

ANCOR Links

January/February 2016

Columns

CEO Perspective: Sending Out an S.O.S.

by *Barbara Merrill, Esq.*

I hope that by now you've heard about ANCOR's efforts to move the needle on the Department of Labor's Proposed Overtime Exemption Rule. We've named our efforts **The National Save Our Services (S.O.S.) Campaign: Funding the Future of Disability Services**. The campaign is moving into full swing — and we need your help.



I hope that by now you've heard about ANCOR's efforts to move the needle on the [Department of Labor's Proposed Overtime Exemption Rule](#) and address the perfect storm of unfunded mandates challenging I/DD service providers across the country. We've named our efforts **The National Save Our Services (S.O.S.) Campaign: Funding the Future of Disability Services**. The campaign is moving into full swing — and we need your help.

Coming on top of other well-intentioned but costly federal rules, this rule — if it's finalized as currently proposed — promises to be the one that is going to break the camel's back for many Medicaid-dependent private providers of services.

As ANCOR members know, we have analyzed the rule, surveyed fiscal impact to the provider community, and submitted comments urging the DOL to lower the proposed eligible threshold from the 40th% to the 15th% of salaries for all qualified full-time salaried workers.

The National S.O.S. Campaign is a call to the Obama Administration and Congress to **Save Our Services** by implementing a more manageable threshold and a rule that increases the salary threshold more gradually, as well as ensuring that policies will be in place to provide appropriate funding to allow providers to meet the requirements of the rule. **We support the intent of the rule, but it needs to be funded, or downwardly adjusted to a sustainable level.**

We have assembled a strong team to guide the campaign and to communicate the enormity of this challenge to the DOL, CMS, DOJ, White House, members of Congress, state government officials, and general public.

ANCOR President Chris Sparks has appointed two seasoned government relations ANCOR leaders to chair it: Mark Davis and Daryn Demeritt. Mark chairs the ANCOR State Association Executives Forum, serves on the ANCOR Board, and is the CEO of the Ohio Provider Resource Association. As Co-Chair of ANCOR's National Advocacy Campaign and VP of Government Relations for ResCare, Daryn brings significant state and "Inside the Beltway" experience — previously having represented ANCOR and the UCP.

Our lobbying team is led by Esmé Grant-Grewal, Esq., ANCOR's Senior Director of Government Relations, assisted by Al Guida, Esq., with Guide Consulting, a veteran DC lobbying firm with a proven track record of passing disability legislation. Recognizing the need to augment our government relations internal bench of Esmé and Katherine Berland, Esq., Director of Public Policy, the ANCOR Board of Directors further approved the addition of a Government Relations Manager position to build our grassroots advocacy network. We are pleased to share that Doris Parfaite-Claude joined our staff just last month. Please add her name to your address book — she is going to be reaching out to ANCOR members on a regular basis.

Communications are being handled by Gabrielle Sedor, ANCOR's COO, and New Partners, a national media consulting firm. Throughout the campaign, the New Partners team will be working with us, and you, to provide message guidance and support for media outreach.

Those of you that joined us for the Fall Leadership Summit last September will be very pleased to hear that we are also working with Tammy McCutcheon, Principal at Littler Mendelson, P.C. A former administrator of the wage and hour division at the U.S. Department of Labor, Tammy is a leading authority on federal and state wage and hour laws — she wrote the comments to the Rule submitted by the U.S. Chamber of Commerce.

So this is what we are doing, and what we need you to do:

