

SILC Meeting Notes:

Wednesday, February 19th, 2020

Connections for Independent Living – Greeley, Colorado

Introductions:

9:00 AM – 9:05 AM

Members in Attendance: Sam Jarris, Jennifer Scilacci, Martha Mason, Joe Triplett, Steve Heidenreich, Staci Nichols, Charlotte Morgan, Bill Wood, Ty Smith, Jessie Lorenz, Chris Roe

Approval of minutes from last meeting:

- Charlotte, Joe, Bill motion to approval minutes. Unanimous “AYE” vote

SILC Secretary:

- Louise has informed Joan that she needs to relinquish her position as Secretary due to the time commitment from her Graduate Program.
- Joan asks for volunteers for Secretary.
- Jessie volunteers if no one else is interested and Staci offers to share the position with her, as a joint-position.
- Vote for acclimation.
- Joe moves to vote in Jessie by acclimation to vote in new Secretary, Bill seconds, All are in favor, none are opposed
- Jessie is voted in as Secretary of the SILC

Administrative Updates:

9:05 AM – 9:45 AM

501c3: (Joan)

- Now a nonprofit in the state of Colorado, federal paperwork has been filed, but will take four to six months at least to hear back.
- The Office of Independent Living Services is working on a contract for the SILC to hire an executive coordinator.
- Can accept donations, but cannot write it off. Bill states that once SILC establish a bank account you can start getting donations and applying for grants.

Executive Director: (Joan)

- Hoped to have a Director hired by now, but had to go through the process of getting a documented quote through the state.
- Will use what we had in the Director budget for YLF and are using it to help Jennifer and pay some alumni staff.
- Because of state rules, cannot call the position “Executive Director”. Can hire once the contract with the state is signed.

Questions from SILC Members:

Ty – Is this Council transitioning into the founding Board of the nonprofit? Joan said it will be both the founding Board and a council, since we are still Governor appointed through boards and commissions.

Joe – When we become a Board and have an ED, will we still have a Chair of the Council? Joan says the two positions will coincide, the Chair will take second to the ED. Bill says traditionally you'll have a Chairman of the council and the ED will handle day to day operations.

NCIL: (Joan)

- Enough funds in this year's budget for five or six SILC members to attend. The cost is approximately \$3,000 per person to attend.
- With a new administration it is more difficult to get travel approved to go to Washington DC, Peter says that it would not be unusual to have a request to travel there denied.
- The other caveat is that there is a lot of advocacy does at the conference (lobbying legislators, etc.) and SILC members traveling to the conference would not be able to participate in those activities. The issue is advocacy vs lobbying, use your judgement and stay within advocacy arena. So, for example, don't stand behind a sign that is specific to a Senate Bill. Joan wants members to be aware before asking for volunteers.
- Ty asks: If I got funding from a third party to attend, could I participate in lobbying activities? Joan states that he cannot identify as a SILC members if that is the case. The fear is that the SILC's funding could be jeopardized. Ty was thinking about reaching out to community partners to get funding in exchange for a presentation about what the NCIL conference is so we can subsidize costs and spread awareness about the conference

Joan asks for volunteers: Jessie, Ty, Sam, Charlotte, Steve, Martha, Staci all volunteer

- Chris states that we can explore adjusting the budget if there is a need or want to send more members that what is budgeted for

Office of Employment First: (Teresa Nguyen)

9:45 AM – 10:15 AM

- The Office of Employment First (OEF) is a new partnership between JFK Partners and CDLE. Teresa is a new curriculum developer and trainer for youth transition services
- OEF was recently fully staffed starting in December, so they are fairly new but are hoping to build capacity and are hoping to shift Colorado's stance on supported employment and promote Employment First. Teresa's role is to cross-train and to outreach and develop a process for health care providers who interface with youth and families to discuss transition when it comes up.

