

State Rehabilitation Council Minutes

Athens, GA

DAY 1: April 25, 2018

SRC Members Present: Rossany Rios, Chris Moder, Joy Norman, Brian Mosley, Jennifer Page, Dawn Johnson, Lisa Leiter, Karen Adams, Ruby Kaspers, Carl McKinney, Kip Slade, Brenda Bentley-Parrish, Lewis Wheaton, Sean Casey

SRC Members Participating via Conference Call: Steve Oldaker, Wina Low

SRC Members Who Were Absent: Peggy Venable, Kayla Wilson, Mike Pryor, Deborah Lovell, Justin Pressley

SRC Liaison: Robin Blount **SRC Program Associate:** Jacqueline Gregory

GVRA Staff: Dale Arnold, Lauri Tuten, Ken Hise

Guests: Susanna Miller-Raines, Carol Laws

SRC Chair's Update:

- **Rossany Rios** called the meeting to order at 9:05 AM. Introductions were made.
- She went over the SRC mission statement: To collaborate with the GVRA in planning and providing comprehensive and effective services that assist individuals with disabilities to achieve their employment goals to contribute to Georgia's economy.
- She asked for approval of Atlanta Minutes.
- **Joy Norman** motion to approve the minutes and Chris Moder seconded with all member approving motion.
- **Rossany** stressed that all SRC committees should meet via conference call or some other method in the next 30 days to get committees moving along and give a report of their activities at the next meeting in August.

GVRA Executive Update by Sean Casey

- Spoke on the public hearings and the decision to table the proposed policy changes.
- Discussed that House Bill 381 passed, Georgia will now be an Employment First State for individuals with disabilities.
- Stated that the budget for fiscal year 2019 was essentially flat.
- Discussed return on investments that was shared with legislators
- Gave an update on the AWARE new database launch.
- Talked about marketing and the new statewide television ad that will premier May 1.
- Explained that he now writes editorials for the Atlanta Business Chronicle, with the May topic being tax credits.
- He said the Agency will hire an ADA Coordinator to be housed in HR as well as a Marketing Manager to work in the Communications and Marketing Unit.
- Spoke on hiring a new SRC Liaison.
- Talked about the Standing Policy Committee.

- Spoke on the national VR conference in Bethesda, Maryland and said the Day on the Hill was very rewarding and the regional break-out sessions at the conference.
- Discussed the State Performance and Financial Audit.
- Discussed the Monitoring Report received from RSA and that the deadline for the GVRA response got extended by two month, which is rare.

Review of Current SRC Committees and their Responsibilities/SRC Committees Report

- **New SRC Liaison and SRC Budget**

Action Item(s)	(1) Conduct interviews for a new SRC Liaison. (2) Submit the reappointments of the four individuals whose terms have ended or will be ending in the next few months (3) Finalize the SRC budget
Responsible	Rossany Rios takes lead on hiring a new SRC Liaison Rossany Rios will meet with the CFO for GVRA to get the budget done
Deadline	Next SRC Meeting August 6 th and 7 th in Savannah, GA.

Policy Committee: Jennifer Page, Chair

- Jennifer discussed the revisions and comments to the SRC bylaws.
- She mentioned some ideas that Ruby Kaspers came back with from Maryland from the national meeting.
- She explained that the bylaws should be reviewed annually.
- Rossany Rios read through the changes and members voted on the revised bylaws.

Action Item(s)	(1) Completed draft bylaws revision. (2) Voted on revised bylaws. Jennifer Page made a motion to approve revised bylaws and Kip Slade seconded (3) Develop a year-round legislative plan to approach law makers and advocate for people with disabilities and GVRA. (4) Review bylaws annually
Responsible	Jennifer Page (Committee Chair), Justin Pressley, Ruby Kaspers, Brian Mosley, Steve Oldaker, Lewis Wheaton
Deadline	No new business for August SRC meeting

Membership Committee: Steve Oldaker, Chair

- Steve discussed the SRC re-appointment priorities.
- He strongly encouraged the individuals that are high priorities get re-appointed as soon as possible.
- He discussed the Governor's appointment process and recruitment of SRC members.

Action Item(s)	(1) Schedule a conference call within the next 30 days to discuss recruitment of new members and reappointment of current members whose terms are ending or have ended (2) Work with the Communication and Marketing Unit to add an SRC member recruitment tool to the SRC webpage. (3) Give report at August SRC meeting
Responsible	(1) Steve Oldaker (Committee Chair), Brian Mosley, Deborah Lovell, Chris Moder
Deadline	(1) Next SRC Meeting August 6 th and 7 th in Savannah, GA. (2) Next SRC Meeting August 6 th and 7 th in Savannah, GA.

