committee Keith Greenarch, Vice Chair**

Welcome to new members, please share a little bit about each. Gerald Green, Paul LaVack, Tavonne Enoch, and Gary Ray each spoke a few words.

Each new member will be assigned a mentor. Debbie is good for answering technical questions but for other definitions and guidance your mentor is who you should turn to. These are your assigned mentors, Gary Ray – Rene Cummins; Tavonne Enoch – Teresa Staley; Paul LaVack – Keith Greenarch; Gerald Green – Sandy Ogburn.

Two applications were received from eastern NC. We have those to consider.

The committee would like to bring a recommendation for a letter of dismissal for two members. Mitzi Kincaid and Deja Barber will be sent letters of dismissal because they have fallen below the required attendance set by the Governor’s office. The office of Boards and Commissions will also be notifies.

Action: (Membership committee/ Kimlyn Lambert) with one abstain the motion carried.

**Designated State Unit Report:**

## Vocational Rehabilitation Independent Living Pamela Lloyd-Ogoke

No report given

**Division of Services for the Blind Patricia Sikes**

Good afternoon. I’ve been to these meetings a few times over the years. I’ve learned a lot every time I’ve attended appreciate the opportunity to be here today. Between July and September, the program served 906 consumers; 286 under age 55 and 620 who were over age 55. 118 successfully achieved their Independent Living goals; 33 under age 55 and 85 over age 55. These are estimates because of our new system we don’t have complete data until the 16th of the month. We had 10 mini centers with 102 participants; one was for transition age participants. Mini centers are community based learning programs covering a wide range of skills from adaptive living, travel techniques and a very important aspect is peer support. We also provide training and adjustment counseling in the home for those who can’t or don’t want to attend a mini centers.

An exciting development in the last quarter is something Deidre worked on for an extended period of time before her retirement, was that all the Independent Living rehab councilors received I Pads used for instruction and demonstration. They all received training in July. We have an Independent Living rehab counselor that has held 2 mini centers specifically on I Pads; covering many things from technical aspects, Siri, gestures, voice over and zoom and some of the applications that are the most helpful for individuals who are blind or visually impaired to achieve their Independent Living goals.

 As of next Monday we will have a new Independent Living rehab counselor in our Fayetteville office. We will be fully staffed for the first time in a very long time. Good news because we want to provide services in a timely manner.

Julia Sain – I would like to tell a short story about Division of Services for the Blind in the Charlotte area. I want to give you a positive outcome story. There is a gentleman in our area that we have served for a long time in collaboration with Division of Services for the Blind. He is deaf and has Retinitis Pigmentosa. In the course of time his vision has deteriorated pretty significantly to the point where he was asked by the Division of Deaf and Hard of Hearing to go to Division of Services for the Blind to get travel training and other experiences they could help you with. He went to Division of Services for the Blind and through a course of emails the Division of Services for the Blind staff said, this was probably two weeks ago, sorry we can’t help you we don’t have any money to pay for interpreters and we don’t know when we will have any money and we don’t help deaf and blind and we hope you get the best. Division Services for the Deaf and Hard of Hearing got a copy of emails and they sent to me.

I called Eddie Weaver and forwarded the emails to him, saying I don’t believe this is true information but want you to know this is happening and tell me how you would like me to advocate about this. This is my favorite part of the story, and Eddie called me immediately and he said can you give me to Tuesday to fix it?

The reason I went from the counselor to Raleigh is because the counselor’s email included everybody in the charlotte area that agreed with her statement. I didn’t bother to go up the ladder I just went to Eddie Weaver. Within 3 days I got a call from Eddie an email from the consumer, Division of Services for the Deaf and Hard of Hearing and Division of Services for the Blind; it was all worked out.

I just wanted to say that one person in one place can have misinformation that can blossom and we were able to get this person served which is really the bottom line. Everybody is happy and all is well.

