



A Refresher on the Benefits of Your ANCOR Membership

Tuesday, November 29, 2022



@TheRealANCOR

[ancor.org](https://www.ancor.org)

Housekeeping

- This webinar is being recorded. To ensure sound quality, please keep your microphone muted unless asking a question.
- To ask a question, please use the Chat or use the Raise Hand feature and wait to be called on.
- The recording from today's webinar, along with this slide presentation, will be emailed to all registrants within three business days.
- If you experience any technical difficulties, please let us know in the Chat or send an email to ancor@ancor.org.



Our Mission

We exist to advance the ability of our members to **support people** with intellectual and developmental disabilities to **fully participate** in their communities.

OUR MISSION

Advance the ability of our members to support people with I/DD to fully participate in their communities

OUR STRATEGIC PILLARS

(the strategies that advance our mission)

Influence responsible federal public policy to protect and promote quality services.

Obtain resources to attract, expand and retain a quality workforce.

Be an indispensable resource to equip providers & partners to understand & respond to opportunities, emerging practices & trends.

Shape the future of service delivery models and measures to ensure sustainable services.

OUR FOUNDATIONAL ELEMENTS (the “keys” to our strategies)

- Expand public profile and influence
- Increase geographic and service model diversity of membership
- Increase and enhance member engagement
- Partner strategically
- Ensure inclusion, diversity, equity and access are embedded into ANCOR’s culture

OUR FOUNDATIONAL RESOURCES (the “cement” that holds our foundational elements together)

- Invest in and maintain appropriate technology infrastructure and systems
- Maintain fiscal best practices for a strong financial foundation and strategic growth



**Elise
Aguilar**



**Lydia
Dawson**



**André
Floyd**



**Sean
Luechtefeld**



**Donna
Martin**



**Shannon
McCracken**



**Barbara
Merrill**



**Lauren
Middleberg**



**Melissa
Peck**



**Cindy
Ramos**



**Gabrielle
Sedor**

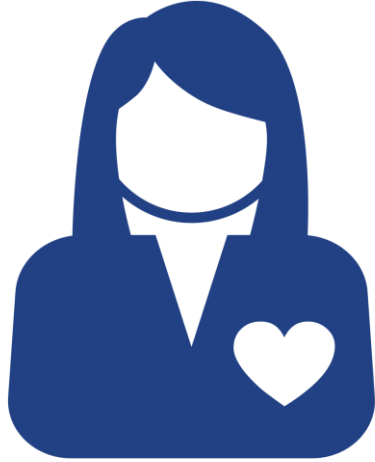


**Sasha
Sencer**



**Alli
Strong-Martin**

ANCOR by the Numbers



2,000+
private providers
of I/DD services



57
state provider
associations



10
100% state
associations

The Information You Need

* Stateside Report



ANCOR's Stateside Report:
November 07, 2022

ANCOR's weekly column featuring news stories from around the country focused on I/DD policy, state budgets and Medicaid-related issues of import to ANCOR members.

This Week's Highlights:

- **North Carolina** judge issues ruling that all must have access to community-based service within ten years.
- **New Hampshire** ready to issue contract for first-ever Medicaid Dental benefit.
- **Wisconsin** leads nation in amount of ARPA funding to have been allocated to date having issued 56% of available dollars as compared to an average of 38% across states.

Stateside Report
sent each Monday



* Capitol Correspondence



November 22, 2022



Learn More About ANCOR's PAC
The ANCOR Disability Champions PAC strengthens your voice in Congress. Interested in learning more about the PAC? Visit our [PAC webpage](#) or email Elise Aguilar at eaguilar@ancor.org.

Thanksgiving Week on the Hill

Congress is out on recess this week in honor of the Thanksgiving holiday. ANCOR staff will also be taking off a few days this week and **the weekly member briefing call on Friday will be canceled.**

Before members of Congress left town, they began working through leadership positions for next year. Republicans in the U.S. House of Representatives voted to nominate Rep. Kevin McCarthy (R-CA) to be Speaker of the House and in the U.S. Senate voted for Sen. Mitch McConnell (R-KY) to continue his role as minority leader. The current Speaker of the House, Rep. Nancy Pelosi (D-CA), announced she would step down from her leadership position and Rep. Hakeem Jeffries (D-NY) will be running for the minority leader spot.

