

# Getting the Most Out of Your



# Benefits

*Your ANCOR membership applies to every member of your staff. Be sure to share this information broadly to ensure you get the most – individually and organizationally – from your ANCOR membership.*

*Like many things, the benefit you receive from your ANCOR membership depends in part on your participation in a wide array of ANCOR programs and activities. You and your staff can increase the value of your ANCOR membership by engaging in one or more of the programs outlined in this brochure.*



*This brochure can be downloaded at [www.ancor.org/membership](http://www.ancor.org/membership)  
2018*

# Shaping Policy

Public policy is a participatory activity – and the informed provider is the one most likely to grow his/her organization! Membership offers multiple opportunities to get involved through the Government Relations Committee. From broad development of ANCOR's public policy agenda to influencing federal rules and legislation, your membership offers you the opportunity to help steer the ship – and fully understand pending policy developments that will impact your organization.

The Government Relations committee is open to any full member in good standing. The Committee hosts monthly information-packed conference calls, in-person meetings in conjunction with ANCOR conferences, and a popular annual retreat often attended by federal agency officials and key Hill staffers.

## *Technical Assistance*

ANCOR offers its members free, one-on-one counseling on HIPAA, wage and hour and other regulations, as well as more intensive technical assistance for a fee. If you have questions about how to navigate complex regulations, just give us a call.

For more information and assistance, contact Esmé Grant Grewal ([egrant@ancor.org](mailto:egrant@ancor.org)).

## *Political Action Committee (PAC)*

ANCOR established the ANCOR Disability Champions Political Action Committee (ANCOR DC PAC) in 2017 to pool funds from members to directly support candidates for federal election and national political parties that champion issues for providers and the people with I/DD they serve. In its first year alone, ANCOR DC PAC has increased the association's political access, relevance and influence and enriches the slate of member benefits by providing a front-row seat for participating in the federal political process.

# ANCOR Amplifier

The ANCOR Amplifier is our interactive website that enables federal and state elected officials to hear from ANCOR and its members about how policy affects our issues, including how funding changes impact community programs. The toolkits incorporated there make contacting your elected representatives fast, easy and personal. Nearly 33,000 emails were sent to members of Congress in 2017 using the ANCOR Amplifier!

For more information about ANCOR Amplifier, visit [amplifier.ancor.org](http://amplifier.ancor.org).

## Workforce Issues

There's no question that Direct Support Professionals (DSPs) constitute the backbone of community supports and services. Quality is at the intersection of support staff and the person served. ANCOR works to secure a highly qualified and sustainable workforce. The three principal objectives are:

- Improved wages for DSPs,
- Greater professionalism and career opportunities for DSPs, and
- Public recognition for DSPs and the critical roles they play in our communities.

### *DSP Leadership Academy*

ANCOR's annual conference is a chance to reward your best DSPs by offering them leadership and professional development, and an opportunity to network with their peers from around the country. ANCOR offers our entire annual conference agenda to DSPs at a dramatically reduced rate.

### *DSP Recognition Awards*

Every year, to honor the long-term supports and services workforce and its exemplary work in furthering community inclusion, ANCOR recognizes one national and several state-level recipients with DSP of the Year Awards. More information can be found on the website, [www.ancor.org](http://www.ancor.org).

## *DSP Recognition Week*

This annual celebration normally takes place in September. The U.S. Senate typically issues a proclamation, and ANCOR obtains supporting proclamations from the governors of several states. In 2017, 17 governors proclaimed an official DSP Recognition Week.

Providers use this week as an occasion to show their appreciation for their hard-working DSPs by holding parties, giving gifts, washing DSPs' cars, holding public rallies and more.

For more information, including ideas about how you can celebrate DSP Recognition Week, visit the ANCOR website at [www.ancor.org](http://www.ancor.org).

Looking for tools to assist you in recruiting and retaining direct support professionals? ANCOR, in partnership with The Research and Training Center on Community Living at the University of Minnesota (RTC), have created a Direct Support Professional Workforce Development Toolkit at [www.ancor.org/toolkit](http://www.ancor.org/toolkit) that is available to all member organizations.

# Sharing Solutions

## *The Disability Network Business Acumen Project*

In pursuit of our collective work to “shape, innovate and transition to the emerging environment of long-term services and supports (LTSS) including health care integration,” ANCOR is excited to be at the center of national business acumen efforts to ensure our community-based organizations serving people with disabilities are part of the evolving service delivery system and that their significant knowledge and experience serving people with disabilities is preserved.

Through a grant from the Administration for Community Living (ACL) and in partnership with other national disability partners, ANCOR is part of a 3-year project that develops training, technical assistance and a learning collaborative for disability organizations that want to cement their role in a changing LTSS delivery system. Learn more at <http://amplifier.ancor.org/businessacumen>.

## *Conferences, Summits, Webinars and More*

ANCOR is constantly identifying leading practice; crafting innovations and creative solutions to achieve quality outcomes and effective and efficient service delivery; assessing new laws and regulations; and offering solutions to issues of concern to providers. We share this information in our publications and, in greater depth, through our professional and organizational development opportunities. We also offer opportunities for our members to hear directly from and share their concerns with key policy makers and other thought leaders. These opportunities include:

*ANCOR Annual Conference* — held in the spring every year. Plan on joining us in Portland, Oregon, May 6-8, 2019!