Communication and Marketing Committee: Karen Addams, Chair

- Karen briefly talked about the Communications and Marketing Committee’s purpose and goals.
- She will set up a conference call soon to get things accomplished and will report on the activities at the next SRC meeting

Action Item(s)	(1) Schedule a conference call within the next 30 days for plans and include Robin Folsom and John Boan. (2) Work in conjunction with GVRA Communication and Marketing office on updating and expanding SRC website. (3) Committee will report on accomplishments.
Responsible	(1) Karen Adams (Committee Chair), Lisa Leiter, Joy Norman (2) Karen Adams will give committee report at August SRC Meeting
Deadline	(1) Next SRC Meeting August 6 th and 7 th in Savannah, GA. (2) Ongoing

Legislative Committee: Dawn Johnson, Chair

- Dawn discussed focusing next year on getting the Employment First Council in place.
- She explained that Employment First means that anytime someone comes out of the school system or is going into waiver services that they’re offered employment before any other segregated service.
- She wants to advocate and coordinate more with Sean and other people in VR and schedule follow up appointments with legislators so they hear the message from both GVRA and the SRC.

Action Item(s)	(1) Reach out the GVRA to create a one pager with talking points for SRC members to speak with legislators. (2) Develop a year-round legislative plan to approach lawmakers and advocate for people with disabilities and GVRA. (3) Schedule a conference call within the next 30 days to discuss activities and plans (4) Consult with GVRA External Affairs and Communications and Marketing Units (5) Give a report at the August SRC meeting
Responsible.	(1) Dawn Johnson (Committee Chair), Justin Pressley, Lisa Leiter
Deadline	(1) Next SRC Meeting August 6 th and 7 th in Savannah, GA. (2) Ongoing

GVRA Programmatic Update from Dale Arnold, Chief Client Management Officer

- Dale talked about the RSA Technical Assistance visit.
- Read some of the RSA findings for clarity and stated that many sections of the report were recommendations for improving VR services and operations
- Stated that RSA mentioned doing more surveys of clients and setting benchmarks to reduce the number of individuals under the age of 25 from exiting the program without competitive employment
- Other areas of the RSA report dealt with pre-employment transition services and prior approvals
- Dale stated that the current RSA report is just a draft and that he will provide a copy of the final report once it is issued
- Gave an update of some things going on with the VR Program that are very positive in terms of addressing some of these issues that are findings.

Inclusive Post-Secondary Education (IPSE) Programs by Susanna Miller-Raines and Dr. Carol Laws

- Susanna Miller-Raines stated that she is the Statewide Coordinator for IPSE with the Center for Leadership and Disability at Georgia State University (GSU).
- She presented a power point which was an overview of all IPSE Programs currently in Georgia
- Her co-presenter, **Dr. Carol Laws**, works at Georgia Institute on Human Development and Disability at the University of Georgia (UGA) and specifically in their IPSE Program.
- Dr. Laws shared a slide presentation about the UGA IPSE Program known as Destination Dawgs.
- They both shared that post-secondary education is an important key to shaping a new reality for people with disabilities.

GVRA Transition Services by Lauri Tuten, Director of Transition Services

- Lauri Tuten presented a power point on Transition Services.
- She spoke about the game apps that have been developed and launched: One app is called “Souptastic” and the other app is “Get That Gig”.
- She also talked about upcoming activities in transition services
- She explained that pre-employment transition service or Pre-ETS is job exploration, work based learning, career exploration, post-secondary opportunities, and work readiness which includes social skills, independent living skills as well as instruction in self advocacy.

GVRA Business Services Update by Ken Hise, Director of Employment Services

- Ken Hise spoke on employment services and how to get people to work.
- He spoke on training individuals to upgrade themselves for higher wages.
- Ken stressed being proactive to get the client the right training at the right time and move forward so they will qualify for a job.

SRC Chair, Rossany Rios wrapped up with a list of items to discuss for Day 2 of the SRC meeting.

The meeting adjourned at 4:50 PM on Day 1.

DAY 2: April 26, 2018

SRC Members Present: Rossany Rios, Chris Moder, Joy Norman, Brian Mosley, Jennifer Page, Dawn Johnson, Lisa Leiter, Karen Adams, Ruby Kaspers, Carl McKinney, Kip Slade, Brenda Bentley-Parrish, Lewis Wheaton,

SRC Members Participating via Conference Call: Steve Oldaker

SRC Members Who Were Absent: Peggy Venable, Kayla Wilson, Mike Pryor, Deborah Lovell, Justin Pressley

SRC Liaison: Robin Blount **SRC Program Associate:** Jacqueline Gregory

Guests: Lisa Ortega

SRC Chair Rossany Rios called the meeting to order at 9:00 AM.