- We are meeting with members of Congress and their staffers to educate them about the proposed rule's impact, and to build support for **the introduction of federal legislation to provide additional funding**. Esmé and Doris are reaching out to ANCOR members initially on a targeted basis to assist with those meetings. If you get a call or email from them, please respond!
- We have commissioned Avalere, a highly respected Washington firm, to conduct an independent fiscal impact analysis of the rule. We expect the analysis to be released soon. **If you haven't already, please analyze the financial impact of the proposed rule on your agency and complete our survey located [here](#). Know what strategies you will use to comply, and what this will mean for the quality of services you provide.**
- We are assembling a village! Esmé and AI are meeting with a host of national disability organizations to educate them about the impact of the rule, and identify allies to assist us. **If you belong to any other national disability organizations (such as The Arc of the U.S., UCP, Lutheran Family Services, Easter Seals, Leading Age, AHCA, The Alliance, AAIDD, etc.) please ask them to support The S.O.S. Campaign.** Feel free to forward this article with your request.
- We are educating state Medicaid directors (NAMDM), state budget officers (NASBO), state directors of I/DD services (NASDDDS), and state directors of aging and disability services (NASUAD). Specifically, those four national associations are inviting their members to a webinar that Katherine Berland is leading that will break down the rule and describe the impact to providers. **Do you have a relationship with your state I/DD director? Urge them to contact their national association for copies of the February 9th webinar recording and slides.**
- **Familiarize yourself with the message of our campaign!** Last week, New Partners led two message training webinars for ANCOR members, where they walked through our campaign messaging and answered questions attendees had — or questions members may be asked. If you did not have a chance to listen in, you can download the recording [here](#) and message points [here](#).
- We are developing a microsite that will be your one stop shop for all of the campaign news and materials — stay tuned for that announcement.
- **Finally, stay connected! Visit the [ANCOR Amplifier](#) and sign up for action alerts.** Follow us on [Twitter](#) (@TheRealANCOR) and like us on [Facebook](#)!
- More specific questions? Please contact [Esmé Grant Grewal](mailto:egrant@ancor.org) (egrant@ancor.org) or [Gabrielle Sedor](mailto:gsedor@ancor.org) (gsedor@ancor.org).

And, as always, please know that I'm always just an [email](#) or phone call away (703-535-7850 ext. 103).

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State Association View: Government Relations and SAE Retreats

by Diane McComb

A report from the field about ANCOR's recently-held GR Committee and State Association Executives retreats.



ANCOR recently hosted its Government Relations Committee and State Association Executives winter retreats in Baltimore (see some [photos here](#)). This annual gathering brings ANCOR members together to learn the latest updates regarding federal issues from the ANCOR GR team. This year, Ralph Lollar, CMS Director of Long Term Services and Supports Division, joined us for an off-the-cuff conversation about LTSS, the status of state transition plans implementing the HCBS Rule, and more.

A self-advocacy panel featuring Ari Ne'eman (ASAN), Liz Weintraub (AUCD), and Taylor Woodard (The Arc of the U.S.) also presented their views on a number of issues during an extensive dialogue with retreat participants. They reminded us that even though there is a generally agreed upon perspective on various issues nationally, it is important for us to listen to each person individually as they share their perspectives that may not always be consistent with the general opinion. As an example, Ari Ne'eman, an autistic, shared that he and other autistics, prefer to be referred to as autistics rather than using traditional people-first language (a person with autism). Liz Wientraub relayed her story of having attended a

segregated residential high school in which she flourished and gained self-confidence after having been bullied in an inclusive high school program.

There was a great deal of discussion about state transition plans for the HCBS community rule. There is strong sentiment that person centered planning is not being interwoven into the plans as much as it should be. Person centered thinking and planning is absent in the discussion in many states. Also, conflict free case management is not being considered in the context of managed care companies. The rule speaks to the conflict between provider of services and case management, but not between funder and case management. SAEs are encouraged to ask their respective states about both, especially in states moving to managed care. States can require independent case management of managed care companies, even if CMS is not applying the rule to them. Independent case management is a good idea, but the value is lost if managed care companies are exempt from the requirement.



[Click here to see some photos taken at the retreat.](#)

Finally, ANCOR's newly created draft position on the use of technology was introduced and discussed. The technology statement focuses on creating opportunities for individuals with disabilities to have maximum access to technology to assist them in being independent, as well as provide enjoyment in whatever ways everyone enjoys technology today; but, it also focuses on the need for funding to be directed to organizations providing long term services and supports in the form of Health Information Technology (HIT) and Electronic Health Records (EHR). Designated funding to provide HIT and HER for I/DD services was left out of the Affordable Care Act when it was provided for other health care providers, such as the medical community and behavioral health.

