

Celebrating the past ~ Shaping the future

ANCOR
40th Anniversary
1970 - 2010

LINKS

An ANCOR publication of private provider practice and federal policy issues

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ANCOR Celebrates 40 Years

Party Showcases Self-Portraits, Honors Leaders in the Field



2010 Legacy Leaders. Back row: (l - r): Patti Manus, Rita Tauton, Nancy Silver Hargreaves, Gary Mrosko, Ann Hardiman, Lynne Mega, Carol Mitchell, Cindy Mahan, Frank Capone, Fred Romkema. Front row: (l - r) Charlene Kinnelly, Tom Daniels, Emily Ennis, Terry Perl, Bonnie Jean Brooks, Diane Iagulli, Ken Lovan, Charles Hooker, III, Thom Lewins.

Oh, what a night!

ANCOR capped off a year of anniversary celebration and reminiscence with a spectacular party on September 13 at the Donald W. Reynolds Center for American Art and Portraiture, National Portrait Gallery, Smithsonian American Art Museum. Three hundred guests gathered that evening for a 40th anniversary program that highlighted the valuable contribution of ANCOR members to communities across the nation.

In the Great Hall of the museum, guests gathered to view more than 70 self-portraits by individuals served by ANCOR member providers. For one night, an often ignored and stigmatized population took center stage, and the result was awe inspiring. As ANCOR CEO Renee Pietrangelo said in her remarks that evening, “[T]hese astonishing self-portraits honor the way an entire generation of newly empowered people with disabilities see themselves.”

A number of the artists attended the party and received well-deserved praise for their masterpieces.

The anniversary party was also the occasion for the induction of the first class of ANCOR Foundation Legacy Leaders, 26 men and women recognized for their significant contributions to ANCOR and the field. Each inductee represented a donation of at least \$1,000 to the Foundation, for a total of \$30,000 raised. Half of the proceeds from the Legacy Leaders Circle will be used to create an endowment, while the remaining half will be used to provide leadership training and development opportunities for emerging leaders.

“Tonight is your opportunity to reflect on and celebrate what you have accomplished through the community called ANCOR,” Pietrangelo told the guests. “And on behalf of ANCOR, we say ‘bravo!’ to the courage of your convictions in creating the communities of choice we enjoy today.”

It was indeed a night to celebrate and honor the generation of leaders whose work has had such a powerful effect on the lives of people all across America, and to renew our commitment to face the challenges ahead as we shape a brighter, more inclusive future.

See additional pictures of the party and the self-portrait exhibit inside on pages 16, 17, 19 and 20. ●

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CEO Perspective

Employment Contingent on a Skilled Direct Support Workforce

During the recent Governmental Activities Seminar (GAS), ANCOR recognized the recipients of the 2010 Direct Support Professional Recognition Award, both state and national recipients. Our celebration was part of the ANCOR National Advocacy Campaign's DSP Recognition Week. A proclamation was issued by the U.S. Senate designating September 12-18 as Direct Support Professionals Recognition Week. In addition, and thanks to the determined efforts of many ANCOR member organizations, 30 companion gubernatorial proclamations were also issued---significantly exceeding our 2009 total of 13!

Over the week, many ANCOR member organizations sponsored celebratory, recognition and public awareness events and activities around DSP Recognition Week, many of which were showcased at the GAS conference. That same week, the U.S. Department of Labor approved National Guidelines for Apprenticeship Standards, jointly developed by the National Alliance of Direct Support Professionals and ANCOR, in cooperation with the U.S. Department of Labor Office of Apprenticeship. We hope this program will provide options to further augment and enhance the professionalism of our frontline workforce.

Which brings me to this issue's theme of employment. As many are aware, ANCOR is a founding member of the Alliance for Full Participation (AFP), and I am again serving as co-chair of the AFP Board of Directors along with Julie Petty of SABE.

AFP is hosting a second summit meeting on November 17-18, 2011, at the Gaylord National Harbor Hotel just outside of Washington, DC. Over 1,500 attendees will work together to plan, organize and share model practices that will lead to a substantial increase in the number of people with developmental disabilities in integrated employment. Countless more will participate at local viewing stations set up throughout the county.

The summit marks the mid-point in AFP's "Real Jobs—It's Everyone's Business" five-year campaign, the goal of which is to double the employment rate for people with disabilities by 2015. The employment rate for typical Americans is 79.7%, while the employment rate for people with developmental disabilities is only 22%. The campaign seeks to close the

See, *CEO*, page 5.



Renée Pietrangelo

ANCOR's Vision
Advancing excellence in supports and services ~ Leading the way to communities of choice.

ANCOR's Mission
To inform, educate and network service providers to safeguard, develop, grow and extend their capacity to support the choices of people with disabilities.

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President's Corner

Talent Has No Boundaries

Talent Has No Boundaries: Workforce Diversity *INCLUDES* Workers with Disabilities was announced as the official theme for October's National Disability Awareness Month. The theme was chosen to show the public that workers with disabilities have valuable skills and talents that are an asset in the workplace. We, as providers, embrace these philosophical tenets and know that, across the United States, October will herald a flurry of activities as ANCOR members capitalize on this opportunity to increase public awareness and create a renewed commitment to integrated employment for individuals with disabilities. So many of our members work tirelessly to champion the cause but fight an uphill battle attempting to overcome the barriers and disincentives that people with disabilities face in regard to integrated employment.

Despite policy shifts over the past 20 years that appear to support a commitment to integrated employment for individuals with disabilities, these policies have not translated into reality. Research clearly shows that the number of individuals with developmental disabilities supported in facility based and non-work programs has increased steadily while the number

of individuals supported in integrated employment has remained essentially flat.

The Institute of Community Inclusion (ICI), University of Massachusetts, 2009 report, 'State Data: The National Report on Employment Services and Outcomes' used the Current Population Survey (CPS) estimates for September 2009 to reveal that 28 percent of working age adults with disabilities are employed, compared with 70 percent of people without disabilities, and CPS data published by the Bureau of Labor Statistics suggested that the number of workers with disabilities has dropped at three times the rate of workers without disabilities since October 2008. For people with intellectual and developmental disabilities (ID/DD) the disparity in labor market participation increased. In FY2003, only 26 percent of individuals with ID/DD supported by community rehabilitation providers (CRPs) worked in integrated jobs, including both individual jobs and group supported employment. At the same time, participation in sheltered or facility-based employment and non-work services had grown steadily, suggesting that employment services continue to be viewed as an add-on service rather than a systemic change.



Wendy Sokol

Butterworth and his team at ICI go on to state that although nationwide resources and priorities have not realigned to expand employment, there is substantial evidence that individual states and their Providers are expanding community employment and focusing on outcomes. In FY2008, Connecticut, New Hampshire, New Mexico, Oklahoma, and Washington all reported that more than 40 percent of individuals receiving day and employment services were

See *President*, page 5.

The American Network of Community Options and Resources (ANCOR) was founded in 1970 to provide national advocacy, resources, services and networking opportunities to providers of private supports and services. LINKS provides a nexus for the exchange of information, ideas and opinions among key stakeholders.