Republicans have officially taken the majority in the House by reaching the 218-seat threshold. In the Senate, Democrats have secured 50 seats to the Republicans' 49 seats. The runoff election in December for Georgia's Senate seat will determine whether Democrats can widen the lead and take

Capitol Correspondence
sent each Tuesday

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The Information You Need

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* Weekly Update

November 18, 2022

SPOTLIGHT

Nominate Outstanding DSPs for the 2023 Direct Support Professional of the Year Awards

Time is running out to submit your nominations for the **2023 DSP of the Year Awards!** Nominations are due on **November 30, 2022**.

There are so many stories to tell about the essential work that DSPs do each and every day. We want to hear about and celebrate these stories of incredible people going above and beyond to provide exemplary service in the profession, so we invite you to **share these stories by nominating outstanding DSPs for a 2023 DSP of the Year Award!**

Any DSP is eligible to receive this award, *regardless* of whether their employer is an ANCOR member. ANCOR will recognize a national award recipient, as many as 52 state- or territory-specific award recipients (for all 50 states, DC and Puerto Rico), and 1-2 award recipients for each of five

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DSP OF THE YEAR AWARDS

NOMINATE A DSP

Weekly Update
sent each Friday

ANCOR

* Connections

November 18, 2022

Bright, Well-Educated, Strong Work History... But Still Seeking Meaningful Employment: Curtis' Story

by Lorene Reagan, IntellectAbility

In recognition of National Disability Employment Awareness Month, we interviewed Curtis Glover, who holds a Bachelor's degree in Game Art and Development and is an accomplished graphic artist, public speaker, fundraiser, photographer, disability advocate, and Shaolin Kempo Black Belt.

[READ MORE](#)

Four Tips for Caring for a New Caregiver

by Joan VanVeen, Professional Medical Fulfillment

So your friend or family member has a child who has been diagnosed with a disability. You want to help. What can you do?

[READ MORE](#)

Connections
sent the end of each month

Weekly Member Briefing



The latest updates on federal legislation, ANCOR's policy priorities and more...**all in 15 minutes or less!**

Every Friday, 12:30 pm ET

Subscribe to the ANCOR Forum for the link to join!



