

## ANCOR Links

July/August 2015

### Columns

## CEO Perspective: Celebrating the Past & Positioning for the Future

by *Barbara Merrill, Esq.*

In 1970, the voices of change were blowing in the wind. Parents were demanding that public schools open their doors to their children. And a small handful of people were developing alternatives to large state institutions. These new voices were demanding through political and legal action that people with developmental disabilities no longer be warehoused in public institutions - but welcomed into our cities, towns and neighborhoods as fully entitled American citizens.



### **25/45: Celebrating the Past, Positioning for the Future**

We are very excited to be celebrating the 45th year of ANCOR. We're celebrating 45 years of Community — 45 PROUD years of advancing services and supports for people with disabilities. **And in those 45 years ANCOR has grown and matured so that today we are the best we have ever been. But we can and must be even better. We have the foundation and we're going to start by building on the last 45 years.**

And what a 45 years it has been!

In 1970, the voices of change were blowing in the wind. Parents were demanding that public schools open their doors to their children. And a small handful of people were developing alternatives to large state institutions. These new voices were demanding through political and legal action that people with developmental disabilities no longer be warehoused in public institutions — but welcomed into our cities, towns and neighborhoods as fully entitled American citizens.

This small band of people realized they needed a national voice — that to truly make change, they needed to influence federal laws and regulations — but they also wanted a forum to learn from each other. Most of these CEOs operated large private schools or other traditional single-site agencies that supported more than 100 people. Some were members of state provider associations that represented private agencies, and some operated small group living arrangements.

After a few years of meeting together informally, they converted their discontent to action and in 1970 formed what was then called the National Association of Private Residential Facilities for the Mentally Retarded (NAPRFMR) — quite a mouthful!

Just 5 years after NAPRFMR was established, Congress passed the Education for All Handicapped Children Act which was later modified to strengthen protections to students with disabilities and renamed the Individuals with Disabilities Education Act (IDEA). This was, in part, our Brown V Board of Education with the same far reaching consequences, for when a child is guaranteed equal right to be educated beside every other child you produce a generation that sees inclusion as their natural right. Fairness, respect and inclusion are habit forming.

And sure enough about the time the first children to be mainstreamed were finishing high school the **Americans with Disabilities Act of 1990 (ADA)** was enacted by the U.S. Congress. Senator Tom Harkin authored the bill and was its chief sponsor in the Senate. Harkin delivered part of his introduction speech in sign language, saying it was so his deaf brother could understand. On this 25th anniversary of that historic legislation, I can tell you that ANCOR staff and members were in the trenches fighting for the bill's passage. We owe them our thanks.

And yet as farsighted as our founders were back in 1970, they might have had trouble imagining how far this cause would advance, or what a constructive and stabilizing force their small organization would become. **That's their legacy and our continuing mandate — to continue to be a constructive and stabilizing force.**

Our strength and our challenges lie in our diversity - we are truly a big tent. We represent the largest providers in the country, and through our small provider program, a growing number of the country's smallest providers. But the majority of our members fall somewhere in between. Our members operate the full array of residential and day services and supports from person-directed in-home supports to center based work to everything in between.

Great diversity makes it a lot harder to achieve consensus, but it also puts us in the enviable position to truly speak for a cross section — and thereby be the voice of moderation. Although the organizations on the extremes serve an important purpose — that's not our purpose. Our purpose is to be a steady hand to push the needle — not to hold back progress, but to ensure that policy makers have the benefit of our practical experience — to understand how philosophy translates to practice. That is what we do best, that is why ANCOR has been so successful.

Let's [take a few minutes to look back!](#)

But we are not here to rest on our laurels; we understand that to live in a time of great change is to be faced with challenges that seem to follow on each other like waves breaking on a beach. Programs that seemed state of the art a few years ago are now being challenged and, in many cases, replaced. Between bracing for managed care, rate restructuring and now the new Community Rule, this is truly a time of great transformation.

We have had some great successes in the recent years. Nationally, working in coalition, we beat back dramatic cuts to Medicaid that were on the table during the federal budget deficit debate — the so-called fiscal cliff. We were able to educate the White House and Congress as to why provider taxes are a very important revenue supplemental source for Medicaid services. We worked to significantly moderate the final HCBS community rule — convincing CMS that setting size limitations and requiring the separation of services provider from housing provider would further exacerbate the affordable housing crisis, and overly complicate service delivery. We achieved a huge victory in working with the DOL in the industry first host home guidance that clarifies that properly structured independent contractor models do not run afoul of the federal law. The just released ICF IID interpretative guidelines reflect our comments and input.

But, although Medicaid is an uncapped matched federal state partnership, the reality is that state rates are not keeping pace with these changes — changes that include minimum wage increases and the new health care requirements. These recent federal unfunded mandates and state minimum wage increases come without any promise that Medicaid rates will be upwardly adjusted.

That's why ANCOR joined late last year with a group of prominent Medicaid provider associations to file a brief before the Supreme Court to advocate for the right of providers to sue states for inadequate rates in the Armstrong versus Exceptional Child case. The odds were stacked against us, with every Governor and state Medicaid Director and the federal government urging the court to reject the appeal, we lost the case on a 5-4 vote.

But we are not going to stop there. We are joining with other Medicaid providers such as the Essential Hospitals Association to advocate to CMS that they must finalize the proposed Equal Access Regulations to ensure providers have meaningful opportunities to weigh in during the CMS review of state rates to ensure that the review is not a rubber stamp of inadequate rates.

That's why ANCOR is advocating to CMS to expand the ability of states to draw down more federal dollars through an assessment on waiver services, which could provide states with an option to address critical areas such as direct support wages, overall rates or waiting lists.

That's why we are opposing the current threat to Medicaid — the Republican proposal to make deep cuts to Medicaid. Although it's currently not being termed a block grant, it's a block grant. We understand the appeal of giving states more flexibility to design programs without strict federal rules, but the reality is that states will receive an enormous cut in federal dollars — pitting different Medicaid populations against each other at the state level. We just issued an action alert, and we urge you to take action both online and when you meet with your members of Congress on Wednesday or back home in your districts.

We'll beat this new threat back, but we need all of you to help us. I am excited to be here as ANCOR's CEO because I truly believe that you — providers of services — are the key piece of this puzzle. And it is our job as your national voice to communicate that fact. Our job really boils down to that one word: communication.

Communicating your needs and views to public officials and facilitating conversations among our membership. Conversations that enable us to transcend our differences and find common ground. Communicating with our members about regulatory and financing developments that are crucial to your continued success. Communicating events that are transpiring that require the attention of our community. Communication about what constitutes best practices in 2015.

And, on especially on this milestone anniversary of the ADA, communicating that providers **bridge the gap between promise to reality!**

That's why we recently completed a reorganization on staff that enabled us to hire one of the most experienced association communications professionals in the IDD provider world, Gabrielle Sedor, as our new COO. Gabrielle will oversee all aspects of our member communications and education activities.

That's why we brought on Katherine Berland two and half years ago to join our GR team. And that's why we recruited Esme Grant, one the most talented government relations attorneys working directly in our space to head up our government relations team.

Esme and Gabrielle join a team of incredibly dedicated professionals, who between them have many years of serving the members of ANCOR.

As we celebrate our rich, shared history as an association, as we thank our founders, our friends and our colleagues for their contributions, and as we celebrate the 25th anniversary of the ADA, **imagine what the next 25 years will bring!**

Author LINK: **Barbara Merrill** is CEO of ANCOR. She can be reached at [bmerrill@ancor.org](mailto:bmerrill@ancor.org).

## President's Corner: The Emancipation Proclamation for the Disability Community

by Chris Sparks

People with disabilities have had and still have to work daily to overcome discrimination and unfair treatment...As we celebrate the 25th Anniversary of the ADA, we are reminded that President Bush stated at the signing of the bill, "Let the shameful walls of exclusion finally come tumbling down."



In my High School Senior English Composition class, we were given the assignment to write a research paper. Given three days to complete the research, but suspecting it would only take me two, I read a book the first day. When I completed the project, the teacher returned it with an "A," which she then reduced to a "B" for "not using your time wisely." I was outraged; it felt so unfair, so unjust! But, my arguments were for naught, and the "B" stood. This was one of my few minor brushes with injustice, with being treated unfairly. I can scarcely comprehend belonging to a class or group that contends with far more serious treatment consistently.

People with disabilities have had and still have to work daily to overcome discrimination and unfair treatment. Among the legal advancements that support their efforts, none is more fundamental than the **Americans with Disabilities Act** signed into law by then President George H.W. Bush on July 26, 1990. As we celebrate the 25th Anniversary of the ADA, we are reminded that [President Bush stated at the signing of the bill](#), "Let the shameful walls of exclusion finally come tumbling down."

The ADA was an expansion of the Civil Rights Act of 1964 — which seemed fitting — and was sometimes referred to as "the Emancipation Proclamation for the disability community." When the legislation was passed, the possibilities seemed endless and the impacts profound. In Iowa, we were all very proud that Senator Tom Harkin was a principal sponsor.

The ADA was "the world's first comprehensive civil rights law for people with disabilities." The Act prohibits discrimination against people with disabilities in employment (Title I), in public services (Title II), in public accommodations (Title III) and in telecommunications (Title IV). (<http://www.eeoc.gov/eeoc/history/35th/theLaw/index.html>)

In the 25 years since the ADA was passed, people with disabilities have had opportunities open to them that would never have been possible without the law. I have been witness to restaurants, bowling alleys, and other businesses making their buildings more accessible due to the ADA. In public accommodations, many transit busses are now accessible, as are sidewalks leading to them and the stops where people wait.

In employment, we continue to make slow but often meaningful progress in our quest to support people with disabilities in real work for fair pay. As is often the case, we who work in the IDD field are more consumed with what still needs to be done rather than what has been done. And, so much remains undone.

