

## Arizona Developmental Disabilities Planning Council (ADDPC) Grant Renewal Application

### Executive Summary

The intent of this project is to expand the number of advocates, who have an intellectual/development disability, in Arizona. The Arizona Peer and Family Coalition (APFC) has spent the past few years educating advocates throughout the behavioral health system. Advocates include both peers with I/DD, as well as family member and professionals working alongside those with I/DD. In partnership with the Arizona Developmental Disabilities Planning Council, we have expanded our reach throughout the state. Over the past 2 years, we have educated 183 individuals with a I/DD. We have been able to educate the Spanish speaking community, in addition to advocates from the deaf and hard of hearing community. We have utilized the Civic Leadership Development Training (CLD), the Civic Leadership Development Training 2.0 (CLD 2.0) and recently the mini-training CLD Mini-Training.

The APFC CLD trainings highlight the long-term, powerful, and intentional partnering of Individual and Family Leaders from across Arizona to nurture and develop the healthcare leaders of the future. The goal is to make a difference in the lives of community members by giving them the knowledge, skills, values and inspiration to make a positive impact in health care, specifically behavioral health care. Participants learn how to advocate for themselves and other family members, along with their peers, throughout Arizona's behavioral health care systems. They learn how to share their story and be empowered to share their perspective. Participants are able to identify issues that need reform and strategize to impact change. They are introduced to different venues in which their voice is needed and reform can be practiced. Participants learn advocacy skills, techniques and gain a better understanding of behavioral health care.

Each of the participants are sent a survey 6 months following a training to assist in the identification of self-advocacy efforts. Here are a few of the survey highlights from our work over the past two years. This data shows that this program is making a positive impact on the I/DD community.

- 97% report increased knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
- 95% report increased advocacy efforts
- 91.5% feel better equipped to say what they want or ask for the services/supports that are important

While over 163 participants were educated, it has been a challenge keeping many of them engaged. Some of them have continued to participate on the APFC's Advocacy Committee, APFC's newly formed Cultural Diversity Committee and others have attended APFC's monthly meetings. During the past few months, in anticipation of this grant renewal, we have spent a lot of individual time with these participants. We have heard them loud and clear. Now that they have the education, they want individual support and mentorship. Thus, we would like to expand this program to include peer-to-peer mentorship. With your partnership, it is our hope that we can do so.

### **Current Program Achievements**

We have completed a 4-hour Civic Leadership Development Training curriculum, known as CLD 2.0. This new training allows students to advance their skills and practice what they learn. This training also provides students with a greater understanding of how committees work, the rules of the committee, committee basics such as attendance, attire, etc. as well as an understanding of Robert's Rules, often practiced by many of the committees in which potential persons with I/DD will be involved. As of today, we have educated 19 individuals with I/DD in CLD 2.0.

We trained 32 individuals, with I/DD, in our CLD Training. We also trained 14 individuals in our Spanish CLD Training. In addition, we created a CLD Mini-Training that was recently presented at the Southwest Schools for Behavioral Health Studies Conference. We had 20 individual attend this training. This same training was then offered to 18 individuals at the APFC's General Meeting. This training gives individuals with I/DD a flavor for what is offered in our CLD training courses. This training was very well received.

In sum, we have educated 99 people during this grant cycle and developed two additional trainings (CLD 2.0 and CLD Mini-Training).

### **Activities Remaining**

Before this contract ends, we will educate an additional 25 individuals with I/DD.

### **Barriers**

We have had a difficult time getting participants to attend a 4-hour training. Many individuals registered but then were unable to attend due to additional commitments. Thus, the APFC decided to create a 90-minute presentation that highlights the main points from the CLD and CLD 2.0 with the hope that this this will give community members a flavor of the trainings and will entice them attend the 4-hour CLD training as well as the 4-hour CLD 2.0 training.

