



FULL COUNCIL MEETING

DRAFT MINUTES

Friday January 24, 2025

10:00 AM – 12:10 PM

3839 North Third Street, Suite 306

Phoenix, Arizona 85012

Meeting held via teleconference

The full Council meeting of the Arizona Developmental Disabilities Planning Council (ADDPC) was convened virtually Friday, January 24, 2025, notice having been duly given. Present and absent were the following members of the ADDPC:

Council Members Present

Melissa Van Hook, Chair

Jessie Barbosa

Monica Cooper

Kin Chung-Counts

Meghan Cox

Bianca Demara

Vanessa Felix

Erik Jensen

Kathy Levandowsky

CJ Loiselle

Kristen Mackey

Kelly Roberts

Vijette Saari

Mary Slaughter

Sophie Stern

Mateo TreeTop

Council Members Absent

J.J. Rico

Janna Murrell

Gabriela Orozco

Rana Simms

Council Staff

Jon Meyers, Executive Director

Marcella Crane, Contracts Manager

Michael Leyva, Contracts/Grants Coordinator

Sarah Ruf, Communications Director

Jason Snead, Research & Communications Specialist

Lani St. Cyr, Fiscal Manager

Members of the Public/Guests

Jacy Farkas, Sonoran Center for Excellence in Disabilities

Justin Harris, Arizona Department of Environmental Quality

Dr. Alexander Kurz, Impact Analytica & Arizona State University

Stephanie Johnson, RSA/VR

Lorie Sandaine, Sonoran Center for Excellence in Disabilities

Lionel Delgado, Consumer, Yavapai County

Anna LaClaire, Arizona Auditor General

A. Call to Order/Welcome and Introductions

Chairperson Melissa Van Hook welcomed everyone to the Arizona Developmental Disabilities Planning Council (ADDPC or Council). The meeting was called to order at 10:04 AM. Introduction of Council members and roll call completed.

B. Minutes from November 22, 2024, Meeting

Chairperson Melissa Van Hook reviewed the November 22, 2024, minutes and asked the Council members if there were any comments or corrections to be made. Staff noted one change to make; Vanessa Felix was absent from the meeting. A motion was called to approve November 22, 2024, minutes, as amended. Sophie Stern made the motion, seconded by Vijette Saari. The motion carried.

C. Fiscal / Contract Update

Lani St. Cyr gave the ADDPC Financial Update and explained that the Council received a total allotment of \$1,501,328 for fiscal year 2023. The Council has fully obligated these funds. A no cost extension for the period of performance has been granted and now runs through September 30th, 2025. There is approximately \$47,087 remaining to be liquidated of those funds.

The Council has received a total allotment of \$1,500,684 for FY 2024. The obligation and project periods are through September 30, 2025. There is approximately \$975,501 remaining to be liquidated. These are the funds being used for the current 2025 Workplan Projects.

The Council has received a second allotment for FY 2025 in the amount of \$344,486. This brings the cumulative FY 2025 award to \$676,694. The current Continuing Resolution runs through March 14, 2025. Currently we are estimating the award total to be at level funding, but that may change. The obligation and project periods are through September 30, 2026. The final report is due January 28, 2028.

The Federal Financial Reports for the 2023 and 2024 grants were submitted by the December deadline. The final Federal Financial Reports for the 2022 grant and the Public Health Workforce grants are due at the end of January 2025.

The Council Funded Project sheet shows all the current projects funded by the Council. Two contract extensions have been granted. The first is for Impact Analytica to continue the work on the Data Hub. This is expected to run through September 30, 2026. The next is a 3-Month no-cost extension to the Sonoran Center and Disability Rights Arizona for their work on the Legal Options Manual Update. This will run through March 31, 2025.

The Budget Recommendation sheet has been updated to reflect the projects outlined in the fiscal years 2025 and 2026 work plans as well as the funding that has already approved in prior years. The funding year is generally the year prior to the project year.

