



GCDD Quarterly Meeting


April 17-18, 2014

Held at GCDD office - 2 Peachtree St



July 17-18 Next COUNCIL MEETING
Plan to be there

Thanks Kim for all arrangements
New edition of Making A Difference
Annual Report

Clarksston - Appreciative Inquiry
April 26th Noon
Cultural Festival 
Saturday... can bring your family
Need better Council participation
see the garden

JUNE 9th - Real  Road Trip... 
(week of)
Interested  from around
the country are coming

Upcoming Events - Let Eric Know
if you want to attend... 30 days
prior to process travel



Atlanta Dream

May 16
opening game

June 18

July 1 & 29



women's
basketball

Approached GCDD
Want to help
w/ Disability
Awareness

Disability Day

Perfect Weather



- Good Turn Out
over 2500 ♀

Guest speakers
Legislators came out
FUN!

Darcy brought her baby

Governor ... Made specific commitments
Proclamation

Executive Committee

- reviewed evaluations... More breaks
- Asked for VR to present to Council
- Employment - ↑ issues

Stacey ♀
CLD

... + Behavior Supports
... Person Centered Planning
... Dr Andy Roach
Associate Director

Josette ♀

... went to Centenary
talked to youth who
did roving listening
... youth learned a lot
one had gotten a
Scholarship
... Support group having
BBQ fundraiser
May 17th
... went to DC... interesting
meeting Cong

Debbie ♀

implement
what I've
learned

Employment
Focus
for her
daughter

Centenary Appreciative
Inquiry

GW1 - in Columbus
great experience

UGA planning institute

People 1st involved w/
Atlanta Dream

Pact. Secondary interest


D'Arcy

 Annika 4mo old today!

Thanks Dawn
Got 1/2 Million
Working 3 days week now


Debbie
R

DOE
Preschool Project

 AUSA

- Forsyth
- Hall / Gainesville City
- Savannah Chatham Effingham
- Bibb
- Houston

Having some break through


May 14th - Free day - GA Tech
Autism Research Conference

IDEAS Conference - June 3-6
St Simons

Focus... Kids stay in school
Employment when
graduate


Tom
C.


Work w/ VR

Enjoying doing public speaking
Help  secure employment
Presenting at Ideas Conference
How I use imagination


Cheri
P

Real 
Capturing Stories


Caitlin

Real 
Presenting Tomorrow


Toni

Assisting Kim


Kim

Staff... Makes logistical
arrangements for
Council Meetings


Gary

Financial Officer   6

♂
Lynn
Walker

DHS - Commissioner's Office
Ready & willing
1st meeting

♀
Becky
Brightwell

DVD - Heather Brooks
story
Microboard

Threads
That
Bind



So. GA - Tifton
Arts
... quilting
... poetry
... storytelling

Tracy Rackensburger
uses technology
to teach college
classes

Doug Crandell -
Employment
Training
Agricultural Needs

Cliff Bars - Gave

Dogwood Festival - Enjoyed it
Awareness - PR

Disability Day
Making A Difference

Interviewing for PR
Associate

(7)

♂
Valerie

Real 
Retreat

Son got
married 

 Dorothy
Harris

Fitzgerald
Jessamine
Place
People 1st

GW
Disability Day

 Sharon
S.

Contracts
Post Secondary
Program Area
Daughter graduating
from UNiv of
Pittsburgh

 Dawn



Team - Policy
McAllister - service dog
passed away last
weekend
Applied for another one

 Eric
J

GWI - snowed in a
couple of extra
days

Lots going on

 Mitzi

Disability Day good
DC - talked mostly
to congressional
staff - they are
the doers

Josuah ... went to race
for his birthday
offered to send us
to Charlotte for free



Got an award - self
advocacy ... It is
my LIFE! (I'm not
an advocate)

Employment 1st GA Crystal Rasa

Held at GAO ... Background on
Employment 1st

Ⓜ Funding from

GCDD ... + ... staff from GAO = Good Outcomes

Crystal - Employment Advocacy
Direct EFG

Consultants: Nancy Brooks-Lane
Ruthie Beckwith

CONCEPT - Employment 1st

♀ receiving paid supports
during the day should
offer Employment as a
first option

Believe everyone can work!

GA was "rich environment" for
employment in the 80's ...