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CEO, from page 2.

employment gap by doubling that figure to 44% within five years.

In addition to the summit, AFP is providing education and networking opportunities through an interactive online community, newsletters, and webinars, and is facilitating grassroots model practice sharing and public policy collaboration among key stakeholders through state teams. So far, AFP has 38 teams in some stage of formation. Several of the state teams are using Employment First initiatives; others are incorporating the AFP mission and employment challenge as part of a Medicaid grant project; and still others are working within their APSE chapters, state DD Councils, or with other coalitions to promote employment within their states.

I want to stress that this laudable goal is unreachable without a well trained front-line workforce. To that end, ANCOR's been invited to serve on the University of Massachusetts, Institute for Community Inclusion College of Employment Supports Advisory Board. Working with ICI and the College of Direct Support, the Advisory Board will provide input on the development of an on-line DSP training program that encompasses model practice, competencies and skills underlying employment services and supports. Employment supports require unique skills and training that will be addressed within the curriculum of

this exciting new component of the College of Direct Support.

As we share model practice, address public policy, and continue to work together to assure meaningful employment opportunities for many more people with disabilities, we cannot lose sight of the unique direct supports needed to make competitive employment a reality. ●



Sears SRPN Testimonial

“Heritage Christian Services opened two new group homes in January of 2010. We were very pleased to be able to use the Shared Resources Purchasing Network partnership with SEARS. It took one phone call to set up the user account with the SEARS staff and we were able to purchase all of the appliances and bedding needed to open these two homes. The order was delivered promptly within 3 days and the pricing is below the best sale price offered on these products throughout the year.”

*Dan Stewart
Director of Facilities
Heritage Christian Services*



President, from page 3.

receiving integrated employment services. The efforts of some of these states are being reflected in their employment outcomes data despite the fact that the federal government, through the Medicaid program, continues to spend four times more money on segregated adult day programs, including day habilitation and sheltered work (\$488 million in 2002), than on supported employment (\$108 million) (Rusch & Braddock, 2004). Nationally, an estimated 21.9 percent of individuals receiving day supports from state ID/DD agencies participated in integrated employment services during FY2008. This number has slowly declined following the peak of 25 percent of individuals in integrated employment in FY2001.

Despite advances in federal policy and the leadership of some high-performing states and high-performing providers, widespread expansion of integrated employment has not occurred. Innovative models such as Customized Employment, Self-Employment and Social Enterprises including ‘social cooperatives,’ ‘worker cooperatives’ and ‘partnerships’ have emerged to create workplaces which accommodate employee’s needs in their governance, management, type of work, and ongoing em-

ployee support. Overall, ICI’s research on “high performing” state ID/DD agencies and innovative models identified policies and practices that support improved employment outcomes. Strategies that characterize high-performing states and services include flexibility in funding and policies, communication of values through data, rewards and funding incentives, and innovation diffusion through relationships and training. These strategies are most successful when they are embedded within the context of a solid values base, a network of dedicated stakeholders, and collaboration through effective partnerships such as with groups like APSE who are actively involved in “employment first” initiatives in 12 states and the Alliance for Full Participation, (AFP). AFP is a coalition of disability advocacy organizations, including ANCOR, who have established employment as the priority for the November 17 – 19, 2011 national summit in Washington DC. AFP’s goal is to double the number of people with ID/DD who are competitively employed by the year 2015 and we hope to see all ANCOR members at this event so we can learn, collaborate and form partnerships to help translate the goal into reality. ●

Author Link: Wendy Sokol was elected as ANCOR’s new President at the September 2010 annual meeting. Wendy brings a unique perspective to ANCOR as she is by birth an Australian; by choice an American. She has been a provider in both Australia and the US for almost 30 years. She has operated both facility and community based employment programs for people with developmental disabilities. While employed at Macquarie University, Sydney, as a Research Psychologist her area of expertise was integrated employment. She measured the impact of CARF accreditation on the outcomes of people with disabilities. She also had the unique opportunity to participate in a Tom Bellamy, University of Oregon, Specialized Training Program (STP) where people with significant disabilities and behavioral challenges were employed in what today would be called a ‘Social Enterprise,’ assembling circuit boards. Today, Wendy is a provider in Arizona and offers in home supports to people with developmental disabilities, people with physical disabilities and people who have a disability as a result of age.



NAC Central

Another Successful DSPs to DC and DSP Recognition Week

ANCOR was proud to host the 2010 DSPs to DC in conjunction with the 2010 Government Activities Seminar. Over 120 DSPs and providers gathered in

the nation's capital on September 13 to raise awareness and seek additional support for H.R. 868, The Direct Support Professional Fairness and Recognition Act. The DSPs and their providers took part in a massive grassroots advocacy and outreach initiative that included a Capitol Hill briefing, DSP training, grassroots advocacy training, the 2010 DSP of the Year award ceremony, and numerous visits with congressional offices.

To kick off the event, attendees gathered in the Rayburn House Office Building for a Capitol Hill Briefing where they heard from staffers of both co-sponsors of HR 868 Representative Lois Capps and Representative Lee Terry. Tina Fagan, one of the newest Certified Direct Support Professionals from the National Alliance for Direct Support Professionals (NADSP), offered moving and passionate remarks. Attendees also heard from Joe MacBeth of NYSACRA and watched a video about DSPs.

Following the briefing, DSPs attended training sessions on topics such as "What Makes a Professional," "The NADSP Code of Ethics: Live in High Definition Full Color," "Community Supports and Skills Standards," and the "National Apprenticeship Program." The next day, ANCOR staff trained DSPs on how to reach members of Congress with H.R. 868 and offered insider tips for speaking with Congress.



Joe MacBeth, NYSACRA Asst. Executive Director, addresses the briefing



DSP Tina Fagan describes a day in the life of a DSP

2010 DSP of the Year

During ANCOR's annual DSP to DC event, the winner of the 2010 DSP of the Year Contest was honored and the state winners received their awards during a special ceremony.

This is the fourth year of the National Advocacy Campaign's successful DSP of the Year Contest, which once again provided a wonderful opportunity to highlight the direct support workforce, thank them for their immeasurable work and advance the advocacy agenda on their behalf.

ANCOR received hundreds of nominations from across the country and carefully selected winners in 39 states and the District of Columbia. Winning DSPs demonstrated examples of accomplishment in building social networks

for their consumers, effectiveness in advocating for change on behalf of their profession and those they support, creativity in performing their duties, and leadership among their peers.

Congratulations to our state winners, as well as our national winner, Maria Cordova. We admire the dedication and professionalism these DSPs exhibit in their daily work, and appreciate the many ways they make a difference in the lives of people with disabilities and within their community.

