**NC Statewide Independent Living Council**

**Meeting Minutes**

**April 26, 2013**

**Country Inn and Suites, Burlington, NC**

**Welcome/Mission /Minutes**

The meeting was called to order at 9:04am by Keith Greenarch, Chair.

The new Executive Director, Will Miller was introduced. He gave a brief history of his life and how it had brought him to a complete understanding of living independently in spite of a disability. This understanding and his vision is a perfect fit with the NCSILC. Independence is such a critical part of who we are. Independent living should be there to give every individual a hand up. The purpose of this group is to monitor, review and evaluate the state plan for independent living, a guide for all the organizations that can offer that hand to individuals.

**SILC Mission statement** was read by Kay Miley

**Meeting Accessibility Reminders** was read by Keith Greenarch

Introductions were made around the room and on the phone.

Changes and/or corrections to the Minutes of the January 2013 meeting were called for. No additions or changes were made.

**Action:** (Royster/McMillan) approval of the minutes was unanimously.

Rene suggested that the agenda be placed in order to coordinate with the goals of the SPIL.

Keith reminded all that the next meeting will be held on August 15 and 16 instead of in July due to the conflict of NCIL.

Vicki Smith stated that this conflicted with the board meeting for DD Council.

**Chair Report: Keith Greenarch, Chair**

* The addition of Will as our executive director has been very positive. Thank you to the committee who worked so hard to interview and determine our new ED.
* Reaching out to the Governor’s office to develop a working relationship. The Gov. has been personally invited to attend or address the SILC at a future meeting. A meeting between our contact, Mr. Christopherson and Will and Sierra is expected soon.
* SPIL 14 – 16, Rene has worked with the Task Force. The SPIL was put out for public comment on March 11. This comment session was closed as of end of business Thursday, April 25. The SPIL is to be submitted by June 30. Rene will speak about this during her report.
* Will and I will be visiting each center. We are willing to meet with anyone who desires.
* Gloria, Sierra and I are working on training for members to have an understanding of IL philosophy and develop resources. To have resources for all the un-served areas of the state
* Welcome to Mark Steele as our new Ex-officio from VR and to Stephanie Johnson from Dept. of Deaf and Hard of Hearing
* At the August meeting a slate of officers will be presented as well as nominations from the floor.
* The camaraderie of all the members is very encouraging.
* Kudu’s to the staff at the SILC office for all that is accomplished.

**Executive Director’s Report:** Will Miller, ED

* Thank you to the staff who helps put all in order, Freida the Finance manager and Debbie the Office Manager.
* Time has been spent getting oriented to the office and all logistics.
* IT contract has been negotiated and signed
* Policies and Procedures have been reviewed
* Had opportunity to interact with VR
* Met with Assistive Technology group, NCATP, I am serving on the program committee along with Sandy McMillan for upcoming conference Discovering Our Treasures
* Been learning more of the history of IL movement here in NC and also outside at the national level
* Attending all the committee meetings, learning the work of each
	+ SPIL writing
	+ Finance and budget especially with sequestration. A lot of uncertainty with reimbursements so I’ve been getting up to date and learning what needs to be addressed. Travel and reimbursement needs to be very cautious of the dollars we spend. Please follow the process for conference attendance.
	+ Membership and term expiration issues, application and reapplication, staggered terms and compliance of Federal regulations are being looked into. A meeting with the Governor’s office of Board and Commissions is being planned for the future.

Keith stated that Conference Attendance is usually approved for NCIL and APRIL. An application for any conference will be considered but attendance to one of these is urged. After attending a conference you will be asked to complete a form telling what you learned and gleaned from the conference as well as give a short report at the next council meeting.

Gloria is working up a nomination process for an employer who is known for hiring persons with disabilities at the Discovering Our Treasures Conference in Concord, August 29 – 30.

Break – 10:05 – 10:24

**SPIL Writing Task Force:** Rene Cummins, Chairman

Thank you to all who have been involved.

