



**FULL COUNCIL MEETING  
DRAFT MINUTES**

Friday, January 24, 2014  
9:30 a.m. – 12:30 p.m.

1740 West Adams Street, Suite 410, Phoenix, Arizona 85007

A meeting of the Arizona Developmental Disabilities Planning Council (ADDPC) was convened at the ADDPC offices. Notice having been duly given. Present and absent were the following members of the ADDPC, guests and staff.

**COUNCIL MEMBERS PRESENT IN PERSON**

John Black  
David Copins  
Ray Morris

Susie Cannata  
Traci Gruenberger

Monica Cooper  
Will Humble

**COUNCIL MEMBERS PRESENT VIA TELEPHONE**

Madeline Corzine  
Ed Myers  
Tom Uno

Dave Cutty  
Charles Ryan  
Melissa Van Hook

John Eckhardt  
Elmer Sauffie

**COUNCIL MEMBERS ABSENT**

Joyce Millard Hoie  
Tim Martin

Dr. Marv Lamer  
Matt McMahon

Dr. Larry Latham  
Rosemarie Strout

**GUESTS**

Dr. Skip Brown, Traaen & Associates  
David Daugherty, ASU Morrison Institute  
Erica Edwards, ASU Morrison Institute  
Dennis Enriquez, City of Scottsdale  
Kamisha Gooch, Benevilla  
Janet Holt, Cave Creek Unified School District  
Dara Johnson, AHCCCS/WIIN  
Karen Laughlin, Benevilla  
John Muir, Scottsdale Unified School District  
Bob Neckes, Untapped Arizona  
Karen Thomas, Benevilla  
Teri Traaen, Traaen & Associates  
Deanna Zuppan, City of Scottsdale

### **ADDPC STAFF PRESENT**

Larry Clausen  
Lani St. Cyr

Marcella Crane  
Shelly Adams

Michael Leyva  
Brenda Renou

### **Call to Order**

Chairperson Will Humble welcomed everyone to the meeting. The meeting was called to order at 9:40 a.m. with 15 Council members in attendance achieving quorum. Council members, ADDPC staff, and guests introduced themselves. Members were reminded that no scheduled breaks were on the agenda and that they should be mindful of maintaining quorum. Chairperson Humble called for member conflict of interests and none were offered. The public was reminded to save their statements for the end of the agenda during the Call to the Public. Council member Charles Ryan had to leave the meeting for an emergency, still maintaining quorum with 14 Council members present.

Chairperson Humble recognized outgoing Council member Leslie Cohen representative with the Sonoran UCEDD with a plaque for her dedicated service. Chairperson Humble then welcomed and introduced new Council member Traci Gruenberger and new Council intern Brenda Renou and both shared their experiences and a brief background.

### **Conflict of Interest, Exemptions and Employment Prohibition Policy**

Larry Clausen, Executive Director, presented what the law requires for Council members when a competing personal interest might make it difficult to fulfill Council member duties that include financial interests, personal obligation and professional interest of obligation. The Arizona Revised Statute § 38-503 was provided with an outline in a presentation:

- Any Council member who has a substantial interest in any decision of a public agency shall make known such interest and shall refrain from participating in any manner as an officer in such decision;
- Determining a conflict of interest;
- Actual or perceived conflicts;
- How to prepare, recognize and record a conflict of interest;
- The penalties to the Council for non-compliance.

Several examples were reviewed with the Council members and a copy of the presentation and statute were provided to all members in attendance and those that were absent.

- A motion was made by Monica Cooper to accept the Conflict of Interest Policy.
- The motion was seconded by John Black.
- 14 approving votes were cast with no opposing votes.
- The motion carried.

### **Consent Agenda**

The Consent Agenda containing the November 1, 2013 Council meeting draft minutes and the current fiscal summary were presented to the Council for consideration.

- A motion was made by Ed Myers to approve the minutes and fiscal summary as written.
- The motion was seconded by John Black.
- 14 approving votes were cast with no opposing votes.
- The motion carried.

Presentations were made and supporting documents are available on the ADDPC website [www.azedes.gov/ADDPC](http://www.azedes.gov/ADDPC) under the Newsroom/Meeting Notices tab under archived content:

### **Legislative Update**

Council Legislative Liaisons Teri Traaen and Dr. Skip Brown presented on the following:

- The legislative visits are in alignment with three primary Council State Plan Goals, communicating the needs the developmentally disabled community and the availability for resource and education support.
- Each elected official visit includes delivery of Council information, discussing the Council's target focus areas, and inviting them to remain focused on the Council's goals.
- They have completed 47 meetings and partnership connections.
- Trends have included maintaining an interest in the needs of the DD community, to remain open to learn about the continuous work of the Council, the willingness to partner on issues and to inquire on interests about introducing and amending legislation and having an appreciation of the commitment of future activities.