Work in integrated environment
in the MT at or above
minimum wage

Develop examples/stories of ♀ with significant disabilities

Customized Employment

What businesses need... meet those needs

... through process of discovery learn ♀'s gifts/talents Tailor employment to them

Supported Employment

... with on-going support hired into existing jobs

Less than MINIMUM wage - ^{Subminimum Wage}
Section 14-C Fair Labor Standards

Only ♀ with disabilities in a facility ... can be paid less than MINIMUM wage

"Sheltered workshops" ... piece work ... #'s produced
Maybe make \$5/month
Some paychecks - \$.38

Push from DC ... end subminimum wage

Rhode Island - influenced by GA DOJ settlement ... raised issue of lack of community services too. (II)

Rhode Island Day Services

DOJ suit - due to sheltered workshops
Must provide employment in ITW at
at least minimum wage

landmark
Case

ADA > Close Hospitals -- Residential Better
Olmstead > Get better days, too
for a good life

Ripple effects ... all over the country
Laid out specific transition services

EXCITING! Legal Framework

Leadership
{ EFG / GCDD }
{ CLD / DOE }

Statewide Transition Committee

Over 10 years has been active

Crystal Rasa
Lu Nations-Miller
Co-chair

Lots of participation

Clearinghouse of info

Provide some individual support
for transition ... as needed ... overcome
barriers Building relationships

Assist w/ ... accommodations for work
... Micro-enterprises
... Marketing expertise

Partnerships * VR ... helped w/ website
* Consultant ... help w/
from EFG Pay Pal


 Comic Book
Business

↑ sales

... likes living alone
... drives

if he doesn't ↑ sales
all that might go away

Help families see
value of family
member working...
Taking risks... being
safe

 Lack of Long Term Support
GCDD worked hard to get \$
from legislature

PILOT PROJECT - Customized
... VR "Discovering Employment
... DOE Jobs" for 10 

Michael Callahan - did training
3 days x 2 in different
parts of state ... using
Best Practice [Discovery]

Collected Stories - Introduced families to Employment


- Benefits Planners
- Discovery Process
- Work toward transition

changes
- personnel

 Athens working in Nursing facility

 North GA People who want to work with Kids

Waiting List ... ♀ ♀ from one of those

Exiting School -  from Legislature

DOE - Talked w/ Debbie Gay
Lu-Nations Miller
Lynn Holland

DBHDD - GIA \$ 50 Kids
administering
it ...

Untapped areas
of state
Customized
Employment

2009 - started Pilot for 10
students

- Built on Positive
Relationships

Myths : Costs less to support work

15) Need to build capacity for best practices

DOE - reports Post School Outcomes

State Employment Leadership Network
(SELN)

Technical
Assistance

National Assoc of
State Directors of
DD Services

↑ employment outcomes
Not good data from DBHDD

Measurable Outcomes

Need to Incentivize Employment

Providers of Supported
Employment

paid less Now than
providers of sheltered workshops

Meaningful Days - Darcy EIKs

Invision Meaningful Life and

Roles for  ... Co sponsored

by DBHDD ... Positive Feedback

b)

Transition Summit } - Public Health Funded

Youth Brought their parents
Post Secondary Opportunities
& Tracks ... different schedule
Met self advocates & ♀♀
who are working
Inclusive Living

Parents... how to support
your family member to
live an inclusive life

Good Experience for Youth &
Families

Contacts for New York Times

"Boys in the Bunk house"

Iowa Turkey Farm - Abuse/Neglect

Residential Provider & Payee

Paid sub-minimum wage

Poor Living Conditions

FBI investigated
SS oversight
coyee (17)

National Assoc Protection & Advocacy wrote
Segregated & Exploited

Big Push for better employment
from many entities

... Conflict of Interest - Representative
... Monitoring It Payee

GAO helped ... used expertise
help w/ context

???

Dawn Is there No policy
around conflict of
interest ?

SS looks at it as
thank goodness we
found someone to be
the representative
payee.

Debbie R - Anybody tracking
Rhode Island folks
There will be.