* Public comments ended last night, the 25th. All comments need to be forwarded to Rene, any and all responses/comments will be sent to the appropriate entity.
* The next step is to input the SPIL and obtain approval from RSA. We all will be responsible for carrying out the goals of this SPIL; members are urged to read the document and commit to participating on one of the committees who will monitor, review and evaluate the goals.
* A vote of commitment and endorsement was requested.
* Sandy McMillan read the SPIL to the members. The goals will be measured by the objectives and tied to the activities.
* Unanimous.
	+ Will commented that some areas may be amended to obtain RSA approval.
* Rene mentioned that the deadline is June 30. In her experiences all questions that come back from RSA are usually for explanation and/or technicalities that need changed.
* Different parts will be explained in the narrative.
* RSA helps to refine the SPIL once submitted. They review and dialogue with final approval by September 30. Implementation will begin October 1.
* Three signatures are required, Chair of SILC, representative of our two DSU, VR and DSB.
	+ Pamela Lloyd-Ogoke stated that the new secretary has requested two weeks to review before it is signed. Mark Steele and Deidre Dockery will be in contact with Keith regarding this process.

**Action: (Ogburn, Bellamy)** the vote of commitment and endorsement of the SPIL was unanimous.

 An electronic vote via email for the final SPIL approval will take place before final submission.

Committee’s will begin operation as of October 1 to monitor, review and evaluate.

**Executive Committee:** Keith Greenarch, Chair

The Executive Committee will work on a reporting procedure for each committee to use that will correlate directly to the Goal for which they are responsible. This will help all to see the accomplishment of each goal.

**Finance Committee:**  Sandy McMillan, Chair

* A report is in your packet. We are clipping along and are in no danger of over runs.
* We are having some problems with reimbursement. We are working with our fiscal agent to understand better and be sure we have operating funds necessary.
* There are questions about the affects of the sequestration. When official notification is received we will respond accordingly.
* The budget still needs to be implemented in the new SPIL.
* Travel guidelines need to be adhered. Reimbursement forms need to be filled out and submitted in a timely manner.

**Membership Committee:** Sierra Royster, Chair

* The committee has been meeting monthly. We are working to define accurate term expirations. Any official appointment papers that members could share would be greatly appreciated. We are working to abide by the federal laws in regards to the number of years allowed to be served.
* 2 applicant interviews are being scheduled, both youth.
* 2 applicants, endorsed by the committee are being presented to the SILC for a vote,
	+ Mitzi Kincaid, an attorney in Wilmington who is active in the disability community. She has been interviewed by the committee and spoken to member individuals.
		- **Action: (Cummins/Bellamy)** unanimous vote
	+ Sandra Hicks of Rocky Mount area, attended the April meeting last year. She was interviewed at that time and endorsed by the committee. Gloria Bellamy has interacted with her.
		- **Action: (Royster/Miley)** unanimous vote

**Policy and Long Term Planning Committee** Rene Cummins

The By-laws will be reviewed. If you would like to participate in that activity see Rene. This process will probably start in June.

**Community Based Living** Kay Miley, Chair

This committee needs members, we are down to 3. Currently there is no transition money. Money Follows Person and the grant for hospital transitions are not currently available. Trish Farnham will speak later in the meeting regarding MFP.

 Rene: There are two CILS and the VR IL that are doing transitions under MFP. ADA-CIL has had 14 referrals from MFP. This committee could contact the organizations that are participating, and monitor these stories. The MFP process is very stringent. If these consumers cannot meet the MFP requirements at anytime during the process, the Part B funds available can be used to complete the transition. Eight of the referrals have been handled this way. This is why there is no money. The Finance committee has a budget amendment that passed and is in the process of transferring money into this line item. The amount is a small amount but has had a positive impact on lives.