FY 2025 funds will be used primarily for projects to be decided on in the FY 2026 workplan. Currently, there is an anticipated surplus of \$201,170 for FY25 funds, which may be needed if there is reduced funding. The administrative budget has been increased to reflect the work to be done with the Comprehensive Review and Analysis.

There was no action taken on this item.

D. Executive Director Report:

Jon Meyers reported on the following agenda items:

- **FFY 2025 Federal Grant Award:**

The Council has received notification of the second allotment of the FFY 2025 award. Jon stated that the current Continuing Resolution that Congress passed in December will expire on March 14, 2025. Without further action on congressional budgets, we're not able to predict the next steps. However, NACDD has informed the executive directors that level funding is expected through September 30, 2025. In terms of a new budget and if funding is decreased or other scenarios, it is difficult to project what may happen. Jon will update the Council as updates are provided.

- **ADDPC Committees:**

Jon stated that he and Melissa will be reviewing the membership of the committees to ensure they can operate effectively. Over the past year, the Grants Committee has lost a few Council members and cannot meet without a quorum to vote on Council funded projects.

Jon also notified the Council that an ad-hoc committee was formed to update the Council's Bylaws. J.J. Rico agreed to chair this committee that will meet several times this year to add new language regarding Conflict of Interest and to conform with federal rules around the length of terms for certain categories of Council members. Those categories that will have term limits include self-advocates and parents of children and/or adults with I/DD. State agency representatives do not have term limits and can stay on as long the Council member is willing to serve. The Council members that agreed to participate in updating the bylaws include Janna Murrell, Vijette Saari, Erik Jensen, and Melissa Van Hook. Final bylaws will be presented to the full Council at the September 2025 meeting.

- **U. S. Department of Labor Proposal – Subminimum Wage:**

Jon stated the Department of Labor proposed a rulemaking change to eliminate the subminimum wage or 14(c) provision. Comments from the public were received through January 17 to either end the practice of paying sub-minimum wage to individuals with disabilities, over a period of three years, or keep the rule in place. The Council supports employers who offer integrated, competitive employment for individuals with disabilities and many of the Council's projects support this policy. With a new administration taking office, it is unclear when a final decision will be made.

- **2025 Arizona Legislative Session:**

Jon provided an overview of the Arizona Legislative session and the bills that have been introduced to date. At this time, the Council is monitoring 84 bills that potentially can impact individuals with disabilities, families/caregivers, providers and state agencies that support them. The issues include guardianship, healthcare, funding for DDD and ALTCS, criminal justice system, voting rights, transportation, and many other areas. Jason will update our newsletter with the latest tracking information. Jon reminded the Council members that they are not allowed to lobby on behalf of the Council but can certainly meet with legislators to educate them on a bill and the disability community.

Jon mentioned two areas of legislation that will be closely monitored. House Concurrent Resolution 2015, if it passes both chambers, will give the legislators the ability to control the spending of federal dollars instead of those dollars allocated to the state agency for spending. This Concurrent Resolution would bypass the Governor's ability to veto and be placed on the statewide ballot for voters to decide. Many disability advocates are also watching closely what

cuts to Medicaid Congress will propose in legislation. Medicaid is insurance for those that meet certain income guidelines and supports people with disabilities through home and community-based services and is administered by AHCCCS.

E. Contract Proposal – Leadership Development and Advocacy Skills:

Michael Leyva shared information on a request to use the services of a nationally recognized disability leader and policy expert to coordinate and facilitate a leadership development and training program for individuals with intellectual and developmental disabilities, and their family members, to help them become leaders and advocates for system change in Arizona. Allan Bergman, CEO of High Impact Mission-Based Consulting and Training is uniquely qualified to conduct the training. Mr. Bergman's experience spans more than 50 years in disability services, supports, programs, and training. He has worked nationally in 44 states as system change facilitator, strategic planner, group facilitator, and trainer, including 35 years in Partners in Policymaking. He has served as the CEO of six non-profit agencies with budgets ranging from \$3.5 to \$31 million. He is an insightful strategic planner skilled at aligning goals, groups, and available resources on organizational missions, and an inspirational trainer who has provided training to over 82,000 individuals working with over 400 organizations and government agencies in 44 states in the U.S., Israel, and Australia.