Patricia Sikes, I believe you but just can’t believe a staff member would say that. My heart is just stopped when you said that. I just want to say that Eddie Weaver is retiring the end of November.

I am also a research person and if I had heard anyone would have said that there would have been a very quick response as well. We want to collaborate with you and her response was not accurate.

**Ex. Officio Reports:**

**Disability Rights NC Mercedes Restucha-Klem reporting for Vicki Smith**

We’ve adopted our 2016 targets which are largely the same and you can find them on our website.

For the benefit of the new members we are the states disability and advocate system, we receive federal funds to perform our primary duty, which is monitoring the state for abuse and neglect of people with disabilities. We also work on cases that have to do with employment rights.

The organization has been in transition since we were pulled out of state government about 8 years ago. This past January I was moved into a position that was vacant for about 5 years.

As the protection advocacy organization, in 2002 there was a Help America vote act surrounding issues that citizens are having with access in voting. That created funding for advocacy and protection of voting rights for people with disabilities. It’s up to us to make people aware of their right to vote and have access to vote to have them become engaged civically. Most of you here are citizens appointed by the governor so you are pretty much engaged but I was surprised to find that some are not registered to vote which is public information. That is really disappointing. You can talk to legislators all you want and if you aren’t voting they know that. Start meeting with your lawmakers, there is an election Nov. 3, for local issues. I’m kicking myself for not bringing voter registrations.

Gary Ray - My daddy taught me to vote. For a number of years after my vision loss I had to get someone to mark my ballot, someone knew how I voted. After 2002 I have cast secret ballots in every election since then.

Mercedes – The funding to purchase new machines was a onetime deal. We will see how the state handled broken and replacing outdated accessible voting machines.

We are promoting a trick or vote on October 31.

Quote from Sharon Salzburg – a Buddhist writer, “Voting is a commitment to yourself, your community and the world.”

We are gearing up to voter registration drive training gearing up to the next general election. Voting is self determination we all make choices in our lives to make our lives better for ourselves individually, when we vote we are making that choice for ourselves and our community.

Steve Strom – If I’m not registered maybe it’s because I’m too busy and it takes too long to register. Where do I start what do I do to register?

Mercedes - The CILs are registering people to vote.

We are a national voter registration and we ask people when we close out cases and are incorporating it in our intake and outtake mailings. Go on line and to your library. We don’t have online registration yet but I did meet with the guy that develops that program. He is visiting in North Carolina, so as much as we could talk to our people about how cool that would be to have online registration.

Paul LaVack – As I said earlier I’m a conflict resolution person. One way to look at conflict is that it’s like an onion, each layer reveals more. What we need to be asking ourselves is, why are not more people voting? Greensboro recently had an election for the mayor with a 4% turnout. We need to ask ourselves, why is this happening? Part is the political process, the current mood in Raleigh is to discourage voting and I know some very sharp people who have legitimate arguments saying this process is not for me and it doesn’t help me and they are alienated by this process. It’s important to remember that it’s easy to scold our fellow citizens for not voting. We need to be asking why, I think it lies in both political parties for not representing the people they have largely forgotten that. I don’t know how to fix that but.

Mercedes Restucha-Klem – I’ve read about this collective thinking the only thing we have is our voice and our choice. All I know is that we have to keep voting and getting more people to vote.

Gary Ray – My daddy was involved in things that he didn’t have a lot to say about. He spent a considerable amount of time running around with Patton. He kept telling me it doesn’t matter, vote, vote, vote, and let your voice be heard.

## Division of Services for the Deaf and Hard of Hearing vacant

No report given

**Client Assistance Program John Marens**

I don’t have a written report but will give you a snapshot. I cannot share about the SRC because I wasn’t able to attend.

Since last meeting the biggest things that we are hearing now is delay of services and people getting lost in the system. We recently got a call looking for home modification under Independent Living. In trying to track that down she was listed under 3 counselors in the new BEAM system. No one knew who she belonged to. We were able to take care of that. This has happened a couple of times. More recently things have been held up by finances. Over 30 people have retired recently. The number of personal working in the controller’s office was diminished and things were held up.