The current legislative reports have been updated from 2013 and they will continue to provide reports weekly through the end of the session. They are working closely with the Council staff in updating the website legislative page and will continue to seek ongoing direction and recommendations for meaningful reporting to the Council.

### **ASU Morrison Institute "A Day in Our Shoes" Report**

Erica McFadden and David Daugherty presented on the following:

Four focus groups were conducted in Flagstaff, Prescott Valley, Sierra Vista, and Yuma to better understand what their daily lives are like living in small cities. Barriers exist in the areas of employment, socialization opportunities, and transportation. Participants had varying types

of developmental and cognitive disabilities and were recruited through local nonprofits and government organizations. All of the participants were able to verbalize or use assistive devices to verbalize and completed a typical daily schedule detailing the things they did and the supports they needed throughout the day. Activities included watching television, listening to music, socializing, time at their job, time spent with family, and time with caregivers if they required assistance. Some reported a loss of what they used to like to do, but were no longer able to do because of their disability.

Those employed were in group/center-supported employment and felt a stigma still existed with employers and people with disabilities. The majority of the participants were unemployed and receiving Social Security and the thought of losing their benefits was of great concern. Some just didn't believe that their disability would allow them to work, had unreturned calls, have had negative experience with discrimination and harassment, or could not keep their job due to lack of supervisor support.

Community inclusion is important in many areas. The poverty cycle leads to ill health and deficits in many areas due to restricted options. The denial of economic opportunities and employment, can lead to deficits in social rights, networks and poverty. The network of formal supports is called the 'disability bubble' shaping the self-perceptions of each capability. The community falls outside of the bubble. Professionals often make the final decision on how people with DD are included in their communities through the services that are rendered. The next steps in this process are: independence over dependence; building a system outside of the system; and community participation. Council member Ray Morris was acknowledged for serving on two of the focus group panels. A report of the findings is being completed and will be available in February for distribution.

### **Work Incentive Information Network (WIIN)**

Dara Johnson presented on the following:

The network is providing training and technical assistance to systems to support individuals with disabilities and their families to make informed decisions about the transition to employment and self-sufficiency such as: uniform messaging and expectations, train-the-trainer activities and resources, and integrating Disability Benefits 101 into business practices.

**Disability Benefits 101 (DB 101)** teaches how work and benefits with one another, how to maximize earnings by using work and healthcare incentives, the options available to become more self-sufficient and about local resources that can support people to become and stay employed. The featured tools are benefit calculators, easy-to-read descriptions of state, federal, and private benefit programs, life situation articles for youth and adults, and references for local, state and national resources.

A flow-chart was shown outlining the process: an advisory group of network members, a training and outcome report for network partners, and then to a case manager, service provider and/or work incentive consultant.

A case manager focuses on encouragement with work as an option, outlining the benefits that can be used as a bridge to work, work incentives allow for transition to work, and the use of DB 101 for information and support. A service provider motivates on understanding how to work and the benefits of interaction with one another, and to facilitate utilization of DB 101 and to review the calculator session results. A work incentive consultant helps understand and plan by providing benefits of counseling and consultation.

Phase one will continue through April with infrastructure development, general outreach and education. Phase two will be from May 2014 through September 2015 with implementation of trainer sessions, providing technical assistance on the use and to solicit non-traditional partners and training outlets, continuing resource development and sustainability.

Outcomes through October 2013 of trained service professionals, network partners, new policy and practices and individuals employed were shared.

### **Untapped Arizona**

Bob Neckes, Executive Director, and Debra Pryor, President and CEO of Partners in Brainstorms presented on the following:

They are in the process of developing their infrastructure to connect businesses with qualified individuals with disabilities. They have partnered with ArizonaJobConnection.gov which is a free, job-matching website and service for job seekers and employers.

They are using a five-step strategic planning process: 1) identify best practices; 2) research potential sustainability models; 3) conduct statewide needs assessment of businesses; 4) develop a strategic plan; and 5) create an implementation plan.

Research was conducted by Partners in Brainstorm which was the basis of an Arizona Sector Strategy. Business benefits identified a need at the state and regional market levels to bring together employers grouped by industry sector, with government, education, training, economic development, labor, and community organizations to focus on the workforce needs of each industry. Employers that participate in the industry partnerships and include individuals with disabilities in their workforce, report increases in productivity, customer satisfaction, and declines in staff turnover, all of which reduces cost and improves the competitiveness of their companies. Worker benefits are among the few workforce interventions shown by statistical evidence to improve employment opportunities for workers, including those with disabilities, and to increase their wages once on the job. Workers earned

an average of 18 percent more and were more likely to be hired and to work more consistently in higher-quality jobs when these sector strategies were utilized.