Teresa Asks the SILC: *How can we best partner between OEF and the SILC? Starting to plan for the SPIL and wonders if the SILC sees any priorities for employment and if so, how can OEF support the achievement of that goal?*

- Jessie states that there is a public policy committee that can help inform her. She believes that we need to shift the paradigm so that we expect our youth to go to work. Teresa agrees and

believes that this is an important piece of what OEF is trying to do. Jessie will send Teresa an email with info about public policy committee

Teresa Asks the SILC: *How can OEF engage the youth in the YLF, and how can OEF present to youth about employment?*

- Jennifer states CILs and SILC have sent out a survey to stakeholders about barriers and needed services, and that a lot of answers spoke about employment. Once the survey is finalized, Jennifer will share the results with Teresa.
- Bill states that there is an alumni-association for YLF youth. Those participants are very active and are advocating for or needing the employment services and they will give OEF the on the ground grass roots response to her questions. Bill refers Teresa to Jennifer and the YLF Alumni committee.
- Ty states that as a youth advocate, his experience is that many youth want to work but it's the transition programs and parents that need the help and support. Parents are worried that their kids will lose their benefits and that those benefits are their only supports. Education for family members will play a pivotal role in hurdling this barrier

Teresa Asks the SILC: *What is the best way to structure approaching employment as a topic at YLF?*

- Jennifer states that employment is a required curriculum component of YLF, so will have that covered and have the last two years
- Joan states that she and Teresa talked about the possibility of Teresa presenting in a breakout session as a person with a disability who is successful in the workplace

Teresa Asks the SILC: *Will there be a parents or family session?*

- Joan says yes. What we will enhance this year, is a training for the delegates' parents. A lesson learned from last year is that some parents were very attached and had to be nudged to go with the other parents. Joan recommends having parents offsite from YLF.
- Bill says philosophy is to teach independent living skills, and in the past years when parents are involved it's diminished the ability for delegates to thrive independently in that environment. Parents have been controlling of the experience of the delegates, YLF national forum has specific modules and none of them are specific to engaging parents. Joan and Jennifer are working on having something in the beginning or the end for parents, but separate and distinct from the YLF where youth are engaged.
- Joan states that the parents won't be on the campus for their sessions and states the sessions could take place at Disabled Resource Services.
- Jessie states this is a thorny issue because Medicaid incentivizes having a family care provider. Jessie believes the healthiest thing we can do is respect the family unit but help the person with a disability gain that autonomy.
- Ty says that parents who care don't want to see failure, but that we grow and evolve through failure which is why it's important to have education for parents so that their concerns aren't holding people back.

Joan Asks Teresa: *What are the goals of OEF for year one?*

- OEF is operating under a three year grant. In the first year they want to respond to legislation that gets Employment Specialists trained in Customized Employment and Individual Placement & Supports (IPS), and eventually spread IPS to cross disability populations, get youth participation up in employment services. First year is focused on understanding what the community needs and then developing and tailoring best practice trainings to those needs.

Joan Asks Teresa: *What about cross disability?*

- Legislation talks about folks with IDD a lot because we talk about subminimum wage and those are folks with IDD. However, the mission of OEF and the vision is to serve all people with disabilities disregarding diagnoses and categories. IDD was written in there specifically because they had been left out of the system.

Joe Asks Teresa: *Does this mission include seniors over 60 who want to go back to work?*

- Yes, includes everyone, OEF isn't targeting anyone specific or leaving anyone out.

Chris Asks Teresa: *At last meeting we had a presentation about the SEEKS Grant, is OEF collaborating with SEEKS?*

- Yes, we are collaborating. Had a kickoff meeting yesterday and Teresa anticipates working closely with SEEKS team and wants to support CILs that are participating in that. Peter adds that he will provide a brief update later, but yes, the efforts of OEF/CILs/ and DVR will work together in an effort to make the grant successful. OEF and SEEKS staff are on the same floor and work in close proximity.

Break

10:15 AM – 10:35 AM

Revisit Executive Update

10:35 AM – 11:35 AM

- Changing dates of Executive Committee dates changing from Friday to a different day of the week so Martha can participate on a day she doesn't work.