For the new people I am officially the complaint department. The liaison between the public and all of the public rehabilitation programs, Independent Living services, Division of Services for the Blind, Vocational Rehabilitation services. If anyone has an issue, problem or questions we can explain policy and procedure and explain the process for each division. 80% of what we do is conflict resolution mediating between people and the division they are working with.

There are a lot of great people in the state offices who really want to help people; we go to fiscal services and ask for help in tracking something down, they never deny a request. More likely than not they are able to find the logjam and help resolve the problem. Sometimes the controller’s office can’t be helped but people will call over to the controller’s office to help get things resolved.

Hopefully the reorganization of the controller’s office and fiscal services will resolve some of these logjams.

On a couple of other things I will tell you, news out there.

First of all we got to meet by sitting on the Vocational Rehabilitation Independent Living executive leadership meeting; I got to meet new Secretary Brajer. He is a breath of fresh air. He stopped by every individual and shook their hand and asked a lot of questions and basically had 3 hours with us and said I have a million more questions that I can’t get to today. The fact that he asks questions and wants s to know what is going on is a really good sign.

Transitions were mentioned earlier, I’ve never heard a secretary say before that. “I worked with habitat for humanity and one of the things we did was build houses and one day I asked, we built 6 houses for this area, how many people actually need houses? When they looked at that we probably met about 4% of the need of people. We do great work but there is 96% that weren’t met.” How do you measure success? How are your numbers, how are they driven? He asked the question, how many people apply for services? How many are out there that you don’t reach that have disabilities who want to go to work etc.? The fact that he would ask a question like that is, “Wow”, it’s a very different mindset. He challenged all in the room and gave the directors the question, how can we meet more people? Since I usually tell people about problems, I just wanted to share that.

There are a couple of other little pieces of news. A lot of change, boy is this going to be an interesting time. We live in an interesting time; the WIOA, the Rehab Act amendment, in that there are an enormous amount of changes coming down the road. There are many in state offices working hard to fulfill the new mandate in this act.

We have a lot of leadership changes. Eddie Weaver is retiring and as of yesterday so is Elizabeth Bishop who will be leaving in December. I think this is a major loss; this is a kind and caring individual who works tirelessly on behalf of people. It will be interesting to see how these positions are filled. There are a lot of things going on and happening that we will be faced with as we move forward.

On an interesting note to Julia, the Access book program has been defunded. I will say this; I know that it will remain on line. For those of you who have some thoughts about that. There was a point in time there was a guy named Don, and when he was in charge of this program visited state parks, rest areas and crossed the state visiting places looking for what access issues there were. Since he left, the person in charge never visited a single place. This was all built on self reporting. That doesn’t hold a lot of value on my end of it. Regardless of how you feel about an access book, should this be an issue for you, the information is valuable for people to know and maybe it should be done in a different way.

The last thing I want to say is, with so much going on with the budget there is a law about registering service animals, it’s a ridiculous law, not needed because of the Americans with Disabilities Act. There are efforts made to get this off the books. I believe that next year this may finally happen.

I want to thank everyone, I’m happy to be here and be a part of this. I appreciate all you do.

Helen Pase – Do you have any connections with the controller that you could go to?

John Marens – I don’t know that anyone has any connection with the controller, there is a moat around them and archers in the towers.

Helen Pase – We can’t operate in the state that we are in right now.

John Marens – The reality is that they are in that reorganization stage and they are the reason why some things are being held up for sure. There is a back log.

Mercedes Restucha-Klem – I tried my hardest to not pay attention to money but it’s the reality of stuff. Our general assembly hasn’t passed a budget for 3 months. Make sure that your legislator knows that the money is coming and how it is being held up and putting the pressure on them.