Direct Support Professional Recognition Week

In a show of bipartisan support, and for the third consecutive year, the U.S. Senate unanimously approved a resolution designating the week beginning September 12 as "National Direct Support Professionals Recognition Week." Sponsored by Senator Ben Nelson (D-NE), Senate Resolu-



2010 DSP Of the Year Maria Cordova

tion 558 recognizes Direct Support Professionals (DSPs) for their commitment to supporting individuals and promoting community inclusion for individuals with disabilities of all ages. Senator Nelson was joined by Senators Kerry (D-MA), Brownback (R-KS), Dodd (D-CT), Bingaman (D-NM), Johanns (R-NE), Collins (R-ME), Bunning (R-KY), Carper (D-DE), Brown (D-OH) and Udall (D-CO) as co-sponsors of the bill.

In addition to the U.S. Senate Resolution, ANCOR secured governors' proclamations in thirty states declaring the week beginning September 12 "Direct Support Professionals Recognition Week." The list of state proclamations is available on ANCOR's website.

ANCOR member agencies celebrated DSPs for their hard work in many ways. They hosted events such as cookouts, luncheons, scavenger hunts, and car washes. Some created t-shirts or wristbands as tokens of thanks. Many agencies organized interviews with local newspapers about the work of DSPs. Conversations about celebrating DSP week within member agencies were held in the Supports and Services Open Forum of ANCOR's Connected Community. Go there now to see some of what members shared about their DSP Week festivities. ●



DSP Honorees at the Ceremony



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Diane McComb

The Story Behind Our Conference Bags

Building a Caring Community in Tanzania

Participants in the 2010 ANCOR Governmental Activities Seminar received conference materials in bags unlike any they'd ever received. Here is the story of those bags.

In November of 2007, Mosaic and its international partners at IMPACT (Implementing AIDS Prevention and Care Project) started working in Moshi, Tanzania at the base of Mt. Kilimanjaro to establish supports and services for children with disabilities and their families. The Northern Diocese of the Evangelical Lutheran Church of Tanzania serves as the local non-governmental organization and sponsor of a new parent cooperative whose goal is to complete the first step toward the creation of an income-generating project for the *Building a Caring Community (BCC)* project. The Co-op members design, manufacture and sell items like this year's conference bags, which were generously sponsored by Aflac.

The ANCOR/Aflac partnership that made these bags available for the conference is a significant event in the start-up of the Co-op's business. Currently, there are six caregivers of children receiving services from BCC who work as part of the production team. Their marketing plan forecasts sales in three economically-dis-



Co-op members display a variety of bag designs.

tinct markets -- local sales to Moshi residents, sales to tourists through local curio shops, and international sales in the USA. The bags for the ANCOR conference are unique in that the bag is designed to be reversible. One side of the bag is constructed of a locally-printed fabric and the lining is a recycled woven plastic fabric that formerly held cement mix, rice or other

commodity. The profits earned by the Co-Op are shared between support of the BCC project, the purchase of materials for the products, and the members. The earnings made by members of the Co-op exceed local income standards.

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New **ANCOR** Board Members Elected

On September 12, the ANCOR Board of Representatives elected new ANCOR Board officers and directors, effective October 1. Here are the results. An asterisk indicates an individual newly elected.

ANCOR 2010 - 2011 Board of Directors



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Wendy Sokol*
Soreo
Tucson, AZ



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Dave Toeniskoetter*
Dungarvin, LLC
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Secretary/ Treasurer
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Liberty
Amsterdam, NY



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Sandra Hedrick
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Director
Paula Hart*
Dakota Communities
Eagan, MN



Director
Charles Hooker, III
Keystone Human Services
Harrisburg, PA



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Director
Angela King
Volunteers of America
Arlington, TX



Director
Martin Lampner
The Chimes International Ltd.
Baltimore, MD



Director
Barbara Merrill*
The MENTOR Network
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Chris Sparks
Exceptional Persons, Inc.
Waterloo, IA



Director
Janet Stover
The Illinois Association of
Rehabilitation Facilities
Springfield, IL



Director
Larry Weishaar
ResCare, Inc.
Louisville, KY



Director
Greg Wellems*
Imagine!
Lafayette, CO



Director
Donna Werner*
Mosaic
Macomb, IL

Congratulations to our new Board members. For a list of departing board members, see page 12.

Thank you to the following members, who are departing after serving on the Board.



Director
Tom Kohmetscher
Futures Unlimited
Wellington, KS



Director
Jeff Gardner
Ark Regional Services
Laramie, WY

Director
Terry Rogers
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October is National Disability Employment Awareness Month. The Alliance for Full Participation (AFP), of which ANCOR is a founding member, has stated as its goal doubling employment among individuals with disabilities. The following pieces are excerpted from the latest AFP Newsletter.

VOICES FROM THE FIELD: Employment Policy and Practice in Washington State

David Mank, PhD, University of Indiana, offers lessons learned from Washington State's employment policies and practices. Below are excerpts from an article written by Mank about Alderwood 2007.

In the state of Washington, there is an expectation that people with developmental disabilities, like other adults, are expected to work and earn a living wage. Washington has a long and curious history of innovation and investment and a dogged determination to focus on outcomes--decent jobs in community settings. Most states hover below or near 25% of people with developmental disabilities in some kind of integrated employment. Washington's reported rate is about 62% while at the same time, publicly proclaiming that it is not good enough. There are several unique components in the mix of developmental disabilities work in Washington that contribute to the progress to date, the current policy and to the future of the endeavor:

- The state division of developmental disabilities services has a history of leadership in commitment and in funding innovation.
- Employment services are contracted through county governments rather than directly from the state level or through a regional structure.
- Washington has encouraged innovations by funding unique, small, innovative providers of service, in addition to funding larger, more historical service providers.
- An active parent coalition is present and effective in leadership.
- P2020 exists in addition to a more traditional state association of providers: a loosely formed organization of providers of employment services, keen on innovation, active in reciprocal support for one another, focused on improving employment outcomes and on organizing support

from the state legislature. Training, technical assistance, innovation and leadership organization is present and effective.

- State legislature specifically engages the need for employment of people with developmental disabilities.

It is no surprise that such an ambitious policy comes with problems and threats. Read more about [Disability Employment Policies and Practices in Washington State](#), including the practices that can impede success.

VOICES FROM THE FIELD: What Works When Providing Employment Supports

Lindsay Short works for Kaposia, Inc., in St. Paul, Minnesota and is the President of the Direct Support Professional Association of Minnesota (DSPAM), a state chapter of NADSP.

Three years ago, fresh out of college, I was hired by Kaposia. Kaposia is a nonprofit that has progressively focused on supported employment with real wages and providing opportunities to adults with disabilities through employment and volunteer positions. Since I began working in the disability field, I've learned that I don't really know what someone can accomplish until they have the opportunity to try. Some of the assumptions that I had coming into this field have been shattered over and over again. In order to have success in employment supports, it is important to know and really believe that someone's disability does not make the person. What a person can accomplish, and the journey that takes them there, matters most. I once saw a quote that stuck with me: "Disability doesn't mean inability; it means you have a circumstance."

Everyone makes mistakes in life. As a DSP in employment supports, I think it's important to allow the people that I serve to make mistakes and to have those life consequences. A person can't learn what it is to be a responsible adult within their job if they don't receive those natural consequences. I think many people feel like we should protect and coddle someone with a disability; that because they have a disability, they shouldn't be given the opportunity to fail at something. I have come to believe that it is everyone's right to have the same consequences. Experiencing consequences can bring someone right back to reality. As long as

the employer's expectations are within reason, I think it is my job to advocate for an employee with a disability to live up to them.