Mr. Bergman will develop program content; recruit and secure national Subject Matter Experts to present information; conduct and facilitate two in-person all day leadership development sessions for self-advocates and family members; and coordinate, facilitate, and moderate 6 webinars.

If awarded a contract, the deliverables include:

- Develop leadership training and skills content for two (2) all day in-person sessions.

- Develop content for six (6) leadership training webinars and recruit nationally recognized subject matter experts to present information and skills training.

- Create framework for six (6) leadership training/content webinars, at 3.5 hours each.

- Recruit and coordinate payment to Subject Matter Experts; secure webinar presentation and materials for distribution; follow up with self-advocates and family members on specific requests for information and assistance; create evaluation/survey forms; prepare monthly report and other feedback from the previous webinar; prepare written report; and conduct a virtual presentation of leadership development and training outcome to the Full Council of ADDPC.

Michael shared he has met with the DES Office of Procurement regarding a request for a sole source contract for Allan Bergman. Michael was informed the likelihood is remote for this type of contract to be approved. However, Council staff review of an approved vendor on state contract under the title "Meeting and Conference Planner Services" may be considered, if they are willing to subcontract with Allan Bergman, so that he can undertake the work on behalf of the Council. Michael will research which vendors can participate on this project and a new proposal will be submitted for the Council to consider.

In anticipation of the work to be undertaken by Mr. Bergman, Michael shared he has met with partners including Care 4 the Caregivers, Arizona Achieve, and Diverse Ability Incorporated to help recruit self-advocates and family members to participate in the leadership development and advocacy skills training program. Michael secured sponsorship from UnitedHealthcare to provide food and beverages for the two all-day sessions; and secured the BHHS Legacy Foundation's meeting room in Central Phoenix for the two, all-day sessions.

A motion was made to table the vote to approve the proposal as a sole source contract. Sophie Stern made the motion; Vijette Saari seconded the motion. The motion carried.

A second motion was made for the Executive Committee to approve the vendor on statewide contract that will work with the Council and allow Mr. Allan Bergman to be a subcontractor under the contract. The amount will be different, and the Executive Committee will review an updated proposal and budget. Monica Cooper made the motion; Sophie Stern seconded the motion. The motion carried.

F. Committee & Work Group Reports:

1. Grants Committee:

Monica Cooper stated that the committee has not met since September and there are no updates.

2. System Access & Navigation:

Sarah Ruf provided the summary on the committee's work on behalf of Janna Murrell. The committee most recently met on September 17, 2024, and discussed the "How-To-Guide" that is available on ADDPC's website. The Guide is a tool for any family to use on what are the best resources and agencies to contact at any point in your life or the life of the person with a disability. The committee will continue to add resources and links as they come across, especially resources to assist the aging population with disabilities.

Sarah stated that the committee will continue to be focused on how to support the aging population with disabilities and resources that are available to share.

3. Meaningful Careers:

Melissa Van Hook provided the update. Staff completed a write-up of the 14 Meaningful Careers activities which were completed in Fiscal Year 2024 for the Program Performance Report (PPR).

The Committee met on January 8, 2025, and discussed and approved a proposal to conduct a leadership development and advocacy skills training program. Our funding for the Supporting Inclusive Practices in College (SIP-C) project with the Institute for Human Development at Northern Arizona University has helped spawn a new collaborative of inclusive post-secondary education programs for students with I/DD. We formed an alliance called ThinkCollegeAZ which includes representatives from ASU, Grand Canyon University, NAU, and UA, to further strengthen the alliance of universities and their respective programs, and increase awareness of inclusive PSE opportunities for students with I/DD. We are having an all-day planning meeting on February 28, 2025, at the Helios Foundation. We want to reach out to community colleges and will invite representatives from Scottsdale Community College to the meeting to share information on ThinkCollegeAZ. The goal is to gain their support and participation in the alliance.