The other main barrier was engaging the deaf and hard of hearing community. We have offered ASL interpretive services for our CLD trainings, however we only had 3 deaf and hard of hearing individuals attend one CLD training. We meet with the Arizona Commission on Deaf and Hard of Hearing a few times with the hope of increasing involvement, but have not been successful in doing so. We recently invited them to attend our CLD 2.0 training, but they chose not to attend. Thus, we still have interpretive service funds remaining in our grant for 2020-2021. It is our hope that we can strengthen this partnership in 2021-2022.

### **Successes**

A huge accomplishment was being able to educate 15 Promotoras! These individuals are on the front lines and can make a large impact amongst those they serve, especially since they are working with the Latino/Hispanic communities. This community faces many challenges that can be helped with advocacy.

Also, the Arizona Center for Disability Law reached out with a need for board directors. They asked that the APFC identify three of our CLD graduates for their board. This is an exciting partnership and opportunity for the APFC as well as our CLD graduates.

### **New Partners**

The Arizona Center for Disability Law will be a new community partner. We will assist them in identifying board members and offer our CLD training to their existing and future board members. There will not be a need for MOUs or other agreements.

### **Feedback**

Participants share comments, ideas and feedback during the CLD trainings. Each participant receives a pre and post-test that has been developed to collect data. There are a few open ended questions and comment boxes for additional feedback. These tests are distributed to each of the Civic Leadership Training attendees. Kristina Sabetta gathers and tabulates the data. They are also asked to share comments during the APFC's monthly meetings. In addition, each participant is sent a survey 6 months following the training. This survey is used to identify any self-advocacy efforts. The survey includes the following questions:

- Has the Civic Leadership Training increased your knowledge of how to take part in decisions that affect their change to your lives, the lives of others, and/or systems?
- Have you been able to increase your advocacy efforts as a result of the Civic Leadership Training?
- Do you feel better equipped to say what you want or ask for the services/supports that are important to you?
- Have you participated in additional advocacy activities as a result of the Civic Leadership Training?
- Are you serving on cross disability coalitions, policy boards, governing bodies and/or serving in leadership positions?

### **Evaluation Findings to Date (10/1/2020- 9/30/2021)**

#### **99 Individuals Trained**

- 86 individuals with I/DD were trained
- 13 professional stakeholders were trained

#### **Performance Measures**

- 97% report increased knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
- 95% report increased advocacy efforts
- 91.5% feel better equipped to say what they want or ask for the services/supports that are important
- 83% report participating in advocacy activities
- 58% report being on cross disability coalitions, policy boards, governing bodies and/or serving in leadership positions.
- 100% report being satisfied the training offered

## **2021-2022 Program Description**

In this third year, we plan to educate a total of 80 individuals with I/DD.

We will provide training to 50 individuals with I/DD, whom will have the option of taking one of our 3 trainings (CLD, CLD 2.0 or CLD Mini-Training). We will train an additional 15 participants with I/DD in the Spanish CLD. We will record sections of our CLD 2.0 course to be available to any and all individuals with I/DD whom are not able to attend out scheduled trainings.

In addition, we will expand our program and offer 120 hours of peer-to-peer mentoring to 10-15 unique individuals with I/DD. The peer-to-peer mentorship will include 1 hour per month of 1:1 individual guidance and education. This may occur in various increments (one 1-hour session or two 30-minute sessions). The mentorship sessions will allow participants (mentees) to ask questions, role-play and reinforce the skills they obtained during their CLD training. During these sessions, we will also assist participants in identifying and connecting to a committee or coalition in which they want to participate. We want to ensure that the key people are engaged and support throughout their advocacy journey.

CLD leadership will identify the peer mentors, all whom will be required to be CLD graduates. Some of the peer mentors will receive a stipend of for their time, while others will provide this service as an in-kind donation. Kristina Sabetta, Kathy Bashor and Laurie Verdier will match the peer mentors with the peer mentees. Peer mentees will be required to participate in the CLD training and will need to apply for a mentorship through the APFC's website.

In addition, we will continue to hold monthly meetings to check in with all program participants who have gone through the CLD training during the past two years of the grant (2019-2021).

Each participant will receive a pre and post-test that has been developed to collect data. These tests will be distributed to each of the Civic Leadership Training attendees. Kristina Sabetta will then gather and tabulate the data.