Read more about what really works to provide effective employment supports.

Providing Effective Direct Support

Rachael Sarto, National Alliance for Direct Support Professionals

Derek Nord, Institute on Community Integration, University of Minnesota

Employment supports have changed dramatically over the years. Today's best practices aim to match the skills and interests of individual job seekers to real jobs in the community, as well as provide supports to find, obtain, and retain work. These community-based employment supports are built and delivered on a person-by-person basis, rather than through the group approach that segregated workshops or enclaves provide. These supports allow for each person to be hired, employed and paid by a business, not by a vocational provider. The role of the employment direct support professional (DSP) is to provide supports to people through the many stages of finding and keeping work. This includes skill exploration, the job search and hiring process, and ongoing supports on- and off-the-job.

Learn more about [critical employment competencies](#) needed to provide effective direct supports for people with intellectual and developmental disabilities on the AFP website, or visit:

APSE which has developed a comprehensive position statement on employment; the College of Direct Support; and the National Association of Direct Support Professionals, which is developing a Direct Support Professional specialist credential in Employment Supports. ●

To learn more, visit the Alliance's website at www.allianceforfullparticipation.org.



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Join us for the *Tenth Annual Coleman Institute Conference* (October 21, 2010) and the *Second Annual Technology Leadership Summit* (October 22, 2010).

Tenth Annual Coleman Institute,
October 21, 2010

ANCOR and National Council are pleased to serve as partners with the Coleman Institute on Disabilities on their Tenth Annual Conference, *ALL TOGETHER NOW—Partnerships in Cognitive Disability and Technology*—on Thursday, October 21, 2010.

This one day event brings together academics, family members and community service providers to discuss the unique role technology plays in fostering independence for individuals with disabilities.

- * Preliminary agenda
- * Registration

Note: There is no fee to attend this one day event. Members of ANCOR, the National Council and the National Alliance for Direct Support Professionals (NADSP) must register for this event in order to participate in the 2nd

Annual Technology Leadership Summit the following day.

2nd Annual Technology Leadership Summit,
October 22, 2010

Drawing upon the insights gleaned from the Coleman Institute event, community service providers and direct support professionals (DSPs) will be able to participate in in-depth discussions on key technological issues and help ANCOR, the National Council and NADSP develop an action plan related to technology.

Highlights of this event include:

- * Sharing of leading practices
- * Overview of frontline workforce's use of technology
- * Review of current funding opportunities for technology implementation and usage

Details for this event:

- * Agenda
- * Space for the Technology Leadership Summit is limited to the first 150 registrants. Participants must be a member of ANCOR,

National Council or NADSP to participate.

* Registration fee: \$125

* Click here to register. Note: if your organization is a current ANCOR member, log in first to expedite the registration process.

Hotel Information

The Westin Westminster Hotel
10600 Westminster Boulevard
Westminster, CO 80020
(303) 410-5000

Questions?

ANCOR and NADSP members: Contact Kari Amidon, ANCOR Education and Foundation Director.

National Council members: Contact Laura Galbreath, Director, Integrated Health and Wellness Promotion. ●

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Happy Anniversary, ANCOR!

Scenes from ANCOR's 40th Anniversary Celebration



Artist Timothy Klingman and his self-portrait



Artist LeJon "JJ" Curry and his self-portrait



Artist Laura Levy (second from right) with her self-portrait and friends from FREE, Inc.



Artist Sean O'Donnell and his self-portrait



Artist Gary Seal (seated) and his brothers with Gary's self-portrait





A friend admires the work of artist Janice Weinmeyer



Artist Victoria Pegler (second from right) with her self-portrait and friends from Dungarvin



Artist Shawn Bifulco and his self-portrait



Past presidents (l - r) Fred Romkema, Terry Perl, and Than Johnson with newly-elected President Wendy Sokol

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ANCOR 40th Anniversary

ANCOR CEO Remarks on Historic Occasion

The following is an excerpt from the remarks of ANCOR CEO Renée L. Pietrangelo delivered at the ANCOR anniversary party at the National Portrait Gallery on September 13, 2010.

An anonymous sage once observed that, “Any museum can invite you to look, but a great one changes the way you see.”

As we gather here tonight to celebrate ANCOR’s 40th anniversary and all of the dedicated people who made it possible, I ask you to take a moment to look around you. Take one good, pensive look at the marble halls, the gold leaf, the frescoed ceilings, and ask yourself: Is America’s National Portrait Gallery just any museum, or is it a great one?

I’m here to assert that *yesterday*, it was *great*. But *today*, it is even *greater*!

Yesterday, this gallery was teeming with impressive portraits of writers and philosophers, scientists and politicians - all courageous minds who, by strategy or by default, served as leaders and change agents to advance our great society.

With this momentous gathering this evening,

however, this renowned museum has reached a level of added greatness.

For tonight, rather than lauding only our loftiest of leaders, this inclusive gallery sheds a respectful spotlight on the self-expressions of an oftentimes ignored and stigmatized population and on the servant leaders, many of you in the audience tonight, who envisioned a bright and meaningful future for them and turned that vision into a reality.

Most important, these astonishing self-portraits honor the way an entire generation of newly empowered people with disabilities see themselves.

It was once said that “Good art is not what it

looks like, but what it does to us.” And what does this exhibit do to us?

Imagine the validation felt by Jodi Cloud, served by Aspire, Inc., when the first self-portrait she ever created was selected to be displayed in one of our nation’s premiere historic galleries.

Imagine the respect and the dignity accorded the collage reflection of all things important in his life created by Dennis Bye, served by Wood Lane Residential Services.

Not only did our artists use paint, pen and pencils to express their self-image, Dinah Stafford, served by PPEP,

See *Remarks*, page 20.



Renée Pietrangelo speaks to guests prior to the Legacy Leaders induction program.

Telecare Increases Independence and Enhances Quality of Life



Rest Assured®, a Telecare system that links trained caregivers to people with disabilities in their own homes will be offered in Ohio in 2011. Rest Assured is unique because of the caregivers who become an integral part of the individuals’ lives and are trained in each person’s specific needs and care protocols. Telecare services help stretch a person’s support budget while providing the high level of services individuals need and deserve. The table below compares Rest Assured services to those provided by traditional on-site staff.