Those of us who have spent our professional lives championing the rights of people with disabilities must be concerned about the plight of all who feel the effects of injustice and discrimination. In our culture, there are still deep divides — religion, race,

income and class still separate us much too often. For some Americans, membership in certain groups means that they simply don't have the same opportunities afforded them as others. In a great country this is untenable and we must not rest until true equality for all is realized.

The efforts of individuals matter in this struggle, but we are always more effective when we unite our efforts with like-minded others. ANCOR, our national trade association, affords us such an opportunity. As a great association, we have been on the forefront of efforts that create opportunities for people with disabilities. As a community of practice we support strenuous dialogue among members, always welcoming dissenting opinions, for through such discourse we are all enlightened and we learn together.

As we celebrate the 25th Anniversary of the ADA, let us pause to celebrate our victories, catalogue our remaining challenges, and resolve to work together to continue our efforts to support the creation of community that welcomes and values all.

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The collage consists of seven banners:

- CapGrow Partners:** Community-Based Housing Doesn't Need To Be Complicated. [Learn More](#)
- medisked:** Person-Centered Software
- quantum solutions corporation:** Quantum is Your Software Solution. [Learn More](#)
- Therap:** Electronic Documentation for I/DD Service Providers
- caredirector:** the flexible social care system. CareDirector® for Providers supports a wide range of programs and services, from time and attendance through to electronic billing. [LEARN MORE](#)
- Scioto:** Housing for people with disabilities
- Population Health is Your Next Business Opportunity!** CALL NOW 518.441.4549. **AIP** Advocates for Human Potential, Inc.

## State Association View: State Share | Findings of the 2015 Data

by Diane McComb

Data shows that last year has been tumultuous for those supporting people with disabilities -- see the analysis here.



State Association Executives and members of the Board of Representatives recently provided detailed information about the status of their individual states in a survey conducted by ANCOR. **Forty-eight states and the District of Columbia responded.**

Additionally, ANCOR's virtual State Share call provided personal accountings of what was going on in 40 of the states. Trends reported during the call included information about new rates (some up, some down), states struggling with figuring out how to implement conflict free case management to be in compliance with the new HCBS rule, and concern over DSPs being left behind in states enacting new minimum wage standards. Of interest, several states mentioned extreme dissonance in their legislatures, some even where the governor and both houses of the general assembly were of the same political party.

### Medicaid Expansion

Medicaid expansion has been implemented in 30 states and the District of Columbia. In ten states where it has not yet expanded, bills were introduced to do just that, but failed (TN VA NC AL MS FL LA TX NE KS). In four states, the governor has had a change of heart (WY UT ID SD) but proposed a modified version of expansion, and are in discussion with CMS. (CMS has denied SD's proposal.) In six states (OK GA NC SC ME WI) neither the governor, nor the legislature introduced legislation. All of the states who have not yet expanded have either republican governors or republican

legislative majorities squashing expansion efforts).

**Legislative/Gubernatorial Disharmony**

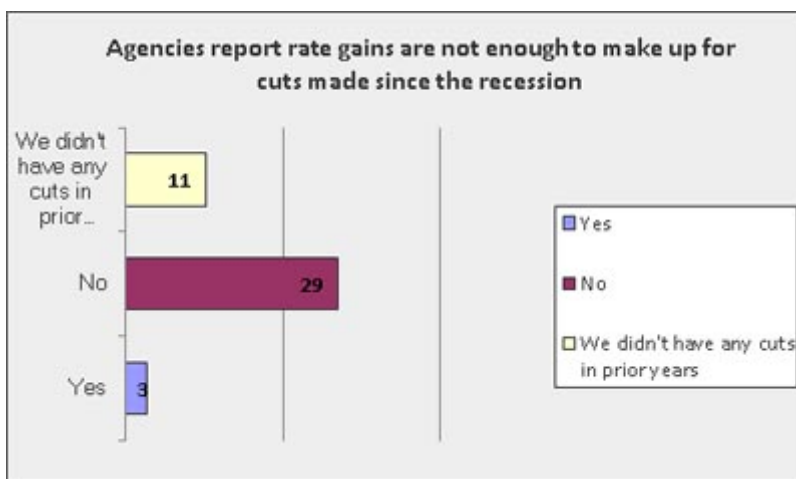
Contention seems to be the order of the day. Several states show acrimony between their legislative and executive branches, even in states where one party is in the majority in both houses of the legislature and the governor's office. At times the legislature supported efforts only to be killed by the governor and vice versa. Florida even saw their governor sue CMS over disproportionate hospitalization payments. At this writing, there are still a handful of states without FY 2016 operating budgets and this is significantly hampering agencies supporting people with disabilities.

**State Budget Status**

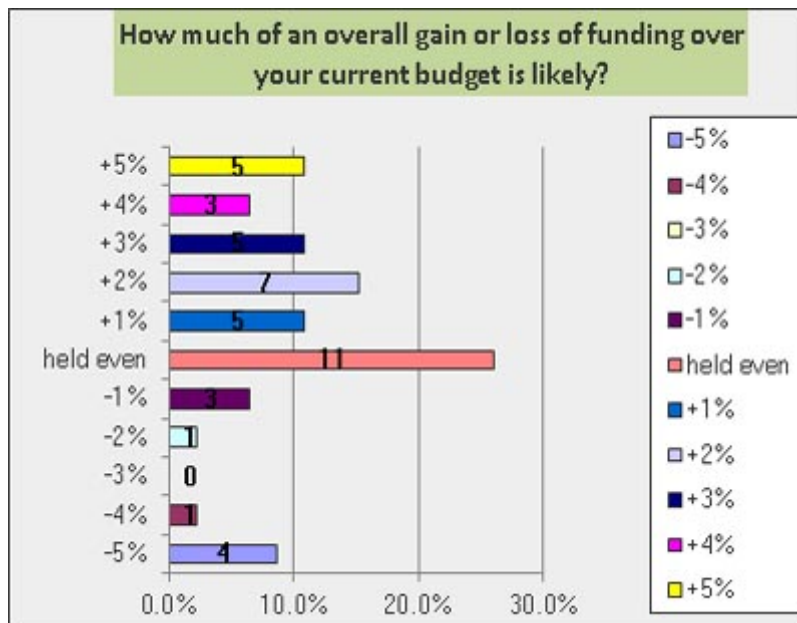
By July 1, most states had passed a budget which was signed by their governor. As of July 20, 45 states have enacted budgets for fiscal 2016 (AL is on the federal fiscal year of October 1) and two (NH NC) have enacted temporary spending bills. Illinois and Pennsylvania are operating without a budget or temporary spending bill with the governors of those states at odds with the legislature. ANCOR members are caught in the crossfire and struggling to maintain normal operations in some instances.

When ANCOR members were asked whether or not states have a surplus or deficit, respondents were evenly split with 41.5% reporting their state has a surplus (AR CO DE FL IN MA ME MN MT ND NE NJ NM NY OH OR SC SD TX UT WY) and 41.5% reporting a deficit (AK AL AZ CT IL KS KY LA MA MD MI MO NH NJ OK PA RI VA VT WI WV). Seventeen percent responded their state had enough to make ends meet (CA DC GA IA MS NC NJ SD TN VA WA). This tells us that while the economy is improving, states are still struggling to make ends meet. Indeed, many states reporting rate increases are still receiving rates that are lower than prior to the recession.

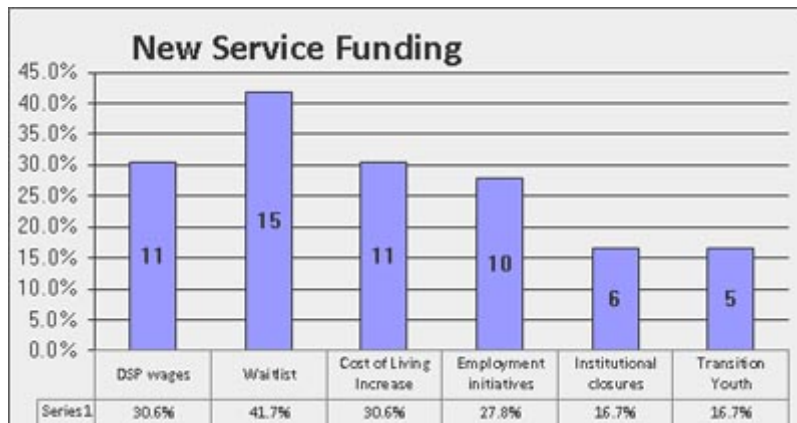
*It is clear the last year has been tumultuous for those supporting people with disabilities. Never before have we seen such extensive activity at the federal level with regard to new rules impacting every aspect of funding and service provision... ANCOR is working tirelessly to provide members with up to date information, analyses, and networking opportunities to ameliorate the struggle to keep up.*



Twenty-four said they would be receiving increases in rates (CO DC FL IN MA MD MO MS MT ND NE NJ NM NY OH OR PA RI SC SD UT VA VT WY), yet 10 reported rates being cut (AK AL CT IL MA MI OK VT WI WV) and 11 reporting no increase (AR AZ CA DE GA KY LA MN NC TN WV). For many, rates are still well below what was paid prior to the recession. The cuts are real and services are struggling in those states.



Of those states with funding for expanded services will see those funds used to increase wages paid to DSPs (11 – MA MD MO ND NY OH OR SC TX UT WY); serving people on waitlists (15 – CO DC FL KS MA ME MO MS NH NJ OH PA SC TX); cost of living increases (11 – CO MA MD MO MT ND NE OR SC VT WY); employment initiatives; (10 – FL GA MA MS ND NY OH OR RI SC); transitioning youth services (5 – CO DE FL MD SD); and institutional closures (6 – GA MA MS NJ NY OH). Others include housing vouchers (NJ) and family supports (MI SD WI).



