# MISILC

03/17/21 Council Meetings

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>> Yvonne: It's 5:35 guys and so I don't know if you got a chance to see the e‑mail a couple days ago the executive committee talked about really wanting to change up our agenda so we have more time for conversation and since we are not meeting in person, we don't get a lot of downtime to chat with each other so I'm going to have people introduce themselves and just to keep it simple and in order it's at the top of the agenda of the Council members and then we will go from Council members to Ex Officio members.

If you can just say your name, what town you live in.

Here on the executive committee say what your position is or if you are involved in Chairing or being on a subcommittee people know that.

And/or your role on the Council, what the Governor kind of what you are representing on the Council and then the question is just what from this past year do you feel most grateful for.

It seemed fitting with St. Patties day to talk about luck and gratefulness and gratitude, so I go first because I am first on this list.

I'm Yvonne Fleener live in Grand Ledge Michigan which is just outside of Lansing.

I am the Chair of the Council.

And I was put on the Council by the Governor for to represent business but I'm also a family member of a person with a disability.

And what am I grateful for?

I would say COVID for me really meant you know my daughter moved home for several months which was unexpected and so we had a lot of unexpected family time.

And I think we made that really quality time so that is what I'm grateful for.

So next is Will.

>> Will: Hi everyone.

I'm Will Harrison.

I am the vice Chair of the Council.

I currently live in Redford so right outside Detroit and I was put on the Council to represent kids with disabilities.

We have five kids and all five have some type of medical issue from ADHT to cleft palates.

My son has a heart defect.

I'm grateful, you know, 2020 was a hard year for us for a lot of people.

And I think I'm grateful for resiliency.

Grateful that we got just together as a family and we learned to adapt even though it was hard.

We are still learning.

But I think I just realize how resilient people are when we have to go through really tough times so thank you for that.

>> Thank you.

Next Mindy.

>> Mindy: Good evening everyone.

My real name is Melinda but if you call me that I will think I'm in trouble with my dad.

I won't answer you.

You better call my Mindy.

And then I will answer whatever question you have.

I live down in Augusta, Michigan which is about halfway between Kalamazoo and Battle Creek. I live kind of out in the sticks between those two larger cities.

I am your treasurer on the SILC which is a real honor to be your treasurer.

Something I take very seriously.

I was appointed to the SILC to represent persons with disabilities from throughout the State of Michigan.

I have a generalized representation.

And in terms of being grateful, I have to say with, well, with one huge exception but we won't talk about that, I have been so grateful at the way that I have seen families and communities come together.

In ways that I never would have dreamed or expected during normal times, whatever our new normal may look like in life.

But I've just been grateful for the way people have come together.

And shown solidarity and shown support.

It's been much needed in our general climate in this country.

I think we focus on the negative of what we see, and this question really made me think about the positive that I see.

>> Yeah, thank you Mindy.

Jamia, you are next.

>> Jamia: Hi everyone, good evening.

My name is Jamia Davis, and I serve as the secretary on the executive board.

I live in Southfield, Michigan, which is about 15 minutes from Detroit and so I'm not that far from Will.

I was appointed to the Council to represent people persons with disabilities, and I would say I'm grateful for family.

I lost quite a few family members last year.

And so just having the family time and being in communication with friends is really important to me.

Thank you, everyone.

>> I'm sorry to hear that I did not know that Jamia.

>> Jamia: Thank you.

>> Yvonne: You are next I caught you drinking water.

>> My Internet is spotty, and I did not hear you mention my name I'm Frank Animikwam one of the members and resident physician at Sparrow hospital.

And so, I also represent a medical background.

I'm also a citizen of the Little Traverse Bay Band in Odawa Indians in Petoskey. And I helped out a little bit with the bylaw’s subcommittee. And I know the bulk of the work and my hands down to my colleagues on the committee.

I helped out revising some of the bylaws.

What I'm grateful for I have to say family.

For my wife, our daughters, and also extended family too.

We are all in good health.

We didn't experience too much loss and our hearts and thoughts go out to those who are experiencing a little bit more challenges than we are, so we are all going to get through this together.

>> Yvonne: Thank you.

Allen.

Where did you go, there you are.

>> Allen Beauchamp and I live in Nagaunee, Michigan, which is nine miles west of Marquette, way up in the Upper Peninsula.

I'm a Council member of the SILC.