Hope good data tracking

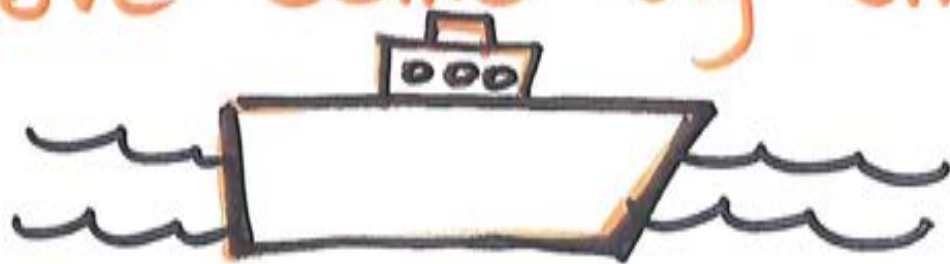


\$65,000

GCDD
contributes
to EFG

Leverages a lot

Move some big ships



Debbie
H

Lot of work Needed
to be done with
families to see
employment possibilities

Need to start young!
Families often told their
family member can't.



Greg
Schmeig


Georgia Vocational Rehabilitation Agency (GVRA)

Appointed by Governor
Oct 2012

I had polio
when 5 years old
Kansas City, MO
couldn't walk
Had forgotten about it

Every person
should have
opportunity
for full life...
including
work

1st experience w/ 
w/ disability ... st Louis

1976 ... Max trying
to get  in MT

Hire a person
(Barry) from institution
Got w/ rehab engineer
put baskets on
his wheelchair

incoming / outgoing
Got to know him.

Great Guy... didn't
have a body that
worked well

Trusted Greg... asked
him to help him in
bathroom... Barry
said "I had chili
for lunch."



Vision

Nationally recognized for excellence in best practice for ♀♀ with disabilities

Mission

Maximize employment and independence

VALUES

- ★ Respect & Inclusion
- ★ Excellence & Accountability
- ★ Positive Growth Expectations
- ★ Diversity

○ Exclusion was how Ruby & Crystal framed it

Answer to the Governor

9 Member Board

"Attached" to DHS

stand alone agency

5 Programs

- VR

- Roosevelt Institute

- Business Enterprise

(Bainbridge) - GA Industries for the Blind

500 staff → Disability Adjudication

Send out 20,000 disability checks
a month in GA

CHALLENGES

- Institutional Knowledge
- Cost of Medical hospitals (2)
at Warm Springs
(Partner to help run it)
Frees up \$ for VR
- MOU with GDOL for IT Support
& co-locations sublease costs
- VR Program spending \$90 Million/yr
over spending by
20 Million
- Lack of Match to Maximize Federal
VR Grant

* Priority Categories (7) (order of selection)
A. People w/ most significant disabilities

10,077 ♀ on waiting list

... 2 call centers \leq CVI
Bobby Dodd

Call ♀ on waiting list

Script ... make at least 3 calls to reach ♀

Re-opened categories 2/2014

2 days week to schedule to see ♀ on Waiting List

- Functional
- Services Required
- Length of time ♀ need to receive services

Need to change definitions of Priority Categories

Examples of Ineligibility
Turn that upside down

Maximum Grant Availability

Fed \$ 105,000,000

Have to come up w/ Match

Won't draw down Federal \$ because of lack of MATCH... will go to other states

\$4 return for every \$ put up

For every \$1 to VR - Economic return of \$16 if help a ♀ w/ disabilities employed

EMPLOYMENT 1st POLICY could be important

- NY
- MASS
- WVA

> Got GA's Unmatched Federal dollars

Feedback from Stakeholders

1. Org Structure
2. Transition from school to work
3. Supported & Customized Employment
4. Vocational Training
5. Assistive Technology

6. Special Populations & Special Services
7. Research & Innovation

PATHWAY TO EMPLOYMENT



No More Just
Sitting at Home

Need More Providers who
offer supported or
customized employment

Make it Affordable
to do!

Technical Colleges - Need to be
more
accessible

Populations - ♀ who are blind
♀ who are deaf
so do ♀ w/DD. Autism Veterans (25)

Hiring ♀ with Knowledge & expertise
in areas of DD
Autism
MH

Help them
find good
♀ to fill
those
roles

INNOVATION

New Practices

Theories - why ♀ w/ disabilities are
5x more likely to leave
the labor force

EMBARRASSING STATISTIC!