State associations are the national lifeline to the broader national ANCOR agenda. By adopting all or part of ANCOR's national platform at the state level, we do much to improve the likelihood of federal support for initiatives important to people with disabilities and organizations supported them.

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<p>Strategic Leasing Partner</p>	<p>Electronic Documentation for I/DD Service Providers</p>	<p>Person-Centered Software</p>
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Public Policy: Reports from the Policy Front

by Katherine Berland, Esq.

Highlights from ANCOR's "Washington Insiders Club," a weekly round-up of top stories and headlines of the week distributed to ANCOR Members only.

Highlights from ANCOR's Washington Insiders Club (WICS)

ANCOR distributes WICS, a round-up of top stories and headlines of the week, to ANCOR Members to keep them up to date on significant policy and political developments of note to the disability community. The following entries highlight the most significant reports of the last several months.

CMS Releases Home Health Final Rule

(February 1) On January 27, the Centers for Medicare and Medicaid Services (CMS) released final rule [RIN 0938-AQ36](#), "Medicaid Program; Face-to-Face Requirements for Home Health Services; Policy Changes and Clarifications Related to Home Health," for public inspection. The final rule is published in the Federal Register on February 2, 2016. The rule implements sections of the Affordable Care Act (ACA) and Medicare Access and CHIP Reauthorization Act of 2015 (MACRA). Read more [here](#).

KFF Releases Annual 50-State Medicaid Enrollment Report

(February 1) On January 21, the Kaiser Family Foundation's (KFF) Commission on Medicaid and the Uninsured released its annual report, "[Medicaid and CHIP Eligibility, Enrollment, Renewal, and Cost-Sharing Policies as of January 2016: Findings from a 50-State Survey](#)." The report examines state trends in enrollment and renewal processes. Some notable findings include the prevalence of online applications, improved and expedited approval and enrollment processes, and higher levels of enrollment and renewal of eligible beneficiaries. To read the executive summary of the report, click [here](#). KFF held a public briefing to highlight findings in the report. A video recording of the briefing is available [here](#).

National Organizations Release Toolkit for Stakeholders to Use for Implementation of the HCBS Rule

(February 1) On January 25, several disability and aging advocacy groups issued a toolkit to help advocates push for strong implementation of the new Home and Community Based Services (HCBS) Settings Rules in their states. The new HCBS Settings Rules require all settings funded by Medicaid HCBS programs to, among other things, provide opportunities for participants to be integrated in and engage in community life, have access to the community, control their personal resources, and seek employment and work in competitive settings. States have until March 2019 to transition their HCBS programs into full compliance with the new settings requirements. Read more [here](#).

Schumer Introduces Legislation that Seeks to Expand the Right to Community Integration

(January 18) On December 18, 2015, Senator Charles Schumer (D-NY) introduced the Disability Integration Act (DIA) ([S. 2427](#)). The legislation, modeled on the Americans with Disabilities Act (ADA) and the ADA Amendments Act, expresses in law an explicit civil right for people with disabilities to receive Long Term Supports and Services (LTSS) in the community. It reads: "No public entity or LTSS insurance provider shall deny an individual with an LTSS disability who is eligible for institutional placement, or otherwise discriminate against that individual in the provision of, community-based long-term services and supports that enable the individual to live in the community and lead an independent life." The bill also includes "a failure to ensure that there is sufficient availability of affordable, accessible, and integrated housing to allow an individual with an LTSS disability to choose to live in the community and lead an independent life, including the availability of an option to live in housing where the receipt of LTSS is not tied to tenancy" as a part of its definition of discrimination. The legislation defines an "individual with an LTSS disability" as an individual with a disability who requires assistance in accomplishing activities of daily living, instrumental activities of daily living, or health-related tasks in order to live in the community, who is currently in an institutional placement or is at risk of institutionalization if that person does not receive community based long term services and supports. Read more [here](#).

IRS Withdraws Charitable Donation Proposed Rule

(January 18) On January 7, the Internal Revenue Service (IRS) withdrew regulations proposed last September that would have required charities to obtain donors' Social Security or Tax Identification Numbers to file information returns. The IRS received approximately 38,000 comments, the majority of which were in opposition to the rule. Many commenters objected to requirement to obtain and maintain identifying numbers as potentially creating security issues and a threat of identity theft, which could have a chilling effect on donations. Read more [here](#).