Each participant, including the peer mentees, will be sent a survey 3 months following the training. This survey will be used to identify any self-advocacy efforts. In the past, we have completed a survey every six months, however since our participation has been low, we are doing to increase the frequency to every 3 months. The survey will include the following questions:

- Has the Civic Leadership Training and/or Mentorship increased your knowledge of how to take part in decisions that affect their change to your lives, the lives of others, and/or systems?
- Have you been able to increase your advocacy efforts as a result of the Civic Leadership Training and/or Mentorship?
- Do you feel better equipped to say what you want or ask for the services/supports that are important to you?
- Have you participated in additional advocacy activities as a result of the Civic Leadership Training and/or Mentorship?

- Are you serving on cross disability coalitions, policy boards, governing bodies and/or serving in leadership positions?

We will continue to collaborate with the Arizona Children's Alliance, NAZCARE (behavioral health provider), AHCCCS Office of Individual and Family Affairs, the Family Involvement Center, the Arizona Behavioral Health Council, the Northern Arizona Peer and Family Coalition, the NAMI affiliates, all the members of the Arizona Peer and Family Coalition, the Arizona Department of Health, the Arizona Developmental Disabilities Planning Council and Ability 360. We will continue to partner with the Office of Individual and Family Affairs leaders are the following health plans: Care1st Health Plan Arizona, Molina Healthcare, United Healthcare, Mercy Care and Arizona Complete Health. Our newest collaborators will be the Arizona Peer and Family Career Academy and the Arizona Center for Disability Law.

**Attachments to Follow**

Arizona Peer and Family Coalition - Arizona Developmental Disabilities Planning Council  
 Implementation Workplan  
 2021-2022

Grant Goal - We will provide training to 65 individuals with I/DD and 120 hours of peer-to-peer mentoring to 10-15 individuals.

Category	Task	Item						
		No.	Action Item	Lead	Target	Notes	Status	Measure
Coordination	Develop Peer Mentoring Program	1	Create program outline	Kristina, Laurie, Kristina and Kaby	11/1/2021			
			Recruit peer mentors	Laurie	11/15/2021			
			Train peer mentors	Laurie, Kristina and Kathy	12/15/2021			
Development, Marketing and	Host monthly "check-in" meetings with CID graduates and Peer Mentees		Recruit 10-15 mentees	Kristina	12/15/2021			
			Outreach to all graduates and peer mentees	Kristina	11/1/2021			
			Host monthly meetings	Kristina	2nd Tuesday each month			
Development, Marketing and	Schedule Trainings		Identify locations and dates	Laurie and Kristina	2/1/2022			
			Schedule training accommodations (if needed)	Kristina	Ongoing			
			Ensure one training is done in Spanish	Kristina and Laurie	6/1/2022			
Training	Market and Collect RSVP's		Identify facilitators (2)	Kristina and Laurie	2/1/2022			
			Market training class	Kristina and Laurie	Ongoing			
			Collect program RSVPs	Kristina and Laurie	Ongoing			
			Develop training flyer - ensure it notes that assistive technology is available.	Kristina and Laurie	Ongoing			
			Facilitators will coordinate training	Kristina	Ongoing			
			Record trainings	Kristina and Laurie	Ongoing			
			Print training manuals	Kristina and Laurie	Ongoing			
			Coordinate training food and supplies	Kristina and Laurie	Ongoing			
			Distribute and collect pre and post tests	Kristina	Ongoing			
			Coordinate with disability resource providers on the day of training	Kristina	Ongoing			
Data and Reporting	Participant Feedback		Submit training pre and post tests, along with sign in sheets, to Kristina and Sherry	Laurie	Ongoing			
			Distribute satisfaction survey to participants 3 months after completion.	Kristina	Every 3 months			survey results
			Submit monthly or quarterly invoice to DD Council	Kristina	Ongoing			
Evaluation	Track Evaluation Criteria		Submit quarterly narrative reports	Kristina	As needed			pre/post tests
			Collect and report on Pre/Post test results	Kristina	Ongoing			
			Collect and report on participant feedback surveys	Kristina	Each quarter			survey results