Health and Safety Concern	Rest Assured	Staff	Rest Assured VS. Staff Difference in Supervision of Consumers ISP and Healthcare Plans
ADL Assistance	Provides verbal prompts and redirection	Provides verbal prompts, redirection and physical assistance	Rest Assured places call to on-call staff when physical assistance is needed.
Nutritional Intake	Redirects consumers from eating at inappropriate times and food that does not fit dietary plans	Redirects consumers from eating at inappropriate times and food that does not fit dietary plans	NONE
Financial and Sexual Exploitation	Monitors the interactions between visitors and consumers to ensure safety and can ask visitor to leave or notify authorities	Monitors the interactions between visitors and consumers to ensure safety and can ask visitor to leave or notify authorities	NONE
Daily Progress Notes and Tracking	Monitors and documents all required documentation (Bowel Tracking, Incontinence, Seizures, Vomiting, etc.)	Monitors and documents all required documentation (Bowel Tracking, Incontinence, Seizures, Vomiting, etc.)	NONE
Emergency Medical Care	Places 911 call and contacts on-call staff for immediate assistance	Places 911 call and waits for emergency personnel to arrive and provide assistance	Rest Assured places call to on-call staff to provide additional and immediate assistance.
Behavior Tracking	Provides accurate behavior tracking on real-time basis with ability to replay incident to determine antecedents	Provides only staff interpretation of antecedents for the behavior tracking	Rest Assured more accurately documents behaviors by replaying the incident to determine the antecedent.

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Remarks, from page 16

Inc., created a three-dimensional sculpture of herself; and Tyler Hertgert, served by Mountain Valley DD Services of the Alliance in Colorado, sent a woven tapestry for us to enjoy in this glorious setting.

According to Edgar Degas, "Art is not what you see, but what you make others see." And perhaps that's the most important point of all.

By encouraging and rewarding self-expression for those whose canvases remained vacant and unexplored for too long, ANCOR member organizations have showcased, as never before, how artful, mindful and willful living belongs to us all.

Tonight's gathering and astonishing body of work represents ultimate liberation, not only for those whose long-suppressed abilities and creativity are finally commanding a respectful audience, but for those remaining skeptics whose long-standing prejudices are muted by the achievements, leaders and artists we celebrate tonight.

Surely, we are blessed by sheer coincidence to have the Eunice Shriver exhibit on display at the same time as our own unique collection. As the founder of the Special Olympics, Eunice's dedication inspired a stirring display that honors her life's work to dignify individuals with disabilities.

Tonight's gathering of leaders and this display take this commemorative a critical step further. What ANCOR has today and has had in spades over the past 40 years is YOU, a generation of indefatigable pioneers and dedicated servant leaders who envisioned a better future for people with disabilities and created a vibrant reality from that vision.

We also have a generation of newly inspired people-served who chafed and clawed and dreamed of their rightful place in society and tonight have their creative work on display in this great museum, spotlighted on center stage.

Forty years ago, we dreamed of such equal opportunity. And tonight, it's here for all to see. As much as any population, these representations of self-expression ARE an integral part of the face of America!

Tonight is your opportunity to reflect on and celebrate what you have accomplished through the community called ANCOR. And, on behalf of ANCOR, we say bravo to the courage of your convictions in creating the communities of choice we enjoy today. Bravo, to work well done; bravo, to the even greater achievements on behalf of communities of choice into the future that I know you will realize.

Many talked about and continue to proselytize about communities of choice---but YOU made it happen! BRAVO!

Henri Matisse insisted that "Creativity takes courage." And nowhere could courage be more evident than it is in this audience tonight. Everyone here had to be courageous enough to think the unthinkable, and deliver what some believed was undeliverable.



*Legacy Leader
Charles Hooker and wife, Kathy*

Why? Because we ARE the community of community of providers ... and when we act collectively, we can be an indomitable powerhouse!

As we prepare to induct our inaugural class into the ANCOR Foundation's Legacy Leaders Circle, I'd like to close with Beverly Sills'

observation that "Art is the signature of all civilizations."

If that is true, then let it be said that our generation of community service leaders gave new meaning to what was civilized and what was not.

Let it be said that our generation redefined inalienable rights to include all Americans of all abilities.

And let it be said that our generation of human service leaders forced the pivotal point in American history when art is not only reserved for a special kind of person ... but that every person can be a special kind of artist.

My friends, if life is truly a huge canvas, then it's up to each of us to continue to express ourselves through the facilitation of lives of meaning and consequence for people with disabilities.

Let us continue to work together-- as tirelessly as always---to create an even better and brighter future for those we serve through the advantages of ANCOR... Let's pick up our paint brushes and paint our canvass with bold and confident colors...

And, let us continue to persuade the world to see the beauty and promise that resides within each individual. ●



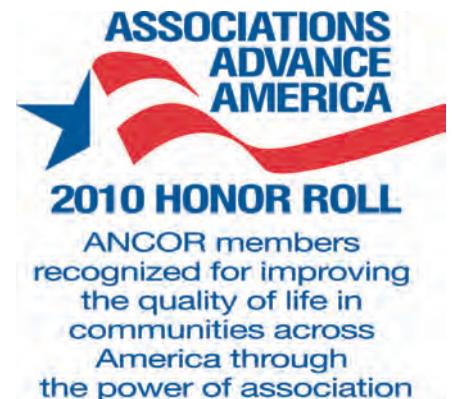
*ANCOR Foundation President Bill Tapp
presents Legacy Leader award
to Lynne Megan*

springs beneath our feet.

With leadership, courage and ANCOR's unflinching resolve, we will continue to thrive in our efforts to assure a meaningful, productive and well-lived life in communities of choice for all the people with disabilities we serve and will serve for many years to come.

Without question, ANCOR's accomplishments are YOUR accomplishments. ANCOR is nothing without you. Indeed, ANCOR is formidable BECAUSE of you.

We face the most challenging environment we've yet to experience in making our vision a reality. But we have faced considerable hurdles before, only to invent new well-



Federal Wage And Hour Guidance

Labor Department No Longer Issuing Opinion Letters

Joni Fritz, Labor Standards Specialist

The U.S. Department of Labor announced in March that it will no longer issue opinion letters in response to requests submitted by individuals and organizations for clarification of a law or regulation as it pertains to the specific circumstances of a given employment relationship. Instead, from time to time it will release “administrator interpretations” to provide “meaningful and comprehensive guidance and compliance assistance to the broadest number of employers and employees.” These interpretations will be designed to clarify the law as it relates to an entire industry, category of employees or to all employees, and will set forth a general interpretation of the law and regulations “applicable across-the-board to all those affected by the provision at issue.”

The Administrator of the Wage and Hour Division (WHD) believes that this will be a much more efficient and productive use of resources than attempting to provide definitive opinion letters in response to fact-specific requests.

First “Administrator Interpretation” Pertains to Exempt Administrators

The first administrator interpretation was published on March 24, 2010 and pertains to the application of the administrative exemption to employees who perform the typical job duties of a mortgage loan officer. It is a little over eight pages long and discusses in detail the reasons why WHD has decided that mortgage loan officers generally do not qualify as bona fide

exempt administrative employees. While this is not a job found in the field of human services, the basis on which the interpretation was made applies to many jobs in human services as well.

The March 2010 interpretation is based on decisions in a number of court cases and focuses largely on the fact that the work performed by mortgage loan officers pertains primarily to the “production operations of a business” rather than the “administration” of that business. WHD says that the “production versus administrative dichotomy is intended to distinguish between work related to the goods and services which constitute the business’ marketplace offerings and work which contributes to running the business itself.” WHD distinguishes between “employees whose primary duty is administering the business affairs of the enterprise from those whose primary duty is producing the commodity or commodities, whether goods or services, that the enterprise exists to produce and market” (emphasis ours). This same argument applied to work performed by most case managers in the human service field excludes them from the administrative exemption.