DOL Issues Guidance on Lodging Credits under the FLSA

(January 11) On December 17, 2015, the Department of Labor (DOL) issued [Field Assistance Bulletin 2015-1](#), which provides guidance to Wage and Hour Division staff regarding credit toward wages under section 3(m) of the Fair Labor Standards Act (FLSA) for lodging provided to employees. A separate [Q&A](#) document is also available. Section 3(m) of the FLSA allows an employer to, under certain circumstances, count as wages "the reasonable cost ... to the employer of furnishing such employee with board, lodging, or other facilities." This bulletin explains the requirements for taking the credit, as well as the proper method of accounting for it in calculating wages, when an employer provides lodging to employee. Read more [here](#).

CMS Re-Releases Guidance for Medicaid Payments under the FLSA

(January 11) On January 8, the Centers for Medicare & Medicaid Services (CMS) sent out an announcement re-releasing an [Informational Bulletin](#), originally published on July 3, 2014 to assist states in understanding how they may amend their current 1915(c) waivers and state plan (1905(a), 1915(i), 1915(j), and 1915(k) personal care services to implement Fair Labor Standards Act (FLSA) changes in a timely way, and in understanding Medicaid reimbursement options that will enable them to account for the cost of overtime and travel time during the workday that are likely compensable as the result of the DOL home care final rule. (For a summary of the guidance, see WICs article, "[CMS Issues Guidance on Joint Employment Reimbursement Under New FLSA Requirements](#)," July 7, 2014.) Read more [here](#).

Every Student Succeeds Act Signed Into Law

(December 14) On December 10, President Obama signed the [Every Student Succeeds Act](#) (ESSA) into law. The legislation, which replaces the No Child Left Behind law, was passed by the Senate earlier this week 85 to 12, and by the House of Representatives 359 to 64. Included in the law are several provisions that impact students with disabilities. Notably, statewide testing and accountability standards include tracking students with disabilities and ensuring they have access to the general curriculum accessible to the public. The law requires accommodations for assessments of students with disabilities, and sets a cap of one percent for alternate assessments. Under ESSA, states will have more flexibility and discretion in setting goals and establishing accountability, though certain federal standards will continue to be required. Additionally, states must report information on bullying and harassment, and the use of discipline procedures in schools. States must include in their reports information on how local educational agencies will reduce the use of aversive behavioral interventions, which includes restraints and seclusion. The White House issued a release that includes a report, fact sheets, and other reference material regarding the changes from No Child Left Behind that ESSA implements. Read more [here](#).

Personal Care Aides, Home Health Workers Projected Among Fastest Growing Occupations in Coming Decade

(December 14) On December 8, the Department of Labor (DOL) and the Bureau of Labor Statistics (BLS) released [employment projections data](#) about the labor market from 2014 to 2024. In a related [blog](#), the agencies note that four out of the top five fastest-growing occupations are related to health care. These projections data feed into the Occupational Outlook Handbook. The handbook is a guide to career information about hundreds of occupations and is used by job seekers, students, guidance counselors, employers and many others to get information on the number of jobs and growth rates, along with needed education and training, for more than 300 occupations. The blog linked above also includes a [video](#) highlighting the data, as well as an [infographic](#).

IRS Issues ABLE Act Guidance

(December 7) On November 20, the Internal Revenue Service (IRS) [announced](#) three changes to the proposed rules for Achieving a Better Life Experience (ABLE) accounts for eligible disabled individuals that will be included in the final regulations when issued. According to the notice, these changes will make it easier for states to offer and administer ABLE programs. Read more [here](#).

DOL Projects July 2016 for Overtime Threshold Rule Finalization

(December 7) On November 20, the Obama Administration put out its [Unified Agenda and Regulatory Plan](#) for 2016. The Plan sets forth regulatory priorities for executive agencies and cabinet departments. Importantly, it contains the projected timeline for major regulatory actions. The Department of Labor (DOL) has set a target date of July 2016 for finalizing its rule, "Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees" ([RIN 1235-AA11](#)). (For more background on the rule, see WICs article, "[DOL Releases Overtime Exemption Proposed Rule](#)," June 30, 2015.). Read more [here](#).