The current priorities are:

- Programmatic Infrastructure: ArizonaJobConnection.gov protocols with the Department of Economic Security, to finalize revisions to the Untapped Arizona website to support interaction with the Arizona Job Connection website, and to identify outreach and marketing opportunities to recruit the talent pool to register.
- Organizational Infrastructure: research best practices and sustainability models, outreach to partners to leverage sector strategy partnerships, develop and implement needs assessment, solicit business advisory groups to develop the strategic plan, and solicit the stakeholder advisory committee to provide input on the strategic plan.

### **Benevilla Helping Partners Program**

Kamisha Gooch (Center Manager), Joanne Thompson (Senior Director of Day Center), and Karen Laughlin (Board Member) presented on the following:

- Day Treatment Program: provides specialized sensory-motor, cognitive, communicative, support, as well as behavioral training for adults with intellectual disabilities.
- Therapeutic Activities: pet therapy, creative arts, agricultural, wellness, entertainment, culinary club and music therapy programs.
- Community Involvement: educational outings, a traveling choir, Special Olympics, community volunteering and social etiquette training.
- Continuing Education: educational modules, the promotion of living skills, safety skills training, a science club, and money management.
- Vocational Training and Employment: food handlers course, volunteering at Valley View Food Bank, volunteering at The Clothing Shop, employment opportunities at their own Day Centers and Birt's Bistro.

Benevilla provides van transportation that are wheelchair accessible and will travel up to ten miles within the Northwest Valley around their location.

Other services provided are: caregiver support groups, homebound grocery shopping service, minor home repair, transportation to medical appointments, friendly visitors and phone pals, filing and organizing assistance, home-delivered meals, and a personal emergency response system.

### **Vocational Training Programs**

Janet Holt, Special Education Services Director, Cave Creek Unified School District, and John Muir, Director of Building Services, Scottsdale Unified School District presented on the following:

The program (Team 7) aligns directly with the Council's State Plan Goal of Integrated Employment. Both school districts are connecting vocational teams to network with local partners for the following services: landscaping, facilities, a copy center, food services, technology, transportation and preschool. Their philosophy is that every member of the faculty and staff has an important role in the education and development of students. They work closely with special education staff and parents to create an innovative program to enrich the lives of young individuals. The skills they learn are ones which they can use the rest of their lives. The Team 7 Bears Program allows the students to help with the making of wooden bear statues and all proceeds generated go directly back into the program. This policy allows them to move forward and follow their commitment to continuous improvement of the program. They constantly strive to provide the children with the best education and life experience available. One of the Team 7 Bears was presented to the Council.

### **Adaptive Recreation Services**

Dennis Enriquez, Business Services Director, and Deanna Zuppan, Adaptive Recreation Services Supervisor, with the City of Scottsdale presented on the following:

Their programs are focused to individuals of all ages having various types of disabilities and are facilitated to mainstream recreation participation as well as provide specialized programming options. The City of Scottsdale supports the Americans with Disabilities Act and full inclusion of citizens with disabilities.

Programs that are offered:

- Inclusion Into Children's After School and Summer Programs
- Population-Specific Teen After School and Summer Programs
- Monthly Dances
- Monthly Social Clubs
- Special Olympics Sports
- Outdoor Recreation Programs
- Spectacular Saturday Adult Day Program

Accomplishments to date:

- Unpaid volunteer program in partnership with Adaptive Services participants
- Unpaid six month Pilot Project in partnership with STARS
- Four new paid City of Scottsdale 25% part-time positions

- Hired two candidates that were previously volunteer participants from Adaptive Services
- Promoted mutual awareness and understanding by participants and staff
- Social acceptance, inclusion, understanding, and teaching new job skills
- Pilot Project recently received the City Manager's *Bill Donaldson Award* for excellence in vision and innovation
- Other city departments and outside agencies interested in this model program
- Partnership with Scottsdale City Transportation Department to create the ID (individuals with disabilities) Work Travel Program

#### **Future Agenda Items**

No suggestions were offered.

#### **Call to the Public**

No members from the public were present.

#### **Adjournment**

- A motion was made by John Black to adjourn.
- The motion was seconded by Tom Uno.
- The motion carried and the meeting was adjourned at 12:30 p.m.