

**Intellectual Disability Committee of the Arlington County Community Services Board
Meeting on Wednesday, November 4, 2015 at 6:30 p.m.**

Room B, DHS Building, 2100 Washington Boulevard, Arlington VA 22204

The meeting was called to order and facilitated by CSB members and committee co-chairs Barbara Jones and Carol Skelly.

Introductions – Barbara Jones and Carol Skelly, CSB members and ID committee co-chairs; committee members and public attendees Paul Nolan, Moira Saucedo, Cherie Takemoto, Nancy Tishman, Alex Yellin and Kevin Youman; staff representatives of service providers Ann Rule of Community Residences, Pat Vinson of Job Discovery Inc., Marshall Henson and Michelle Brownlee of Linden Resources, Kenan Aden and April-Lyn Pinch Keeler of MVLE, Ken Crum and Brenda Richardson and Paul Wexler of ServiceSource, and Carrie Cortez of the Volunteers of America; Lucy Beadnell representing The Arc of Northern Virginia; County staff members April Rosenthal of the Therapeutic Recreation Office, La Voyce Reid and Joanna Wise Barnes of DD Services

Approval of September Minutes – The draft minutes were reviewed by the committee and approved as submitted. They will be included in the packet of materials for the full CSB meeting on November 18.

The Arc of Northern Virginia – Lucy Beadnell distributed and reviewed her hand-out titled The Arc of Northern Virginia’s November 2015 Legislative Update. She then handed out and discussed a second document titled dated October 23, 2015 and titled *Department of Justice and Commonwealth Hearing Notes*. She emphasized that there were her personal notes from the hearing and not the official record. The discussion about the hearing led a committee member to ask whether there are any Arlington children with a developmental disability; the response was that there are two. Beadnell closed by saying that she would forward a State Power Point presentation from October 30, 2015 to committee members the next day. The subject of the presentation was Waiver redesign. It can be found under the presentations tab at this state website: <http://www.dbhds.virginia.gov/individuals-and-families/developmental-disabilities>

Employment First – An update on the transition from sheltered employment

ServiceSource Inc. was represented by Kenneth J. Crum, Regional Executive Director and by Paul J. Wexler, Senior Program Executive. Wexler distributed two hand-outs titled *ServiceSource Program Summary* and *ServiceSource ERCIC Newsletter*. He reviewed their organization’s 40-year history of sheltered employment, and described their process of reaching out for stakeholder input while they were planning the transition away from sheltered employment. Their decision to end sheltered employment was driven by philosophical and funding changes from Virginia’s Department of Aging and Rehabilitative Services, the ID Waiver, the federal Departments of Labor and Justice, and by the prospect of a regional contract process that may at some point no longer include sheltered employment as a service. ServiceSource will not seek federal certification to pay wages below the minimum wage.

Wexler indicated that persons previously receiving sheltered employment indicated to ServiceSource that they wanted to continue receiving services from that agency, that they wanted services to be community-

based and safe, and that income was not important – that they would be interested in volunteering. The options within ServiceSource chosen by those previously in sheltered employment are fluid and may be revisited at any time. ServiceSource collaborated with other similar organizations to plan and implement their transition away from sheltered employment. And the Northern Virginia CSBs supported the new service models they implemented.

Ken Crum indicated that ServiceSource created and will continue to create various employment options and community access and integration opportunities for individuals. They opened two Employment and Community Integration Centers (ERCICs) and identified many community employment options for the individuals transferring from sheltered employment. In the ERCICs, GMU staff from their LIFE program are offering classes at the centers, program participants volunteer for Meals on Wheels and at So Others Might Eat and they have access to health and wellness activities, as well as many other community integrated activities. ServiceSource's Keep It Green computer recycling programs employs 19 individuals who have disabilities alongside employees who do not have disabilities. ServiceSource also expanded the employment programs at Community Thrift in Manassas to help create new opportunities.

