**General Meet 10-3PM**

*February 17, 2021*

Council Members in attendance

|  |  |  |
| --- | --- | --- |
| First Name | Last Name |  |
| Joan | LaBelle | x |
| Olivia | Tonti |  |
| Ty | Smith | x |
| Martha | Mason | x |
| Sam | Jarris | x |
| Charlotte | Morgan | x |
| Jennifer | Scilacci | x |
| Bill | Wood | x |
| Staci | Nichols | x |
| Steve | Heidenreich | x |
| Louise | Wilson | x |

Staff in attendance

|  |  |  |
| --- | --- | --- |
| First Name | Last Name |  |
| Jaime | Harrell | x |

Guests in attendance

|  |  |  |  |
| --- | --- | --- | --- |
| Peter Pike | Matt Bohanan | Billy Allen | Heather Hagan |
| Sarah Hansen | Rochelle Miller | Ray Jarman | Darlene Beals |
| Ruby Gonzalez | Karen Prince | Heather Kamper | (16082138701) |
| Interpreter (Terri) | Amy Smith | Susan Lindeman | Candie Burnham |
| Interpreter (Carol) | Joe Anzures | Sheena Bassett | Evan Shockley |
| Ian Engle | John Lizza | Patrick Teegarden | Dixie Herring |
| Edgar Morales |  |  |  |

**AGENDA**

**Call to Order**

Time meeting started: 10:09 am

**Adopt of Agenda**

**Motion made by**: Steve Heidenreich

Seconded by: Bill Wood

Unanimous \_X\_ Abstain \_\_\_ No \_\_\_

**Motion passes**

Discussion: no discussion

**Approval of Minutes (November)**

**Motion made by**: Steve Heidenreich

Seconded by: Sam Jarris

Unanimous \_X\_ Abstain \_\_\_ No \_\_\_

**Motion passes**

Discussion: no discussion

**SILC UPDATES (Executive Order and Contract, HR Committee, Co-chair proposal, Executive Coordinator Report)**

Discussion:

* Executive Order and Contract:
  + Still in process and decision-making phase
  + Considering training, scheduled August for Strategic Planning
    - Operating as Board of Directors; this is a process and will requires structural changes to Council and fiscal operations
  + Converting from Contract to Non-Profit will cascade staffing techniques, meaning that we are no longer a contract organization, but an executive staffing NP.
  + Executive staffing will be the nucleus forming our Human Resources committee
* HR Committee:
  + New committee mirrors existing committee structure, chaired by a member with HR expertise
  + Develops HR procedures and policies, evaluations and new-hire coaching, handling compensation and benefits (health, 401K, etc)
  + Organizational structures and succession planning
  + Question from Martha Mason: Looking for an HR person rather than an HR staff?
    - Bill Wood: Looking for approval for the concept of committee rather than who is on the committee; Joan LaBelle: Really looking for expertise to be on the committee.
    - Sam Jarris: HR would be a spinoff of the Communications committees for internal language structure
      * Bill Wood: HR committee will be a standalone committee; HR committee will be guided by Executive Committee, Joan LaBelle: committees work together and have expertise to lend

**Motion made by:** Steve Heidenreich: Move to accept to develop HR committee to meet needs

Second: Sam Jarris

Unanimous \_X\_ Abstain \_\_\_ No \_\_\_

**Motion passes**

Discussion: no discussion

* Co-chair proposal: Joan LaBelle has reached 100% resource allocation as Director at CIL and as Chairperson at SILC
  + Proposes new co-chair with Bill Wood and Joan LaBelle to eliminate resource overallocation until September when Bill and Joan term-out
    - Ty Smith: Sets a good precedent; Sam Jarris: important to individuals serving in role; Steve Heidenreich: good idea as needing to support

**Motion made by:** Steve Heidenreich: Move to accept interim co-chair position

Second: Ty Smith

Aye \_X\_ Abstain \_(Bill)\_\_ No \_\_\_

**Motion passes**

Discussion: organization that puts people with disabilities in charge, that we make accommodations with people. Joan LaBelle will not give up any legal authority and will handle any contractual issues. Bill Wood and Ty Smith will handle ex officio duties as necessary.