**Arizona Developmental Disabilities Planning Council (ADDPC) Renewal Application Process for Grantees ending Sept 2021**

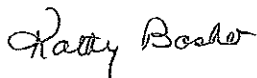
**Attachment 2: Budget Request Form**

Contractor Name: Arizona Peer and Family Coalition  
 Contractor Address: PO Box 1162 Cottonwood, AZ 86326  
 Project Name: Self-Advocacy Leadership Training

Budget Category	Requested ADDPC Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Personnel/Salaries	2,700		1,225	3,925
Fringe Benefits	243			243
Supplies / Operating Expenses	1,361.16			1,361.16
Travel	200			200
Rent or Cost of Space	0			0
Contracted Services, Professional Services	4,885.84	1,500		6,385.84
Administrative / Indirect Costs	1,000			1,000
<b>Total Costs</b>	<b>10,390</b>	<b>1,500</b>	<b>1,225</b>	<b>13,115</b>

It is understood that Non-Federal Funds identified in this budget will be used to match only ADDPC Federal Funds, and will not be used to match any other Federal Funds during the period of the ADDPC funded Project.

Additional description and background information shall be included as a budget narrative, including for match. The contractor agrees to submit additional background information to the ADDPC upon request.



Board President

928-277-0713

kathywilderness12@gmail.com

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Phone

Email

Budget Narrative  
Personnel/Salaries

**There are three positions listed in this category:**

Under the ADDPC Funds column, is the cost for a part-time Grant Coordinator and Program Manager along with a Training Coordinator.

**Grant Coordinator and Program Manager**

The person who will carry out this work is Kristina Sabetta. She will coordinate the grant, submit grant reports and fiscal invoices, apply for the grant renewal tabulate data from trainings and follow up with trainees, coordinate accessibility services and distribute recruitment materials. Kristina will also prepare recruitment flyers and help advertise the trainings along with the Peer Mentorship flyers. She will collect evaluations from trainers after the training has been completed; and she will follow up with trainees after 3 months to collect information about the impact of the training. She will also check in with participants and assist with the monthly "check-ins". Kristina will also assist in the recruitment of peer mentors and the matching of peer mentors to peer mentees. She will also assist with the recoding of CLD trainings, and ensure they are shared accordingly. This position will be reimbursed at a rate of \$500 per quarter. Kristina will work approximately 100 hours on this grant.

**Leadership Training Coordinator**

This is Laurie Verdier. She will assist Kristina Sabetta with the majority of the administrative support for this project. She will assist with the scheduling of trainings, securing trainers for the events, finalizing locations for the trainers and coordinate with the printer to make copies of the Participant Handbook. Laurie is also a trainer and if she provides training under this project, she will be compensated as a contractor for that work. It is anticipated that Laurie will work 20 hours on this grant at a rate of \$35 per hour, for a total of \$700.

*Under the Non Federal In-kind Match column, there is one position.*

**President**

This is Kathy Bashor, President of the AZ Peer and Family Coalition. She will assist in the recruitment of peer mentors and the matching of peer mentors to peer mentees. She will also coordinate with the Health Plans Community Partners to identify where trainees are needed to be placed on committees and to arrange for locations and recruitment support. Lastly, she will assist with recruitment of participants with I/DD that would like to participate in one of the CLD trainings. Kathy will do this work as a volunteer. She is expected to work at least 35 hours during the contract year at a rate of \$35 per hour.

**Fringe**

Taxes will only be paid for the two funded positions. Since the other position serves as a volunteer, no tax was added for them. This budget used 9% for the fringe/tax rate.

Supplies/Operating Expenses

**There are four items are included in this category:**



## **Printing of Participant Handbooks**

Each handbook costs \$13 to be printed, tabbed and put in a binder. However, since we have been providing the trainings virtually, we have been printing them at a local print shop for each participant. Many of the participants have also been printing them on their own, which has saved on this expense item. We will budget \$200 to accommodate any participant who may need their handbooks printed.