*Annual Policy Summit and Hill Day* — where we take an in-depth look at the most pressing policy questions and offer guidance on how providers can thrive in an ever-changing environment. Save the date for the 2018 Policy Summit, *Connecting the Dots: The Intersection Between Policy, Workforce and Regulation*, taking place October 2-3 in Washington, DC.

*Webinars* — held throughout the year to introduce providers to what's new, now and next. Information about all these events can be found on the ANCOR website ([www.ancor.org](http://www.ancor.org)) under "Training and Events."

## *ANCOR Certificates of Achievement*

In addition to our robust schedule of educational opportunities, ANCOR is excited to join with our Platinum Partner, Relias, to offer ANCOR Certificates of Achievement focused on three skill areas: Behavior Specialists, Community Inclusion Specialists, and the Human Resources I/DD Professional. ANCOR Certificates of Achievement (1) offer 10-12 hours of online, on-demand courses directly relevant to I/DD services and supports; (2) recognize your investment of time; (3) test your competency in the certificate content; and (4) in many cases can be used as hours toward other credentials. Contact Gabrielle Sedor at [gsedor@ancor.org](mailto:gsedor@ancor.org) to learn more.

# Strengthening Community

We want our members to be connected, not just to ANCOR information and resources, but also to opportunities to share and collaborate with each other. To get the most out of the ANCOR community of providers, be sure to connect through the following:

## *ANCOR Connected Community*

The ANCOR Connected Community (ACC) is ANCOR's private, professional networking community, complete with discussions, file sharing and more. Members have found the ACC particularly useful when they need information or advice from their peers across the country, or when they wish to collaborate with others toward a common goal. Visit the ACC at [connect.ancor.org](http://connect.ancor.org). You'll find helpful hints and instructional guides under the "Get Started" tab. If you have questions about using the ACC, contact Gabrielle Sedor ([gseedor@ancor.org](mailto:gseedor@ancor.org)).

*ANCOR Website* ([www.ancor.org](http://www.ancor.org)) is your main portal for information and news. Visit us often!

## *Related Websites:*

Included. Supported. Empowered. Campaign:

[www.wehaveastake.org](http://www.wehaveastake.org) (learn more later in this brochure!)

ANCOR Foundation: [www.ancorfoundation.org](http://www.ancorfoundation.org)

ANCOR Services Corporation: [www.ancorservicescorp.com](http://www.ancorservicescorp.com)

## *Social Media:*

Follow us on social media to get news and participate in conversations with the broader disability and disability services community. We encourage you to participate in and visit us at:

[facebook.com/TheRealANCOR](https://facebook.com/TheRealANCOR)

[twitter.com/TheRealANCOR](https://twitter.com/TheRealANCOR)

[youtube.com/ANCORdotorg](https://youtube.com/ANCORdotorg)

# Savings

## *Shared Resources Purchasing Network*

The Shared Resources Purchasing Network (SRPN), administered by the ANCOR Services Corporation, partners with national companies to provide significant savings to ANCOR members and support ANCOR programs. Members who use the SRPN enjoy savings and leading purchasing practices, and can repurpose those savings to other programs.

The SRPN discounts provided by select vendors are also available with some of the companies as a perk to your employees, persons served by your organization and their families. Be sure to let them know about this money-saving benefit.

For more information, including a list of vendor partners, visit [www.ancorservicescorp.com](http://www.ancorservicescorp.com) or contact Marsha Patrick ([mpatrick@ancor.org](mailto:mpatrick@ancor.org)).

# ANCOR Foundation

The ANCOR Foundation is a not-for-profit 501(c)(3) organization working towards the vision of exceptional leaders supporting inclusive communities. The ANCOR Foundation is dedicated to expanding the commitment and capacity of providers and communities dedicated to improving the quality of life for people with disabilities.

## *NEW! The Included. Supported. Empowered. Campaign*

The skill, commitment and hard work of supporting individuals with intellectual and developmental disabilities (I/DD) has for too long gone unrecognized. Their untold stories—of lifting the human spirit beyond all expectations—have inspired the ANCOR Foundation to launch a three-year national public awareness campaign. Join us as we showcase successes of people with I/DD and the providers whose support makes it possible.



## *The ANCOR Foundation Leadership Academy*

The ANCOR Foundation launched the Leadership Academy to recognize and support emerging leaders who are building their careers in services and supports for people with disabilities.

The objectives of the program are to support mid-career professionals to build their areas of expertise and thought-leadership to enhance influence and reputation in the national I/DD community as the next generation of leaders. For more information, contact Marie Campos ([mcampos@ancor.org](mailto:mcampos@ancor.org)).

The Foundation sponsors an awards program to acknowledge excellence in leadership in the disability field and to raise funds to invest in future leaders. The programs include:

### *Community Builder Award*

Recognizes service providers, individuals, communities, and community organizations providing exemplary initiatives that create community inclusivity for people with disabilities and increase their social capital within the community.