What do we need to do differently



Leverage
Resources!
Talk to each
other

Mou w/ DBHDD

DOJ settlement said DBHDD
had to work w/ VR

With access to DBHDD \$
Can use it as Match to
draw down \$4 of Federal \$

Geographic Regions don't Match

Need to think differently
and do things differently

GOAL

Build accountable, results-oriented
GVRA w/ Capacity to fulfill
its Mission

Priorities

- change the way we do business
- outcomes (competitive & integrated work)
- most significant disabilities (everyone can work)
- constituent services (proactive vs reactive)
- New "best practices"
- Strategic Partnerships (DBHDD) (27)

- New policies (drive things)

Mom said: "Why do you always treat me like the enemy?"

Advocate - Constituent Services
Tangye Teague
Can over-ride local decisions

Appoint a Disability Expert
out of the Governor's
office (make suggestions)

49 Field Offices ↓ to 39

40,000 VR clients
Mapped out where they are
Offices didn't match where
clients are

Be more virtual... be embedded
in IT schools, etc.



Have other points of entry
Application on website

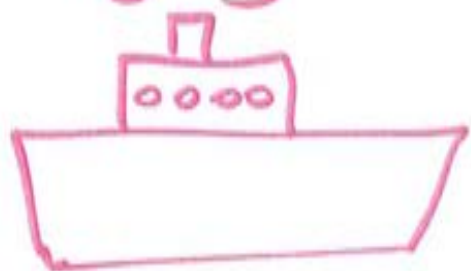
1.2 ♀ w/ disabilities

650,000 of working age

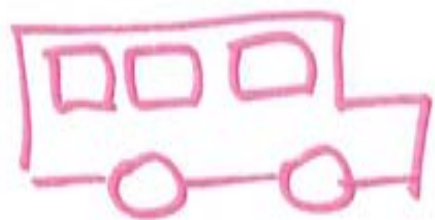
served/placed 5,000 - 1%

Message - Apply in 10 days
or forget it

Changing Organizational
Culture



Move the
Titanic



Getting the right ♀
on the leadership
bus... Must come
from top down... Hold ♀♀
accountable... Pray for Me (29)

Some school systems pay VR
\$13,000 ... matched by VR by #4
pays for dedicated VR Counselor

Don't bring in VR counselor
until too late ... Greg & Debbie
Gay both "get it." Transition
is critical

15 counties have transition
specialist as a result of
spedig grant

Requires parent to be demanding
for resources ... don't take no
for an answer...

Employment Needs to be on the
radar prior to High School

Contact Greg Schmeig if
you know of issues.

Business Relationships

... Bring in some Key people
who can influence... get to
power people

New regs - Section 503 (March 2014)

... 7% of work force has to be
people w/ disabilities
for Federal Contractors
or subcontractors

... Need to help them be in
compliance of Section 503

... If more than 100 employees

Think BIG
Serve MORE
Do BETTER



Message:

GA's economic recovery & growth
MUST include employment of
citizens w/ disabilities.



Braided Funding

VR \$ use 1st
when that \$ is used up
Waiver \$ Kicks in

Advantage - Person gets
services from
same provider

\$ change - doesn't "move" the \$

Different set of Providers

VR & DBHDD

Ticket to Work - Perk to VR & Supported
Employment
providers

SELN - Paige & Byron
talking about S.E.
providers being both DBHDD &
VR providers ... but
want BEST PRACTICE

CMS regs going to come in for
people w/ DD

* Integrated

Needs to be blended model to
leverage \$

Federal requirement that VR
close the case in 90
days

Pilot (2 CSBs) on Mental Health
side

EMPLOYMENT 1st POLICY
could drive practice in
the right direction

Eric
Jacobson

EMPLOYMENT

WHITE PAPER

IMPACT: How to get
to Employment
1st Policy?