The entire administrative interpretation may be found on the WHD [website](#) under “Administrative Guidelines, opinion rulings and letters.”

Opinion Letters Retain Their Authority

The change of method now employed by WHD in no way diminishes the value of letters of interpretation released in the past. As discussed at length in a 2008 LINKS article, these letters,



Joni Fritz

when applied to the specific class of employers by which it is being used, and when relied upon and conformed with, provide a “good faith defense” from liability for paying back wages if it is later decided that the guidance itself was faulty. This is not to imply that the letters are never changed or withdrawn. Changes to applicable statute or regulations, or to interpretations based on court decisions, may result in the withdrawal of a ruling or interpretation in whole or in part. In this case the letter will no longer provide a good faith defense. ●

AUTHOR LINK: Joni Fritz is a Labor Standards Specialist whose guidance is free to ANCOR members and to those who attend a Wage and Hour Workshop or participate in a teleconference that she has conducted. Any ANCOR member who wishes to make arrangements for consultation or workshops with Joni must first contact Jessica Sadowsky, ANCOR Associate Director, Government Relations, for a referral at (703)535-7850, ext. 104 or jsadowsky@ancor.org.

News and Notes

The Latest From Around the ANCOR Community and Beyond

Welcome New Member!

Star Services (MN)



Moving Mountains Awards Nominations Sought

The Moving Mountains Awards are presented to organizations and agencies that have demonstrated best practice in direct support workforce development. They are awarded by the Research and Training Center on Community Living at the University of Minnesota in partnership with the National Alliance for Direct Support Professionals (NADSP). Nomi-

nations are solicited through NADSP member organizations and submissions are reviewed by a panel of NADSP members. Selection criteria are based on the mission and [five goals](#) of the NADSP.

Click [here](#) for more information and nomination form.



Envisioning the Future Summit Series

The U.S. Department of Health and Human Services’ Administration on Developmental Disabilities (ADD) will be holding a series of meetings over the next few months in Phila-

delphia, Orlando, Dallas, Detroit and Denver. During these [Envisioning the Future](#) summits, ADD wants to hear from self-advocates, family members, allies and professionals about their vision for the future of individuals with developmental disabilities. Issue areas include transition to post-secondary education and employment, independent living, community supports, aging and caregiving challenges.

[Registration](#) for the summits is now open. If you are unable to attend you can also submit comments online.

For more information visit [this link](#).

See [News](#), page 30.

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Judy Wilson: A DSP With 'Broad Shoulders'

Honored With Kansas Award of Excellence

By Tom King

Judy Wilson is the Direct Support Professional (DSP) at CLASS LTD with "big shoulders" who is very adept at carrying a load of responsibilities as she goes about her role as a Job Coach and a DSP. And she's very good at what she does, so good that she is one of five DSPs statewide to recently receive a Kansas Award of Excellence in Direct Support sponsored by Kansans Mobilizing for Workforce Change (KMFC) and the Kansas College of Direct Support.

CLASS LTD – a proud member of ANCOR -- is a non-profit organization providing services for 367 persons with developmental and other disabilities in Cherokee, Crawford, Labette, and Montgomery counties in southeast Kansas. The agency has 150 DSPs in support roles. Jan Bolin, the agency's President and CEO, learned first about the College of Direct Support (CDS) from their ANCOR membership.

Wilson, who is 69, has been at CLASS LTD for nine years, after working in the retail sales field for many years.

"Her enthusiasm, professionalism, strength, and character continue to shine in her relationship with the clients and she maintains a special relationship with staff and clients alike," said Tracey Cantrell, a Team Leader at CLASS who is Judy's supervisor.

Judy supports five women who live independently and also helps support between 10 and 15 others who are in CLASS's Valued Activities day services program. For her clients who live in their own homes, she helps them with health issues, safety training, meals and meal preparation and planning and budgeting. She spent two years teaching one of the women she supports about budgeting and managing her checkbook and now the woman does it on her own. Judy says that was a major success.

Asked to describe Judy the DSP, Tracey said: "She is a very caring

person and feels that no matter what disability a person has, she will help them with their goals so they can be successful. She has been through a lot personally and brings that to her job every day. Around here we all say she has big shoulders."

Judy has been a coach since May of 2001. She wanted to take the CDS courses to improve her skills and she successfully completed all the DSP modules in a six-month period as well as one supervisory module.



Judy Wilson, right, and CLASS LTD President and CEO Jan Bolin with Judy's Award of Excellence plaque.

and words of encouragement. She is respected and trusted."

She says the CDS courses have been very helpful in her many roles as a DSP. "We get so caught up in working day to day and you get tired and forget things," Judy said. "The CDS courses really refreshed my memory about a lot of the things I need to do and it reinforces what we do. It jogs your memory."

While July was working and taking the CDS modules, she was also undergoing heavy



chemo/radiation treatments for cancer. "She is a woman of courage, poise and integrity. She came to work, even on her 'bad days' because of her commitment to the clients and her profession," Tracey said.

Judy also was instrumental in supporting a client with a life changing decision – marriage. She explained the rights and responsibilities this commitment entails, offered options in every capacity of the wedding preparation, assisted in weighing cost and budget in every aspect before a decision was finalized. Judy did not stop there. She continually supports this client balancing privacy, rights and responsibilities, and confidentiality. She keeps the friendship at a professional level. This client views Judy as a counselor, advocate, adviser, and friend, Cantrell said.

"Judy Wilson is a professional in every sense of the word. She goes above and beyond for clients, staff, supervisors, and for her profession," Cantrell wrote in nominating her for the Kansas award. "She strives to improve and willingly listens to others. She is a lady the Direct Support Professionals should be proud to have on their team. Her style, kindness, patience, and wisdom are a tribute to the profession."

So are those broad shoulders! ♦

AUTHOR LINK: Tom King is Director of Communications for the College of Direct Support. You can contact him at 1-877-353-2767 (toll free) or via email at tking@collegeofdirectsupport.com.

To find out about the ANCOR Foundation partnership with the College of Direct Support and the ANCOR Member Buying Pool, contact Bill Tapp at 1-877-353-2767 (toll free) or email him at Bill@collegeofdirectsupport.com.



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The focus of the Leadership Institute is on assessing and strengthening leadership skills, setting organizational direction, and understanding the future of the intellectual/developmental disabilities field. Institute participants come away with demonstrated leadership ability and a firm grasp of the skills and values critical for quality, individualized supports.

Participants will learn the skills needed to:

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- * Manage and sustain person-centered, values-based transformational change;
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- * Challenge the status quo through risk-taking; and,
- * Set and achieve ambitious goals for yourself and your organization.

A highlight of the course for past participants has been the relationships that are built over the week-long experience. Participants will leave with a network of colleagues and enduring

relationships with some of the most influential leaders in the field.