And I am grateful for my health, my family's health, my friends' health, and everybody is safe.

Yeah, like everybody has been mentioning you know it's been a difficult time and it's no different up north either.

And I'm also grateful for being able to work through this entire period.

And being able you know to retain my job.

And yeah.

>> Yvonne: Thank you.

Stephanie.

>> Stephanie: Hi everyone.

My name is Stephanie Deible.

I am from grant, Michigan which is about 45 minutes north of Grand Rapids.

And I'm on the Council as a person with a disability but also, I work for a nonprofit that serves people with disabilities as well.

And I've also served on the Bylaws committee and currently serving on this plan today.

Something I'm thankful for this past year has really taught me to embrace new opportunities.

The pandemic although it changed a lot of our world it also brought new opportunities that I would not necessarily have had the opportunity to do if things would have gone on as usual.

So, I'm really thankful for that.

And I'm thankful for the way that the virtual world we now live in has actually opened some doors and removed some barriers in my life.

>> Yvonne: Awesome, that is great.

Jan.

>> Jan: Hello, I'm Jan Lampman from Midland which is I don't know if you go up 75 about an hour and a half north of Detroit and that's where you will find Midland.

I have participated with the bylaws and policy revision committee that was really fun.

Great work.

And I appreciated being able to do it.

Also, I have been a part of the small workgroup that is looking at strategic planning for us, which is also something that I'm interested in.

My role and representation I think it's as an advocate.

I also do happen to be a mom.

Of a young man who is on the autism spectrum.

And so that's just another you know layer of connection that I have.

What I'm most grateful for my oldest son Justin is 30 years old and he and his wife and my two beautiful children were living in Novi because his work is in Southfield and the pandemic brought to light the fact that he did not really have to go to the office to be super effective at what he does for that company.

So, his employer believing that family is very important and is most important told him that it was okay for him to move his family back to Midland and he would have his job and, yeah.

>> Yvonne: Nice.

>> My grandchildren are 1.7‑Miles from my house.

It's a less than 30‑minute walk so I'm super excited.

>> Yvonne: Very cool.

My daughters told me I have to be at least two miles away from her at all times and I told her I was going to move wherever she moves so that is great.

Congratulations.

And last but not least because Mark I don't think is here Theresa.

>> Theresa: Hi my name is Theresa Metzmaker I live in Lansing I serve on the Council as a representative advocates of or individuals with disability.

And identify as a person with a disability.

I am most thankful for my daughter, Teagan, who came into the world right before the whole world shut down last year.

So, it was a good experience, but it was also an overwhelming experience to be in our home with our foster children and a baby and no daycare, so it was interesting.

>> Yvonne: Will we get to see her tonight or are you at your work work?

>> She is upstairs with her dad right now.

She will probably come down about 6:30 she will be here.

>> Yvonne: Get to watch her grow through our three-month meetings.

All right and so let's move on to Bill.

>> Steve: Yvonne if I could interject, I got an e‑mail from Mark piece he is trying to join the meeting and needs a fresh link sent to him because he is having issues with log in for the meeting and Tracy if you are able to assist him that would be great.

>> Tracy: I sent it like two or three times now and I have not heard anything back from him.

>> Steve: Okay thank you.

>> Tracy: Yes.

>> Yvonne: Bill, tell us a little bit about yourself.

>> Me Bill.

>> Bill Addison.

>> I'm Bill Addison represent the State of Michigan, I represent Tina Fullerton from MRS.

So, I'm from the Government and I'm here to help you.

>> Steve: Two snaps.

>> And I've been on the committee for a long time.

Sue Howell the prior director put me on there and one of the reasons she selected me is one of the reasons I was the last director hired so you know how the things go to the last guy hired to get it and that was one of the reasons and she wanted to put someone on the committee who had more of an accounting and auditing kind of a Federal compliance and so that is why I actually I think she selected me.

Tina Fullerton like I said is our current director.

I'm from Howell, Michigan.

And the question I saw this morning what are you thankful for that was a big, long question and took me time because there are so many things one of the biggest things is family.

I have four sons and 7 grandsons and granddaughters, and they are all this Saturday to have an egg hunt so that ought to be a great thing.

We only well I have three eggs to find.

>> Wait a minute, you couldn't count better than that, Bill?

>> Yvonne: That is awesome Lisa you are next on my list.

Can you share a little bit about yourself?