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Articles

Starting the Year Off Right

Review some resourceful information that ANCOR's Government Relations team shared at its recent winter retreat.

Early this January, the ANCOR Foundation, ANCOR's Government Relations Committee and State Association Executives convened in Baltimore for annual retreats. Government Relations' one and a half day working session featured panels from



CMS, self-advocate experts, and the Government Relations Committee leadership team, all focusing on how to improve ANCOR's GR priorities and objectives for the upcoming year.

The GR Committee will meet again in February to discuss the outcomes of the meeting, including GR priorities for 2016, a technology position paper, and a white paper on solutions to workforce.

Click on the image above to see the Federal Update that was shared at January's GR Retreat.



ANCOR Amplifier Launches Voter Resources Toolbox

A new ANCOR resource provides all the information you need about registering to vote, candidate specifics, accessibility at local polling sites, and more!



ANCOR Members already know that the [ANCOR Amplifier](#) is the place to go for tools to use when making your views known to our elected representatives and appointed public officials.

Now, we are pleased to announce the addition of our latest interactive feature — the [ANCOR Amplifier Voter Resources!](#) This site has everything you need to be an informed voter in the upcoming election.

Need to register to vote? Learn more about a candidate? Find out about accessibility at your local polling site? The [ANCOR Amplifier Voter Resources](#) page has all that and more! More information and resources are being added frequently, so make sure to bookmark and visit it often!



Top 2015 Postings on the ANCOR Forum

The ANCOR Forum is a value-added repository of robust discussions among ANCOR Members. Check out this list of last year's top postings.

The [ANCOR Connected Community \(ACC\)](#) is a virtual community where Members hold conversations in the form of posted messages. It is a knowledge bank of resourceful tools that enable ANCOR Members to communicate with peers, share expertise, exchange ideas, network, curate and share content, and more.

The following is a list of last year's discussions with the largest number of postings (as of 31 December 2015) as compiled by our CEO, Barbara Merrill.

ANCOR Forum Top 2015 Postings:

1. [SIS](#) (41)
2. [Breaking: OT Rules Will Be Out This Week](#) (22)
3. [Electronic Health Records](#) (21)
4. [Ohio State's National Championship Memorialized in Butter](#) (18)
5. [Paying Exempt Employees](#) (15)
6. [Breaking News: Federal Judge Guts DOL Home Care Rule](#) (15)
7. [Employee Drug Testing](#) (15)
8. [Remembering Suellen Galbraith](#) (15)
9. [IDD Administration Caps](#) (14)
10. [Waiver Staff in Inpatient Hospitalizations](#) (13)

If you haven't joined the ACC yet, you're missing out on a valuable ANCOR Member Benefit — Don't delay, [join the ACC](#) today!



National DD Awareness Month 2016 & the Side-by-Side Campaign

Help raise awareness of developmental disabilities by participating in a National Developmental Disabilities Awareness Month public awareness campaign.

March is National Developmental Disabilities Awareness Month, and ANCOR once again will participate in the **Side-by-Side Campaign** in an effort to help spread awareness about developmental disabilities. We invite you to join us!

This public awareness social media campaign is spearheaded by the National Association of Councils on Developmental Disabilities (NACDD) to highlight the many ways in which people with and without developmental disabilities come together to form strong, diverse communities. The campaign seeks to raise awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness to the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.

In the near future, ANCOR will forward a Social Media Calendar that contains 23 — the number of work days in March — unique links to statistical information, quotes, resources and stories related to developmental disabilities, as well as Facebook cover photos. ANCOR Members are invited to use the information contained in the Calendar or your own content in your Side-by-Side social media posts during March 2016. NACDD would like participation from everyone — our partners, your partners, people in our networks, and people in and beyond your networks.

During your **Side-by-Side Campaign** postings, you can not only add to your own social media pages, as well as the NACDD and [ANCOR](#) Facebook pages. We ask that you use the hashtag **#sidebysideDD16** when making posts to your organization and personal pages, tagging photos and reposting links so that they may be easily found.