John Marens - I agree that people should make noise about this, it may not seem a big deal to the controller’s office that someone is waiting on their transportation check but when you have no money and you are trying to get to school and you can’t buy gas because your money is being held up. That is the kind of things you need to make noise to the legislators because it affects people’s lives in a big important way.

Patricia Sikes – John had mentioned about 31 employees left on the same day. It was a big buyout that they thought about 5 would take and 31 took it. My suggestion is that you find someone who can contact a real person. Those that were left behind, the others were able to get out, were left behind. I would suggest that you try to find someone who can make contact with a real person who can direct the process of funding your money.

Debbie Hippler –Can I comment to that? We’ve had actual names times and dates that invoices were delivered. September 11th is when our august receipts were delivered and we have the name of the person. I’ve talked to 3 different people in the controller’s office and no one knows what happened to it.

**SRC report Kimlyn Lambert**

The State Rehabilitation Council meeting was held in Sylva which is about 45 miles past Asheville. From being from that part of that state I was real happy to not have to drive to Raleigh. The WIOA was a big talk of conversation. We talked about the rules and regulations that will be coming down. There are different work groups already working on that. There will be some new policies that are mandated by WIOA. We also talked about a new website that Vocational Rehabilitation is a part of and that they are working on it because there are a lot of things that need to be added. The SILC has a link which is good. There is no SILC representative. They have been asking for one for a while. John, Ping and I are on the council but we are not there as SILC representatives. There needs to be a representative from SILC that can speak up. We speak in absence of this representative. Following the meeting, we had a public forum with 20 - 25 in attendance. Being rural counties the biggest discussions were transportation and lack of job opportunities. The next meeting will be December 10th and 11th in Raleigh.

## Old Business: none

## New Business: none

## Announcements: none

## Public Comments:

Helen Pase – Becky Tindel has once again retired. I had her for 11 months. We miss her.

Mark Steele – Thanks again to the finance committee for all the work.

Debbie Hippler – The email regarding the vote has been sent to Pamela.

Keith Greenarch – I would like to verify the next meeting dates. They are the 14th and 15th of January. Ann McDaniels from the West Virginia SILC will be here on the 14th for training.

Paul LaVack – Will it be the same format, ½ day and then full day?

Keith Greenarch – Unless told otherwise, yes.

Kay Miley – It will depend on Ann’s presentation on Thursday but tentatively yes that is what is planned.

Kimlyn Lambert/Gary Ray - unanimous

## Meeting Adjourned at 2:37pm

## Next Meeting: January 15th at the Country Inn and Suites in Burlington, NC.

Attendees: P = Present / T= attending by Teleconference / A = Absent

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Members |  | Ex. Officio |  | Staff/Support |  |
| Barber, Deja | A | Pamela Lloyd-Ogoke Vocational Rehabilitation Independent Living | A | Debbie Hippler | P |
| Cummins, Rene | P | Steve Strom DD Council | P | David Payne | P |
| Enoch, Tavonne  | P | Patricia Sikes – Division of Services for the Blind | P | Sarah Wheeler | P |
| Green, Gerald | P | John Marens Client Assistance Program | P | 1 PCA | P |
| Greenarch, Keith | P | Mercedes Restucha-Klem | P |  |  |
| Hicks, Sandra | P |  |  |  |  |
| Kaufman, Joshua | A | Center Directors |  |  |  |
| Kincaid, Mitzi | A | Mark Steele | P |  |  |
| Lambert, Kimlyn | P | Helen Pase | P |  |  |
| LaVack, Paul | P | Julia Sain | P |  |  |
| Miley, Kay | P | Benita Williams | P |  |  |
| Miller, Clare “Ping” | P |  |  |  |  |
| Ogburn, Sandy | A | Guests |  |  |  |
| Ray, Gary | P | Sierra Royster | P |  |  |
| Staley, Teresa | P | Nellie Placencia | P |  |  |
| Watkins, Oshana | P |  |  |  |  |
| Barry Washington | A |  |  |  |  |

*Respectfully submitted, Debbie Hippler, SILC staff*