NOTE: Scholarships are only available for Summer Leadership Institutes; we're sorry that none are available this round!

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Applications are due by November 12, 2010.

For questions e-mail Nancy Weiss at: nweiss@udel.edu. ●

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State Association View

2010 Fall State Share

A more complete version of this article, including footnotes and seven graphs and images, is available on the ANCOR Connected Community here.

The 2010 Fall State Share focuses on the continued impact of the recession on State budgets; federal funding under ARRA, and the ramifications to community agencies providing supports and services to people with disabilities and their families. Several trends emerge from the 2010 Fall State Share survey of ANCOR members of community agencies and state associations.

The recession is entrenched like this generation has never experienced before. A true recovery will not occur until the private sector creates new jobs to replace the thousands lost over the past two years. The most recent BLS report indicates that, although job creation is occurring, it is doing so at a snail's pace. □

The most recent analysis by the Center for Budget and Policy Priorities identifies declines in revenue for most states over the next year resulting in continued budget shortfalls through fiscal year 2012. States will face a minimum of \$120 to \$140 million in budget gaps in each of the next two years. The enhanced FMAP, recently approved by Congress, will also end this year, leaving holes in almost every state budget. Much needed social services and public assistance is stretched beyond capacity.

The Rockefeller Institute reports a gain in state tax revenues in thirty states. Both sales and income tax collections were up in the second quarter, although well below pre-recession levels.

State Strategies to Balance Budgets

States have resorted to previously unimaginable cuts to restore balance to their budgets during the last two years. While some states are in better shape than others, almost all have slashed human service programs to historic levels. Proposed spending in FY 2011 is \$52 billion less across the country than in FY 2008.

How have states accommodated the lack of revenues and increased demands for social services? They have done so by slashing programs, reducing the safety net, and cutting state jobs. Education, once held as the sacred cow, has also been cut in some instances. For ANCOR members, many have seen reduced rates, elimination of state-only funded programs, growing waitlists, and delayed payments.

Analysts agree that states will continue to experience deep budget shortfalls for a year or two after a recession ends and it will take years for the country as a whole to recover. Growth will likely never return to the perceived prosperity of the late 90s, but will likely be held at a rate of 2% to 3% per year; and the workforce will be increasingly difficult to maintain as baby boomers age and demand for personal care skyrockets. Providers of supports to people with disabilities will need to muster creativity and resolve to emerge from this recession intact.

States' Budget Status

Twenty-eight states passed budgets that were contingent on the extension of the enhanced FMAP funding in the amount of \$24 million. Since only 2/3 of this amount was actually approved, many of those states are still waiting to see how the shortfall will be made up. The extension of the FMAP provision for an additional period allowed many states to scale back, and in some cases, even eliminate severe cuts to human services during the immediate budget year. However, once the FMAP extension and the ARRA funds expire states will again face tough decisions, especially in states where revenues continue to lag.



Diane McComb

When asked how their states are balancing their budgets, 27% of reporting states identify rate reductions specifically to disability programs – down from 48% last spring. Thirty-six percent report an across-the-board reduction to all state funded programs as well as a reduction of actual service provision, but this too is down from 42% last spring. However, an increase in delayed payments to providers is reported by 27%.

See States, page 31.



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P-CARD USERS POCKET HUGE “WINDFALL REBATES”

Believe it ... ANCOR's P-CARD users are pocketing “free money” ... and you can too!

With new and improved incentives, your agency could share in rebate opportunities established by the collective purchasing power of all ANCOR members participating in ANCOR's P-Card Program.

Simply charge everything from paper clips and medical supplies to gas and capital items like computers or appliances!

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Take it from those who know –

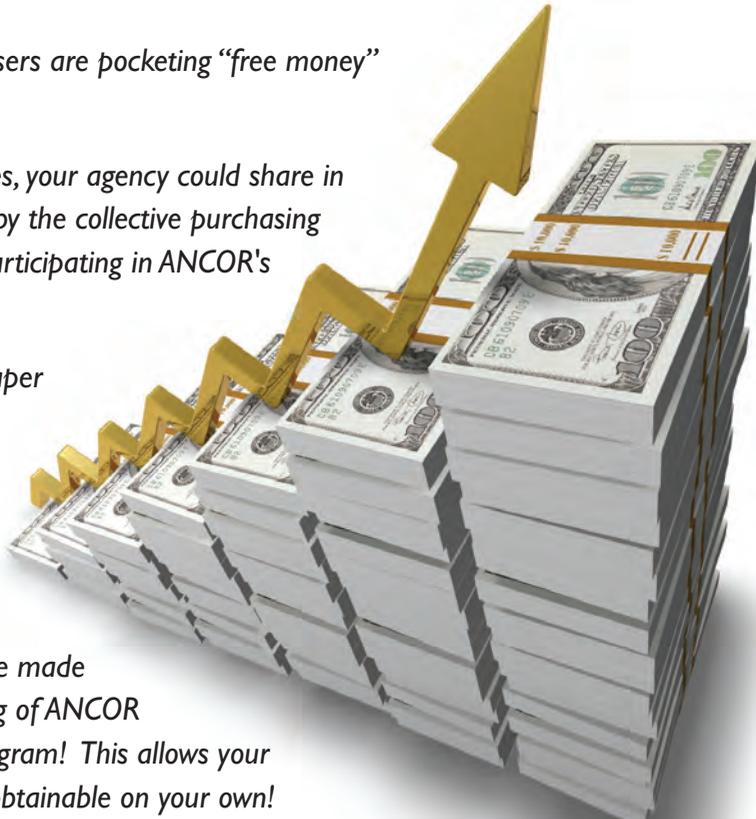
“We now have access to real time purchasing information. We incur no fees. Instead, we receive an annual rebate of \$10,000 for using the P-CARD.”

–Chuck Sweeder, Keystone Human Services

US Bank is a proud member of ANCOR's Shared Resources Purchasing Network. Please [click here](#) for more information.

Contact Lori Allen, U.S. Bank's AVP-Sales. Be sure to identify yourself as an ANCOR member when calling or e-mailing for more information: Phone: (859) 384-4487 • Email: lori.allen2@usbank.com

Inquiries can also be directed to Marsha Patrick, ANCOR's Director of Resource and Revenue Development at mpatrick@ancor.org.



2010 Governmental Activities Seminar

One of the Best Ever!



Participants took advantage of opportunities to meet with ANCOR's vendor partners



Formal meetings and informal gatherings



A display of the more than two dozen state DSP Week Proclamations

2010 ANCOR Events Calendar

October

21-22 The Tenth Annual Coleman Institute Conference on Cognitive Disability and Technology, with ANCOR and NCCBH Technology Leadership Summit, Westminster, CO

November

Free Webinar: Making the Most of the ANCOR Connected Community
Date and Time TBD

December

1 Webinar: Executive Succession
2:00 - 3:15 p.m.



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Sexual Harrasment Survey

Mary Lou Betsy is a Doctoral Student at Hofstra University, located in New York. As part of her Doctoral Dissertation, she has developed a survey to gather information about the sexual harassment and abuse of special education students in schools. Through this research, she hopes to gather vital information, never before systematically collected, which will assess the extent of abuse in educational settings. The survey is developed to be used to provide data (not specifics) in cases of abuse.