**Expanding the Network of Centers** Keith Greenarch, Chair

No report

**Disability Advocates and Resource Center/Part B** Helen Pase, ED

* In the past 6 months there has been staff turnover. Four employees resigned, two new have been hired. Our staff now numbers 5.
* From Jan. 2 to April23 DARC has opened 27 new consumer cases. Our consumer base is increasing due to the community events we have presented on
	1. PTO at Wilson Elementary School
	2. ALS Support Group at Vidant Rehab Center
	3. Pitt County Kids Expo (exposure to approx. 3,000)
	4. Pitt County Chamber of Commerce (exposure to approx. 4,000)
	5. Leo Jenkins Cancer Resource Day at the Greenville Mall
	6. Pitt County School Fair for Special Needs Teens (6 High schools, parents, caretakers and teachers and 200- 300 teens)
	7. Volunteered for the Special Olympics for Pitt County
* Our goals as outline in our contract with DVR for the first six months of the contract
	1. Information & Referral 196%
	2. Peer Mentoring 1% (high goal of 150)
	3. IL Skills Training 56%
	4. Advocacy 102%
	5. Consumer Transitions 4%
* In collaboration with VRIL we have transitioned three consumers into Independent Living. One from a nursing home, two from homeless shelters
* In collaboration with the Veterans Subsidized Housing Program, we have transitions one veteran from a homeless shelter
* DARC provided training to all of the City Cab owners in regards to ADA compliance. This was in response to discrimination against persons with disabilities. Karen Hamilton, NC ADA representative participated in this as well as the City Attorney and Code Enforcement of Greenville. This is still an ongoing training. Mr. Bob stated, “If people with disabilities don’t ride, nobody rides.”
* Staff member Robert Thompson, (aka: Mr. Bob) was awarded the “ Best-irons Humanitarian Award” by the Greenville Human Relations Council. This award honors individuals with a commitment to positive human relations in Greenville and recognizes that the individual has made Greenville a better place through their commitment to promote social, racial and economic justice; defending human rights; and enhancing the dignity of all people. He is an advocator you don’t want to mess with, the DARC couldn’t do what they do without him.
* Helen announced that she has been appointed to the Greenville Human Relations Council and the Pitt County Committee for the Employment of Persons with Disabilities.

(*Complete report on file in SILC office)*

**Promotion of Civil Rights** Jeff McLoud, Chair

Legislative issues were listed

* Medicaid privatization and expansion
* Voter Information and Identification Act
* Proposal of a new Physiatrist hospital
* To keep up to date on these issues follow the Disability Rights blog

Keith thanked Jeff for serving on the SILC and this committee as his term will expire by the next meeting in August.

Lunch: 12:01 – 1:00

**Money Follows the Person** Trish Farnham

MFP is a Demonstration Project at the Division of Medical System a Medicaid initiative. MFP as a concept and a federal project was largely conceptualized because of advocacy groups saying we want more options regarding community based support. MFP has an official partnership with many of the Center’s for Independent Living. We wanted to start a dialog about the program, accomplishment goals and feedback. There are three primary groups that we deal with, older, developmental disabilities and individuals with physical disabilities. We also support those with mental health diagnosis embedded in another population. We are coming up on supporting 300 people to transition. Proud of our work but know there is much more to do. The MFP project was extended until 2019 through the health care initiative. We have wonderful partnerships with VRIL, CILs, Aging Network and other local agencies.

Questions were entertained:

* From a consumer’s perspective, how does someone become eligible and a recipient?
	+ MFP by congressional design is a transitional effort. We support people who are in qualified facilities, nursing facilities and institutions for those with developmental disabilities and acute care hospitals that have been in these facilities for at least three months and meet Medicaid edibility requirements.

Showcase to the group some of the things we have learned and are proud of.

 To support people who meet our MFP qualifications but may not require a lot of hands on assistance to live in their own home, we developed a Sub-CAP transition process. Our partners have been instrumental in supporting folks who fall in this category. This has produced a more robust risk mitigation and quality assurance practice. Those practices are getting national attention.

 We have a strong relationship with our local contact agencies. Gloria Garton and her center serve as one of these agencies who offer face to face counseling to individuals with options counseling. One of the items we will focus more attention on in the upcoming year is to work to expand the outreach and in-reach of MFP. This will help residents in facilities to learn and know more of the options available.

 A lot of Medicaid knowledge is learned by trial and error. We are working with staff to develop training materials to help these local contact agencies.

We are under a new leadership team and a potential new landscape under Medicaid reform but are very hopeful in light of facing a considerable Medicaid deficit. It is real important for all those who care about supporting people through transitions to identify good practices, good data set and provision of this data to demonstrate the importance of transitions. The more evidence we show that this matters and is effective the better off we will all be.

We know that the most effective way to stay in their community is not to transition out of a facility but to divert them from ever entering into a facility. Rene brought up and discussed with me, the effort, effect and impact of this diversion. This is an idea worth looking by all. How do we document this diversion effort that is in place, how do we document the effect and impact of these diversion efforts. We need to work together over the next year to develop a mechanism, to look at the national model and come up with a model we can exam and work on because we know it is important for persons to have access to resources so they never have to go into a facility.