>> Lisa: I'm Lisa Kisiel.

I'm the field services division director with the Bureau of services for blind person.

I've been with the Bureau for 27 years it will be on April 11th.

I started as a Counselor and then ten years ago moved into a leadership role and then I've been in several different leadership roles in the last ten years.

So, I've had a really great journey with BSBP and been involved with the center for Independent Living back when they were centers for Independent Living, Disability Network, resource center so I've been through all the name changes and I actually was the board Chair of the southwest Michigan Disability Network and it was actually under my leadership we changed our name to Disability Network Southwest Michigan.

So, I have a huge commitment to the CIL movement and yeah so, I'm your liaison from BSBP and like to think that is because I do have a lot of experience and a lot of historical institutional knowledge of how the CIL movement and centers for Independent Living actually was on the committee to hire a CEO and of course I've done vocational rehabilitation with BSBP.

>> Yvonne:

>> Lisa: I'm grateful my family is healthy, my kids are safe, they are not happy because they would rather be on a campus somewhere, but do you know what as I've told them there are many things to be grateful for and the fact that you're healthy and you are here and even as difficult as this has been it's not been nearly as difficult as other people who live in different lives.

We are not in a third world country.

We will figure it out.

>> Yvonne: Right thank you Lisa and it looks like I don't want to miss Annie I don't think she is here yet so Janet.

>> Janet: I'm Janet Timbs with the office of special education so I am the designee for the state superintendent, and I think the reason I was chosen is because I'm the lead for secondary transition within the office of Special Ed.

So, I'm here representing Michigan Department of Ed.

I live in mount Morris township which is just north of Flint.

>> Yvonne: Okay.

>> Janet: Let me see what else.

I'm grateful there is a lot of things I'm grateful for, but this has been a very, very rough year.

I lost several family members.

I almost lost my mother‑in‑law but she pulled through, so I have to say I'm grateful for the vaccine.

Because that gives hope that we will I can be with family members and if somebody does get sick that I can continue to be with that family member because I had to live through my brothers being hospitalized and not being able to see them before they passed because of hospital rules.

>> Yvonne: I'm so sorry.

>> Janet: Yeah, so it was a rough year.

>> Yvonne: I'm sorry for sharing that, gosh.

Okay, I don't think vent Della is on.

And Mark has still not joined us I don't think so I think it's safe to say looking at my list we have a quorum so is it important we actually do a roll call?

Or is it can we just establish the quorum?

>> Steve: For the record we should.

>> Yvonne: All right Tracy will you go ahead and do a roll call vote?

>> Tracy: Sure.

>> Yvonne: Not a vote a roll call.

>> Frank Animikwam.

>> Here.

>> Allen Beauchamp.

>> Present.

>> Jamia Davis.

>> Here.

>> Stephanie Deible.

>> Here.

>> Will Harrison.

>> Here.

>> Mindy Kulasa.

>> Present.

>> Jan Lampman.

>> Here.

>> Theresa Metzmaker.

>> Here.

>> Mark Pierce.

I do not believe has joined yet and Yvonne Fleener.

>> Here.

>> You have a quorum.

>> Yvonne: Thank you.

So, I want to also remind the Ex Officio members to please participate throughout the meeting.

The only thing you can't do is vote but please feel free to speak up.

We have you here because of your expertise and we want you to be part of the discussion.

So, are there any accommodation requests from anyone for this meeting?

Okay, consent agenda we are already a little bit behind because we started late because of the glitches but so if you didn't get a chance to read it a consent agenda is a way to kind of get through the routine items and you approve them all at once other than separate votes.

It's not meant to put ‑‑ you don't put things in the consent agenda that clearly need discussion.

Anyone, any Council member can say I want to pull this item out of the consent agenda.

If you have let's say a quick question like oh, I noticed that we have two dates on the minutes.

We can fix that without pulling that out of a consent agenda but if it's you know of substance then we would need to pull it out and vote on that separately.

So, the question that I will ask at these meetings is are there any items that a Council member would like to pull out the consent agenda for regular agenda?

Or for discussion?

In this case we are going to pull out the agenda itself.

For today's meeting because we need to make approve a change to that.

So, we are going to pull that out.

And then I'm going to get a motion, I've got notes here so I'm following my notes.

To accept the consent agenda minus the agenda for today.

Which are the minutes, the executive report, and the financial reports.