Parents, guardians, advocates and caregivers of students with disabilities are asked to respond to the web-based survey, on behalf of the victimized student. If an individual chooses to respond on behalf of more than one student, she/he can take the survey more than once. Adult survivors of abuse are asked to complete the survey for themselves. The survey is anonymous.

Responses are requested by October 15, 2010. This is a national survey; not state specific.

A link to the survey can be found [here](#).



AAIDD 2011 Annual Meeting Announced

The AAIDD 135th Annual Meeting, "Inclusive Communities: Pathways to Realizing the Vision" will be held June 6-9, 2011, in the Twin Cities, Minnesota.

This exciting conference will provide practitioners, researchers, teaching faculty, policymakers, and advocates with effective and emerging practices, cutting edge research, and valuable information on important policy initiatives.

The plenary sessions, panel and poster presentations, interactive cafés, task force and special interest group meetings, and networking events will create high-energy forums for sharing expertise and ideas relevant to creating inclusive communities. In addition, a full slate of pre- and post-conference workshops will address a number of other relevant and emerging issues.

Look for the call for papers to be announced in early October and mark your calendars now for this "must attend" event!



Irwin Siegel Agency, Inc. Partners with Pre-employ.com

Irwin Siegel Agency, Inc. (ISA) has partnered with Pre-employ.com, a nationally recognized leader in pre-employment screening. This partnership provides ISA policy holders access to Pre-employ.com's services at a discounted rate. Effective pre-employment screening solutions are designed to help employers hire the best people faster, easier, and at an affordable rate.

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Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world.

--Harriet Tubman



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Enhanced FMAP under ARRA

Most states will benefit by the extension of enhanced federal matching funds under the Recovery Act. While the revenues originally precluded deep cuts in human services, the phasing out of these funds will likely result in additional shortfalls. Around the states, a handful are looking at modest increases in Medicaid spending as a result of the FMAP extension, but for the most part, disability programs will see little of this. The budget balancing strategies governors are using include an increased reliance on using rainy day funds, raiding other targeted funds such as transportation trusts, workers' compensation funds, and more. Gambling revenues, although down in most states, are shoring up basic human services and education. Some states looking at increases to sin taxes, are now extending the items covered to candy, snacks, sodas in addition to alcohol and tobacco. Oregon even passed a tax measure to assess the wealthiest citizens of that state, though most state legislatures deferred enacting taxes in this election year.

New Ways of Providing Supports

A number of states are moving toward family support waivers, where funding is allocated to support a person in their home by family members as a means of less expensively addressing the waiting list. Twenty-six report their state is either actively pursuing this type of waiver or has already put one in place. Fourteen report that their state plans to consolidate two or more waivers, but no consistent pattern emerges nationally. Rhode Island has had its global compact waiver for the past 18 months. Many states have consolidated aging, physical disability, and TBI waivers.

Long Term Supports and Services – Managed Care is Coming

Multiple states are looking at restructuring long-term supports and services to come under a managed care framework.

- Nineteen states identified and increased use of managed care for long term supports and services for at least some disability and aging groups (AZ, DE, FL, HI, IA, MN, MO, NC, NJ, NY, OH, OR, TN, TX, UT, VA, VT, WI, WV, WY).
- Ten states specified aging as being under

managed care (AZ, FL, HI, MN, MO, NJ, OH, OR, TX, UT, VA, WI).

- Twelve listed mental health services (AZ, DE, FL, HI, IA, MN, NC, NY, OH, OR, TN, VT, WV).
 - Ten listed people with physical disabilities and traumatic brain injury (AZ, HI, MN, MO, NJ, NY, OH, OR, UT, VT, WI, WY).
- Ten listed intellectual disabilities (AZ, HI, MN, NC, NJ, NY, OR, UT, VT, WI, WV, WY).
- Nine said using managed care was mandatory (AZ, FL, IA, NC, OH, OR, TN, VT, WI, WV)
- Six said voluntary (MN, MO, NY, UT, VA, WY)

An additional number of states indicated that managed care appears likely in the future for a new population not currently under managed care (FL, IL, KY, LA, ME, NJ, RI, TX). Five reported that while their state didn't currently deliver LTSS to people with intellectual disabilities under managed care, they were certain they would do so at some point in the future (FL, NJ, TX, ME, KY).

Typically, disability groups oppose the use of managed care in the delivery of long term supports and services. Principles held dear by the disability community such as the principles of person centered planning and individual budget authority challenge thinking as to how they would play out in a managed care framework. Yet, increasingly states are doing just that. It is critical for disability stakeholders to be at the table when discussions take place in states rather than just advocating to be carved out. States are seeking ways in which to curtail spiraling costs and shift the onus for quality onto managed care companies. We need to be present to define the parameters of quality, the expected outcomes, and standards of measurement.

Impact of Litigation in States

While nineteen of the responding states report no litigation occurring, others identify legal action as follows:

- Medicaid cuts (AZ, TN)
- Program eligibility changes (FL)
- Waiting lists (AZ, NJ)
- No litigation or DOJ rulings pending (19 states)

However, fourteen states identify a myriad of other reasons including challenging the methodology states used to reduce services to people with disabilities - including the implementation of tiered waivers; on-going *Ol-*

mstead lawsuits related to institutional closures and/or lack of adequate community funding to secure community placements; and concerns related to Medicaid fraud and abuse targets and misinterpretation of billing rules.

The Fall 2010 survey is tracking Department of Justice activity for the first time. Four states - Georgia, Illinois, Pennsylvania, and Virginia - report their states are dealing with adverse DOJ rulings. Ten states - AR, FL, IL, MA, MD, ME, NE, NY, OR, and WI - report closing a state institution in the past two years. In the forty-five jurisdictions responding to the survey, ten report having no state-operated ICFs (ME, NY, OR, DC, NH, VT, WV, AZ, HI, IN). Five states report having eight or more state-operated ICFs (IL, LA, MS, OH, TX). The remaining thirty report having 100 state-operated ICFs among them.

It's a Big Election Year

Thirty-seven states will elect governors this fall and, of those races, twenty-four will be new to the State House. That's an unprecedented turnover in state leadership across the country. We should all be asking what impact this change in political leaders will have for people with disabilities and the organizations that support them. The work of coalitions is cut out over the next several months. Coalitions take time to build trust and recognition, but united, they are hard for elected and public officials to ignore. Maryland, Oklahoma, Utah, Massachusetts and New Jersey are just a few of the states that successfully fought back impending budget cuts through persistence, shrewd media strategy, and sheer numbers in their legislatures.

The next generation of governors will be overseeing redistricting for their states, wielding power to shape the political landscape for the next ten years. The current division between Democrats and Republicans is pretty much even across the country. However, polls are predicting a shift in favor of the Republicans in statehouses and throughout Congress. While disability issues have clearly been a bi-partisan issue, this shift in power will call on disability stakeholders to act more cohesively than ever. ●

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