Their Disability Resource Center in Oakton invites other non-profits to share their resources. The Café there is employee operated and will someday be employee owned. Proceeds from the products sold there go to the persons who made the products, and ServiceSource helps the individuals by submitting taxes and documentation to the Commonwealth. Their thrift store in Manassas has increased the number of job opportunities there.

ServiceSource had 100 individuals in sheltered employment, 25 of whom were placed into community jobs right away. Now they have placed over 30 in jobs.

One committee member indicated that her son who attends a ServiceSource program is happy with the choices of activities and time spent in the community. Another community member described how much his son likes working at the Keep It Green program. There was also discussion about an individual who was working at Community Thrift and has now successfully graduated from the Medicaid Waiver program.

Linden Resources was represented by Marshall Henson, VP and COO; by Michelle Brownlee, Director of the Headquarters Program; and by Kevin Yoman, representing headquarters employees. See their hand-out titled *Program Transition Highlights*. Henson thanked ServiceSource for sharing their transition experiences with Linden Resources and for allowing Linden Resources staff to observe their stakeholder meetings. He described the organizational history of beginning as the Sheltered Occupational Center, and the name change to Linden Resources which symbolized growth and an investment in the program's future.

While their own stakeholder input revealed that some individuals wanted a place to go to spend time with people they had interacted with for a long time, for other individuals employment was important. Last year Linden Resources found job placements for 150 people.

They consider 2015 to be their planning year. By January 2016 they expect that every sheltered employee will have chosen a program described in the hand-out. After January 1 Linden will no longer pay sub-minimum wages. Their five-year plan includes discontinuation of their federal certificate to pay sub-minimum wages.

Mr. Youman referred to the organization's 1959 opening and the positive changes that have occurred in the intervening years. Employees appreciate the opportunity to choose a program that they prefer, including chances to spend more time in the community.

In response to questions and comments from committee members, ServiceSource and Linden Resources staff made the following additional points:

- Both are "ticket to work" service providers. (Note: This is administered by SSA. See: <https://www.ssa.gov/work/contracts.html>)
- To focus on employment and new service models, they have had to recruit and hire new staff, and have redesigned some jobs
- They analyze the quality of their new programs by feedback from individuals and guardians, by quarterly reviews of individual's plans and goals, by evaluating program goals and objectives, and via external reviewers from the Commission on Accreditation of Rehabilitation Facilities (CARF).

MVLE was represented by April-Lyn Pinch Keeler, President and by Kenan Aden, Vice-President. Their comments included the following:

- They have more individuals in day support programs than in sheltered, group, and individual supported employment. Finding employment for persons in day support is a challenge; most want to work more than the few hours a week they work now.
- MVLE offers training and educational activities, therapies, behavioral supports, and nursing but most individuals tell them they'd rather earn money than participate in other activities.
- They are working to achieve reverse integration so that persons with health needs will continue to have access to nursing and other center-based services.
- They are also a ticket-to-work service provider.
- MVLE is considering whether to renew their federal certification to pay sub-minimum wages but also considering how to keep jobs available for those who have them now.
- They are on the Commonwealth's procurement list, which makes them available to perform jobs for public entities in the state.

DDS staff members were asked to report on Arlington individuals who had been in sheltered employment, those who still are, and those who have achieved individual supported employment. Joanna Wise Barnes shared the following statistics:

- In July 2014 there were 18 Arlington individuals in sheltered employment; now there are 12.
 - 1 moved
 - 2 transitioned to group supported employment
 - 2 moved to a day support model
 - 1 participates in day support part-time and is in individual supported employment part-time

- 3 of these continue to receive job placement services, seeking employment
- In July 2014, 22 Arlington individuals held competitive jobs in the community with the help of a job coach; that number has increased to 28.
- 12 individuals total continue to receive job placement services

State Budget Priorities – Co-chair Carol Skelly distributed three hand-outs: A PPT titled *State Legislative Priorities for Intellectual and Developmental Disabilities*; slide 8 of a DBHDS PPT dated 9-2-15 and titled *New Homes Choices at NVTC*; and a December 18, 2014 letter to the Governor from the Northern Virginia delegation accompanied by a February 11, 2015 response from the DBHDS Commissioner. Carol directed committee members to the last page (slide 6) of the Arlington PPT, which lists priority issues for Arlington, and which she and Barbara Jones intend to submit to legislators during the November 18 meeting of the Arlington County CSB. Committee members voted to approve these priorities, subject to revision depending on finalization of the Virginia Association of Community Services Board’s budget priorities, and contingent on members’ review of the DBHDS PPT dated October 30, 2015 (pending from The Arc of Northern Virginia to members).