## **Food**

With the COVID pandemic, we are planning for 2 classroom trainings, while the rest will remain virtual. \$100 per event is budgeted for food for a total of \$200.

## **Survey Monkey**

We have budgeted \$411.26 to cover the costs of Survey Monkey, an online platform that is used to survey trained individuals as explained in our evaluation measures.

## **Zoom**

We have budgeted \$549.90 to cover the cost of Zoom, the online platform that we use to provide virtual trainings.

## **Travel**

This item will be contingent on the trainers who provide trainings throughout each location. Our travel costs this year will be much lower as the trainings will take place virtually, with the goal of holding one in person in both Maricopa County and Pima County. The \$200 would provide for mileage, travel is reimbursed at the state rate of \$ .445/mile.

## **Contracted Services**

### **Trainers**

We will provide training to 50 individuals with I/DD, whom will have the option of taking one of our 3 trainings (CLD, CLD 2.0 or CLD Mini-Training). We will train an additional 15 participants with I/DD in the Spanish CLD. Each trainer will be compensated at \$30 per hour for a maximum of 5 hours per training. Each training includes 2 trainers. We have budgeted \$1,500 to accommodate two trainers for at least 5 trainings.

### **Peer Mentors**

We will provide 4-5 peer mentors with a stipend of \$35 per hour, totaling up to 120 hours through this grant cycle. This will be a total of \$4,200.

*Under the Non Federal In-kind Cash column is \$1,500 from the Coalition's Annual Fundraiser, this money will be used to cover the rest of the cost of the contracted services (trainers, peer mentors and/or additional accommodation needs.*

### **Accommodation/translation**

We are budgeting \$685.84 for translation, signing or any other accommodation requested for a person attending this training.

### **Indirect Costs**

Indirect costs include a portion of our website, a portion of our email outreach platform (Constant Contact), as well as accounting department and personnel department costs.

## **Attachment 3**

### **Key Staff**

#### **Grant Coordinator and Program Manager**

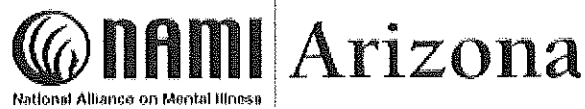
The person who will carry out this work is Kristina Sabetta. She will coordinate the grant, submit grant reports and fiscal invoices, apply for the grant renewal tabulate data from trainings and follow up with trainees, coordinate accessibility services and distribute recruitment materials. Kristina will also prepare recruitment flyers and help advertise the trainings along with the Peer Mentorship flyers. She will collect evaluations from trainers after the training has been completed; and she will follow up with trainees after 3 months to collect information about the impact of the training. She will also check in with participants and assist with the monthly “check-ins”. Kristina will also assist in the recruitment of peer mentors and the matching of peer mentors to peer mentees. She will also assist with the recoding of CLD trainings, and ensure they are shared accordingly.

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August 12<sup>th</sup>, 2021

Arizona Developmental Disabilities Planning Council  
mcrane@azdes.gov

To Whom It May Concern:

NAMI Arizona is a statewide grassroots organization dedicated to serving individuals and families affected by mental illness to improve their quality of life and achieve recovery. NAMI Arizona promotes activities, in partnership with local NAMI affiliates, through education, advocacy, research, and support. NAMI Arizona has 10 active affiliates throughout the State of Arizona (NAMI FLAGSTAFF, NAMI PAYSON, NAMI PINAL CENTRAL, NAMI HAVASU, NAMI SOUTHEASTERN, NAMI SOUTHERN AZ, NAMI VALLEY OF THE SUN (Maricopa County), NAMI WHITE MOUNTAINS, NAMI YAVAPAI COUNTY and NAMI YUMA.

Each affiliate is different, but they all believe in the power of having a voice and making a difference. The NAMI Affiliates have and will continue to utilize the Civic Leadership Development Training offered by the Arizona Peer and Family Coalition (APFC). This training allows our member the opportunity to use their lived experience and their passion to impact change in their community. Our members appreciate learning how to tell their story, while being able to practice before they share it with their policy makers. They have especially appreciated the recent training (Civic Leadership Development 2.0) that gives them the knowledge they need to participate in legislative advocacy.