- She opened the floor for nominations for two positions: Member-at-Large and Parliamentarian.
- Rossany discussed the Robert's Rules of Order.
- Lewis Wheaton and Brenda Bentley-Parrish were nominated for Member at Large and Lewis Wheaton accepted his nomination and Brenda declined.
- After SRC members voted, Lewis became the new Member-at-Large.
- Ruby Kaspers was nominated for Parliamentarian and Steve Oldaker nominated Justin Pressley for back-up Parliamentarian.
- After SRC members voted, Ruby Kaspers became the new Parliamentarian.

SRC mandates and responsibilities:

Rossany Rios discussed the eight SRC mandates and responsibilities.

1. The first mandate is to review, analyze and advise so the SRC can make good recommendations.
2. To review and report. It talks about partnerships.
3. To develop, agree to and review state goals and priorities.

4. Customer Satisfaction Survey.
5. Annual Report.
6. Integration of disability services.
7. Coordination of services and to help facilitate the coordination between VR, the State Independent Living Council (SILC) and the Centers for Independent Living (CIL).
8. To perform additional functions.

SRC Member On-Boarding Process:

Rossany Rios discussed the presentation of the On-boarding process of new SRC Members Orientation.

- This will take place prior to the first SRC meeting or within 30 days of the appointment or whichever comes first.
- Talked about discussing who the SRC is, Georgia SRC vision and mission statement.
- Discussed the SRC leadership roles and responsibilities and SRC members' roles and responsibilities.
- Talked about including the SRC role associated with the voice of the consumer with the nine mandates and the SRC Blue book.
- Talked about the committees' roles and new member committee selection along with the GVRA-VR overview.
- Suggest that new members come to meeting a day before the meeting starts for orientation.
- The orientation topics will be assigned to council leadership council members, SRC staff and others.

National SRC Conference Report from Ruby Kaspers

- Talked about the discussion on developing ways to ensure constant communication and collaboration is advancing.
- Discussed the importance of sharing data between SRC and VR.
- Shared how one SRC Liaison shared how their VR has executive meetings once a month that she attends to listen and provide input and have an SRC member presence at those meetings and how much of a positive impact is has had for her council.
- Spoke about other example of a SRC Liaison shared how valuable she thought the new quarterly WIOA report data is and how they have been receiving that pretty timely after the quarters end.
- Other member from conference spoke on how his SRC helped to educate and advocate their local Legislature on a particular issue, that their VR couldn't necessarily address themselves.
- Spoke about how some states are brainstorming ways to gain support for unofficial training modules, like funding through grants and possibly running some of those grants through local colleges and create new webinars.
- Talked about the Order of Selection.

Training on membership from Steve Oldaker

- Presented a document that is 34CFR 361.17 requirements for a State Rehabilitation Council.
- Summarized that the members in the council may be appointed by the governor or the governor can authorized another entity to do so.
- Discussed part two of the indications of the appointing authority.
- Discussions on who must be on the council.
- Discussed the indications that a majority of our council members must have a disability and do not work for the state.
- Indicated that we have 21 member on the council and 11 of who have self-reported as having a

disability, which is in compliance for the time being.

- Discussion of elections of chair.
- Discussed the terms of appointments.
- Talked about an employment to fill a vacancy of a predecessor only fills the remainder of their predecessor's term.
- Discussed that vacancy in the membership of a council is filled the way the original appointment was made except the appointing authority can delegate this to us, if we wish to do so.

Public comment made by Lisa Ortega

- Lisa Ortega spoke on behalf of Carters and Osh Kosh B'Gosh.
- She discussed their seasonal hiring program and said Carters would like to try to expand their diversity hiring.
- She wants to learn what it will take to employ individuals with disabilities in a distribution center environment.
- Lisa has talked with a number of directors at the Carters facility to have them understand reasonable accommodations and what they can do to hire individuals with disabilities in a shorter timeframe.
- Her contact information is: Lisa Ortega, phone: 770-595-8461, email: lisa.ortega@carters.com

Update of the Georgia Unified State Plan and Other Items:

- The handout regarding the SRC input into the modification of the Georgia Unified Plan was reviewed
- Discussed the Customer Service Report and discussion on considerations of what things to add.
- Rossany table the discussion setting up conference calls.
- **Karen Addams** suggested using the Go To Meeting software so all SRC members can see the document at the same time.
- **Rossany** stated that a Doodle Poll will be sent out to do a Go To Meeting webinar.
- **Rossany briefly discussed the budget report**

Rossany Rios adjourned the meeting at 12:00 PM on Day 2.