Policies Needed... updating
previous paper written...
D'Arcy helped with
updated version with
Eric

Disability Day

Governor's words

...create job opportunities
for GA

...launching point for
independence, financial
stability & sense of
purpose

Updates

DBHDD

Dr Lei no longer
over DD

Dan Howell is
interim

Had to do a 2nd
moratorium on
moving & out

New CMS Regs

Pat Nobbie's new
job is "detailed"
to CMS

Several years ago wrote a Employment
1st policy ... shopped it around

... DOE & DD Buy In

... DOL & Medicaid Didn't

Alliance of Full Participation

Big Summit

Double Employment by 2015

Team that participated didn't
work out

By 2016 ... Employment 1st Policy
Double Employment

Funding should favor (incentives)
for integrated employment

Same Wages

Supported Employment lowest
funded service in waiver
#6912 vs #17,000 for day hab

Need to Value ♀ with disabilities
Should make a livable wage

Myth: It is Not more expensive
Busted to hire a ♀ w/ disability

People work... pay taxes

50% of people in GA want
to work

35 states part of SELN Network
Consultants - don't see much
change in GA

Lack leadership in DBHDD

♂) Stacey Mou w/ GVRA & DBHDD shows
a little movement forward

♂) Becky Doug Crandell has done a lot
of training w/ regions on
MH side

DOJ will be the momentum

Barriers

- Limited Technical / leadership resources
- Confusion VR & waivers
- Need for better data
"Data free state"
- Need for capacity building for providers
- Need to develop a funding strategy



IDEAS for Moving FORWARD

Rates should incentivize
WORK

1st option should be WORK

Lack of info & limited
provider capacity

Work is goal for & leaving H.S.

Stacey

Would like to see evaluation of whole person ... how work impacts health & wellness, etc.

\$390,000 ... ⁰⁻⁵⁰⁻ Coming out of High School
(original request 1.6 million)

Build on things happening well
Want to see it being successful

Got to collect data
Show evaluation and stories



SELN work group → Employment 1st Initiative

Recommendations

Committed Leadership

GCDD - coalition to double employment

§ Adoption of Employment 1st Legislation

Collaboration DBHDD, DOE, § GVRA

Braided Funding VR § DBHDD

Training § Technical Assistance ON-going

Campaign to highlight companies

Governor should encourage
State & local governments
to hire people (he is open
to it)

DBHDD should establish a
funding priority for students
transitioning

DBHDD, GVRA & GCDD
should support efforts to
assist individuals to handle
their own finances

add (assistance w/ financial literacy)

- Earned Income Credit
- Filing Taxes
- etc.

20 States have Employment
First Policies

Washington State - 80% of people w/
disabilities employed (40)

DOJ may force GA to close sheltered
Workshops

ACLU was partner w/ folks in
Nevada to look at Employment
1st ... can put together ACLU
diverse coalition

(small here
in
southeast)
Caitlin has a
connection

Recommendations

Stacey

- Ask leadership to sign onto
Employment 1st
- add "financial literacy" & evaluation

If Governor dictates it... you
get mandatory buy in from
leadership

Different Levels of Leadership

- local
- state
- National

Change sheltered workshop business model (41)

Governor's

Office of work force development
added to Economic Development

Employment 1st policy should
be part of Economic
Development, too.

Greg

Request that Employment
1st Initiative be
presented to GVRA
board ... May 14th
1-3 at Jacob's Ladder

Tomorrow we will vote to see
if Council approves
Employment 1st Paper ...
would show GCDD stance

WORK Group of Council Members
around what Employment
Policy would look like

Governor

- Executive Order
- Legislation

SUMMIT - Raise the Issues
Raise Awareness
& Buy IN

Employers to Make a
commitment to hire ♀

DBHDD says:

990 ♀ on waiting list
asking for supported
employment




Perfect Storm




Stars aligning

FRIDAY

 Mitzi

Need 10  for
a quorum

So Important
for  to be
here... Don't
have a
quorum

 Dawn

LEGISLATIVE
UPDATE

dawn.gedd@gmail.com

Best way to contact her

GAO - self advocacy project

Naomi Walker (404) 885-1234

nwalker@the.gao.org

Deadline

44

4/30/14

2014 Legislative Session

--- 40 days Jan 13th March 20th

 passed budget

Amended 2014

FY 15


--- small number of bills passed

--- Next year starts Jan 12, 2015

1st year agencies not asked to reduce budgets since recession

Extra \$... education
Medicaid & Peach Care
DOJ settlement
State Health Benefits Plan