NAMI Arizona has and continues to be a strong partner for the APFC. Thus, we wholeheartedly support funding from the Arizona Development Disabilities Council to support the incredible work of the APFC. As partners, we can educate and mentor even more advocates!

Sincerely,

*Sherry Candelaria*

Sherry Candelaria  
Board President of NAMI Arizona  
sher1079@msn.com  
[www.namiarizona.org](http://www.namiarizona.org)



August 12<sup>th</sup>, 2021

Arizona Developmental Disabilities Planning Council  
mcrane@azdes.gov

To Whom It May Concern:

The Arizona Peer and Family Career Academy (PFCA) was built from the collaborative efforts of peers and family members who receive behavioral health services, advocate for policies that impact mental health, and/or provide behavioral health services within Arizona's integrated healthcare system. With a mission to increase access to evidence based, high quality peer support and family support services, the PFCA is the only statewide entity invested in workforce development efforts with a primary focus on continuing education of credentialed peer and family support professionals.

The PFCA increases access to evidence-based peer-to-peer and family-to-family programs to help people with mental health and/or substance use related needs achieve whole person wellness goals. This is done through the following: 1) offering professional development and advanced level training to peer and family support professionals; 2) providing support and peer-to-peer networking opportunities for industry professionals; and 3) working with social service delivery systems and healthcare provider organizations to expand the use of peer and family support services into non-traditional settings.

At this time, the PFCA does not provide education to those who are NOT a credentialed peer or family support professionals. However, we receive continual requests for training and education. Thus, we support the work of the Arizona Peer and Family Coalition (APFC) through their Civic Leadership Training as they train and mentor advocates to strengthen the behavioral health system in which we work. We, the PFCA, are able to refer students who are not credentialed peer or family support professional to the APFC for leadership and advocacy education. The APFC has and continues to be a strong partner for the PFCA. Thus, we wholeheartedly support funding from the Arizona Development Disabilities Council to support the incredible work of the APFC. Together, we can continue to build community capacity.

Sincerely,

*Dr. Dawn Augusta*

Dawn Augusta DNP, MBA, RN, AHN  
Learning & Development Manager  
480-430-6454  
[dawn@azpfca.org](mailto:dawn@azpfca.org)  
[www.azpfca.org](http://www.azpfca.org)

# Budget Request Form

Contractor Name: Native American Disability Law Center

Contractor Address: 905 W. Apache Street Farmington NM 87401  
Street Address City State Zip

Project Name: Native Americans Empowered through Self-Advocacy

Budget Category	Requested ADDPC Funds	Non-Federal Cash Match	Non-Federal In-Kind Match	Total Program Cost
Personnel/Salaries	20,300	-	15,120	35,420
Fringe Benefits	11,170	-	-	11,170
Supplies / Operating Expenses	470	-	-	470
Travel	-	-	-	-
Rent or Cost of Space	1,535	-	-	1,535
Contracted Services / Professional Services	125	-	-	125
Administrative / Indirect Costs	4,333	-	-	4,333
<b>Total Costs</b>	<b>37,933</b>	<b>-</b>	<b>15,120</b>	<b>53,053</b>

It is understood that Non-Federal Funds identified in this budget will be used to match only ADDPC Federal Funds, and will not be used to match any other Federal Funds during the period of the ADDPC funded Project.

Additional description and background information shall be included as a budget narrative, including for match. The contractor agrees to submit additional background information to the ADDPC upon request.