And you can say so moved to make that motion.

>> This is Jan Lampman so moved.

>> Yvonne: Thank you and a second?

>> This is Jamia Davis I second the motion.

>> Yvonne: Okay so what you are approving and so it's important that you know we are doing our work ahead of time, right, that you reviewed the financial reports, the minutes, the Executive Director report.

Okay, so all in favor of approving those and the consent agenda say aye or raise your hand.

>> Aye.

>> Yvonne: Okay any opposed?

Okay great.

So back to the agenda.

I had a last‑minute appointment come up and she is going to have to leave us a little early so if it's okay with everyone I would like to amend the agenda.

She was going to talk about personal care attendants and what has been made and if we pull her up first and I'm assuming, Steve, that Regina will be with us at 6:00.

>> Steve: Correct.

>> Yvonne: We will pull her up first and go ahead and do our staff committee reports because it's important you hear about the strategic planning first.

Then we will move on to Regina so we may start just a couple minutes late for Regina but that is okay.

So, the amended agenda is to put Jan first so she can speak then go through the agenda as it's already stated.

Does that make sense to everybody?

>> Uh‑huh.

>> Yes.

>> We need a motion to approve the amended agenda.

>> This is Mindy Kulasa.

I move that we approve the agenda as amended.

>> Yvonne: Thank you and a second?

>> Stephanie Deible second.

>> Stephanie thank you all in favor raise your hand or say aye.

>> Aye.

>> Yvonne: And opposed raise your hand or say no.

All right, great.

So, Jan, can you please give us an update as you all know part of the SPIL is personal care attendants lowering the vacancies and increasing wages and Jan has been instrumental in working on this.

So.

>> Jan: So, thank you for putting us on the agenda for today.

There has been a lot of work over actually a number of years around this issue of maintaining a stable workforce.

Both for personal care aids but also any direct support professional who is working in either like with the MI Choice Waivers or the behavioral other behavioral health waivers or in aging and other systems, right?

And so, the pandemic the start of the pandemic did not make things any better for the stabilization of our workforce and there are a number of initiatives throughout the state working towards improving the wages of direct support professionals and personal care aids.

One of the most active and I think effective has been a direct support professional wage coalition that is made up of a number of statewide organizations.

In fact, Theresa is her organization is represented in this coalition among others including the arc of Michigan and the mental health association and the autism alliance, so a number of organizations, encompass, have been working together to try to improve the wages.

And many of you probably remember that at the beginning of the pandemic the Governor in one of her executive orders added $2 I think at the time she was calling it hero pay and now it's kind of called COVID pay but this extra $2 an hour for people who are working in those positions.

That would include people providing adult home health, people that are working under any of the waivers in Michigan, people who are working in nursing homes.

You know kind of anything that is like state funded so Medicaid funded or other state funds.

That was wonderful.

That was great.

We saw several extensions of it.

Well two extensions of it.

That have occurred with lots as a result of lots and lots of advocacy that occurred with the coalition along with other advocates throughout the State of Michigan including by the way lots of CILs, lots of the Disability Networks across the state really did a lot of advocacy.

So, at this point the most recent update is that when the legislature passed the most current supplemental budget.

They not only put in there the $2 they actually put in $2.25 an hour that would go to direct support professionals and personal care aids that are working under those various programs.

And then it goes to the end of the budget year.

The Governor in her state of the union, you probably all heard her say she wanted to make that $2 permanent.

And what we are hearing from some of our legislators not all but some of the legislatures is that they too see that as needing to be a permanent increase in the wages of direct support professionals.

So, the next step in advocacy you know we all did a happy dance and celebrated.

There was a tremendous amount of advocacy we got lots of things written in the press.

We had lots of radio and TV spots.

We met with so many legislatures via Zoom to talk to them directly about this.

You know in order to get them to agree to that $2.25 in the supplemental.

The next step is that we are starting to create our strategy and meet with legislatures about making it permanent so when they do the next budget the full budget for next year it's there and it's just there and going to stay there forever.

And begin the advocacy for really even improving it more, because we went from basically minimum wage for lots of folks to just $2 above minimum wage.

It's less than what you make when you work at Costco and it's a much more it's a job is that requires a lot more skill and responsibility.

And so, pushing to keep what we have got but also really create some capacity for those wages to continue to increase, to where they really need to be so that people can work one job, work 40 hours at that job and feed their families, right?