When asked if their state would raise taxes to balance the budget only 9 (CT GA IL ME PA RI SD VT WA) planned to do that. Despite the fiscal uncertainties, 15 states (AR AZ CO FL KS ME MT NC ND NE NY OH OK OR TX) said they would cut income taxes and/or business/capital gains taxes.

Twenty states (AR CA CT DE IA IL KY MA ME MI MN NH NM NY OR PA RI SD WI WV) pursued an increase in the state minimum wage ranging from \$8.50 to \$15.00 an hour. Six states (IL MA MI MN OR PA) were also pursuing a tie with increase minimum wages to DSP wages going up as well.

Thirty-three states heard legislative proposals on such topics as the waitlist, Employment First initiatives, and wage parity for DSPs; managed care; Medicaid expansion; K-12 special education initiatives, rate setting, institutional closures and ICF downsizing, ABLE Act implementation and more.

**DOJ Presence**

Sixteen states (DE FL GA MA MI MN MS NC NE NJ NY OR RI TX VA WV) reported DOJ activity

in the areas of Olmstead enforcement, waitlist, and employment. Litigation was reported in less than half of the states in such areas as related to Medicaid rate cuts, the waiting list, and changes in program eligibility. Other areas include rate setting methodology (use of the SIS and other non-valid tools for rate setting), classification of DSPs as independent contractors or employees, and keeping sheltered workshops open.

## Systems Reform

We are a country undergoing extensive change with regard to how we support people with disabilities. Thirty-seven states are engaged in some iteration of systems reform. Under discussion are managed long term services and supports — MLTSS (AK AR CA CO FL IA LA NC NH NJ NY OK PA RI TN TX VA VT WI); the use of Accountable Care Organizations — ACO (CO FL MN NC NE NJ OK VT) and Health Homes (FL IA IL MI NE NJ RI TN VA VT); implementing a 1915 (i) or (k) state plan amendments (AK AL AR CO FL MS OR SC TN) to serve people on waitlists; and conflict free case management (IL SD).

## HCBS Transition Plans

Interestingly, 33 states think their HCBS Transition plan is ok, but needs work and five think theirs is really good. Ten are requiring the separation of housing and support services (LA MA ME MN MO MT NC NJ WA WV) with twelve eventually eliminating sheltered workshops or other segregated day settings (AK CO CT DC MA NH NJ OH OR WA WV WY). Twenty-one states are allowing settings requiring higher scrutiny by CMS (AL AR CO DE IA IN MA ME MI MO ND OH OK OR SC SD TX VA WA WI WY). Forty states reported stakeholder involvement in developing the plan with 7 citing no stakeholder involvement (IL LA MI NM TX VA WI). To review all states' plans go to [www.hcbsadvocacy.org](http://www.hcbsadvocacy.org).

## Summary

It is clear the last year has been tumultuous for those supporting people with disabilities. Never before have we seen such extensive activity at the federal level with regard to new rules impacting every aspect of funding and service provision. Given our look into state practices, while we see many states in disarray and struggling to keep up with the myriad of changes, we also see bold reform and efforts to improve the way in which we do the work at hand. We see greater efforts than ever before to give people with disabilities a louder voice and greater capacity to self-direct their supports. ANCOR is working tirelessly to provide members with up to date information, analyses, and networking opportunities to ameliorate the struggle to keep up..

*Author LINK: **Diane McComb** is ANCOR's Liaison to State Associations and can be reached at [dmccomb@ancor.org](mailto:dmccomb@ancor.org).*

The image displays five promotional banners arranged in two rows. The top row contains two banners: one for CapGrow Partners with the text 'Community-Based Housing Doesn't Need To Be Complicated' and a 'Learn More' button; the other for medisked with the text 'Person-Centered Software'. The bottom row contains three banners: one for Quantum Solutions Corporation with the text 'Quantum is Your Software Solution.' and a 'Learn More' button; one for Therap with the text 'Electronic Documentation for I/DD Service Providers'; and one for CareDirector with the text 'CareDirector for Providers supports a wide range of programs and services, from time and attendance through to electronic billing' and a 'LEARN MORE' button.



## Public Policy: Reports from the Policy Front

by Katherine Berland, Esq.

Highlights from ANCOR's "Washington Insiders Club," a weekly round-up of top stories and headlines of the week distributed to ANCOR Members only.

### Highlights from ANCOR's Washington Insiders Club (WICS)

ANCOR distributes WICS, a round-up of top stories and headlines of the week, to ANCOR Members only to keep them up to date on significant policy and political developments of note to the disability community. The following entries highlight the most significant reports of the last several months.

#### New Rule Implementing the Developmental Disabilities Act Released

(July 24) On July 24, the Administration on Intellectual and Developmental Disabilities (AIDD) and the Administration for Community Living (ACL) released a new final rule that implements the Developmental Disabilities Assistance and Bill of Rights Act of 2000. According to the AIDD's press release, the rule will strengthen critical programs that promote the independence, inclusion, and civil rights of Americans with developmental disabilities and their families. Read more [here](#).

#### ANCOR Supports RAISE Family Caregivers Act

(July 16) On July 8, Senators Susan Collins (R-ME) and Tammy Baldwin (D-WI) introduced the "Recognize, Assist, Include, Support, and Engage (RAISE) Family Caregivers Act" (S. 1719). A House version is expected to be introduced soon. The bill, a result of the new Assisting Caregivers Today (ACT) Caucus endorsed by ANCOR, would establish a national strategy to support family caregivers. Read more [here](#).

#### CMS Proposes Rule Strengthening Oversight of Long-Term Care Facilities

(July 16) On July 16, the Centers for Medicare and Medicaid Services (CMS) published a proposed rule (RIN 0938-AR61, 80 Fed. Reg. 42167) that seeks to revise the requirements that Long-Term Care facilities must meet to participate in Medicare and Medicaid programs. The proposed rule would impact the estimated 1.5 million individuals receiving services in more than 15,000 long-term care facilities or nursing homes around the country that receive Medicare or Medicaid funding. Read more [here](#).

#### DOL Releases Overtime Exemption Proposed Rule

(June 30) On Tuesday, the Department of Labor (DOL) released a notice of proposed rulemaking (NPRM) that will have a significant impact on providers of disability services, as well as on many other employers nationwide. DOL has been working on the proposed rules since March 2014, when President Obama directed the agency to modernize Federal rules regarding overtime. Read more [here](#).

#### CMS Issues HCBS Heightened Scrutiny Guidance, Introduces Tiered Standard System

(June 29) On June 26, the Centers for Medicaid and Medicare Services (CMS) issued an FAQs document regarding expectations around heightened scrutiny for settings that are subject to the home and community based services (HCBS) rule that went into effect on March 17, 2014. The FAQs also clarifies provisions in the rule regarding respite, provider-controlled settings lease agreements, and introduces the ability for states to create a tiered standard for new admissions to their HCBS programs. Read more [here](#).

#### ANCOR Applauds Introduction of Transition to Independence Act and Launches Action Alert!

(June 23) ANCOR is proud to have worked on a bipartisan bill introduced in the U.S. Senate by Senator Chuck Grassley (R-IA) on Thursday, June 18, titled the "Transition to Independence Act," (Senate Bill 1604), and co-sponsored by Senators Bob Casey (D-PA) and Ron Wyden (D-OR). This legislation proposes a Medicaid demonstration program that will provide incentives to states to achieve more integrated employment opportunities for people with disabilities. Read more [here](#).

#### Priced out in 2014 Housing Report Released

(June 10) Today, the Technical Assistance Collaborative (TAC) and the Consortium for Citizens with Disabilities (CCD) Housing Task Force announced the release of Priced Out in 2014. This report is published every other year to highlight the ongoing crisis in housing affordability confronting people with disabilities across the United States. Read more [here](#).

#### Social Security Administration Counts Down to 80th Anniversary



(May 26) On Tuesday, the Social Security Administration (SSA) issued a release highlighting the agency's planned events in the 80 days leading up to the 80th anniversary of the signing of the Social Security Act. The Act was signed into law on August 14, 1935. Read more [here](#).

### Senators Introduce Low-Income Housing Tax Provision Legislation

(May 18) On May 6, Senators Maria Cantwell (D-WA) and Pat Roberts (R-KS) introduced bipartisan legislation to reauthorize a tax provision which would improve access to affordable housing and spur private investment in developments that support small businesses and construction jobs on a national basis. The "Improving the Low-Income Housing Tax Credit Rate Act" (S. 1193) would improve the Low-Income Housing Tax Credit (LIHTC) by providing additional certainty for new housing construction. Read more [here](#).

### White House Appoints Town as New Disability Policy Coordinator

(May 15) Last week, President Obama appointed Maria Town as associate director in the White House's Office of Public Engagement. Her primary focus will be incorporating the needs of people with disabilities in Administration activities. Town takes over the role from Taryn Mackenzie Williams, who left the role in March. Read more [here](#).

### Maine Senators Congratulate ME 2015 DSP of the Year Caitlin Peterson

(May 8) In a joint press release, Maine Senators Angus King (I-ME) and Susan Collins (R-ME) congratulated Caitlin Peterson, who received recognition as ANCOR's 2015 Direct Support Professional (DSP) of the Year for the state of Maine. Read more [here](#).

Author LINK: **Katherine Berland** is ANCOR's Director of Government Relations. She can be reached at [kberland@ancor.org](mailto:kberland@ancor.org).

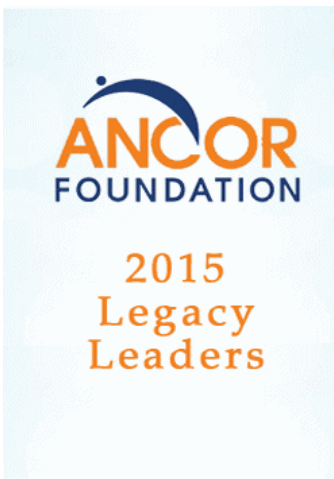
## Articles

### Recapping Ignite and More!

If you didn't make it to the DC metro area this spring for the 2015 Annual Conference, here's what you missed.