Therese E. Yanan  
Name of Certifying Official

Executive Director  
Title of Certifying Official

505-566-5880 tyanan@natedisabilitylaw.org  
Phone Email

**Native American Disability Law Center  
Renewal Proposal  
*Native Americans Empowered through Self-Advocacy***

**Attachment 2  
Budget Narrative**

**Personnel Expenses**

**Salaries**

The Personnel line item covers salaries for Law Center staff, most of who are currently employed by the Law Center. Total expenses of \$20,300 are included in the budget. Annette Yazzie is the Advocate and will be working together to organize and conduct the webinars, also attend meetings and conferences with the project's participants. To use resources more efficiently, the lead on the project will be Ms. Yazzie, located in Flagstaff, with support from Mr. Oliver, who is in Farmington. Ms. Yazzie will provide 24% of an FTE toward this project at \$19.81 an hour for a total cost of \$10,520. Mr. Oliver will provide 1% of an FTE toward this project at \$20.06 an hour for a total cost of \$421. Hoskie Benally will be providing 1% of an FTE toward this project at \$26.54 per hour for a total cost of \$557. Heather Hoechst will be providing .009% of an FTE toward this project at \$30.87 per hour for a total cost of \$648. Austin Moore will be providing 1% of an FTE toward this project at \$24.49 per hour for a total cost of \$514. Therese Yanan, Executive Director, will supervise the project, ensure all financial reports are submitted in a timely matter and support Ms. Yazzie and Mr. Oliver. Mrs. Yanan will provide 10% of an FTE at \$48.50 an hour for a total cost of \$7,639.

**Fringe Benefits**

The fringe benefits expense in the amount of \$11,170 is included in the budget. Fringe benefits are calculated as 55.03% of Personnel/Salary expense for this project. These expenses include Social Security at 6.2% of wages at a cost of \$1,259; Medicare at 1.45% of wages at a cost of \$294; State Unemployment Insurance and Worker's Compensation Insurance expense at .23% of wages at a cost of \$46. Family medical, dental and vision insurance together with long term disability and life insurance are provided at no cost to each employee who works 20 hours or more a week. Group insurance represents 41.15% of personnel wages at a total cost of \$8,353. Additionally, the Law Center provides contributions to a 403(b)-retirement plan. The contributions represent 6% of personnel wages at a cost of \$1,218.

**Non-Personnel Expenses**

The Law Center anticipates that this project's expenses will comprise 2.96% of the overall budget. Under the Law Center's Cost Allocation Plan, all overhead expenses are allocated based on the portion of the budgeted total.

**Telephone/Internet**

The budget includes a total of \$409 for providing telephone and internet access in the Flagstaff and Farmington offices. This allocation is 2.96% of the total of \$13,798 the Law Center's overall anticipated budget. Telephone and internet services are required to communicate with project participants and project partners and conduct and organize sessions.

The project will require access to a Zoom account to provide all webinars to the community members, participants and attendees, the total expense monthly is \$54.99 @ 12 months is \$660.

#### Office Supplies/Printing

The budget includes a total of \$444 to cover supplies and printing. This is 2.96% of the Law Center's total office supply/printing annual budget of \$15,014. Included are 50 stamps @ .50 cents per mailing totaling \$26 in this budget. Office supplies include copier paper, toner, pens, binders, envelopes, and postage.

#### Advertisement

The Law Center will utilize advertisements to notify the community of events or conferences as well as radio announcements for those who live in remote areas. Advertisements will be placed with the Hopi Tutuveni for 3 days @ \$471 a day and 12 radio spots @ \$30 per announcement. Total expense in the amount of \$1,773.

Flyers and brochures will be distributed at chapter houses and local community bulletins, the total cost for 100 of each document to be printed is \$106.

#### Rent

Rental space has been budgeted at \$1,535 for this project; \$699 will cover the portion of the Farmington office rent and \$835 will cover the portion of the Flagstaff office rent. The amount of rent expense is based on actual occupancy expense. A portion of actual office occupancy expense has been allocated to this project using 2.96%, the percent of direct staff expense dedicated to this project compared to budgeted staff expense.

#### Contracted Services

The Law Center will contract with one student @ \$25 an hour to participate and present on the discussion panel. \$125 of this amount is allocated to this budget.

#### Administrative/Indirect Costs

The indirect expenses are administrative expenses that will be required to complete the project. These costs include necessary dues and insurance, audit expenses, and equipment purchases, rental, and maintenance. The percentage of project expense is calculated using direct staff hours as the numerator and total budgeted organization hours as the denominator. The project has



2.96% of the expenses below allocated utilizing the indirect cost allocation factor for a total of \$1,385.