ID Committee Name Change – Carol Skelly and Barbara Jones asked that the committee consider changing its name to the Developmental Disabilities Committee of the Arlington County Community Services Board. The change from ID to DD would be in line with same change made by Arlington County, by the State, and by others nation-wide. The committee voted to approve this change, which will now go to the full CSB for its review and approval. That motion and vote led to questions about the membership of the committee and about what constitutes a quorum. The co-chair directed committee members back to the minutes of the September meeting when this was discussed, and which may be revisited in the future if the committee desires.

Staff Updates

April Rosenthal of the Therapeutic Recreation Office distributed and reviewed the following hand-outs:

- *Arlington County Department of Parks and Recreation Therapeutic Recreation Office, CSB – Oct 2015*
- *Adapted Ice Skate Night*
- *Family Fun Night*
- *Young Adults Going Places Social Club*
- *Adults Going Places Social Club*
- *Teens Going Places Social Club*

Joanna Wise Barnes of DDS shared the following information:

- One support coordinator is on maternity leave and one has submitted her resignation. Recruitment will begin soon and meanwhile a part-time support coordinator will increase his hours to help fill the gap.
- The new group home developed by Good Neighbor Homes is complete; the first resident will move in this week.
- The new group home under development by Community Residences will not open by the end of the month as hoped, but is expected to open in January. The families of training center residents who are moving to the home have been notified.

- Joanna was asked to provide information at the next meeting about the total costs of opening the homes.
- Joanna distributed a DBHDS flier about upcoming public meetings to discuss the redesign of the Individual and Family Support Program.

La Voyce Reid, Bureau Chief of DDS shared the following:

- She passed out a brochure about CR2 – the Children’s Regional Crisis Response program operated by the National Counseling Group.
- Communicated acute psychiatric facilities that can accommodate children with developmental disabilities include Dominion Hospital (Fairfax County), North Spring Behavioral Health (Loudoun County), Commonwealth Center for Children and Adolescents (Staunton), and The Hughes Center (Danville, VA)
- Committee members decided to devote a future meeting to the discussion of services to infants and children who have developmental disabilities.
- Committee members were advised that the Ballston Mall will under a renovation starting in June 2016 during which time the mall will be closing; the Woodmont Weavers program will be relocated as a result. It was reported that identification of a new space is “County driven” and that the Real Estate Bureau, Facilities and Planning, and DHS have been actively exploring spacing options that meet the clinical needs of all participants and provides opportunities for community integration. She also communicated that in upcoming months the DHS staff (Support Coordinators and Habilitation/Employment Contract manager) will be meeting with individuals and their families to discuss transition needs. Lastly, the staff are monitoring the current space to ensure that it remains safe and ADA compliant.

Vendor Reports

ServiceSource passed out their flier titled *Collaboration, Celebration, and Innovation: ADA@25 Speaker Series* and encouraged all to participate.

New Business

Lucy Beadnell of The Arc of Northern Virginia announced that committee member **Nancy Tishman** will receive the Rusty Garth Advocacy Award at The Arc’s upcoming annual meeting on November 17.

The next meeting will be on Wednesday, December 2 at 6:30 p.m. in room B. There will be no January meeting unless last minute information sharing about the State legislative process is needed.

Approval of November Minutes

At its December 2, 2015 meeting, the DD committee decided to revise the November 4, 2015 minutes to read “public attendees” instead of “guests” on page one under the Introductions section. The November minutes were approved contingent on this change. Subsequent to the revision, these minutes will be submitted to the full CSB for its December 16, 2015 meeting.