The **2015 ANCOR Annual Conference: Ignite!** was a huge success with a total of 399 participants, including participants in the Direct Support Professional Leadership Academy, the Emerging Leaders conference and other pre-conference events.

Eight leaders in the IDD field were inducted into the [ANCOR Foundation's](#) Legacy Leaders Circle and ANCOR honored state



recipients of the [DSP Recognition Award](#) in 48 states, the District of Columbia and Canada from field of more than 250 nominees.

We sincerely thank our sponsors, exhibitors, speakers and everyone who made the trip to our Nation's Capital to participate in important policy discussions, hear from key policy makers in the Administration and share their own successes and solutions with their peers.

Conference participants gave consistently high marks to our award-winning keynote speaker, author **Andrew Solomon**, sessions from government affairs expert **Ellen Nissenbaum**, self-advocate and entrepreneur **Dakota Johns**, and the conference location and hotel. Conference evaluations were overwhelmingly positive:

*"I thoroughly enjoyed this conference! I thought the amount and scope of content was better than previous sessions and was thrilled with the conference app! Nice job, ANCOR!"*

*"This conference was one of the best I have been to."*

*"The app was excellent...very nice to have the entire conference materials to take with you."*

This was the first event in which ANCOR used its new mobile app to connect, engage and ignite conference goers. We were pleasantly surprised with the number of participants (over 300!) who downloaded and actively used the app to participate in the *HCBS Rule Town Hall* and conversations throughout the course of the event. We're excited to incorporate the mobile app and even more of its features into future events, like the [2015 Leadership Summit](#), exclusively sponsored by Scioto, (September 29-30 in Washington DC) and the [2015 ANCOR & AAIDD Technology Summit & Showcase](#) (October 16 in Broomfield, CO).

Several conference attendees listed the DSP Recognition Ceremony generously underwritten by [Relias Learning](#) as the best part of the 2015 Conference.

We are delighted to present **Alex Andrews**, the national recipient of the DSP Recognition Award, as one of the speakers at the upcoming Technology Summit and Showcase.

Andrews, a DSP for over 17 years, was especially recognized for his work as a "Technology Architect" at his organization — modifying, implementing and maintaining assistive technology devices and systems used throughout the organization.

You can learn even more about the assessment tools Andrews created and uses in Colorado this fall.

### [Have you registered yet?](#)

ANCOR will soon be sending out a Request for Session Proposals for the 2016 Conference in response to feedback from participants who would like to know more about successful innovative models and practices from their peers.

Stay tuned for the announcement of the 2016 Annual Conference location and dates, as well. We look forward to seeing you then!



2015 Direct Support Professional of the Year Recognition Award.

## ANCOR Salutes the 2015 DSP Recognition Award Recipients

Congratulations to the Recipients of the 2015 ANCOR Direct Support Professional Recognition Awards!



Alex Andrews of Imagine! in Lafayette, CO is the recipient of the **2015 National Direct Support Professional of the Year Recognition Award**.

*Congratulations, Alex!*

ANCOR presented this award — as well as awards to other Direct Support Professionals from 48 states, the District of Columbia and Canada — at a ceremony, underwritten by Relias Learning, that honored Direct Support Professionals during ANCOR's **2015 Annual Conference: Ignite!** in Arlington, VA in front of an audience of almost 400 attendees.

The official [press coverage](#) announcing the recipients was disseminated during the Conference. Also, *Recognizing Excellence* magazine, the annual publication that focuses on the recognition initiative and features profiles of all the recipients was released there (an electronic version can be found [here](#)).

The complete list of Direct Support Professional Award recipients is posted [here](#).

### Here's More Good News!

Several DSP award recipients have been congratulated and received other accolades for being honored by ANCOR. We share their added good news here:

- Rep. James Langevin (D-RI) congratulated **Cheri Avedisian**, Rhode Island's DSP of the Year, (see photo at right) and also [thanked her for visiting his office](#) on Capitol Hill, both by way of social media on Twitter.
- Sen. David Vitter (R-LA) issued a [letter of congratulations](#) to **Stephanie Givens**, commending her for being Louisiana's DSP of the Year.
- Senators Susan Collins (R-ME) and Angus King (I-ME) issued a joint [press release](#) congratulating **Caitlin Peterson** for being selected as Maine's DSP of the Year.
- Sen. Cory Gardner (R-CO) sent his [congratulations in a letter](#) to **Carla Buterbaugh**, Colorado's DSP of the Year.
- Gov. Mark Dayton (D-MN) presented a [certificate of recognition](#) to **Lisa Buckentin** for being selected as Minnesota's DSP of the Year.

*ANCOR appreciates the strong support of DSP recognition, and congratulates these and all 2015 DSP of the Year recipients!*



## Updates from The Leadership Development Committee

by *Dave Toeniskoetter, Chair*

Here is an update about leadership opportunities in 2015 and beyond.

The annual ANCOR elections cycle is upon us. Some members have inquired about volunteer leadership opportunities, including service on ANCOR's Board of Directors. Here is an update about leadership opportunities in 2015 and beyond.

We haven't issued a general call for candidates for the Board of Directors in 2015, because none of the 12 Board seats that are elected by the ANCOR membership will come up for election in this annual cycle. That means we will have a larger than average number of Board of Directors seats up for election in both 2016 and 2017.

As a Past President of ANCOR and the current Chair of the Leadership Development Committee, I encourage all members to get involved in volunteer leadership of your Association. There are many ways to get involved: through the Board of Representatives, one of ANCOR's standing committees (Government Relations, Professional and Organizational Development, Communications, Finance, or Leadership Development), or through service on one of the task forces that are regularly formed to give input on current issues of importance to our membership.

If you are interested in serving on an ANCOR Board, committee, or task force, the person to contact at ANCOR is Jerri McCandless ([jmccandless@ancor.org](mailto:jmccandless@ancor.org)). Participation in the Board of Directors, Board of Representatives, and Leadership Development Committee is by election, but all other committees and task forces are open and welcoming of all members; you just need to show up and pitch in.

Board of Directors and Board of Representatives meetings are open to all members. If you are considering Board service and wish to observe how ANCOR Boards work, I encourage you to visit a meeting in conjunction with an ANCOR conference. If you are considering running for the Board of Directors next year, I highly encourage you to ramp up your ANCOR volunteer participation now, to increase your electability next year.

## Remembering Suellen Galbraith

The world lost a true luminary when Suellen Galbraith passed away on July 11, 2015.



The world lost a true luminary when **Suellen Galbraith** passed away on July 11, 2015.

Suellen was one of the most respected disability advocates on Capitol Hill, admired and respected by her colleagues, congressional staff and government leaders alike. She worked for ANCOR for nearly three decades, serving as ANCOR's first director of public policy, and eventually as our senior public policy advisor. Her extensive experience on Capitol Hill as a Senate staff member and as an advocate at the protection and advocacy agency in Alabama made her a valued addition to the ANCOR and the staff 30 years ago.

Suellen was one of the founders of the Consortium for Citizens with Disabilities, and served in many key leadership roles, including co-chair of its Long-Term Services and Support Task Force. She was a fierce advocate for improved supports and services for people with disabilities, and was

actively involved in nearly every significant public policy development over the past three decades, including The CLASS Act.

Her expertise was frequently noted by the Centers of Medicare & Medicaid Services, and she served on numerous CMS committees and advisory groups, bringing her robust and passionate brand of advocacy to every issue she tackled. Suellen's mastery of all things Medicaid — before the days when a Google search can unlock volumes — was legendary, knowledge she put to work every day to improve the lives of people with disabilities. She will be missed by all of us on staff, and her extended ANCOR family enormously.

**Suellen's family has scheduled a memorial service on September 16, 2015 at 4:00 p.m. at St. Paul's Episcopal Church, 228 South Pitt Street, in Old Town Alexandria, VA. The service is open to all.**

If you would like to send a card to her family, please email Jerri McCandless ([jmccandless@ancor.org](mailto:jmccandless@ancor.org)) and she will share those details with you.



## A History of ANCOR: The Beginning

by Joni Fritz

Former CEO and longtime friend of ANCOR Joni Fritz chronicles the history of our association in the first of a three part series.

*This article is the first part of a three-part series that documents the history of the American Network of Community Options and Resources (ANCOR).*

### In the beginning there was no ANCOR.

Many CEOs of private agencies which supported people with intellectual disabilities met annually at the conference held by the American Association on Intellectual and Developmental Disabilities [AAIDD, then called the American Association on Mental Deficiency (AAMD)]. These providers grumbled to each other about the program content, which was targeted to the staff of large state institutions that seemed to monopolize AAMD. They sought information that was more suited to their specific needs. Most of these CEOs operated large private schools or other traditional single-site agencies that supported more than 100 people. Some were members of state provider associations that represented private agencies, and some operated small group living arrangements.

After a few years of meeting together informally, they converted their discontent to action and in 1970 formed what was then called the National Association of Private Residential Facilities for the Mentally Retarded (NAPRFMR) — quite a mouthful, and the acronym was unpronounceable. The name also was not politically correct, but people first language had not yet come to the forefront. The field of disabilities has come quite a long way since then and ANCOR (NAPRFMR/NAPRR's successor) played a significant role in this progress.

As the providers were organizing their new association they realized staff leadership would be required and they found a longtime professional in the field of mental retardation, **Manford A. Hall**, was available. He had recently served as an interim director for what was then the National Association for Retarded Children, now The Arc. Manny lived in the District of Columbia and his home office became ANCOR's first headquarters. He had many friends in the right places and negotiated with Doris Haar, who worked for the Department of Health, Education and Welfare (now Health and Human Services) to obtain funding for research that would also fund staffing for the fledgling organization.