More on the **2016 Side-by-Side Campaign** is coming soon!



Member in The News

Community Residences, Inc. Opens New Home for People with Disabilities

ANCOR Member celebrates the opening of their new fully-accessible group home in the Washington, DC suburbs.



ANCOR Member **Community Residences, Inc.** recently celebrated the grand opening of a fully accessible group home located in Arlington, VA. Several members of the ANCOR staff were present to help celebrate the occasion.

The home was built in partnership with Arlington County's Department of Human Services for individuals with intellectual and developmental disabilities. In late-January, five individuals moved into the home, which offers an open design with many accessibility features for aging in place.

Click on the image above to access a slideshow that shows the progression of the building project from demolition of the old structure to the ribbon cutting ceremony of the new. (The photos are courtesy of Community Resources and ANCOR.)

About Community Resources, Inc.

Community Residences (CR) — one of the largest providers of supports to individuals with disabilities in Virginia and also offering services in Maryland — is a non-profit organization that offers quality services to individuals with a wide range of disabilities supportive housing and the physical, mental and emotional services

needed to facilitate independent and dignified living within the community. CR provides medical, therapeutic, educational, vocational, residential and integrative recreational services to the formation of vital relational communities through which each individual may experience greater independence, dignity, fulfillment and happiness.



People with Disabilities Participate in a Special Concert

Adults with disabilities receiving services from ANCOR Member CAU are featured in a collaborative community concert.



John Drescher (left) and Terrell Ross flank Kean University music department professor Robert Rocco, who taught the two members of CAU to play the radio baton.

"We're All in This Together" was the theme of a collaborative community concert held last week at the Wilkins Theater at Kean University. The concert featured 30 adults with disabilities who are members of **Community Access Unlimited (CAU)** and attend the agency's Academy of Continuing Education (ACE), 35 Kean University music students and alumni and a choir of more than 90 students from the Roselle School District.

The concert was an outgrowth of ongoing collaboration between Kean's music department and ACE, according to Marguerite Modero, director of the academy. Kean students have been working with ACE students in their music appreciation class.

"Music is the great unifier," said Lyn Schraer-Joiner, Kean's music education coordinator. "It connects all people equally and brings them together. Music bonds and that's what happened to us."

The united ensemble performed a variety of songs, including "Bohemian Rhapsody," "One More Day," songs from the Broadway plays "Les Miserables," "Shrek the Musical" and "Seussical" and the theme piece, "We're All in This Together."

"All our songs are meant to make a statement," said Modero. "They speak to self-actualization, becoming the person you want to be and living the life you want to live."

CAU members John Drescher and Terrell Ross were among those who participated. Drescher and Ross practiced for months prior to the concert with Kean music faculty member Robert Rocco.

The concert also served as a learning tool for those Kean students who participated and for the wider public, according to Schraer-Joiner and Modero.

"It's a great message for my students who work with people with disabilities," Schraer-Joiner said. "It helps them understand music is tactile and everyone, regardless of background, should be able to express themselves."

"This is one more step in public awareness that people with disabilities have talent and should be able to show it," Modero said.

About Community Access Unlimited

CAU is a statewide nonprofit based in Elizabeth, NJ that provides support programs and services to more than 6,000 adults with disabilities, as well as youth served under the Department of Children and Families (DCF) to enable them to live independently in the community, in areas including vocational and life-skills training, education, advocacy and recreation and in-home services.



Comings and Goings

News and updates about ANCOR Member Executives.

[Keystone Human Services](#) (KHS) has announced the planned retirement of its President, **Dennis Felty**, and the appointment of Senior Vice President **Charles Hooker III** as President Elect as of January 26, 2016. As part of the planned retirement of Mr. Felty who has served as President of KHS over the past 44 years, the Board of Directors engaged in an extensive executive succession process. As a result of this process, Mr. Hooker will assume the role of President and Chief Executive Officer upon the transition of Mr. Felty to KHS Founding President in the Fall of 2016.

Barbara Murry, long-time Executive Director of the [North Dakota Association of Community Providers](#) (NDACP), recently retired.