* Executive Coordinator Report:
  + Please see report

**Financial Report**

* Please see report
* Discussion on I&E funds and Part B funds and spend down by fiscal end of year

**Motion made by**: Bill Wood moves to accept finance statements/report

Second: Sam Jarris

Unanimous X Abstain \_\_\_ No \_\_\_\_

**Motion passes**

Discussion:

-Steve Heidenreich: Would we be able to spend more money on resource development? We don’t have a shortage of money. We had $5,000 to be spent by 6/30/21 and it was removed in this budget. Joan LaBelle: This is just for modification of the current budget. We will be developing a budget for next year as a 501(c)(3). We will have a training on Uniform Guidance.

LaBelle: Do we have an idea on how to spend the money? It depends on what we put into the SPIL. If we have money left over, right now, it goes back to the CILs.

-Staci Nichols: Will this change when we start meeting in person? LaBelle: We hope to meet in person in August, so we have that built in our budget.

(Unknown) -discussion on how money is spent and any ideas on how to spend funds

**Election of Secretary**

* SILC Secretary Olivia Tonti, indicated to Chair that she would like to resign, requiring the election of a new interim secretary.
  + Objectives: handling signatory, sign minutes, and other similar duties until officer reorganization in October (Secretary duties would entail May and August meetings)
  + Sam Jarris indicates interest interested
  + Staci Nichols states that she would like to be Secretary on-reserve
  + Jennifer Scilacci is happy to help assist if needed.

**Motion made by**: Ty Smith moves to accept Sam Jarris as interim secretary

Second: Steve Heidenreich and Stacy Nichols second motion

Aye X Abstain \_(Sam)\_\_ No \_\_\_\_

**Motion passes**

Discussion: no discussion

**Attorney General training on Colorado Open Records Act with AG staff and Patrick Teegarten**

* Please see recording on Open Meetings, Open Records, and Open Minds- Transparency Laws for Boards
  + Presented by John Lizza and Pat Teegarden
* Training is recorded and is available upon request to the Custodian of Records.

**Youth Leadership Academy (YLA) Presentation**

* Becoming a 501(c)(3) and becoming more autonomous is a priority
  + We hold Youth Leadership Forum annually and seek ways to more effectively provide this community service
  + Noted that SILC cannot directly provide programs, therefore new structure to administer forum is necessary
  + Seeks consideration to merge Youth Leadership Academy (NP) with YLF as a subsidiary under SILC
* SILC-YLF Subsidiary Concept
  + Bill Wood and Joe Anzures are acting YLA Board Chairman and Executive Director, respectively
  + Background shared on Youth Leadership Academy
    - Added into SPIL in 2017, followed AZ YLF process which included a separate YLF organizational nonprofit
    - Thinking about how to expand leadership and grants to work with youth and began process to become independent nonprofit
    - YLA followed along with SILC becoming nonprofit to be able to include CDDC funding
    - Currently in dormant state; Looking to host YLF as a separate structure hubbed in itself (similar to what AZ YLF has been)
  + Why merge?
    - YLA is existing nonprofit,
    - Expands organization to do more than just YLF- workshops, conferences, et. al.
    - Protects SILC from litigation and liability
    - Attract grants and contributions and will allow for hiring and managing employees and can allow for faster procurement options.
  + Major project tasks, if approved
    - Merger documents, appoint Board, revise bylaws, design staffing plan and draft annual goals, develop infrastructure, and finalize work plan
  + Next steps
    - Refer concept to Executive Committee (EC)
    - SILC accepts or declines concept by mid-May, 2021
      * If accepted by EC, next objectives include seeking legal advice, establishing a Merger Committee and implementing Merger work plan; proposal should be completed and submitted by end of August/September and Committee work started to organize YLF 2022, including fundraising and R&D
      * If declined, YLA will seek dissolution.
  + Questions regarding proposal:
    - Do we seek youth input now? If SILC moves forward, will youth have autonomy? Youth were open to proposal. Vision is that there will be a few adults, but BOD would be primarily youth with adult guidance. There will be a corporate veil between SILC and YLA by receiving reports (ex-officio), but won’t have direct input on operations to protect legal independence. The Envisioned Board of Directors would be completely youth driven, autonomous from SILC, eventually.
    - Do you know how many YLFs have gone in this direction? Arizona, Wisconsin or Michigan may have gone this direction. This would be part of the data gathering prior to moving forward. Joan LaBelle shared that she would like to see this data before moving forward with the proposal. Jennifer Scilacci states the same in the comments along with wanting clarification about whether the YLF is a service provided by the SILC.
      * Joe Anzures shared: CA shared that the main reason that they moved toward this direction is because donors don’t want to contribute to a State-funded organization; SILC would still be involved in YLF as funding as a contributor.
    - Charlotte Morgan: Clarification on organizational concept and data is needed.
    - Joan LaBelle: There is a lot of information needed. It is a fairly technical issue.
  + Look to form an ad hoc committee to explore this?
    - Ty Smith: An ad hoc would be good to give info without bogging things down; Staci Nichols agrees, but wants to ensure that we are solving a problem; Sam Jarris likes idea, complexity with this, but doesn’t want it to be completely youth led, wants to have experienced leadership to start;
      * Ad hoc committee would lead to information
      * Joe Anzures: Advantage is that there would be donor investment, YLA has been dormant for 2 years and must be updated with IRS.
    - Martha Mason: The timing is incredible, if there is a separate organization, they must follow federal spending guidance, we should invite expertise for review. What are the different ways to set YLA up?
      * Bill Wood: Draft work plan that has need for corporate law review, etc.
        + Can data gather and bring this to Exec Committee for the SILC to consider
    - Ty Smith: It’s important that it is Youth led; important that YLA is 51% youth led