The Meaningful Careers committee will meet next month to discuss the possibility of providing funding for a licensing fee for a new Project SEARCH site. Project SEARCH is a unique business-led, one-year employment preparation program that takes place at the workplace. There are two programs – one for high school students transitioning into the workforce, and one for adults. It creates an opportunity for career-exploration through various hands-on training in a variety of departments. Participants acquire competitive, transferable, and marketable job skills. A total of 344 Interns have graduated from Project SEARCH in Arizona, and 71% of Arizona Project SEARCH graduates obtained competitive integrated employment in 2019. Melissa expressed hope we can make this happen.

4. Behavioral Health & I/DD:

Jason Snead stated the Behavioral Health and I/DD committee focuses on improving behavioral health services for the disability community in Arizona. Recently, the committee has been working on a letter to DDD following an annual report from the COMIT program (a group home monitoring program) that DRAZ produced as part of a statutory requirement. The committee will review the letter prior to sending the letter to DDD in February. The committee meets once a month.

Chair Melissa Van Hook mentioned that Josh Munoz from First Place AZ joined the committee.

5. Work Plan:

Kathy Levandowsky stated the Committee met on January 10, 2025, and much of what the committee discussed was presented in Lani's budget overview and Jon's Director's report. We discussed the first quarter of the 2025 Annual Work Plan progress, including staff led projects and contracts; discussed the status of FFY 2025 federal grant funds; and Jon updated the committee members on the work undertaken by NAU/IHD for the Comprehensive Review & Analysis (CRA).

G. Guest Presentations:

Presentation #1:

Disability Inclusion Index or Data Hub - Dr. Alexander Kurz, Impact Analytica/ASU Professor: Dr. Kurz developed and continues to maintain the Disability Data Hub under a contract with the Council. His presentation provided an overview of the new data from DDD that has been included, as well as updates from the U.S. Census Bureau's American Community Survey. As an overview, the Data Hub originated as an idea from Erica McFadden, the previous ADDPC Executive Director, but it has more aligned in recent years. National data points include disability demographics, income, housing, employment, transportation, and education. A recent Data Share Agreement with DES now allows certain data from DDD to be included on the Disability Data Hub.

Dr. Kurz mentioned that since the Disability Data Hub went live on the Council's website, there has been over 10,000 views, with an average of over 200 views a month. Dr. Kurz responds to every inquiry from people or organizations seeking more details. It's important to note that the data from each source is non-identifiable. The insurance company Blue Cross Blue Shield has contacted Dr. Kurz about the data showing the impact it will have on the larger community outside of researchers and state agencies.

Dr. Kurz gave an overview of how to explore the Disability Data Hub. The main landing page simply shows the different areas from the American Community Survey. By clicking on one of those icon buttons, you can be taken to the respective data set that allows you to be interactive with it and explore. If you click on the demographics button, you have a couple of selections you can look at. One is just the raw numbers on how many individuals live in the state of Arizona, over 7 million in 2023. That's the latest data set from the Census Bureau and the American Community Service out of which we have about 13.6% individuals with disabilities. That equals roughly 970,000 individuals.

A review of the map of Arizona allows the user to explore how data changes county by county. Any time you hover over a number, you also get text that explains what the user is seeing. At the very top, you could select different years all the way back to 2015. Users can explore general statistics on just the raw numbers of individuals living in Arizona or breakdowns by gender as well as different age categories.

In terms of data from DES, once the Data Share Agreement was finalized, it took almost a year to work out the details of the data that can be shared because of FERPA and HIPAA, and other federal laws.

Melissa asked about the DDD data. Dr. Kurz stated that the information button on the DDD element had to be suppressed if the data pieces go below 50 individuals with a I/DD. As he explained, users will see in some of the more remote counties that not all categories are represented, and at the bottom is always a note that tells the user if the data is below 50 individuals with a disability or diagnosis under DDD, the site is not allowed to display the data. The idea is to protect individuals, and we don't want anyone to be able to identify anybody.