**Questions/Comments:**

* Vicki Smith: In regards to the diversion program, are you considering others beside the CILs and VR?
	+ Trish: Absolutely
* Sandy McMillan: When transitions are discussed it is usually people in group homes or nursing facilities. Another group that should be considered is young people with disabilities living with their parents. They need to be informed of their opportunities because a 25 year old man should not have to live at home with his mom.
	+ Trish: Yes these people need to have options before they reach a critical point.
* Gloria Garton: What about an elderly parent with a child, does MFP allow for both to return home?
	+ Trish: If criteria are met then, yes. If not then, no. Criteria would need an Act of Congress to change. We would work real hard to make it happen through avenues available.
* Pamela Lloyd-Ogoke: Diversion is very important at DVR. We do follow a group of people that if support ever stops would have to be institutionalized within ninety days. So following the numbers is good to see the difference between institutionalization and diversion.
	+ Trish: This is not a MFP initiative but something that all of us should take this on and create a robust tracking mechanism to demonstrate the importance of diversion.
* John Marens: Many need help but don’t meet Medicaid criteria but still need help. Is part of your initiative to lobby the legislature to get more money for independent living services to provide personal assistance or to find some other way to support people who don’t meet the Medicaid criteria?
	+ Trish: As a state employee I don’t and can’t do a lot of lobbying. We see our role as pushing internally or however we can to improve the system and to provide information that others can use to make the argument that needs to be made. We are always working to push the changes needed.
* Deidre Dockery: DSB would love to be a part of this diversion process as we provide services to many who this would help.

**Promote IL Services**  Sierra Royster, Chair

No official report. We have not met formally but have had conversations through email, regarding how to review, monitor and evaluate VRIL and DSB programs. The committee would like the quarterly reports sent directly to them for compilation of progress made according to our Goal.

**Youth:** Sandy McMillan, Chair

The committee has not met officially. This is because so much of this is centered on YLF. Since that is in place it is youth led and directed. As far as Goal 3 goes, YLF will take place the week of July 8. All the delegates have been selected representing a wide range of disabilities and a wide geographic range. Another objective under Goal 3 is doing Disability History. Through ADA-CIL many presentations have been made in schools thus fulfilling this goal.

 Sierra shared that this is the first year that staff training was held. This was held April 13, going over people first language, conflict resolution and team building. At an earlier meeting we covered independent living philosophy and consumer control. This allows all the involved youth to understand what we do every day. 4 group leaders have been confirmed.

On Thursday of YLF we are doing a community assessment project. We have four different groups who will be doing assessments on the capital city’s transportation, education, employment and recreation meeting with employers and people in each department. In the afternoon there will reconvene to discuss barriers observed and how to break them down.

Sandy: A full evaluation is planned and a report will be presented at the August meeting.

Will: Please explain YLF for clarification and benefit for newer members.

Sierra: North Carolina Youth Leadership Forum. This is a forum in 32 different states. California started theirs in 1992. It’s for youth who are transitioning out of high school for juniors and seniors and how to do that next step of transudation. They come to a college campus. They stay in the dorms, eat in the dining hall and learn about disability history, self advocacy, goal setting, community and systems change. They are challenged with projects, an individual goal and a community goal. In North Carolina, ours looks a little different. We have expanded the ages from 15 to 28 because we recognized that just because you graduate high school doesn’t mean you’ve got the transition piece down. It’s nice to see the different levels of the youth and young adults. We bring in young people who are national speakers that are leaders in the independent living community that have disabilities.

**Rehab Council**  requested a SILC member to be appointed. Jennifer Overfield has been asked and accepted that appointment.

**Rehabilitation Council for the Blind**: The 11th annual NC Conference on Visual Impairment and Blindness was held on April 19 – 20 at the Governor Morehead School for the Blind with the help of many sponsors. There were sessions held on the latest and greatest teaching techniques and methods. The division of Services for the Blind and the state Rehab Council are working together to get the comprehensive statewide needs assessment completed. The DSB is working on the VR State Plan. Focus groups and public hearings have and are scheduled to be held across the state.

**DSU – VRIL** Mark Steele, Ex.Officio

\*During the period of January 1, 2013 – March 30, 2013, the Division of Vocational Rehabilitation Services (DVRS) Independent Living Rehabilitation Program (ILRP) provided services to 3,059 individuals with significant disabilities of which 263 individuals received personal assistance services, 8 individuals were deinstitutionalized and 59 individuals were prevented from institutionalization.

\*DVR ILRP provided the transition coordination for 13 participants through the Money Follows the Person Project (MFP) for the period of January 1, 2013 – March 30, 2013.