Kept AAA bond rating

 rainy day fund ↑

Waiting Lists # as of 3/31/14

CCSP 1574

Source 986

ICWP 114

Now/COMP 7088

ICWP - 25 slots

CCSP - 100 slots

Now/Comp 250 slots

150 deinstitutional

100 community

Provider Rate ↑

DD - 1.5% ↑

CCSP & SOURCE = 5%

ALS
Personal
Support

ICWP - NO rate increase

Case
Management

DOJ settlement

No \$ legislatively for Housing Vouchers ... UNCERTAIN Now
w/ DD leadership changes

Inclusive Post-Secondary

Asked 200,000

Got \$100,000 New \$

Have total from 2 years
\$200,000

KSU - 19 ♂ expansion to 4 year

- UGA
- Columbus
- East GA State College

Next one will be GA TECH

Eric & Dan working on budget

\$121,000 from DBHDD

Negotiated some designated VR
Counselor
deal

DOE - put a teacher in each
college

Thanks! Senator Butch Miller
Senator Jack Hill

SUPPORTED EMPLOYMENT

\$1,960,000 for 250 youth

\$7800 per individual

Received \$390,625 with
DBHDD
help 50 Kids

GVRA

MOU with DBHDD

\$1,000,000 from DBHDD
to draw down federal #

LEGISLATION

Must pass both houses

FAMILY CARE ACT

HB 290

- sponsor
Katie Dempsey

Did Not Pass

stuck in
House Rules
Committee

Allows employee to use
earned sick leave (up to 5 days)
to care for sick child, parent, spouse

GA Job Family Collaborative is
strategizing to reintroduce next
year GCDD will continue to support it

GA businesses don't like "Mandates" (49)

Autism Insurance Bill (Ava's law)

Senate Bill 397 Did Not Pass
Kids 6 & under limit \$35,000

3 bills carried over from 2013 session

Language of bill amended to
cannabis bill (HB 885)

Final version - passed senate
Didn't make it thru House by
end of session

Haleigh's Hope Act

HB 889

DID NOT PASS

would have allowed use of
medical cannabis for treatment
of seizures

Governor looking at other
alternatives to get oil
form manufactured in GA

MEDICAID EXPANSION

HB 990

PASSED

Prohibits expansion of GA
Medicaid thru ↑ in income threshold
without prior legislative approval (50)

FINE FOR RECKLESS DRIVING
HB 870 HR 1183

Additional FINE 10%
would go to Brain & Spinal
Injury Trust Fund Commission

Passed

Will be a vote on November
ballot

If passed, would go into effect
Jan. 1, 2015

CRIMINAL PENALTIES for
operating unlicensed personal
care home - HB 889

PASSED

1st violation changes from
misdemeanor to felony if
paired w/ abuse and neglect

INCREASED Accessibility at Capitol and CLOB - HB 700

Did Not Pass

Rep Keisha Waites

↑ accessibility
for ♀-blind
& visually
impaired

Passed out of house committee
but not any further

Accessibility at Capitol

Monday after Disability Day
1st floor MLK entrance was
closed

Had been one w/ easiest access

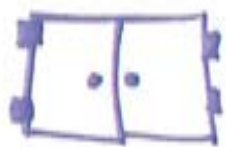
Took away door opener

Put in a call box ... didn't work
directed to Mitchell St entrance

Lots of advocacy

Governor reopened it til end of session (52)

Governor's working office on that floor



Double doors added

Committee (Dave & Dawn participated)

MLK 1st floor entrance to be an ADA & executive staff only entrance & exit

ADA automatic door openers for wooden doors at the end of hall near 1st floor elevators

Keep Dave, Dawn, & D'Arcy informed if issues

Asked them to emphasize that security at that entrance recognize disabilities (ADA)

Does it include support for accompanying the person w/ disability

"Squawk Box" answered by ♀ Not at that security entrance

Could be an ADAPT action

♀ Caitlin - State Employees go in with their badge but don't have to have their bag go thru metal detector

Signage at MLK Entrance

ADA Access
8AM - 5 pm
To Call for ADA
Assistance
Press Button

This entrance
is closed to
the public
Accessible Only
by Access Card

Mitchell St. Entrance only accessible
ONE

People Need to Know
this is how it will be for
Legislative Session 2015

We need to be STRATEGIC
don't risk our good relationships (54)

Plans to ↑ accessibility of the CLOB
can't access front entrance
if in a wheelchair

spooky have to go thru courtyard
w/ gates that can be locked
have a new parking deck for
legislators ... better access