NAPRFMR became an official entity on September 18, 1970. The incorporators were:

- **Albert F. Schmickel**, Stonegate School, Connecticut;
- **Dr. Erwin Friedman**, The National Children's Center, Washington, DC;
- **Martin Van Hook**, Elmar Schools, Delaware;
- **James O. Vammen**, Ken Crest Centers, Pennsylvania;
- **John C. McIvor**, Cedars Development Foundation, California; and
- **William R. McKim, Jr.**, Foster School, New Jersey.

These six people and seven others served as the first Board of Directors, with A.F. Schmickel as its first President. The seven additional Board members were:

- **Dr. Harold Barbour**, Woods School, Pennsylvania;
- **Don A. Boyer**, Handicapped Village, Iowa (who became the association's second President);
- **Gene Langan**, Keystone Training and Rehabilitation Residence, Pennsylvania;
- **Clayton Lorenzen**, Valley of the Sun School, Arizona;
- **John C. Mueller**, Beverly Farm Foundation, Illinois;
- **Robert Scanlan**, Miami; and
- **Ellen Turnbull**, Pines School, Wisconsin.

Turnbull was the only woman on NAPRFMR's first Board, but others soon joined her. One of those was **Sister Patrice Schmitz** from Kansas who later became the fourth president of ANCOR. The Board had broad geographic representation, though three of the original 13 were from Pennsylvania.

The newly organized association was able to negotiate with the AAIDD to develop some specific program content that reflected the interests of private providers and ultimately a Division on Private Residential Facilities was formed. (This was later changed to the Division on Community and Residential Services.) Program content now reflected their interests. For a number of years ANCOR continued to hold its annual meeting in conjunction with AAIDD as a convenience for members who wanted to attend both.

### Early Inside Resources

As private providers met informally through the newly formed National Association of Private Residential Facilities for the Mentally Retarded they developed friendships; and ideas articulated by smaller agencies that had been resisted by many providers of private institutions began to arouse interest and inspire change.

Early new Board members included people who operated small family residences like **Jewell Kay** and her daughter **Marcene Shaw**, who were active members and officers of the California Association of Residences for the Retarded. Both of these women lived in their homes which were licensed as foster care facilities for six infants and children with severe intellectual disabilities and multiple physical disabilities. Another person who supported infants and young children with multiple, severe challenges was **Virginia Franks** from North Carolina who also used an existing home in the community to support six children. **Mary Wagner** constructed large group homes in Michigan for young adults using the Department of Housing and Urban Development's Section 202/8 program that was designed to develop housing for people who were elderly and disabled. (Has anyone noticed that these were all women?)

Other innovative new members in those first years included **Terry Allen Perl** from Maryland, **Peter "Skip" Sajevic** from Minnesota and **Stephen Bennett** from California (all of whom later became presidents of the association). They operated agencies that had one or more larger residences but were in the process of developing multiple small community residences, (And these were all men.)

Members of ANCOR who first questioned the viability of small living arrangements were curious and asked these providers to tell them more about their agencies. They spoke at AAMD (now AAIDD) conferences and described the way their systems operated and the effect on the people who lived in this housing. Other members of ANCOR liked and respected these providers. They trusted their judgment. These weren't "off-the-wall parents" or "advocates who espoused some 'pie-in-the-sky' philosophical position," but providers too (also, like Mary Wagner, sometimes parents of children with disabilities) who knew what it was to work with state agencies to obtain funding and to perform the day-to-day operations of an agency that had 24-hour-a-day, 365-day-a-year responsibility for the lives of people who required some supports in their daily lives.

It wasn't long before many other member agencies were experimenting with group homes — largely due to the influence of providers like these. Some used existing housing in their local communities, others constructed new housing for up to 15 people — a number chosen at the

time because fire safety requirements permitted non-institutional life-safety construction features in homes up to this size. These providers spoke about the then startling success achieved in small homes — an outcome to which we have become accustomed.

At first there was a general belief that the larger group homes were the most appropriate for people who were leaving institutional settings — both public and private. These were often referred to as "transitional housing" and some believed that it was most effective to move people from institutions to smaller and smaller housing in a "continuum of care." That didn't last long, however. It eventually became apparent that those people who moved directly from institutions to smaller settings quickly became more self-sufficient.

Newly formed agencies skipped the institutional beginnings and began supporting children and adults in homes that blended into their neighborhoods. They too joined ANCOR.

Perhaps the most important lesson learned was that no single living arrangement provided the optimal setting for all individuals. Adult foster care provides the best environment for some people, while others prefer to live by themselves with periodic drop-in support, some have roommates of their own choosing, and others prefer to live in apartments or small group homes that are staffed while they are home.

While ANCOR continued to meet in conjunction with the annual conference of the AAIDD, during its first decade, the association also began holding its own free-standing conferences targeted at the interests of the private sector.

*This is the first in a three-part series. Look for Parts Two and Three in the September/October 2015 and November/December 2015 editions of LINKS.P*

The image displays seven promotional banners arranged in three rows:

- Top Row:**
  - CapGrow Partners:** Community-Based Housing Doesn't Need To Be Complicated. [Learn More](#)
  - medisked:** Person-Centered Software
- Middle Row:**
  - quantum solutions corporation:** Quantum is Your Software Solution. [Learn More](#)
  - Therap:** Electronic Documentation for I/DD Service Providers
  - caredirector:** the flexible social care system. CareDirector® for Providers supports a wide range of programs and services, from time and attendance through to electronic billing. [LEARN MORE](#)
- Bottom Row:**
  - Scioto:** Housing for people with disabilities
  - Population Health is Your Next Business Opportunity!** CALL NOW 518.441.4549. **AIP** Advocates for Human Potential, Inc.

## 2015 Moving Mountains Award Winners

ANCOR Congratulates the NYC Training Collaborative and the Center for Disability Services as Recipients of the 2015 Award.



The University of Minnesota's Research and Training Center (UMN/RTC) and the National Alliance for Direct Support Professionals (NADSP) announced the winners of the **2015 Moving Mountains Award** and determined that the following organizations will share the prestigious award.

**NYC Training Collaborative** (*United Cerebral Palsy of NYC, Heartshare Human Services, and Services for the Underserved*) for their ground-breaking work in developing a nationally accredited credential program for frontline supervisors. The purpose of this credential is to better assist direct support professionals to embrace the Code of Ethics and excel at the demonstrating Core Competencies on the job.

**Center for Disability Services** in Albany, NY for their proactive work in teaching direct support professionals the Code of Ethics and Core Competencies through the creation of instructional videos and manuals, two of which are posted on the New York State OPWDD's website and are being used statewide for the same instructional purposes.

The **Moving Mountains Award** recognizes organizations using leading practices in direct support staff workforce development that result in improved outcomes for the people being supported. Organizations applying are required to illustrate how their direct support workforce practices and philosophy align with the principles of the National Alliance for Direct Support Professionals (NADSP). These principles are:

- All direct support professionals benefit from access to well-constructed educational experiences (e.g., in-service training, continuing and higher education) and lifelong learning;
- Certifying highly qualified workers incentivizes continuing education, increased compensation, and access to career pathways for direct support professionals thereby improving retention;
- Values and ethical decision making can be learned and infused into daily practice; and
- Strengthening relationships and partnerships between direct support professionals, self-advocates, and other consumer groups and families improves the quality of support.

Organized by UMN/RTC and NADSP, the award is usually presented at the national Reinventing Quality Conference which is sponsored by National Association of State Directors of Developmental Disabilities Services (NASDDDS), Research and Training Center on Community Living at the University of Minnesota, Human Services Research Institute (HSRI), University of Delaware National Leadership Consortium, American Network of Community Options and Resources (ANCOR), and American Association on Intellectual and Developmental Disabilities (AAIDD). Each of these organizations, along with several national workforce development champions, participated on the selection committee for the award.

The image displays seven promotional banners arranged in three rows. The top row features two banners: 'CapGrow Partners' with the text 'Community-Based Housing Doesn't Need To Be Complicated' and a 'Learn More' button; and 'medisked' with the text 'Person-Centered Software'. The middle row features three banners: 'quantum solutions' with 'Quantum is Your Software Solution' and a 'Learn More' button; 'Therap' with 'Electronic Documentation for I/DD Service Providers'; and 'caredirector' with 'the flexible social care system' and 'CareDirector® for Providers supports a wide range of programs and services, from time and attendance through to electronic billing' and a 'LEARN MORE' button. The bottom row features two banners: 'Scioto' with 'Housing for people with disabilities'; and 'AIP' with 'Advocates for Human Potential, Inc.' and 'Population Health is Your Next Business Opportunity!' and 'CALL NOW 518.441.4549'.

## Blast from The Past: Senate Committee to Take Up ADA

To commemorate ANCOR's 45th anniversary, this year we're publishing articles from some *LINKS* issues of the past. The following posting is an excerpt from the September 1989 issue of *ANCOR LINKS*.

*To commemorate ANCOR's 45th anniversary, this year we're publishing articles from some LINKS issues of the past. The following posting is an excerpt from the September 1989 issue of ANCOR LINKS.*

The Senate Labor and Human Resources Committee is expected to vote on the proposed **Americans with Disabilities Act (ADA)** (S.933) as this issue of *LINKS* goes to press. Amendments to the bill are expected in response to testimony presented by the Administration at the Committee's last hearing on June 22, which set the state for the mark-up.

Speaking on behalf of the Administration at the June 22 hearing, **Attorney General Dick Thornburgh** began his statement by saying, "it is exciting for me to be a part of the process which, this year, will pass legislation that will extend the Nation's civil rights guarantees to the disability community."

Thornburgh told the Committee that President Bush has consistently supported bringing persons with disabilities into the "mainstream of American society."

"We at the Department of Justice wholeheartedly share these goals and commit ourselves, along with the President and the rest of the Administration, to a bipartisan effort to enact comprehensive legislation attacking discrimination in employment, public services, transportation, public accommodations, and telecommunications," stated Thornburgh.