Upcoming Events

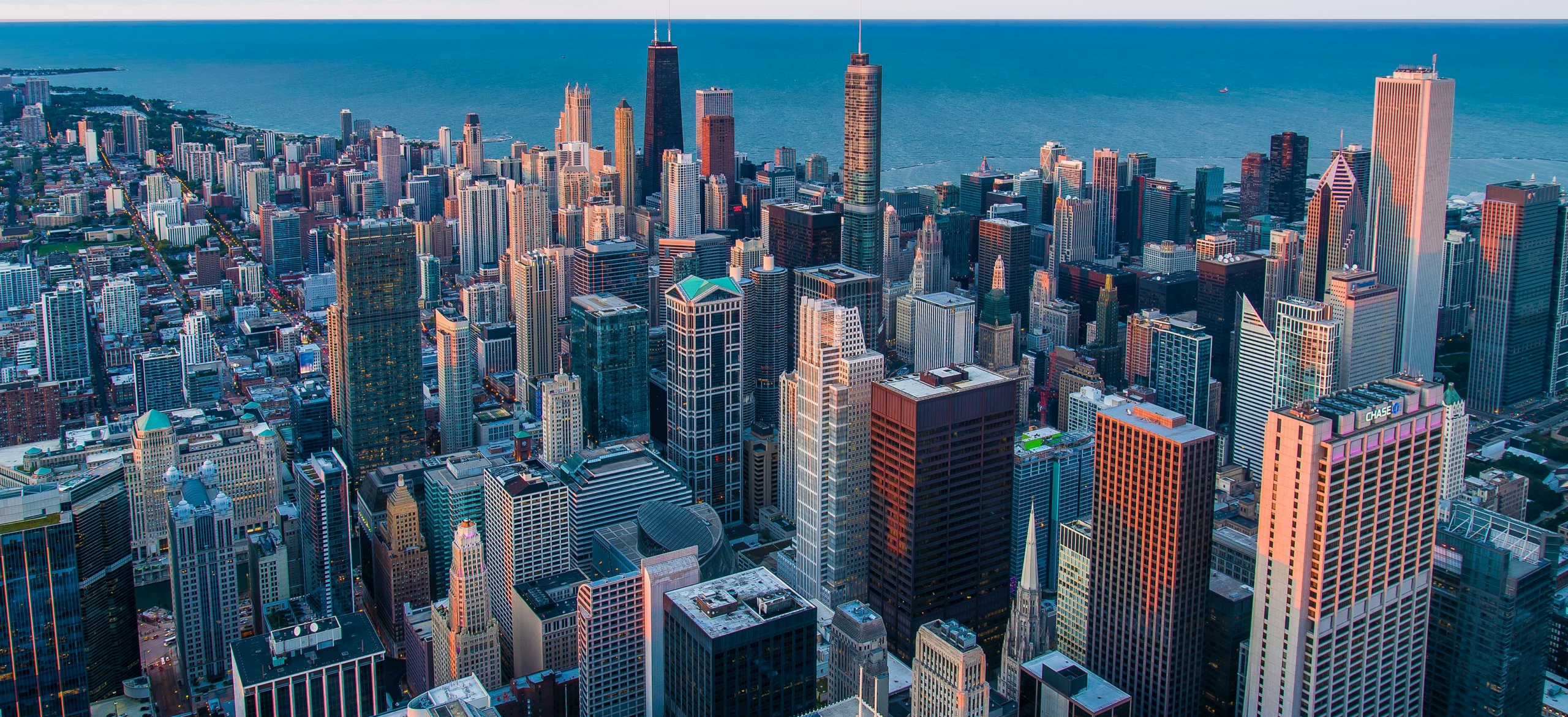


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2023 ANCOR Annual Conference

April 24-26 | Chicago



2023 ANCOR Annual Conference: April 24-26 in Chicago

- Register now for **Possibility Unleashed: The 2023 ANCOR Annual Conference**.
- Discover new additions to this year's conference, find answers to FAQs and more at [ancor.org/2023conference](https://www.ancor.org/2023conference).



Early birds save \$100 by registering on or before January 31, 2023!

Upcoming Webinar

Employee Benefits as a Vehicle for Improving Employee Financial Well-Being & Staff Retention

December 14, 2022
1-2 pm EST

Register at [ancor.org/events](https://www.ancor.org/events)!



WEBINAR

ANCOR

Improving
Employee
Financial Well-
Being & Staff
Retention

DECEMBER 14 | 1-2 pm EST



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[ancor.org](https://www.ancor.org)



Ways to Engage

5 Ideas for Deepening Your Engagement


1. Take action using the ANCOR Amplifier (amplifier.ancor.org).
2. Jump into the conversation on the ANCOR Forum (connect.ancor.org).
3. Represent your state on ANCOR's Board of Representatives (gshedor@ancor.org).
4. Run for a seat on the ANCOR Foundation Board of Directors (ancorfoundation.org).
5. Join a group in the ANCOR Connected Community (connect.ancor.org).

Committees & Groups to Consider Joining

- Government Relations Committee
- ICF Community of Practice
- ANCOR Global Council
- Professional & Organizational Development Committee
- Communications Community of Practice
- Grassroots Work Group


ANCOR Website (ancor.org)

Newsroom Careers About Connected Community ANCOR Foundation Login

ANCOR Advocacy Resources Training & Events 

Take Action **Join**

A Community of Providers for People with Disabilities




Nominations for our 2023 Direct Support Professional of the Year Awards are now open through November 30, 2022!

[Nominate a DSP Today](#)

WEEKLY ROUNDUP

Capitol Correspondence – 11.29.22



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ANCOR Forum (connect.ancor.org)


The screenshot shows the ANCOR website interface. At the top, the ANCOR logo is displayed with the tagline "American Network of Community Options and Resources" and the motto "SHAPING POLICY • SHARING SOLUTIONS • STRENGTHENING COMMUNITY". Below the logo is a navigation bar with links for Home, Communities, Directory, Browse, Participate, and Get Started. A search bar is located on the right side of the navigation bar.