May look to put a ramp on the
front of CLOB

DC at Policy Institute

Able Act - put aside \$
without impacting benefits
like 529 ACCOUNT ... Most of
our legislators have signed
ON ... No one ready to
bring it up for a VOTE

own
syndrome
association
pushing for
it ... have
info if need it
votes are
there
to PASS

Convention ... Rights of ♀ w/ Disabilities
UN Treaty ... makes ADA
1st vote in US - No July - Next international (SS)

Isaakson & Chambliss to vote NO
Isaakson may be willing to change
to a YES vote
Need 6 more votes to PASS it

GREAT TEAM - POLICY

Dawn... Dave... D'Arcy

McAllister was great advocate,
too... helped you get
in the door

???

BOND RATING

AAA Best you can get
Pay lowest interest rate
Proud to have it as a state

Factors... how to keep that

MLK Entrance ... Tom Connally

My disability isn't visible
But couldn't go up 37 steps

...would lose my balance (56)

It is the People's Capitol!

Tom would be a good person to test

Chelsea - Survey for Council Members... voluntary anonymous... Intern about to graduate

GCDD Appreciative Inquiry 2014

REAL  UPDATE

... evaluation
... storytelling

Marketed it
thru DC Policy Institute
... Website
... Capitol Impact

\$300 for out of state ♀
Cheri... point of contact for Tour

 Hosted Tour for 2 DD Councils in Fall

Now offering it 2 x year

Packet - capped at 15 ♀
Schedule

Reservations until May 9th
No RSVPs yet

Performance Measures (bean counting)

Logic Models (do overall one for Real IT)

Appreciative Inquiry

Storytelling

Centenary
Methodist
Church
(MACON)

Roving Listeners
told about their
experience

... Darielle

... Leah

... told about Andre

church was
about to close
its doors with
only 20 members

Stacey Harwell
told about meeting
Barb Fischer for
1st time

Wall of QUILTS

in sanctuary ...

Gifts/talents of congregation
from work with Brock
Anderson

Young & aren't afraid to say what they think

-- Josette

valuable to go to Inquiry
Opens our eyes

What could be better :

- Simplify GCDD grant process
- Encourage documented reflection


What should be kept?

Partnering with faith  communities


FORSYTH
FARMERS
MARKET
• Mixed Greens
(SAVANNAH)

Max (youth) was
great about
explaining
project

Cool for Joshua
to experience
Non-disability
world

Johnny is
visible... shows
meaning of
real 

Teri (community
organizer)
is WONDERFUL!
Came from outside
disability arena

... About Welcoming
... Teri is quiet
leader... facilitates
Room for  to do things (59)



Kids plant seeds

... Satellite green wagon
at Montessori school

Badges
for Kids
who participate

MARKET
great

How to document
of plants
grown... planted
when they go home

KOREAN
COALITION
Duluth

Lucy & Narae

... Narae welcomed
to volunteer

Unless you start, you
never find out

- ... Continued meetings
- ... Person centered planning
- ... learning journeys
- ... circles of support
- ... Aarti
- ... Maybe doing group person centered plan

OVERALL THEMES

- welcoming to all
- letting go of fear
- enlarging vision
- youth energy ... start something new for the future
- champions
- All means All
- Capacity vs Deficits
- Growth
- Start small
- one story at a time
- helping one speaks volumes

COUNCIL INVOLVEMENT

Come to Clarkston and bring
🧑🧑 with me

Share info with others

Do RSVP to Cheri

STORYTELLING

- ... a story each month
- ... video help

Storytelling Retreat

Stories have power to


INFLUENCE

Have 

#s don't tell the story

Gives Meaning & learn from
stories

Stories

Get  started of thinking
what we have learned

- ... Start us thinking
- Not perfect
- Listen without judgment
- People feel vulnerable

Meaning of story → Leads to
future actions

Portraits of Real 177

"Breaking
Barriers"

Vicki went to retreat
for families ... one
family distanced themselves
said they were sick had
to leave

Ran into them at beach
not sick ... staying at same
hotel ... Mom shared what
was really going on in
her life ... I related to
what she was saying ...
Helping her helped myself
and my kids