So that is where we are.

And I don't know I guess I'll entertain questions because I'm not sure what people don't know or what people want to know.

>> Yvonne: Yeah, well thank you for being involved with that.

I appreciate it and look at the progress we made on our SPIL goal.

We will take credit for that all day long, that is awesome.

So, all right any other questions?

>> Steve: Jan, can you talk a little bit about the impart alliance and the efforts they are making?

>> Jan: So, the impart alliance received a grant and are going to be working over the course of you know the coming years actually not just on wage issues but also on all of the issues related to the direct support professional workforce, right?

So, the idea that there is appropriate training, and that people are paid for their training.

And there is resource for folks to get good training.

Another issue that they are going to be working on is the idea of a career path right, this can be a career.

Some of you don't know this but I actually started doing this work 36 years ago.

I say 35 I've been saying 35 for a couple years it's really 36.

And when I started, I was a direct support professional.

And I was a senior in my under grad in college right so I was fourth year in college.

And it was seen at the time as a really good starting job for people just leaving like an under-grad psychology degree.

And I made enough money as a direct support professional that I didn't have to have a second job.

I was able to I had insurance.

I had really great insurance.

I had we had a three-week training curriculum before I ever even got to work with a person.

And then there was ongoing training.

And I was able to take a three‑month paid maternity leave when I had my 30‑year‑old.

And what it looked like 36 years ago and sort of in the dark ages how we thought of people with disabilities and now today people are ‑‑ people who are direct support professionals are working multiple jobs and their insurance is Medicaid.

And they probably have a bridge card to feed their children.

>> Steve: Yep.

>> Jan: So, we have a long way to go.

And so, the alliance is really going to work on those issues of recreating or creating a -- the capacity for this workforce to thrive.

And to have a career path.

And to see, you know, this is something that you can do and have achievement, and have you know upward mobility if you will while you're doing this really important work.

So that's really their big hairy audacious goal.

>> Yvonne: I don't know if ‑‑ I don't know if I told you, but I work on their Council so if there is anything to pass along to you as your lead on this, but you probably know it already so thank you for sharing that.

Regina, I want to apologize.

We started a little late because we had some technical issues.

So, before you go with the permission of this group, I'm going to have Stephanie talk about the strategic planning how we came to get the nonprofit network then we will jump to Regina and go back to Mindy and Steve.

That is probably technically agenda amendment but unless I hear any opposition is there anyone opposed to doing that so we can kind of?

Okay, okay.

So, Stephanie, can you talk a little bit about you and Jan and Steve and myself work together so can you kind of talk about how we came to be and how Regina and the nonprofit network is here?

>> Stephanie: Yeah, so Jan, Yvonne, Steve, and I are working together on a strategic plan subcommittee.

Steve sent out a request for proposals to help us identify a consultant who can help the Council start to identify and nail down the strategic plan.

The goal right now is to develop a five-year strategic plan for the Council.

So, after the proposal came in, we received four proposals, Yvonne, Jan, Steve, and I kind of looked at all the proposals and we kind of scored them on different elements as far as their qualifications, their experience, each proposal included a work plan that kind of detailed what each consultant saw moving forward in terms of the plan for us.

And the Council and then it also identified a budget for us.

So, looking at those four elements, we each scored the four proposals and we ended up selecting the nonprofit network as our consultant to help us move forward and kind of solidified a five-year strategic plan.

And that was identified for a lot of different reasons.

We really felt like the nonprofit network had a lot of experience that could coincide with the work that the Council is doing.

And so, Regina is here.

And she is going to talk a little bit about more about what it's going to look like going forward, so I'll turn it over to Regina.

>> Regina: Hi everybody it's really good to be with you tonight.

Hi.

>> Yvonne: Steve can you take the agenda down for now, so we are full screen again?

Thank you, sorry Regina.

>> Steve: You bet.

>> Regina: I have slides if that is okay.

>> Steve: Sure.

>> Regina: Can I share my screen?

So, I just wanted to go through the ‑‑ and I want to make sure I can see you guys as well so let me just arrange everything.

So, I can see you all.

So, I want to introduce nonprofit network and myself.

Nonprofit Network is a nonprofit organization.

I am an Executive Director.

I serve a board.

So, I am very much like Steve.

And my board is very much like you.

We are a capacity building organization.

We teach Executive Directors how to be Executive Directors.