### *Legacy Leaders Circle*

Recognizes individuals whose leadership and accomplishments have advanced ANCOR's mission and the disability field. The honorees serve as a resource for ANCOR and its members. The program also produces revenue that the Foundation uses for leadership development.

### *President's Award*

Honors an individual for unique, lifetime achievement in advancing the field of disabilities and disability services.

For more information about Foundation award programs, and how you can support the work of the ANCOR Foundation, visit the Foundation website, or contact Marie Campos ([mcampos@ancor.org](mailto:mcampos@ancor.org)).

# ANCOR Publications

## *LINKS*

A bi-monthly newsletter for the ANCOR community. Read the latest issue here: <http://ancor.org/resources/publications/links>.

## *Capitol Correspondence*

A weekly policy update on the latest federal news that matters to providers, their DSPs and the people they support.

## *Weekly Update*

A weekly run-down of the latest information for ANCOR members.

To be sure everyone in your organization receives these publications, please make sure they are included in ANCOR's database. You can do this online by having your organization's primary ANCOR contact log in at the ANCOR website, click on his/her name to see the account page, and select "Update my organization information." For questions or more information, contact Tony Yu ([tyu@ancor.org](mailto:tyu@ancor.org)).

# ANCOR Governance

## *Board of Directors*

12 – 14 members

## *Board of Representatives*

1 – 3 representatives from each state and the District of Columbia

## *ANCOR Foundation Board of Directors*

3 - 15 members

## *State Association Executives Forum*

Representatives from each of ANCOR's 50+ state provider association members

### *Committees*

- Communications Community of Practice
- Finance Investment Subcommittee
- Government Relations
- Leadership Development
- Professional and Organizational Development
- State Association Executives Forum
- Grassroots Advocacy

A full list of ANCOR Committees can be found on our website ([www.ancor.org](http://www.ancor.org)) under “About ANCOR > Leadership.”

# Get Involved

### *ANCOR Governance and Programming*

All of our boards, committees and other bodies are filled and managed by ANCOR member volunteers. We encourage members to participate in ANCOR governance and programming. To find out about opportunities, contact Jerri McCandless ([jmccandless@ancor.org](mailto:jmccandless@ancor.org)).

### *Share Your Expertise*

We are always looking for volunteers to speak at conferences, lead webinars and contribute to our LINKS publications. To suggest topics and find out more about these opportunities, contact Gabrielle Sedor ([gsedor@ancor.org](mailto:gsedor@ancor.org)).

# Staff Contact Information

**Barbara Merrill, Esq.**  
Chief Executive Officer  
[bmerrill@ancor.org](mailto:bmerrill@ancor.org)  
703.535.7850, ext. 103

**Gabrielle Sedor, CAE**  
Chief Operations Officer  
& Foundation Director  
[gsedor@ancor.org](mailto:gsedor@ancor.org)  
703.535.7850, ext. 111

**Esmé Grant Grewal, Esq.**  
Vice President,  
Government Relations  
[egrant@ancor.org](mailto:egrant@ancor.org)  
703.535.7850, ext. 105

**Marie Campos**  
Education Director  
[cramos@ancor.org](mailto:cramos@ancor.org)  
703.535.7850, ext. 102

**Cindy Allen de Ramos**  
Director of Finance  
[cramos@ancor.org](mailto:cramos@ancor.org)  
703.535.7850, ext. 102

**André Floyd**  
Communications Specialist  
[afloyd@ancor.org](mailto:afloyd@ancor.org)  
703.535.7850, ext. 106

**Sean Luechtefeld, Ph.D.**  
Communications Director  
[sluechtefeld@ancor.org](mailto:sluechtefeld@ancor.org)  
703.535.7850, ext. 100

**Sarah Meek**  
Director of Legislative  
Affairs  
[smeek@ancor.org](mailto:smeek@ancor.org)  
703.535.7850, ext. 104

**Jerri McCandless**  
Special Assistant to the CEO  
[jmccandless@ancor.org](mailto:jmccandless@ancor.org)  
703.535.7850, ext. 107

**Kate McNulty, M. Ed**  
Director of Business  
Development  
[kemcnulty@ancor.org](mailto:kemcnulty@ancor.org)  
703.535.7850, ext. 110

**Alexis Moore**  
Administrative Assistant  
[amoore@ancor.org](mailto:amoore@ancor.org)  
703.535.7850, ext. 101

**Doris Parfaite-Claude**  
Federal Advocacy &  
Research Manager  
[dparfaite-claude@ancor.org](mailto:dparfaite-claude@ancor.org)  
703.535.7850, ext. 108

**Andrew Vincent**  
IT Manager  
[avincent@ancor.org](mailto:avincent@ancor.org)  
703.535.7850, ext. 109



American Network of Community Options and Resources  
1101 King St., Suite 380, Alexandria VA 22314  
[www.ancor.org](http://www.ancor.org) | [@TheRealANCOR](https://www.facebook.com/TheRealANCOR) | [ancor@ancor.org](mailto:ancor@ancor.org)