\*The NC Centers for Independent Living transitioned 2 individuals from institutional facilities into the community using Part B funds through contracts administered by DVRS during the period of October 1, 2011 – September 30, 2012.

Services provided by NCATP January 1, 2013 – March 31, 2012

Device Loans 1418

(Individuals in 60 counties borrowed devices)

(45 open-ended loans)

Device Demos 467

Training Participants 904

Individuals at Public Awareness Activities 1334

Information and Assistance 2994

Technology Exchange Post Transactions 3

TOTAL Services to Individuals 17,120

Open Ended Loan savings $20,701.02

Technology Exchange Post savings $6,150.00

TOTAL Savings to Individuals $26,851.02

The Center Directors requested a correction, in paragraph 3 from 2 transitions to 24. A correction was requested for this section of the report. In reviewing the time frame reported above, The Center Directors determined that 24 transitions were assisted with Part B funds; this involved 6 Centers who had contracts for Part B funds since two of the eight Centers did not have a contract during this period of time.

Mark pointed out that the number of 59 mentioned at the end of paragraph 1 was the diversion that was talked about earlier.

Through our DPP program, Displacement Prevention Program our agency can get reimbursed up to $6,000 for home modifications for eligible individuals. During the first quarter we received 192 applications, which is a total of $785,905, this is DPP money which will be a savings to VRIL budget.

**DSU - DSB**

The Division of Services for the Blind Independent Living Rehabilitation Program provided independent living rehabilitation services to 322 individuals who have significant visual impairments and were less than 55 years of age during the second quarter of the federal fiscal year.

In addition to the information shared, this is the time of year we are heavily involved in our Mini Centers, community learning programs that take place across the state. They are wonderful opportunities for individuals to come together to receive support after the onset of vision loss.

As we approach the end of the school year we will have 3 week residential Transition Mini Centers for students in High school or college that teach advocacy, helping the individual to understand their disabilities and the accommodations needed and exposing them to technology. If we don’t prepare them they are set up for failure. Spread the information so all youth are given the skills needed to be successful.

**Network of Centers:** Jim Whalen

Congratulations were given to DARC for becoming “a real center”

Please remember as we read these reports today that the passion should be about the number 1, the consumer. It’s all about the individuals served not the numbers.

The IL Summit: Input is needed. What would we do if we have one? We need to map out how we are going to monitor, review and evaluate. How do we build these relationships? How do we really become partners? Right now the dates are looking like it would be the first part of September in Raleigh. Volunteers were called for to help coordinate an IL Summit. Sandy Ogburn,

John Marens stated that he feels excited about the new working relationship seeming to be more unified.

Pam Lloyd Ogoke, in the past we were told to just give the numbers. We would be more than happy to give a more comprehensive report.

Break – 2:07 – 2:25

**Ex Officio**

**Disability Rights NC** Vicki Smith, ED

DRNC is a federally mandated protection and advocacy program. That is charged with doing advocacy but we must have a legal ax component in our toolbox.

No written report was shared due to travel.

In order for a bill to get to the Governor’s desk this session, both chambers have to act by May 17.

A couple of litigations were highlighted. We might be representing one person but the outcome could affect many.

* Modifications were made to a marina that caused access problems to a man in his 70s with many disabilities who lives on his boat.
* Teachers Assistant in Johnston County who lost her job. She had lost her drivers license due to glaucoma and then was let go by the school system because she does not have a CDL listens which is required of employees
* Service animal case in Catawba County. Animal was denied access in the public school system. Good resolution, dog allowed to be with the boy in the school
* Class Action - PBH-Cardinal Administration. Denial of services without due process. This is an ongoing process over 2 years.
* PASBY – case filed in June 2011. Provision of personal care services and how the state changed standards for receiving these services.

To stay up to date on all cases being worked on visit our website, <http://www.disabilityrightsnc.org/>

The funding that we had lost has been restored. WIPPA is with VR and Easter Seals, a grant application process. Inviting former recipients SSI or SSDI that would like to go back to work but have barriers, please contact DRNC.

Our 17 member board is made up 100% of persons with disabilities or a family member of a person with a disability. In January we will have vacancies in Region 2 which is east of I77 to Alamance County. To apply to serve on the board please go to the website for your application.

Gloria Bellamy asked regarding loss of health insurance for those who have been trained but if they find a job would lose medical benefits.

Vicki, have them contact our office.

**DD Council** Holly Riddle, ED

Written report submitted and distributed prior to the meeting.