We teach board members how to be board members.

We understand the critical nature of leadership.

And we ‑‑ our mission is to strengthen nonprofit governance and management and we take those things and tie it up in a ball and it becomes strategic planning for nonprofit organization it becomes board governance for nonprofit organization and becomes a conversation how a nonprofit organization needs to be more diverse, inclusive and equitable and work towards social justice for all people in order for us to achieve any of our mission, knowing that all of our missions are empathetic in nature. And if we were more empathetic, we would be able to accomplish our goals and strategies a little bit better.

So Nonprofit Network has been around for a little over 22 years.

I've been with the organization for 12 years.

And so, I am a little bit of a governance wonk.

I love it.

And I apologize for my bad jokes around board governance but if you let down your guard a little bit, I can be really funny.

This is the rest of our team.

And our proposal included Dr. Katena‑Cain and Laura Fuller as co‑consultants that will come alongside me when I need.

Sharon Castle is also a part of our team, but we have consultants that serve the state.

We are primarily central, located in Mid‑Michigan. But we have an enormous number of clients from Shiawassee to Battle Creek to Kalamazoo, Lansing and we serve Lenawee and Hillsdale, but we will travel.

So, we do statewide associations like yours.

And sometimes we are asked to even leave the state.

We have an administrative staff that supports all of these functions and then we have contractors as well.

So, Fred for example is a skilled peace circle professional.

And helps to moderate difficult conversations with teams who have kind of started to implode so recognizing all of these dynamics is really important as you understand what nonprofit networks can provide for you.

Okay, okay, so what I want to do is I want to give you a framework of what we are going to be doing over the next four or five moves.

I think we have a deadline of wrapping this up by August.

And so, I want to go through these slides.

Give you a general overview of the path we are going to take and then I'd like to open it up for discussion and questions, making sure that we have an understanding of what we are going to be doing between now and August.

So very quickly we are going to be creating or scheduling a planning session and creating a strategic planning committee.

So, recognizing in the virtual environment that we need a small group that can make decisions, act a little bit more quickly, create a framework for decision making, but then bring the board along with a retreat of nature to really understand the mission, the vision, and the values.

One of the things that we recognize that we can talk about our mission and our vision and values but every single one of us has a different definition of every word inside our mission and our vision and our values.

And having a true understanding of why we are designed and what we value is really going to help you all create a strategic plan that will accomplish those things.

And then we are going to explore your competitive advantage which is what makes you unique and why do people come to you and what is it we need to protect in order for in the whole planning scenarios and the objectives and the strategies what do we hold most dear that is most important to us, that we can't let go of?

We need to kind of have that framework before we even begin.

So that is phase one.

And we are going to get that done, checking my notes, we are going to try and have that most likely we are modifying the original schedule but probably in April we are going to have that meeting scheduled.

And then we are going to move on to collecting data.

Now, I talked about Nonprofit Network being an organization that values equity and values diversity and values this shared understanding.

We need to collect data from a bunch of people that are going to tell you what they think of you and what they need from you.

And it's going to be from your stakeholders.

You are going to decide what questions with our guidance so they are carefully crafted but gathering the information you need so that you can have an informed strategic plan.

We need to really understand your revenue model because regardless of what people want from you if you can't afford to provide it, we have to figure that out.

And with that data we are going to begin to start exploring the opportunities that live within that.

So, whether or not you choose like a human centered design strategy or just informed by the people you serve, the strategic planning committee is really going to inform that strategy there.

And go out and collect those ‑‑ collect that data.

And then surprisingly we are going to use that data.

We are going to identify what that data means to us.

What is it telling us to do?

And what direction is it guiding us towards?

And if our stakeholders require us to be this, where does that fit or how does that align with what we currently are?

So, we are going to make sure that you know we started with our mission, vision and values and making sure we really understood that.

Now we are collecting a whole bunch of data about our mission, vision, and values as we expressed today.

Our stakeholders are really going to talk to us about what that means to them.

And then we are going to see if there is any disconnect.

We are also going to kind of strategize about what commitment might be needed from current board members.

Now commitment might sound a little scary.

But it's not.

It really is do we need different committees.

Do we need different strategies.

And as board members are, we willing to commit to the work involved in a five‑year strategic plan.

And then also to recognize that, wow, we are going in new directions.

Where we are identifying new needs for us and we might need to think about how we are recruit for skills and expertise that we currently don't have.