Despite the enthusiastic response, Thornburgh did say that the Administration has concerns about the scope, remedies, and costs associated with the bill as currently written. He said, "new legislation should . . . be designed to keep the development of intrusive Federal regulation to a minimum. It is the Administration's goal to regulate the private sector only in those situations where it is necessary, and only to the extent called for by the problem at hand."

He added that "concerns for the economic efficiency of America's businesses, especially its small entrepreneurs, and for competitiveness in the world economy must be given due weight.

*On behalf of President Bush,  
I pledge to this Committee and to  
the Congress our full support for  
comprehensive civil rights legislation  
for persons with disabilities. We  
have an historic opportunity to  
move this legislation expeditiously  
through the Congress given the  
broad support for its purpose.*

The current bill exempts employers with 15 or fewer employees. **Sen. Orrin Hatch** (R-UT), ranking minority member of the Committee, would like to change the proposed legislation to exempt businesses with fewer than 25 employees.

Additionally, Thornburgh stated that, "both the fiscal cost of lost income tax revenues and increased transfer payments when disabled person are not accommodated, and the cost of accommodating persons with disabilities, must be considered." He stated that it is "virtually impossible to put a price tag on the accommodations required by any bill in the area.

With respect to enforcement of the ADA, Thornburgh said that "the enforcement procedures and remedies now available under Title VII of the **Civil Rights Act of 1964** should be used for violations of discrimination based on disability in the employment area; and Title II's enforcement scheme should be available to redress discrimination based on disability in places of accommodation." Thornburgh stated that this would provide persons with disabilities "a full array of remedies including preventive relief and reimbursement for out-of-pocket expenses, including backpay [sic]."

Concluding his remarks, he said, "on behalf of President Bush, I pledge to this Committee and to the Congress our full support for comprehensive civil rights legislation for persons with disabilities. We have an historic opportunity to move this legislation expeditiously through the Congress given the broad support for its purpose."

During questioning by **Sen. Tom Harkin** (D-IA), Chairman of the Subcommittee on the Handicapped and chief sponsor of S.933, Thornburgh stated that in the area of enforcement, the bill as presently proposed, would "truncate voluntary compliance." Harkin noted that the version of the ADA proposed in the 100th Congress provided for damages, but the S.933, for which has 45 sponsors, simply incorporates the remedies found in Title VII and other pre-existing civil rights laws, including the **Fair Housing Act Amendments of 1988**.

Thornburgh stated that "ADA's" utilization of the enforcement mechanisms found in the Housing Act of 1988 would cause undue litigation and would not be beneficial to persons with disabilities. Harkin recalled testimony given at an earlier hearing by Illinois Attorney General Neil Hartigan, in which Hartigan said it was necessary to have the threat of damages in order to secure voluntary compliance.

Thornburgh further reiterated the Administration's concern that the cost of the public accommodations provisions may be burdensome, and he urged the Committee to be cognizant of "Keeping the American economic system strong and viable." He said that the reasonable accommodations section of the legislation is a priority item for discussion for the Administration.

Harkin said that S.933 required accommodations which are "readily achievable" and asked how the definition would be any more specific. He said that the Committee did not want to "retrofit" existing facilities because of the costs to small businesses.

Thornburgh said that the "readily achievable" standard was not specific enough, and that it must be refined before "an unknown standard at unknown costs is adopted."

**Sen. Paul Simon** (D-IL) expressed pleasure with the Administration's view but warned that raising the small business exemption would "diminish the employment opportunities" available to people who are disabled.

Also appearing before the Committee was former **Sen. Lowell Weicker**, the principal sponsor of the ADA, who told the Senators that the legislation should be enacted for economic as well as humanitarian reasons. He states his support for the proposed measure and added that he thought the provisions contained in the proposed ADA as presently drafted were compromise enough to the concerns expressed by some people relative to costs and enforcement.

Weicker said, "I cannot emphasize enough that the divisiveness of partisanship has no place on a bill that will guarantee the civil rights of Americans with disabilities. He strongly emphasized that the proposed legislation would incur costs because much needs to be done. "To expect less is to be unrealistic. The costs of not providing civil rights to persons with disabilities is far greater."



## In Other News...

Tidbits worth mentioning and sharing.

**Judith Goodwin**, Executive Director of OCP, Inc., recently posted the following message from the Oklahoma DD Director on the ACC:

*The last resident left SORC a few minutes ago. The gate is locked. The facility is closed. This marks an important day for Oklahoma. Individuals with intellectual disabilities are no longer in public institutions in our state. Thank you for all your support of this important work during these years of closure. JoAnne*

Find out more about the full story [here](#).

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The **New England ADA Center**, a project of the Institute for Human Centered Design and member of the ADA National Network, has posted an [ADA Checklist for Existing Facilities](#). This checklist includes an introduction and information about the four priorities: approach and entrance, access to goods and services, toilet rooms and additional access.

Also, the **U.S. Department of Justice Civil Rights Division** has posted the [Checklist for Readily Achievable Barrier Removal](#) in downloadable PDF and text versions.

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The **Employment and Disability Institute (EDI)** at Cornell University has created website that

provides disability statistics for the United States. The online resource, which is funded by the U.S. DOE's National Institute on Disability and Rehabilitation Research, can be found [here](#).

**Community Options, Inc.**, a nonprofit based in Princeton, NJ that provides housing and employment support to people with intellectual and developmental disabilities, recently released a hands-on manual for Direct Care professionals to incorporate into their day programs and residential services. Meaningful Day, is the first hands-on manual for Direct Support Professionals working in day programs as well as residential services. The book and e-book versions can be purchased online. More information is available [here](#).

The **National Association for Child Development (NACD)** and **Blue Whale Apps** have released the second in a series of Cognition Coach apps. The announcement states that Cognition Coach establishes the foundation for children who are neurodevelopmentally functioning at the level of a neuro-typical three year old to that of a very advanced five year old. Find out more about the new app [here](#).



## Members in The News

### Manworren Named Diversity in Business Award Winner

ANCOR Board member honored by the Minneapolis/St. Paul Business Journal.

**Julie Manworren**, President and CEO of Living Well Disability Services, has been recognized as a 2015 Diversity in Business award recipient by the Minneapolis/St. Paul Business Journal. The annual Diversity in Business award program recognizes Twin Cities leading business leaders from the ethnic minority and GLBT communities. The top candidates are those who also play a strong leadership role outside their jobs and serve in industry associations or community organizations.

"Julie honors Living Well Disability Services and those of us who work with her by receiving this award. Her example of leadership, living by her values, and seeking justice for all people serves as an inspiration for all of us," said Elgin Manhard,



Board Chair, Living Well Disability Services.

Manworren has built energetic and empowered teams at Living Well Disability Services that are accountable to the transformation of lives of people with disabilities. She has established a reputation for open communication and promoting dignity and respect within workplaces where she has served in executive leadership roles since 1991.

"Being named a recipient of the Diversity in Business award is a significant accomplishment. We are very happy for Julie as well as Living Well Disability Services," said Rod Carlson, Chief Operating Officer, Living Well Disability Services. "The recognition affirms our organizational values and reflects the way we support each other as included and vital members of the community."

In Manworren's own words, "human beings fascinate me. The diversity of cultures, interests, abilities, experience and perspectives on the world are infinite. My life's work has focused on how I might contribute to breaking down the barriers that we create between "us" and "them."

Manworren also serves as the Treasurer for ANCOR, a national nonprofit organization of private providers of services to people with disabilities. She is active with ARRM, a Minnesota state association of organizations that provide community-based services, and the Dakota County Regional Chamber of Commerce. Prior to joining Living Well Disability Services, Manworren served as the Executive Director of Simpson Housing Services in Minneapolis and was Vice President at Children's Home Society and Family Services in St. Paul.

### About Living Well Disability Services

Living Well Disability Services delivers exceptional services that transform the lives of people impacted by intellectual, developmental and physical disabilities. Founded as Dakota's Children in 1972 by parents, volunteers and community partners in West St. Paul, the 501(c)3 nonprofit organization today provides person-centered Customized Services and Residential Services to people living in the region. More information is available at [www.livingwell.org](http://www.livingwell.org).

The collage consists of seven promotional banners:

- CapGrow Partners:** Community-Based Housing Doesn't Need To Be Complicated. Includes a "Learn More" button.
- medisked:** Person-Centered Software.
- quantum solutions corporation:** Quantum is Your Software Solution. Includes a "Learn More" button.
- Therap:** Electronic Documentation for I/DD Service Providers.
- caredirector:** the flexible social care system. CareDirector<sup>®</sup> for Providers supports a wide range of programs and services, from time and attendance through to electronic billing. Includes a "LEARN MORE" button.
- Scioto:** Housing for people with disabilities.
- AIP:** Advocates for Human Potential, Inc. Population Health Is Your Next Business Opportunity! CALL NOW 518.441.4549.

## ANCOR Member Co-Hosts Assistive Technology Conference

ALT.1 focuses on how to improve the quality of life for people with disabilities.

The **Assistive Living Technologies (ALT.1) Conference**, a collaboration between ANCOR member provider Living Resources and The State University of New York (SUNY) at Albany Center for Advancement & Understanding of Social Enterprises (CAUSE), was recently held at the SUNY Albany School of Business. Several ANCOR members attended the event.

The ALT.1 conference provides opportunities for entrepreneurs and innovators to connect with a dynamic team of business,

healthcare and technology leaders. During the conference, attendees have access to information, resources and networks that support the development of products and services specific to the assistive technology market.

Successful technology and health businesses were featured during the 2015 Conference, where content focused on such topics as robotics, 3D printing, intellectual property rights, financing advice and entrepreneurial assistance.



Attendees at ALT.1 include (from left) **Michael Fancher**, Associate Professor of Nanoeconomics, SUNY Polytechnic Institute; **Kevin Leyden**, Sr. VP for Business Development & Strategic Partnership, Albany Medical Center; **Greg Wellems**, COO, Director of Business Development, Imagine!; and **Fredrick W. Erlich**, CEO, Living Resources Corporation.