Treasurers Report: (Chris)

- **Budget:** almost fully funded. We have \$48,000 from CDLE, and have rolled over \$101,000 from last fiscal year's Part B funds that had not been spent. Also have \$101,000 for Part B funds 2020. Also have \$20,000 in donations. Have \$30,000 from DD Council to fund YLF
- **Cash on Hand YTD:** Total budget of \$264,216.02, with \$63,526.83 total expended which is 27% of the budget. Larger expenses will occur later in the year for things like a retreat. Now tracking expenses by line item within a month.
- Bill asks, regarding the retreat, has the Executive committee talked about timing or content? Yes, Joan will address coming up.
- Bill asks, what were some of the YLF expenditures YTD? We had originally put \$60,000 in YLF budget for this year but some of the expenses from 2019 rolled into this fiscal year. The 18k expenses were from the 2019 YLF.

- Bill asks, did we lose any reimbursement from DD Council because of late reimbursements? No, we billed the full \$60,000.

Membership: (Charlotte)

- Membership is in transition in many ways. Committee tried to interview Kara to replace Adam from HCPF, but they have not been able to connect with her. New plan is to interview Kara during the March membership committee meeting.
- Planning to have a training for new council members at August meeting, but it has not been scheduled. Charlotte thinks training should take place over Zoom and record the training.
- Joan asks is anyone that has applied and is waiting for a response? Nancy states that an individual named David Dalgarn has expressed interest and the committee interviewed him, but stated that the SILC is fully constituted. They offered for him to participate on a committee and he said he would be happy to participate in any of the committees.
- Steve, Joe, Chris and Jessie have terms ending October 1, 2020. End of second terms for Chris and Joe, end of first terms for Jessie and Steve. Did Jessie take the place of someone who's term was ending? We need to figure this out
- Bill states that it would be helpful to get a list of: Roster of members with contact information, terms, CIL directory, any changes of the ED's of those CILs. Some of that information is on the website, but it is old and not up to date. **action item*

Public Policy: (Jessie)

- First meeting will be 3/2 and 1:00 PM.
- Jessie has been researching legislative issues in Colorado. The group will first look at what priority issues should be, what the groups' limitations are, and what can we do to be most effective.
- All are welcome, and if you are a part of a CIL please pass this information around so we can get members who are not SILC members. Jessie, Joe, Ty, and Sam have expressed interested. Jessie has reached out to David Dalgarn to participate but has not heard back. Joe requests that Jessie call him or email him with meeting information

SPIL

- There has been a formal announcement with the final SPIL instrument. We do know this is the form we will utilize moving forward. June 30, 2020 is the deadline that the SPIL must be sent off to the feds. There are four subcommittees who are each working on one SPIL goal
- Looking to identify three to four key and measurable objectives. Work group chairs will come up with the goals and the committees will work on defining measures. At May meeting, would like to have CIL ED's sign the SPIL
- Peter asks for comment on why the SPIL is created. Joan states that SPIL is federally mandated, and it breaks out funding and how the SILC needs to spend its money. There are objectives and goals the SILC needs to adhere to. CIL Directors have to agree on goals and report on them. Shows how funding flows and explains what Colorado's priorities are.
- Over view of survey results: 113 responses received so far. Jennifer will share results of survey in about a week. States that responses have been collected from all over the state.

Youth: (Jennifer)

- Have had four meetings with YLF planning team, and making a lot of progress.
- Have tentatively identified Colorado State University as the host site
- Have a flyer ready to go out and recruit for delegates. Will be putting all info into Google forms to it is accessible for everyone, but will have everything ready in all accessible formats.
- Hope is to send out all staff volunteer applications for next week, with a goal of interviewing staff and volunteers in March and begin training for staff or volunteers in April.
- Have created clear incident reporting documents with procedures this year.
- Looking in to book presenters in April.
- If you have any staff at your CIL who are willing to help out, we are still looking for folks who are willing to be active and volunteer. Also looking for volunteers to present to schools to recruit delegates.

Bill announces that, after working with the Alaska SILC, their board unanimously approved having a YLF and Carlos and some other alumni who were the reason for this. Kudos to Bill for being the champion of bringing YLF to Colorado. Bill asks if they have found a youth intern yet. Jennifer says no, but she will work on that. Bill says he may have some youth alumni who may be interested in that position.