So that's going to be phase three.

And hopefully we are going to be in phase three by about mid June‑ish, July‑ish.

So really quick that is a pretty fast timeline that we are doing with that.

But essentially phase three is what did we learn from all this data?

And what are we going to do with it and how does that inform the way that we accomplish our mission?

And then finally we are going to be defining the strategic initiatives.

We are going to take it all and create the actual goals and objectives so we can prioritize what we learn.

We can prioritize what we want to do.

That these goals that we create are measurable.

That all of us agree that not only is the measurable realistic but how we count that becomes really easy, right?

We don't want Steve to be counting grains of sand every time we have a board meeting to tell you that we collected four more grains of sand.

These goals and objectives and the measurements need to be impactful, and we need to understand how it gets us to our final mission and vision.

And then, again, clarifying the roles and responsibilities within the strategic framework.

Who is responsible for doing what and when?

And how can we hold ourselves accountable to this dashboard, to this criteria for the work that we want to create together.

And so that's what we are going to do.

We are going to have that done by August.

And I know I went through this really, really fast but I also know you don't want to hear me talk.

And this is all about your plan, not my plan.

So, what I've created for you is a map that we are going to use to get us there.

But I want to assure you that I'm listening way more than I'm talking.

And that I can help you when you get stuck.

But really this is designed by you, crafted by you, owned by you.

So, I want to answer any questions.

I know that you gave me an hour but, again, I don't like to hear myself talk for an hour.

So, let me stop share so that we can all see each other's faces.

>> Yvonne: I see Mark has joined us, I'm glad you were able to get in Mark.

>> Mark: Wow.

>> Yvonne: So, what questions do you have for Regina?

Mindy you are on mute.

>> Mindy: Hi Regina.

>> Regina: Hi.

>> Mindy: This is Mindy Kulasa.

I am the treasurer of the SILC.

And one thing that I learned very, very quickly is the SILC is a very unique entity.

So, what do you foresee in your role as let's say the two greatest challenges of working with an entity like a statewide Independent Living Council where we don't really have competitors, the landscape just looks very different.

I'm sure than 90‑95 percent of your clients.

>> Regina: Well, so every single one of my clients is completely unique.

So, I can ‑‑ I have worked with statewide dental clinics and food pantries and communities, museums, health centers, counseling centers, foster homes, housing centers, so one of the things that I have learned very early is that my role is to ask you good questions and open up doors within yourselves.

It's important that you know the right answer.

Not I know the right answer.

I can challenge you on how you have arrived at a decision.

But you don't want me to spend time understanding why you are who you are.

And I actually have received quite a bit of training in cognitive coaching.

So, I have lots of exploratory questions.

I'm going to be watching you all and when you all are really excited and have tested that about yourselves and feel confident, I'm going to know we have arrived at the right place.

The other thing I want T to share even if you have no competitors understanding your competitive advantage, why is it that you exist?

Who was around that said you should exist?

Who was that?

And how do you use those things to guide your work?

That information to guide who you have become.

Is the definition of a competitive advantage.

So even without competitors having those pieces make your strategic plan that much stronger and that much more effective.

>> Mindy: Okay thank you.

I appreciate your comments on that Regina.

>> Yvonne: Mindy I want to add something to that Steve, and I talked with a different Regina from ACL and asked that question of can we really embark on strategic planning you know we have a nonprofit organization then we have this Council entity, and we got some really good feedback from her that we could share along the way.

>> Mindy: Uh‑huh.

>> Yvonne: She says yes and always keeping the Federal guidelines you know as kind of the top regardless of if it's the nonprofit or not, so I was really pleased with that conversation because I have that same concern that you have.

My other concern is that we are as a Council that our meetings are public and just making sure that we don't lose sight of that through strategic planning since the nonprofit isn't public per se, but we made a decision that it is and then we have a Council.

And because they are decision making bodies, we have to you know conscience of that we are allowing for public comments.

So, I think that is something we really need to stay on top on because it's very nuisanced for us for sure.

Any other questions?

>> Bill: Yvonne.

>> Yes.

>> Bill: What is it you asked Regina from ACL, what was the question?

Is this an expense is that what you are asking?

>> Yvonne: No, we asked her if we could do things outside of the SPIL and we asked her as because about half of the SILCs in states have a nonprofit and then they have the Council, it's about 50/50, other ones don't have that, so we just wanted to understand how do we do that.