**Motion made by**: Ty Smith moves to create Ad Hoc committee to gather information on YLA committee

Second: Sam Jarris

Aye X Abstain \_(Bill)\_\_ No \_\_\_\_

**Motion passes**

Discussion: Martha Mason: Concerns that the committee is not going to be as useful in gathering enough information before the next quarterly meeting. Joan LaBelle: If we need more time, we will have it. Mason: We need to be very thoughtful where we get the information. Bill Wood indicates that he does not have the expertise to recommend legal, etc. concepts; Wood: If we can’t get it done by May, we can wait. LaBelle: John Lizza shared that they could be a resource for us. Joe Anzures: No rush to do it this year. We have legal advice and help with 501(c)(3) application, but no rush to do it all.

**Public Comment**

* **Steve Heidenreich**
  + Tomorrow morning, on podcast will be thanking individuals in helping with book, Running to Win
    - If you want to purchase, [heiden216@gmail.com](mailto:heiden216@gmail.com)
* **Sadie Martinez**
  + Partnership with supporting people with disabilities in emergency management, working to support planning *with* and not *for*
  + Learning to have changed behaviors and partner in local areas and support emergency management and to be part of that conversation
* **Amy Smith**
  + Representing Protection and Advocacy community- human and civil rights violations inside facilities; have a deep concern that oversight powers are not being tapped. Generate traction in the disability community focusing on disability specific access in assisted living, food scarcity, etc. There is a great deal of action in the state.
  + Interested as chair of PAIMI in generating partnerships with SILC and CILs on developing protection and advocacy networking
  + In Southeast Colorado, working on housing and vocational projects, in county dependent on state income
  + thank you for the wonderful presentations today

**Partner Updates (SRC/DVR/DSE)**

* **State Rehabilitation Council** (Steve Heidenreich):
  + Going well. Helping CO DVR. Lots of fun!
* **Division of Vocational Rehabilitation** (Jennifer Scilacci):
  + Refining virtual services, creating guidance docs and creating procedures to work remotely.
  + We have a lot of teams to ensure everything is accessible
  + Have a goal to move all services accessible by remote by 2023
    - Looking for community and partner feedback
  + Have a task force working on Equity, Diversity, and Inclusion
  + Have an official reasonable accommodation policy that outlines whether they need accommodations or not and follows-up with supervisors, annually
  + Created racial equity report to continue to grow and reporting
  + Have also hired an individual who is focused on accessibility
  + Currently, 9035 open cases and 400 new cases per month (average), successful closures are also down to 873 since July 1, 2020.
* **Designated State Entity** (Peter Pike)-
  + (Unavailable for meeting comment)