 <p>Community-Based Housing Doesn't Need To Be Complicated</p> <p><a href="#">Learn More</a></p>	 <p>Person-Centered Software</p>	
 <p>Quantum is Your Software Solution.</p> <p><a href="#">Learn More</a></p>	 <p>Electronic Documentation for I/DD Service Providers</p>	 <p>CareDirector<sup>®</sup> for Providers supports a wide range of programs and services, from time and attendance through to electronic billing</p> <p><a href="#">LEARN MORE</a></p>
 <p>Housing for people with disabilities</p>	<p>Population Health is Your Next Business Opportunity!</p> <p>CALL NOW 518.441.4549</p>  <p>Advocates for Human Potential, Inc.</p>	

## ANCOR Members Voted Top Workplaces

Living Well Disability Services and Hammer Residences, Inc. are selected as great places to work.

Two ANCOR members, **Living Well Disability Services** in Eagan and **Hammer Residences** have been named by the **Star Tribune** as two of the "Top 150 Workplaces" in Minnesota. The Top Workplaces special section was published in the Star Tribune in June.

Top Workplaces was established in 2006 by WorkplaceDynamics, which partners with more than 40 leading publishers across the United States to produce 30 regional lists and one national list. The program is based on purely on employee opinions and one simple belief: "The most successful companies are the ones that employees believe in."

Top Workplaces recognizes the most progressive companies in Minnesota based on employee opinions measuring engagement, organizational health and satisfaction. The analysis included responses from over 69,100 employees at Minnesota public, private and nonprofit organizations.

The entire Top Workplaces list can be found [here](#).

### About Living Well Disability Services

Living Well Disability Services in Eagan, MN supports people impacted by intellectual, developmental and physical disabilities wherever they live and provides person-centered services to people living in the region.

### About Hammer Residences, Inc.

Since 1923, Hammer Residences in Wayzata, MN has provided adult and children with developmental disabilities the opportunity to experience live to its fullest.



## Comings and Goings

News and updates about ANCOR Member Executives.

**Kathy Meath**, President and CEO of St. Louis Arc, recently retired. She had been at the agency for 34 years. Kathy a long-time ANCOR member, is an ANCOR Foundation *Legacy Leader*, Class of 2015.

Kathy was also very involved in ANCOR's Government Relations for many years. Even though she is officially retired, she will have a new and limited role in helping to develop and implement a Legacy Society for the agency.

She also wants to do some traveling in her free time.



**Tim Sullivan**, New Hampshire State Director for the Institute of Professional Practice has retired. He was a long-time ANCOR volunteer, active in government relations and also the ANCOR Board of Representatives. We will certainly miss Tim and his sense of humor!

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**Bill Tapp**, Product Owner/Vice President, Direct Course/El Sevier has recently retired. Bill is well known by ANCOR members from his many appearances at ANCOR conferences over the years and through ANCOR's partner relationship with Direct Course. Bill conceptualized and developed the original College of Direct Support along with University of Minnesota Research and Training Center on Community Living and the US Administration on Developmental Disabilities.

Bill has served on the ANCOR Foundation Board of Directors for a number of years, (trustee, president and immediate past-president) and will continue in that role. He was named an ANCOR Foundation *Legacy Leader* for the Class of 2015. He looks forward to new adventures in the field of disabilities. If you would like to contact Bill, his email is [Btapp949@yahoo.com](mailto:Btapp949@yahoo.com).

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**Elisa Velardo**, Executive Director, Vinfen CT, is leaving Vinfen in early August to take a position with the Connecticut Department of Disabilities Services. Elisa has been with Vinfin for 23 years. Jana McClure has been named Interim Executive Director.

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*ANCOR members at the executive level are encouraged to contact  
**Jerri McCandless** ([jmccandless@ancor.org](mailto:jmccandless@ancor.org))  
about their comings and goings.*

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Complicated  
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Software

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programs and services,  
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through to electronic billing  
**LEARN MORE**






## St. Louis Arc Appoints New Executive

Mark A. Keeley named St. Louis Arc's new President and CEO.



The Board of Directors of the **St. Louis Arc** announced that **Mark A. Keeley**, Vice President of Support Services, has been selected as the new President and CEO of the St. Louis Arc. Keeley will assume the new role on July 1, 2015 and succeeds Kathy Meath, who has led the organization as President and CEO since 1999.

"After a thorough search, the Board is pleased to have found the best individual to assume leadership of this dynamic organization," said Chairman of the Board, David Giuntoli. "Mark has the knowledge, skills, and passion for working with people with disabilities, and brings with him a vision for the Arc's future that is in line with our mission and values."

"It is an honor to be chosen as the next leader of St. Louis Arc," said Keeley. "I am committed to empowering our dedicated and knowledgeable staff, while maintaining our strong relationships with the families we support."






Keeley joined the St. Louis Arc in 1989 as the Assistant Director of Residential Services, and in 1995 he designed the agency's current family reimbursement respite model, and the SUCCEED program. A licensed clinical social worker, Keeley holds a master's degree in Social Work from the George Warren Brown School of Social Work at Washington University, where he is currently an Adjunct Faculty member.

"Mark is an excellent choice and will do an outstanding job serving the families and employees of the St. Louis Arc," said Kathy Meath, former President and CEO of St. Louis Arc. "I leave knowing that this organization is in good hands and will continue to be regarded as a leader of quality in our field."

Meath, who dedicated 34-years of service to the St. Louis Arc, recently received the "Legacy Leader" award from the American Network of Community Options and Resources (ANCOR) for her career-long contributions to people with disabilities. Although Meath officially retired on June 30, 2015, she has a new and limited role in helping to develop and implement a Legacy Society for the St. Louis Arc

### About St. Louis Arc

The St. Louis Arc is a non-profit United Way agency that provides support and services to more than 3,500 adults and children with intellectual and developmental disabilities, and their families, throughout the metropolitan St. Louis area. For more information, visit [www.slarc.org](http://www.slarc.org).



## CAU Celebrates Achievements of People with Disabilities

People with disabilities are honored at the CAU 2015 Performance Recognition Night.

**Community Access Unlimited (CAU)** recently recognized the achievements of several of its members with disabilities and youth members, celebrating their accomplishments of goals and strengthening of their independence.

CAU honored 11 members with disabilities at its annual Performance Recognition Night. The event was in recognition of their achievements of goals such as gaining full employment, getting their license, starting college, moving into more independent living quarters or getting their own home, or maximizing their time in the community.

"We're recognizing members who have made changes or achieved goals they've been working on to maximize their independence," said Sheila Stephan, director of residential services at CAU. "It's to show them their achievements haven't gone unrecognized."

Fredia McKinnie, assistant executive director of disability services, noted that setting and achieving goals can sometimes be challenging for people with disabilities. She said the steps CAU staff helps members identify and pursue include making quality decisions, determining they are willing to make sacrifices to achieve their goals, designing and following a plan and associating with those who will be supportive.

"It can be very difficult to make these decisions to move forward," she said.

Maurice Stephens was one of those receiving an award. Stephens has been a member of CAU for five years and is an artist who teaches art to fellow members. He says being a member of CAU helps him achieve his goals and live more independently.

"I've been working for a long time," he said. "I didn't think that would last but it did. I didn't think I could teach but that worked out. I didn't think I could manage money but I can. For the first time I feel normal."

Mary Kurnos also was recognized this year, a repeat honor for her. She has been a member of CAU for 28 years and has been employed by the agency for 22 years. This year she achieved her goal of improving the way she talks to people, being more respectful.

"I love being a member of CAU," she said. "I'm proud to be a member. I'm important as a member. I feel supported."

CAU also recently recognized 19 of its youth members for achievements ranging from academics and budgeting to recreation and most improved, as well as nine additional members who graduated high school and 17 who are employed. They were honored at the agency's annual Youth Achievement Night.

"The purpose is to acknowledge all their activities from last year to this year, including special achievements and overcoming adversity," said Tanya Johnson, senior assistant executive director of youth services at CAU. "Our goal in the program is to provide support to help them develop the skills to live independently and to establish long-term relationships for after they've left the program."

### About Community Access Unlimited

CAU is a statewide nonprofit providing support programs and services to more than 6,000 adults with disabilities, as well as youth served under the Department of Children and Families (DCF) to enable them to live independently in the community, in areas including vocational and life-skills training, education, advocacy and recreation and in-home services.



Mary Kurnos and Maurice Stephens were among the CAU members recognized at this year's Performance Recognition Night.



## From Our Partners

# Uncover the Solutions Hiding in Your Data

by Doug Nafziger, CEO, Solana

Here's a guide to help navigate through the software purchasing process.

Are you looking for answers?

You are not alone. Many agencies look for ways to improve service operations, funding optimization, labor retention and answers to the many other complex questions that they face today.

You've probably heard about "Big Data" and the concept of using disparate information to solve problems as these are common themes in today's business-oriented journals. However, you're likely thinking, "That's nice for bigger companies, but what about my agency?"

The fact is, though, your agency does have the ability to use data to solve problems.

Now you may ask, "But where do I get the data I need?"

The good news is that if you use enterprise software, you already hold the elements needed to begin your analysis. Your agency will have hundreds of line items of General Ledger data. In addition, your software also stores staffing information such as, hours worked, wages, disciplinary actions and training requirements as well as care information such as medications administered, ADL charting, and other care and activity demographics.

So you have the data. Now let's look at a couple of examples of how you can use that data to solve problems.