Communications: (Sam)

Sam introduces new webcasting system. Chris is going to help Sam set up Zoom and will be reaching out to Joan and Sarah for getting the correct Zoom info on the agenda. Sam is happy with how the system has turned out and how it works.

Sam is working with Ladder Creative (website host) and it working on overhauling the website. Wants to update with new information and is currently working on cleaning up SPAM. Also waiting on getting a new contact with the State's OIT. Joan states we'd like to be able to add agendas and meeting notes to the site, Sam will work on updating member bios and information.

SILC Upcoming Training Schedule (Joan)

11:35 AM – 11:50 AM

- Looking at doing a retreat, and will invite the CIL Executive Directors.
- At retreat would like to introduce reporting requirements and federal uniform guidance and have asked Kevin Slevin (CDLE Fiscal Auditor for CILs) to come and host a training.
- Looking to have the retreat in June in a central location and will take place over two days. With the new SPIL, this is the time we may look at current goals we want to keep and what we may want to explore in the future.

Independent Living Conference:

- Looking in to having a conference in the state for the IL community and CCDC is interested in co-funding this event. This would help us form one voice for IL in Colorado and would make us stronger when approaching the Joint Budget Committee and other funders. Ty is interested in getting this off the ground as well. He suggests a gala and awards ceremony that celebrates achievement with

peers nominating peers and professionals who work with peers and stated that this is a very inspiring event.

- Joe asks: When I go out and talk to RTD or another group, what state or federal rules/regulations do I need to be mindful of? Charlotte states the membership committee is working on this.

Joan Asks the SILC: *What kinds of trainings would you like to have?* (Trainings for one hour at SILC meetings) Send any recommendations to Joan.

- Jessie states that the onboarding process could be improved. Needs to be a new way to onboard members that is more systematic. The membership is working on this. Jessie has her onboarding packets from California and will send to Charlotte.

Lunch and Connections Presentation

11:50 AM – 1:00 PM

Public Comment:

1:00 PM – 1:30 PM

Steve Teets – Advocate in Greeley’s Disability Community. Says the issue in Greeley is transportation and we need to focus more on having accessible housing for people. Benefits is another problem, it can be a big mess and fight to get and keep benefits.

Ty Smith – States there is a House Bill to hire peers with competitive wages and provide supports including educational supports. When they say peer they mean person with mental illness or substance abuse, Ty believes peer is a much bigger term and more all-encompassing. Could offer so much if it’s done correctly, and Colorado could build peer infrastructure that could surpass the nation if we could bill Medicaid and Medicare appropriately. Ty believes it’s an important bill that needs a few modifications and tweaks

Joe Triplett – Introducing SB – 151 which has to do with RTD and is a bill to redefine RTD, they are having severe problems internally. General Manager retired unexpectedly, and if this bill passes they want to have the governor appoint two Ex-Officio members. We don’t want this bill to pass. Joe asks Jennifer to send out the bill to SILC members. CCDC does not support it.

Leonard England – Would like to see an office re-open in Fort Morgan so he can access the internet there.

Coordinating Activities with Other State Entities:

11:50 AM – 1:00 PM

State Rehab Council: (Steve)

- SRC is searching for members and is starting a training program to help new people learn what they can do. Have plans to travel around the nation to learn about what other states are doing effectively

Division of Vocational Rehabilitation: (Jennifer)

- DVR is partnering with OEF and those teams work closely together.
- Partnering with the SRC’s Customer Satisfaction committee to travel around the state and gather consumer feedback
- DVR partnered with the Governor’s Office to develop a 26 minute film called “Works Untapped Resource” which is geared towards employers and highlighting workers with disabilities around the state. Will send out a premier film event at the Governor’s mansion.