The Board of Directors of [Excentia](#) has announced the appointment of **Christopher Shaak** as its new CEO. The Board is excited about his leadership experience and expertise in the areas of program development, strategic planning, government policy/relations, vision casting, public speaking and employee development. The former Vice President of Operations & Development for Youth Advocate Programs, Inc. (YAP), Mr. Shaak was a direct care worker in a residential program for individuals with intellectual disabilities while attending college.

Jackie Fliss, long-time Executive Director of [Independent Living Services](#) in Conway, AR retired in December 2015. **Elissa Douglas**, who served as Human Resources Director at the agency since 2002, became Executive Director in January.

[Embassy Management, LLC](#) recently welcomed its new president, **Robert Efford**, who joined the agency after a seven-year career with the Mentor Network. Prior to that, he was the State Director for MENTOR Oregon where he led state expansion of residential, foster and day programs into rural and underserved regions. Mr. Efford holds an honors degree from Pepperdine University, and completed graduate studies in rehabilitation leadership through the University of Wisconsin.

ANCOR members at the executive level are encouraged to contact
Jerri McCandless (jmccandless@ancor.org)



From Our Partners

10 Program Ideas That Promote Inclusion

by Stefanie Gause, Altus Dynamics, an ANCOR Partner

Programs that foster the inclusion of people with I/DD into the community are well worth the extra effort.

Many community living organizations excel at providing a wide range of programs that are geared specifically towards their clients. However, studies have shown that adults with physical and/or intellectual disabilities benefit greatly from inclusive programs that involve the community at large. While these types of programs take a bit more planning and preparation, the rewards are well worth the extra time. Below is a look at 10 effective program ideas that you can use to promote inclusion within your community.

1. Intramural Sports

Nearly any type of sport can be designed as an [inclusive program](#). Certain accommodations and extra instruction may be necessary, but the goal should be to allow each participant to perform as independently as possible.

2. Painting Events

Painting events have become very popular in recent years. At these events, an instructor guides participants, but everyone creates their own masterpiece. Not only is art a great therapy for adults with disabilities, but minimal accommodation will be required.

3. Music Therapy Program

This inclusive idea is quite broad and could include anything from hosting music events throughout the year to planning a music competition to creating a community band.

4. Job Fairs

Finding gainful employment is a major difficulty facing adults with disabilities. However, working with local businesses to host a community job fair will not only open doors for your clients, but it will provide a great learning experience and an opportunity to socialize with other job seekers in the local area.

5. Walking Club

Whether walking at a local park or the nearby mall, a walking club is a perfect program to implement in your community. Even your physically disabled and wheelchair-bound clients will be able to participate with little extra support. In addition, this low-impact activity gives all participants plenty of time to socialize.

6. Entrepreneur Mentorship Program

There is a significant lack of business owners with disabilities in the country. Unfortunately, misconceptions and stigma can prevent adults with disabilities from even being taken seriously, let alone receiving the financing needed to start a business. The [University of Illinois has started a program](#) that brings together service providers and business leaders in the community

to tackle some of these barriers. A similar mentorship program could work in any community in the country.

7. Work-Ready Program

With unemployment still fluctuating, people with and without disabilities are looking for help securing that perfect job. Creating a work-ready program will not just help you clients, but others in the community looking for work. Participants can be taught how to write a resume, interviewing tips and similar job-ready skills.

8. Exercise Programs

You do not need to have access to a full-size gym to start an aerobic, Zumba or dance program. These types of programs are well received by many in the community, and allow participants to work according to their own pace and abilities.

9. Tournaments

Hosting a sports or game tournament, such as bowling, basketball, or chess tournaments is a great way to pull the community together. You can even use this event as a fundraiser for either your organization or another worthy organization in your community, by requesting a small fee with the registration.

10. Volunteer Programs

Volunteer programs within the community, such as cleaning up the local park and helping at the county library, can allow your clients to join with other members in the local area to improve their community. It can also teach valuable job skills.

No matter what programs you intend to implement, it is important to plan ahead for any types of accommodations that may be necessary. It is always a good idea to ask each participant to list any necessary accommodations as part of the [program enrollment process](#), which will allow you to be prepared.