Kristen Mackey stated that VR data is not part of the Disability Data Hub and asked Dr. Kurz if that is clarified for the user to know. Dr. Kurz said yes, and showed the icon button with the exact definition that DES/DDD provided. Melissa asked Kristen if, at some point in the future, VR data could be added to the Disability Data Hub. Kristen said yes, and that another Data Share Agreement would be developed. Dr. Kurz agreed.

Kathy Levandowsky asked if the Arizona Department of Health Services is sharing any data from the Newborn Screening program. Dr. Kurz said at this time, no agreement is in place to gather that information. Dr. Kurz said he is making refinements regarding what is currently in place, based on the contract agreement, and if any Council member has questions to please email him directly. Future data to add will be addressed with Council staff.

Presentation #2:

Customized Employment Pilot Project - Kristen Mackey, Rehabilitation Services Administrator; Stephanie Johnson, Strategic Initiatives Coordinator, RSA/VR; Lorie Sandaine, Systems Change Liaison, Sonoran Center for Excellence in Disabilities:

Kristen Mackey briefly introduced Lorie Sandaine with the Sonoran UCEDD and Stephanie Johnson with RSA to give a presentation on a pilot project.

The Customized Employment Pilot is creating meaningful job opportunities for people with significant disabilities in Arizona. It is designed for statewide use, and focuses on collaboration, innovation and long-term success. Lorie presented a PowerPoint and discussed the guiding philosophy and the four pilot goals. As a pilot, it is focusing on what a job seeker can do, their strengths and abilities, rather than what the individual cannot do. It also addresses what employers are looking for, as Customized Employment makes it possible for everyone to succeed in a more competitive and diverse workforce.

The pilot providers chosen are La Frontera Arizona in Tucson; Odyssey Services Corporation in Phoenix, Northern Arizona, and Rural or Tribal community; and Workability that is focused on Tucson, Nogales and Yuma. They received 9 applications for the pilot, but these were chosen at this time. There are also 9 job seekers participating, and they live in various parts of the state.

There are clear pilot steps that include planning, creating, training and preparation, and implementation. This also includes ongoing support and adjustments, evaluation and feedback provided to the 3 pilot sites and how to scale the project for a statewide model.

Also discussed was customized employment training, or ACE, which includes 9 modules that are self-paced. Once completed, it leads to certification if the competencies are met. There are also resources and ongoing information created to help support the pilot project. These

include training guides, workflow documents, and videos to help anyone involved to navigate customized employment services.

VR and DDD staff are invited to take the ACE training, which can lead to better coordination of extended services and to collaborate with local Tribal VR offices. There are monthly customized employment network meetings, a monthly newsletter for VR leadership and information is shared with other organizations and groups that support the pilot's goals.

As with all pilot projects, key staff are addressing statewide challenges so that program can be scaled up statewide in the future. The challenges they are addressing include, expanding access to individualized supports, strengthening collaboration across various systems, promoting cultural competency and inclusion, building provider capacity, advancing data-driven accountability, encouraging high expectations for employment and addressing economic and employment disparities.

H. Announcements:

Sophie stated she added an event she is participating in the chat box and invited the Council members to attend.

Jesse Barbosa shared that AZ Department of Health and AZSILC will host a free Disability Community Listening Session on AZ Heat Response event on Zoom. Feedback will improve the heat response for people living with disabilities. The listening session is scheduled for February 7th, 1-3pm via a Zoom conference link. Jesse will send the Council members a flyer and conference link to attend and to share. ASL and CART will be provided.

I. Call to the Public:

Lionel Delgado, Parent Advocate in Yavapai County stated he is concerned about the federal cuts to both Medicaid and Medicare and how this will impact families. Jon agreed and stated he and other organizations are tracking legislation and communicating to the legislators not to cut both.

J. Adjourn:

Chairperson Melissa Van Hook adjourned the meeting at 12:12 PM.

Dated this 27th day of January 2025
Arizona Developmental Disabilities Planning Council