**Case 1:** *Your caregivers are departing at an accelerating rate. Various work teams throughout your agency are losing staff at a 55% retention rate — rather than your organizations typical 40% rate. However, because these employees are leaving from different work groups, the data isn't recognized by the many supervisors and managers as a widespread issue. Thus nobody alerts the agency's recruiting and training teams to begin hiring more people than normal. After a few months, the situation becomes an emergency - there are simply not enough trained and certified people to staff your agency and you're soon going to be out of compliance. By understanding the overall picture using analytics you could address this accelerated turnover rate before it becomes an emergency.*

**Case 2:** *Individuals served who have an intellectual or developmental disability may have certain behaviors at times that can impact their community employment. By matching up their behavior plan data with staff scheduling information and medication administration records, over time the analysis may help you determine the optimal combination of factors. By improving outcomes, the individual may have a productive and more satisfying experience in a supported employment scenario.*

There are innumerable ways to use data to both improve the care given to individuals served, solve operational challenges

and also prevent problems. The prevention of problems using data is referred to as Predictive Analytics. The cases above are both examples of this. So whether you solve or prevent problems, the fact is that the data you already hold in your systems are very valuable.

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## An Update on the ABLE Law

by Thomas Tirney, President, Heritage Group, Inc.

An indepth look at the current ABLE Act of 2014.

The **ABLE (Achieving a Better Life Experience) Act** was passed by the U.S. Senate and House of Representatives late last year and was signed into law by the President on December 19, 2014. Initially hailed as a victory for individuals with special needs, the process of regulating ABLE accounts goes on. What started out as a straightforward way to save and plan without the need for a lawyer, the regulatory process is resulting in a product with much complexity.

The ABLE creates an investment and savings instrument specifically for people with special needs. The law adapts the structure of a 529(b) plan—a tax free savings account used for specific purposes—for an ABLE account. The most popular and widely known 529(b) plan is used for tuition and education expenses. The original version of ABLE was much simpler and is qualitatively different than the new law's final language.

Proposed Version	Final Version
SSI eligibility lost if account exceeds the 529 limits	SSI eligibility lost if account exceeds \$100K
Medicaid eligibility suspended if account exceeds 529 limits	Medicaid eligibility continues if account exceeds \$100K
No age limitation	Disability must have occurred before age 26
Contribution capped at 529 limit	Contribution capped at \$14K annually

The above table demonstrates the major rule changes that occurred during the legislative process. Other regulations are being promulgated now by the states as well as the U.S. Treasury, detailed below.

### How an ABLE Account Operates

Family members and caregivers can open an ABLE account for a beneficiary. And only one ABLE account is permitted per beneficiary. The beneficiary must be a disabled person as defined by Title II or Title XVI of the Social Security Act or a person for whom a disability certification has been filed and approved by the Secretary of the Treasury. As stated above, the beneficiary **must have been disabled before the age of 26**.

The person opening the account on behalf of the beneficiary is the account's owner and all contributions to the ABLE account must be in cash unless it is an in-kind rollover. Contributions are not deductible for federal income tax but they are deductible from state income tax and this amount will vary from state to state. Amounts in the account accumulate on a tax-deferred basis.

An ABLE account may not receive aggregate contributions during a taxable year in excess of the amount of \$14,000. An ABLE account may not have more than \$100,000; beneficiaries that have accounts exceeding \$100,000 will have his/her SSI benefits suspended until the account falls back below that threshold.

Qualified expenses from an ABLE account are similar to those expenses allowed from a special needs trust or a special needs pooled trust. These include (but are not limited) to the following:

Transportation	Employment Support	Health, Prevention and Wellness
Legal Feed	Home Improvements	Personal Support Services
Assistive Technology	Oversight/Monitoring	Burial Expenses

Just like a Medicaid payback trust, ABLE accounts are required to repay federal and state governments from any funds remaining on beneficiary's death for cost of benefits received.

### Utility and Concerns

Potential of loss of SSI or Medicaid benefits to an individual is definitely a concern with respect to an ABLE account; parties wishing to establish such an account for a beneficiary should be thoroughly familiar with the final state and federal regulations. While there are caveats to these plans, they will likely be appealing for those that don't want the cost of drafting a special needs trust and may also be helpful to augment a special needs trust, allowing a portion of the funds to grow tax-free.

Proposed rules for ABLE accounts were released by the IRS in late June and are undergoing a 90 day public comment period. So far, 22 states have enacted ABLE but it is likely the accounts won't be available at all until the final regulations are issued and that appears to be sometime in late 2015.

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## Medicaid Expansion = Quality Coverage for Your Employees & Cost Savings for You

by Diane Keefe, Director of Business Development, BeneStream

Leading eligible employees to Medicaid proves that your company is proactive about money-saving opportunities.

Medicaid expansion can likely help you control health insurance costs and benefit your employees at the same time. This is a win-win solution for covering health care needs of your workers earning \$33,500 or less. If you have 50 or more full time employees who make \$35,000 or less, read on.

When the Affordable Care Act's individual and employer mandates came into effect, large employers were required to provide employees with company-sponsored health insurance, increasing non-profit organizations' health insurance expenses in most cases... However, the ACA also included an often-overlooked opportunity for those employees who qualify for government sponsored free health insurance: fully-funded Medicaid expansion to cover working families and save employers significant costs.

In states across the northeast, midwest, west coast, and southwest, the income levels to qualify for Medicaid have been raised to 138% of the Federal Poverty Line (FPL) in recent years. This expansion offers high-quality, low to no-cost, and comprehensive (prescription, dental, vision) plans to all family members of an employee who qualifies- providing better, more affordable coverage than most employers can offer.

Without employee assistance, many Medicaid-eligible employees won't get enrolled or are challenged by the process of annually re-enrolling to qualify for Medicaid. Some who would be better served by Medicaid instead, end up on an employer sponsored plan that needlessly costs both the employee and employer thousands of dollars per year.

Identifying and enrolling qualifying workers into Medicaid is a win-win solution for both employers and employees. Per qualified employee, Medicaid is a fraction of cost of the same employee taking the company sponsored plan. Additionally, helping your eligible employees enroll in Medicaid does more for your organization than cutting operating costs. It::

- Helps employees access low cost, comprehensive coverage for themselves and their families.
- Enables employees to experience less stress related to the daunting Medicaid application process or the risks associated with being uninsured.
- Improves employee loyalty, reduces turnover, and increases productivity, all of which helps employers achieve their mission more efficiently.

Leading eligible employees to Medicaid proves to Boards of Directors that the company takes the initiative on money-saving opportunities.

Author LINK: **Diane Keefe** is Director of Business Development of BeneStream, an enterprise that offers a Medicaid enrollment and tracking solution that delivers savings for employers and access to coverage for employees. Diane can be contacted at [diane@benestream.com](mailto:diane@benestream.com).



## Member Benefits

## Exhibitors Uber Alles

A record number of vendors, representing a wide variety of products and services, exhibited at the ANCOR 2015 Annual Conference.

ANCOR set a new record in the number of exhibitors at the **2015 Annual Conference: Ignite!**

There were 47 displays featuring various products and services specifically for providers and their staff. We were pleased to have all eight Gold partners represented — CapGrow, CareDirector, MediSked, Medline, Quantum Solutions, Relias Learning, Scioto and Therap — as well as seven ANCOR [Services Corp's Shared Resources Purchasing Network](#) (SRPN) partners.

The Gold Partners were featured in a video presentation during the luncheon on Monday. Each partner presented an overall view of their company and/or provided solutions to different provider program problems they had solved. The presentation was emceed by Angela King of Volunteers of America.

Among the exhibitor comments on the conference:

*It was very worthwhile; the decision makers were in attendance.*

*A great opportunity to connect with national attendees and other vendors.*

*This year we had a particularly good show, networking with perspective and existing clients — and walked away with some momentum.*

*Very positive response from attendees which was linked to quality of conference and staff support.*

For information on the Gold Partners, please [click here](#).

If you would like to contact an ANCOR conference exhibiting vendor, please contact ANCOR Development Director, Marsha Patrick ([mpatrick@ancor.org](mailto:mpatrick@ancor.org)).



## Did You Know: Relias Learning and Office Depot!

Check out these special offers for ANCOR members!

"Did You Knows" feature vendors in the ANCOR **Services Corp.**'s **Shared Resources Purchasing Network!**

RELIAS | LEARNING

**Did You know** that Relias Learning's user-friendly learning management system improves quality of care, increases compliance, boosts productivity and saves money? [Click here](#) for details...

**Office  
DEPOT.**

**Did You know** that Office Depot offers ANCOR members significantly discounted pricing on more than 1,200 consumable office supplies, office furniture, technology and print document services? [Click here](#) for details...





## SRPN: What Members Are Saying...

The Shared Resources Purchasing Network (SRPN) partners with national companies to provide significant savings to ANCOR Members.

The [Shared Resources Purchasing Network](#) (SRPN), administered by the *ANCOR Services Corporation*, partners with national companies to provide significant savings to ANCOR Members and supports ANCOR programs. Members who use the SRPN enjoy savings and leading purchasing practices, and can rededicate their savings to needed programs. The SRPN discounts with selected vendors also apply to Members' employees, persons served by the organization and their families. Here's what some ANCOR Members are saying about SRPN.

*"ANCOR Services Corp's Shared Resources Purchasing Network has not only saved us money but, because our staff can also participate, it allows us to extend this discount opportunity to our employees."*

**Charlie Hooker, Keystone Human Services**

*"Office Depot has provided us with the best value, pricing and selection for our office supplies. This is especially important because now we don't have to negotiate every time we purchase. We also appreciate their genuine customer service. Thanks to ASC's Shared Resources Purchasing Network we look forward to the discounts on Office Depot's supplies and services!"*

**National Children's Center**

For more information, including a list of SRPN vendor partners, visit [ANCOR Services Corporation](#) or contact Marsha Patrick at [mpatrick@ancor.org](mailto:mpatrick@ancor.org)

 <p>Community-Based Housing Doesn't Need To Be Complicated</p> <p><a href="#">Learn More</a></p>	 <p>Person-Centered Software</p>	
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