My Communities

40 total

[Create a New Community](#)

All Community Types | Communities to which I belong | Alphabetical | 20 per page

Community Name	Discussions	Libraries	Members
ANCOR Forum  <small>member last person joined 5 days ago</small>	6.5K	487	10.3K
ANCOR Foundation 2021 RLP Leadership Forum <small>member last person joined 4 months ago</small>	1	0	54
ANCOR Foundation Board of Trustees <small>ANCOR Foundation Board of Trustees</small>	849	341	23





Upcoming Deadlines



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[ancor.org](https://www.ancor.org)

2023 Direct Support Professional of the Year Awards



- Each year, ANCOR honors nearly five dozen outstanding direct support professionals at our Annual Conference through our **DSP of the Year Awards**.
- See eligibility criteria, learn how to write a strong nomination, and review answers to FAQs at [ancor.org/dspoty2023](https://www.ancor.org/dspoty2023).
- Nominate outstanding DSPs by **tomorrow (November 30, 2022)!**

Join the ANCOR Foundation Board of Directors

- The ANCOR Foundation Board of Directors seeks candidates to apply for open positions!
- Nominations are solicited via letters of interest.
- Email questions or your letter of interest to Gabrielle Sedor (gseedor@ancor.org) by **December 2, 2022**.



2023 Moving Mountains Awards



- The **Moving Mountains Awards** recognize organizations using leading practices in direct support workforce development.
- Applications are being accepted through **December 2, 2022**.
- Learn more and apply by visiting [ancor.org/moving-mountains](https://www.ancor.org/moving-mountains).

ANCOR Foundation Leadership Academy Class of 2025

- Leadership Academy participants build their expertise to enhance their influence in the field of disability services and supports.
- Applications for the Academy's Class of 2025 are being accepted through **December 14, 2022**.
- Learn more by visiting ANCORFoundation.org and then selecting "Leadership Academy" from the "Get Involved" menu.





Additional Resources



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[ancor.org](https://www.ancor.org)

Recent Publications

State of the Direct Support Workforce Crisis

2022 data on the workforce crisis

Access in our Resource Library
([ancor.org/resources](https://www.ancor.org/resources))

Improving Lives, Ensuring Sustainability

Alternative payments in I/DD services

Access in our Resource Library
([ancor.org/resources](https://www.ancor.org/resources))

ANCOR
The State of America's Direct Support Workforce Crisis 2022

New Research Finds Direct Care Workforce Crisis Having Detrimental Impact on Access to Community Disability Services

New data from ANCOR finds that a significant shortage of direct support professionals (DSPs), the frontline workers supporting people with intellectual and developmental disabilities (IDD), has reached catastrophic levels.

The longstanding workforce crisis, exacerbated by the COVID-19 pandemic, has led to closures of critically needed services and a denial of access to community-based supports. With the conclusion of one-time federal pandemic relief funding, community providers face a fiscal cliff that puts access to community-based services in jeopardy of complete collapse. As a result, **immediate legislation to stabilize the DSP workforce is critical to ensuring home- and community-based services remain sustainable and can deliver on the access and inclusion promises of the Americans with Disabilities Act.**

There are nearly 6 million people with IDD living in the United States, many of whom rely on long-term services and supports to live independently and have access to their communities. Thousands of community-based provider organizations together employ more than 1 million DSPs to deliver these crucial, often life-saving services. Unfortunately, **the United States has for decades witnessed a severe shortage of DSPs, which has accelerated into a crisis that now threatens access to services.**

The direct support workforce crisis is largely attributable to stagnant reimbursement rates and the inability of providers to offer wages that are competitive with those of hourly-wage industries, such as fast food, retail, and convenience stores. Although our research indicates that this was a significant challenge long before the COVID-19 pandemic, data from *The State of America's Direct Support Workforce Crisis 2022* confirms that these problems have not only been amplified by the pandemic but are also at the root of service and program closures, service launch delays, struggles adhering to quality standards and more.