- In June, it is DVR's 100th anniversary and is planning a variety of events to celebrate the ADA in July.
- Agency is now focused on competitive integrated employment and is working on reducing siloes, so has created a specific unit. Youth and Training units are now under this unit (CIE)
- Have hired a new Benefits Coordinator who will work to train counselors on benefits counseling as opposed to referring to CWICs across the state.
- New Director, Kristen Corash, has implemented the 4 Disciplines of Execution with a target goal of increasing employment in four opportunity occupations. These are areas that are growing rapidly in Colorado and offer a career pathway (construction and extraction, finance and business, education and library sciences, healthcare practitioners and technicians).
- Current Data: 9,786 open cases, 692 applications coming in every month, 1,247 individuals have met their employment goals with an average of \$15.82 per hour.

Office of Independent Living Services: (Peter)

- Peter describes the function of OILS. OILS is responsible for executing contracts with nine CILs across the state and serves as the fiscal sponsor for the SILC. The SILC's purchasing abilities go through the Office, and as the SILC transforms into a nonprofit, they will learn to pave their own in terms of how they're managing their finances.
- OILS was awarded a federal grant called Securing Employment and Economic Keys to Stability (SEEKS) which is a research study that will be implemented over the next five years. The focus of the study is to look at an intervention that helps individuals apply for SSI/SSDI while concurrently working with a benefits counselor and working with an employment specialist who is trained in CE and IPS. Will measure if this intervention leads to better employment outcomes, and if it reduces social isolation for people with disabilities. The SEEKS grant has an advisory team and the team provides input on how the grant should be carried out. Enrollment begins in July. As we begin enrollment we may need to request feedback from the SILC. Eligibility criteria is are you likely eligible for SSI/SSDI, 18-80, works with a CIL, open to working with DVR.
- SILC Congress is next week, and Colorado was asked to sit on a panel which is meant to discuss strategies for collaborating with the DSE. Joan and Peter are participating on this panel.
- Peter recommends that the CILs host a table at the upcoming Associate for People Supporting Employment First (APSE) Conference in Denver as an opportunity to show the nation what they are doing here in Colorado – this would raise visibility and awareness.
- OILS meets with CIL staff monthly as a CIL Metrics Committee. Put together a report that explains as a system what we accomplished. Looked at revenue, goals met and goals set. This report was recognized at the Joint Budget Committee. This year as we meet, we need to get a 2019 program report, look at consumer satisfaction, and highlight a few activities that the CILs was to put out there. What part should the SILC play with the CIL Metrics Committee? Jessie recommends that the data would be helpful to write a SPIL. Jessie offers to participate in the CIL Metrics Committee, Jennifer states she thinks that it makes sense for the SILC to have representation on the committee.

Center Updates:

2:00 PM – 2:15 PM

Disabled Resource Services:

- Has an open Director of Programs position, just hired a CPA, renovations are almost complete

Atlantis:

- Building is almost complete, move in date of July 7th. Have a community room for meetings and new office space, creating a Disability Rights History Museum and have received grants for that. Working with other advocacy organizations to put on an ADA celebration in July. Will send out information for that. Have open positions and have been struggling to fill them.

South West Center for Independence:

- Received contract proposal to do SSI navigation, went through the processes of getting recertified for CCT, were just approved as an EN. They hired a benefits counselor and is helping individuals around the state. An artist has applied for a grant to do a mural on the side of their building. Getting involved with ADA office and political science department at Ft. Lewis College. Getting a DORA grant through CCDC working with people with disabilities who are natives. Involved with equity and emergency planning grant. Have a new Board member, now have seven members. Getting ready for Annual Abilities Summit.

Center for Independence:

- Have staff openings in each office. Received a Census Grant and are doing a 12 county outreach to underserved populations. Have been written into the city's CDOT plan because they have to do a report that goes to the state in order for CFI to access funds to buy wheelchair accessible vehicles. ASL interpreting across the rural parts of the state (RISP). If anybody wants more information about RISP, reach out to Linda or Staci Nichols.

Closing Remarks:

2:15 PM – 2:20 PM

- Working on a hotel for May 20th meeting in Durango. Charlotte and Jennifer ask that we be mindful of cigarette smoke in whatever hotel we decide to stay in. Would like to avoid staying in casinos where rooms and casino floors smell of cigarette smoke.
- Joe states that we can now vote online in Colorado and that this is very accessible to people with disabilities and people who are blind.