**CIL Updates**

* Connections4IL:
  + Has a newsletter and we will try to distribute to our SILC members
* Center Toward Self-Reliance:
  + Facing some issues of consumers waiting until last minute to get support
    - Trying to put out fires
  + Ideas for warehouse and partnering with other people
* Atlantis Community:
  + (Unavailable for meeting comment)
* Center for Independence:
  + (Unavailable for meeting comment)
* Southwest Center for Independence:
  + Business as usual;
  + SouthWest Rides can be called for free ride to get vaccinated [for COVID-19]
  + CDOT grant to pay for SouthWest Rides
  + Strategic planning with Board for Region 9 and have commitment to include accessibility piece in their goals
  + Facing some issues of consumers waiting until last minute to get support
  + New finance manager serving remotely from Indiana
* Disabled Resource Services:
  + Purchased building in Loveland and that can do services around workforce development and homelessness
  + Set up as vendor with DVR and have 1st authorization
  + Hired contract accountant
* Northwest Colorado Center for Independence:
  + With pandemic, everyone is working harder to accommodate consumers with basic needs. We are running up against restrictions imposed that have isolated consumers. Focus on access to services and maintain inclusion and support consumers
  + We are celebrating support for individuals
  + Major increase in mental health symptoms; reviewing support mechanisms for individuals who don’t normally need support
  + Daniel’s fund for DME and youth services
  + Reeve and Next 50 Foundation have worked to carve out nursing home program
  + Reviewing options for healthcare; options for low cost, low copays and better access
  + Things are difficult right now and it has been challenging to support consumers
  + Challenges getting information to various populations about and supporting consumers with vaccine needs
* The Independence Center:
  + By appointment only operations
  + Working from home virtually and as normally as possible
  + All services are up and running
* Center for People with Disabilities:
  + Heather- new Director of Core Services, hired new Bilingual Advisor
  + Onboarded new board member; have full board now
  + Hiring caregivers with Home Healthcare program and trying to get creative
  + Added Veteran Directed program
  + Youth Program has grown; strategizing to support youth transition person
  + All remote and in-person; by appointment only

**Committee Updates**

SPIL Monitoring (Joan LaBelle)

* Our first meeting will be taking place on March 23 about becoming a 723 State
* Ty will be coming on as chair of committee

Public Policy (Ty Smith)

* We have been meeting regularly
* Last meeting we drafted letter and would like to send out to our legislators (see draft letter)

**Motion made by**: Bill moves to support distributing document with edits of taking out “they”, “them”, “their”

Second: Charlotte

Aye X Abstain \_(Sam)\_\_ No \_\_\_\_

**Motion passes**

Discussion: Ian: Take out they, their, them.

Membership (Charlotte Morgan):

* Has been making progress
  + Waiting for Dixie Herring and Karen Prince to be appointed
  + At present, still trying to fill at large position, have Matthew Bohanan with HCPF awaiting with an interview
  + Jennifer shared that she has recruited a person to take her place- Beth Davidson, DVR Supervisor in Steamboat Springs

Youth (Jennifer Scilacci)

* Jaime shared out earlier
* Evan Shockley: I think it has been a great part this year, there is a lot of motivation and we have made a lot of advancements. We have tried to keep our budget open with accommodations with moving forward
* Edgar: great group of people that I work with. Make it as fun as possible this year, trying to be as positive as possible
* Please see documents sent out with meeting packet re: Youth Committee and YLF Budget

Communications (Sam Jarris)

* Have put together a comprehensive communications proposal that will advance how we do business, will change web and brand presence, and will support our SPIL
* Have a relationship with commissioner, Reyma McCoy McDeid - Commissioner of the Administration on Disabilities (acl.gov)

**SILC Congress**

* has been cancelled completely this year
* Originally scheduled in late April, but cancelled due to pandemic. Virtual conference was not feasible either.
* Only time we can interact with all 56 SILCs across the country
* Wanted to make sure that we could access development opportunities

**Development Opportunities**

* We still want to ensure that we have development opportunities outside of SILC Congress- Colorado Nonprofit, etc.
* We didn’t shift all of SILC Congress into new budget; however, we can do nonprofit training
  + Opportunities should be received in our SILC emails?
    - Clarifying- If we receive some type of opportunities, we should send to Joan or Jaime

**Closing Thoughts and Adjourn**

**Motion made by**: Ty Smith motion to adjourn meeting

Second: Sam Jarris

Motion passes

**Close at 2:15**