### **Match**

The Law Center is required to provide 25% match of the total cost of this program, or \$12,644. This match will be met through the in-kind contributions of volunteer time of the Navajo Advisory Council on Disabilities and the Native American Disability Law Center's Board of Directors. The total in-kind contributions exceed the required match by \$2,476.

#### Navajo Advisory Council on Disabilities

The Law Center will arrange for the students to attend a Navajo Advisory Council meeting to meet other disability advocates. The Advisory Council is comprised of eight members and their meetings are generally 4 hours long, so a total of 128 hours volunteered to meet with participants once for each semester. Estimating the value of their time at \$60 an hour, the total value of this time is \$7,680.

#### Native American Disability Law Center Board of Directors

The Law Center's Board of Directors is comprised of ten members who have disabilities or have family members with disabilities. Nine of the ten members are Native American and six of those nine are members of the Navajo and Hopi communities. The volunteer their time meeting at least four times a year to ensure that the Law Center remains centered in its mission and responsive to the community. The meetings usually last at least three hours. Estimating the value of their time at \$60 per hour, the total value of this time is \$7,200.

Additionally, two members of the Board are individuals with disabilities who have spoken publicly about their advocacy experiences. They will also be included in the webinar panel about self-advocacy. This webinar will take two hours to plan and produce. Estimating the value of their time at \$60 per hour, the total value of this time is an additional \$240.

**Native American Disability Law Center**  
**Renewal Proposal to Support Self-Advocacy**  
*Equal Native Youth Voices*  
*Native Americans Empowered through Self-Advocacy*

**Attachment 3**  
**Key Staff**

**Annette Yazzie**

Ms. Yazzie is a citizen of the Navajo Nation. She has an undergraduate degree from Arizona State University (ASU) and a law degree from University of South Dakota School of Law. Prior to joining the Law Center, Ms. Yazzie worked for the American Indian Student Support Services at ASU where she assisted Native American students with transitioning from high schools on the reservations to the university while maintaining their cultural ties to their tribal communities. During law school, Ms. Yazzie presented workshops to Native American college students across the country on applying to and attending law school. Ms. Yazzie brings this advocacy experience working with Native American students to this project. Ms. Yazzie arranged and participated in all of the presentations last year. She provided presentations on disability rights, IEPs, and 504 Plans. Ms. Yazzie collaborates with Mr. Benally on how to present the traditional Navajo philosophies to ensure that the concepts of harmony and balance are incorporated into the self-advocacy skills.

**Hoskie Benally**

Hoskie Benally is the Law Center's Community and Government Liaison and has an undergraduate degree in sociology. Mr. Benally is a Navajo tribal member, who became blind when he was 22 due to a degenerative eye disease. Prior to joining the Law Center, Mr. Benally was the Director of a Youth Treatment Center that successfully integrated Navajo culture into western based mental health treatment. He has worked with the Law Center since 2006 and has a long history of community organizing and leadership. As a member of the disability community, Mr. Benally has a personal understanding of the needs of individuals with disabilities and an inherent understanding of the communities' cultural considerations and views. Since 2009, Mr. Benally has worked with the Navajo Advisory Council and been its President. Grounded in Navajo tradition and fluent in the Navajo language, Mr. Benally is an experienced cultural instructor.

**Therese Yanan**

Therese Yanan has directed the Law Center and its predecessor since its inception in 1994. She has broad experience as an attorney specializing in the intersection of disability law and federal Indian law. Ms. Yanan has also managed projects and financial resources for the past 25 years to ensure that goals are met within set budgets. Ms. Yanan will supervise the project to ensure that the goals are achieved. She will also oversee the contract's financial management to ensure that funds are used appropriately and as planned. She will work with Ms. Yazzie and Mr. Benally to

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discuss any barriers and create solutions. She will be the primary contact between the Law Center and the Arizona Development Disabilities Planning Council.