For the third consecutive year, ANCOR has measured the impact of the direct support workforce crisis on community providers and their ability to deliver high-quality community-based IDD services. When ANCOR surveyed providers in 2021, the results revealed that the workforce crisis had significantly worsened compared to just before the public health emergency. While many employers in the private sector were able to offer increased wages, hiring incentives, hazard pay and bonuses, community providers lacked the resources to fund workforce incentives alongside the range of other previously unanticipated pandemic-related programmatic costs. Community providers rely almost exclusively on Medicaid funding and are thus beholden to paying wages that Medicaid reimbursement rates will permit.

The results of our 2022 survey reveal that this workforce emergency is now to the point of denying access to services and further threatening quality of services for people with IDD. Over the course of a four-week period beginning in August 2022, ANCOR fielded a survey across its provider network that garnered 718 responses. In the broadest terms, what we found is that providers are unable to attract and retain DSPs at a rate that, if left unaddressed, has the potential to completely collapse the system of services as we know it.

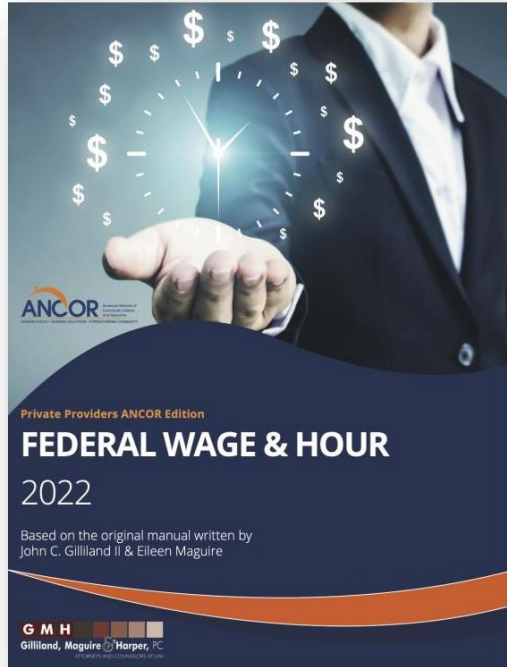
The pages that follow detail the specific findings of the 2022 *State of America's Direct Support Workforce Crisis* survey and conclude with a discussion of the policy solutions needed to advance progress toward a more sustainable service delivery system.

**Improving Lives & Ensuring Sustainability:
Implementing Alternative Payment Models in Intellectual &
Developmental Disabilities Service Delivery**

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*A report published by the American Network of Community Options and Resources
September 2021*

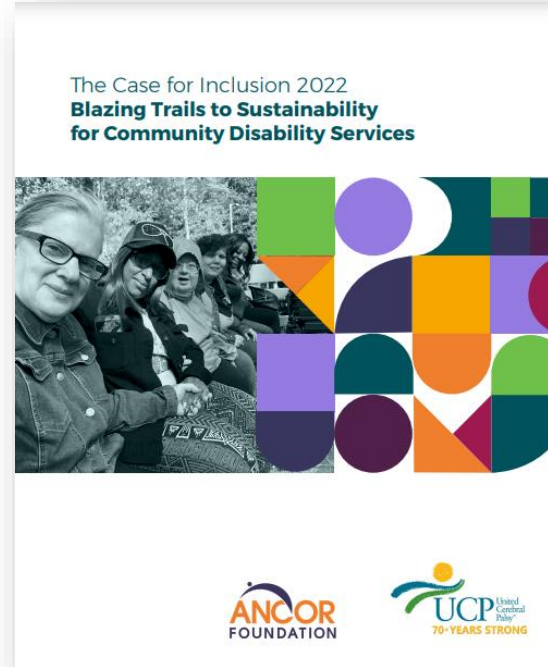
Recent Publications



Federal Wage & Hour Handbook

Updated for 2022!

Access in our
Resource Library
(ancor.org/resources)



Case for Inclusion 2022

Data on how well
state programs
support people with
I/DD

caseforinclusion.org

Get in Touch!



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Foundation Director
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