An even better method is to capturing this information during the [intake process](#) for your community living center. That way it's kept in a central location and can be accessed by staff leading various programs. Also, as many programs take clients outside of the center it's important for staff to carry with them emergency contact information and any medical/allergy notifications. Having this information in a central database, which can be [securely accessed by staff on their mobile device](#) can save a lot of paperwork from having to be carried off-site. It also makes sure that confidential data isn't ever lost in the shuffle.

If you are looking for more ways to improve client care at your organization, [download the free guide](#): 6 Tech-savvy ideas that will enhance (and simplify) client care.

*Author LINK: **Stefanie Gaus** has always had a passion for the non-profit and public sectors with several years of experience in the education, community living, and social services industries. You can follow Stefanie on [Twitter](#) and connect with her on [LinkedIn](#).*



Member Benefits

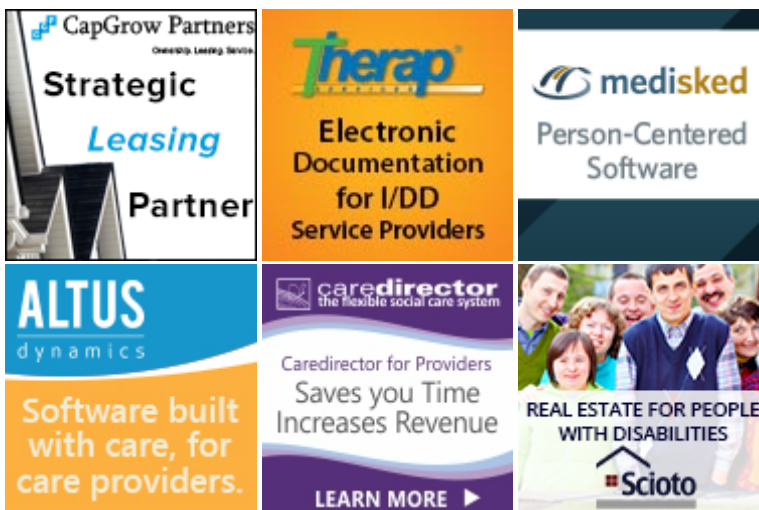
The ANCOR Marketplace Benefits You!

The ANCOR Marketplace gives ANCOR members special insight into new products and services as they appear in the I/DD marketplace — products and services that will help grow providers' businesses.

The **ANCOR Marketplace** (www.ancormarketplace.org) is an easy to navigate site that gives ANCOR members a special insight into new products and services. The various offerings are conveniently categorized, which makes shopping for I/DD products, such as software systems, housing solutions, merger and acquisitions prospects, insurance services and more, a smooth browsing experience.

The **ANCOR Marketplace** also features customer reviews and testimonials by other I/DD executives, thereby helping providers evaluate their choices.

Find out more about the **ANCOR Marketplace** — contact ANCOR's Development Director, Marsha Patrick (mpatrick@ancor.org).



Did You Know: BeneStream and Relias Learning?

Check out these special offers for ANCOR members!

"Did You Knows" feature vendors in the ANCOR **Services Corp.'s Shared Resources Purchasing Network!**



Did You know that BeneStream offers a Medicaid enrollment and tracking solution to ANCOR members that delivers savings for employers and access to coverage for employees? [Click here](#) to find out more information.



Did You know that Relias Learning's user-friendly learning management system improves quality of care, increases compliance, boosts productivity and saves money? [Click here](#) for details...



SRPN: What Members Are Saying...

The Shared Resources Purchasing Network (SRPN) partners with national companies to provide significant savings to ANCOR Members.

The [Shared Resources Purchasing Network](#) (SRPN), administered by the *ANCOR Services Corporation*, partners with national companies to provide significant savings to ANCOR Members and supports ANCOR programs. Members who use the SRPN enjoy savings and leading purchasing practices, and can rededicate their savings to needed programs. The SRPN discounts with selected vendors also apply to Members' employees, persons served by the organization and their families.

For more information, including a list of SRPN vendor partners, visit [ANCOR Services Corporation](#) or contact Marsha Patrick at mpatrick@ancor.org