○
人
Liz

working as job coach
for 人 in a hair salon

she offered me popcorn
I said No

I offered her pretzels

She said, "I didn't know
you knew how to share"

Lots of teachers

人
Barry

Farmer's Market
Mixed Greens

人 Took pictures of
farmers --- art
exhibit

Add "live" component
tell about living on a
farm

Panel story collectors
and story tellers
Conversations - my idea (64)
have to do it

Diverse group - Value of everyone

Farmers Market - Accessible

Becoming UN-isolated

Getting  together

without talking about
disability



Connections show
up as Conversations
barriers... differences

Connections - Actions
get to it by listening

Creating safe place for
differences

... gifts to bring

... see commonalities

Give us Courage

Learn to Manage fear of
connection within us
and between us

Stories as  Snapshot
what will we notice?

Pull out themes
Impact of Real 

EVALUATION

☺ Becky Topical Discussion

☺ Dorothy Educational

☺ Valerie Excited about
Employment Campaign

sorry didn't have
quorum to vote on
white paper

Legislative Update

Real !!!

Thanks for getting

☺ Lynn Informative
Hope I added value

Tom C 

- Employment white paper
- Greg Schmeig
- Presenters
- Meeting here... close to capitol
- Being w/ Council members

 Lisa

Update on
Appreciative
INQUIRIES

Employment
take actions

 Colleen
Pirkle

Greg Schmeig
... see a turn
around

try to inform 
Not here

o
/ \
Dottie

Good to see everyone
Appreciated addition
of Lynn to group

o
/ \
D'Arcy

Lynn - Appreciate your jumping
in
Thanks for Target
Gift Card
New Mom - Main Focus

o
/ \
Crystal

Welcoming
Theme of Employment
Enthusiasm about
white paper
going forward

o
/ \
Josette

Speakers
Crystal
Dawn

o
/ \
Stacey

Network Partner
Agency... Council view

♀ Stacey

Dawn ... simplifying
language

Go Real 

♀ Cheri

Legislative Update
Crystal's

♀ Toni

Meeting everyone

♀ Caitlin

Greg Schmeig
contact for
friend

Crystal
Legislative Update
Dinner at Dania's

♀ Kim

Presentations informative
Legislative Update. Dania's

Sharon ☺

Crystal jump in
- Informative

Greg Schmeig

- passion
- plan
- practical
- accessible

Where I learn

Tex ☺

New to this

Down... see front
line & behind
the scene

Accessibility Issue
for Capitol

Thanks to GCDD

- welcoming
- informative

Learn
what
school
can't
teach

⑦

☺ Dawn

Crystal's presentation
informative
cohesive

Move employment
forward

Greg S - showed
vulnerability

Brought things
together

what else is going on
at GCDD

Supportive of me
with my loss of
McAllister

☺ Mitzi

Presentations flowed
Crystal "smart chick"
Protect Greg - willing
to do something

Stick figure
C
Mitzi
(cont)

Got thru session
Thanks Dawn for
all you did
behind the
scene

White
paper
well
written

Did good job 1st
year... Keep
pushing to go
further

Political
year
Push!

Bring others
Make linkages

Proud

Enjoyed DC

800 ♀ in Policy Institute
they know GA's
Real MTM

Eric

Employment Focus

- Project (EFG)
- Agency
- Council role

spend a day on an issue

strategize what we need to do to have major impact

Make a difference for systems change

Work w/ GVRA

July Meeting... Planning

- Employment

- Transition (74)

Evaluation

Budget

Year Outcomes

 Eric

Easier to sell employment
w/ discussion focused
on youth transitioning
from high school.

GCDD does a LOT
Leading the pack
Vision - Direction
Continue to move
forward

Safe Travels
Home!



75

Present at Meeting

- Stacey Ramirez
- Josette Akhras
- Debbie Hibben
- Crystal Rasa
- Greg Schmeig
- Colleen Pirkle
- Debbie Reagin
- Tom Connally
- Lynn Walker
- Becky Brightwell
- Dorothy Harris
- Mitzi Proffitt
- Lisa Newbern

Staff

Eric Jacobson
Dottie Adams
D'Arcy Robb
Cheri Pace
Caitlin Childs
Toni Dugar
Kim Person Hudson
Gary Childers
Valerie Suber
Sharon
Strandberg
Dawn Alford
Eric Foss