**Dept. Deaf and Hard of Hearing** Stephanie Johnson, ED

Written Report was presented and distributed prior to the meeting. I appreciate the opportunity to serve on this council and the welcome. Thank you for the presentations offered on Thursday they were both refreshing and informational.

DSDHH is a receipts funded agency from telephone surcharges, a phone charge of .14 a month. This supports the services and equipment distributions services provided. The surcharge has recently been increased from .11 to .14.

It came to our attention that the demand for equipment has exceeded the statutory allowance of .04 per line per month spent on equipment. The demand for services exceeds the monetary ability. We have implemented a wait list for services for equipment distribution, 30% reduction in provided services a month.

An initiative by the FCC that affects the deaf/blind equipment distribution program, is allowing us to purchase equipment and be reimbursed by FCC. This is for general communication, computer, telephone whatever enables a person who is deaf and blind. The cost covers equipment, training and assessment. To date there are 80 applications for this service.

The last thing that has an impact on Relay services has to do with internet captioned telephone services. The FCC has instituted rule changes that mandate that anyone who receives an internet captioned phone has to be registered and the default setting has to be set for off so other persons using the phone will not use the captions. It won’t go through the Relay services which would cost money.

**CAP** John Marens, ED

A written report was given and distributed prior to the meeting. Two examples of CAP intervention were presented.

* Systemic Issue: I recently received a phone call from a social worker who had referred a young man in high school who fit under the DACA (Deferred Action for Childhood Arrivals Program). VR stated he was not eligible for services in spite of his having a social security number and a work permit. Shortly thereafter a VR counselor phoned with a very similar situation. I then reviewed the VR policies. It does not state that citizenship is required. They have to have identification and have to be able to legally work in the country. I took the issue to the chief of policy and discussed with him. It then went back to the VR counselor with directions that the individual is eligible. This was brought up in anticipation of more issues like this.
* IL case: a woman in her 70s who had been a client of IL a few years ago needed personal assistance and was put on a waiting list. Unbeknownst to her the case was closed. Three years later she is calling asking a status on her services. New issues arose, at CAP recommendation she reapplied for other services needed as well as PA services. Her case was closed again without her knowledge. Her health has begun to deteriorate and she became very frustrated. An appeal was initiated. The first step was a review by a regional director who saw that there were issues that should’ve been addressed. The client has reapplied and has been accepted. She has been promised that she will be the next person to receive personal assistance.

**Old Business**:

Sandy McMillan has spoken to the hotel manager. He assured her that the pool lift is on the schedule for installment. The opening of the pool has been delayed until all the work is complete.

**New Business**:

Gloria Bellamy encouraged all members to continue the work started yesterday by setting up conference calls. Please include Gloria on calls. If you hit a snag, please reach out to your mentor. Finished products are expected to be presented by each team at the August Council meeting.

**Public Comment:**

Will Miller said thank you to all who are in attendance. I look forward to meeting again and speaking to each member. Please call at any time.

**Adjourn:** Keith Greenarch adjourned the meeting at 3:04.

**Next meeting is August 16, 2013**

**Attendees:**

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

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| **Members** |  |  |  | **CIL Directors** |  |
| Greenarch, Keith | P | Kaufman, Joshua | P | Helen Pace | P |
| Bellamy, Gloria | P | Watkins, Oshana | A | Gloria Garton | P |
| Cummins, Rene | P | McMillan, Sandy | P | Jim Whalen | P |
| Turner, Cornell | A |  |  | **Gallery** |  |
| Lambert, Kimlyn | T | **Ex. Officio** |  | Richard Klaus | P |
| Sinnot, Sandi | P | Riddle, Holly | A | Teresia Hill | P |
| Miley, Kay | P | Smith, Vicki | P | Daniel Moody | P |
| McLoud, Jeff | P | Dockery, Deidre | P | Mike Ogburn | P |
| Staley, Teresa | P | Marens, John | P  | Pamela Lloyd-Ogoke | T |
| Royster, Sierra | P | Mark Steele | P |  |  |
| Frye, Dorothy | P |  |  |  |  |
| Commander, Zach | A | **Support** |  |  |  |
| Foster, Monica | P | Will Miller | P |  |  |
| Overfield, Jennifer | P | Debbie Hippler | P |  |  |
| Ogburn, Sandy | P | Cath Kiwitt | P |  |  |
| Holt, Clare “Ping” | A | Mark Lineberger | P |  |  |