And Steve, what were some of her responses to that?

We looked through where there is enough general information in there about serving our community.

And then what else?

I don't have my notes in front of me but what else did she say.

>> Steve: She said that you know our nonprofit is really one in the same with the Council.

This is a question that we have kind of struggled with in the past.

But really looking at what it is the Council can do in terms of the goals and objectives in our SPIL.

Instead of looking narrowly at our SPIL we should look at it in a more open fashion.

From everything from our mission which is very, very broad.

When we have outside entities come to us, this is going to be part of my director's report but we will talk about it now, when we have outside entities coming for letters of support for a grant that they want to write, or signing on to advocacy with COVID, how can we look at different sections of our SPIL and say, yes, our Council can take action on this with our emergency preparedness goal, with the broad mission and vision statement that we have in our SPIL, we should look at it more openly instead of narrowly.

And that is going to help us be able to move through not such a narrow focus of just the goals and objectives and the measurable indicators that we have set in the SPIL.

So, it was a very helpful conversation that we had with Regina.

Which is going to help us be able to field requests that come in as we are in kind of an emerging issue, disability related issue topics that come along during the three years of the SPIL so that was a very exciting consultation that we had with ACL that is going to allow the Council to be more fluid in our responses to things that come to us that may not be absolutely articulated in the defined goals and objectives that we have within the SPIL.

We should look at it broader and look at different sections of the SPIL rather than just the goals and objectives.

Because we can take action as a Council in a broader view, and we should always take a broader view when things come to us during the three years of the SPIL so that was a very exciting consultation that we had with Regina.

>> Yvonne: Bill, I think what you are probably getting at as the money guy if we came up with something in our strategic plan that has a cost to it, it probably would result in a SPIL amendment.

What was the other.

>> Steve: Or if there is a change in funding.

A change in the funding that we have identified in our approved SPIL, that would require a substantial amendment.

If there will things that we want to change in terms of the goals or other aspects of the SPIL, that would be more of a technical amendment that would not require the whole public hearing and going through the 30‑day process.

Anything to do with the funding formula within the SPIL requires a substantial amendment which requires public input into the amendment prior to us submitting it to ACL.

>> Yvonne: So, it may or may not result in needing a substantial amendment.

And from attending the training that Joel Cooper did for us I think it would be worth our while to come up with a flow chart.

Like you guys do Mindy for your board of you know does it fit the SPIL, no.

Well and then have a no but we should do it any way.

Or a no and we shouldn't do it.

I think that would be helpful but Bill, is that what you were getting at or do you have another question?

>> Bill: I guess the whole organization is created out of Federal regulations.

There is Federal contracts, there is our state contracts, the challenge I think is to make sure we comply with all these things.

>> Yep.

>> Bill: I also think the other challenge when we put in a strategic plan, I would think that Regina would require that plan to be very consistent with our goals and objectives.

And it's not to bring in something other than what we are being paid for right now.

>> Yvonne: Yeah, and that is what I was excited about is he pulled up our SPIL in our meeting.

We are talking about the other Regina, this Regina.

But when she pulled up our SPIL and read through it and looked at the mission of our SPIL, she felt pretty comfortable that we could do that with doing a technical amendment to our SPIL.

So, whatever we do in our strategic planning needs to be part of the SPIL somehow, right?

>> Bill: Right.

>> Yvonne: I do think and that is exactly you have to watch the regs and these are things you can do and should do and she suggested we go over that as a Council and review the Federal regs and make sure we are on the same page so I think with if we do that and create that sort of flow chart to make sure, yes, we can check off the boxes I think that would help.

>> Steve: Yes, Bill.

>> Bill: More steps.

>> Steve: Bill she also really stressed besides just the goals and objectives in our SPIL we should also look at a Federal duties and authorities that SILCs have because those are under lying foundational Federal regulations that allow us to do other things outside of the goals and objectives as a Council that are pretty much nationwide.

And there are some statements under the duties and authorities that give us a broader ability to be more fluid in the things that we do.

I was personally taking, you know, I'm a rules person.

I love to know where the boundaries are at all the time and work within that the boundaries of that environment.

But Regina said you should look at it more broadly instead of being narrow focused look at it as an open wide focus with the overarching mission statement that we have in our approved SPIL.

And ACL is going to be very accommodating in the things that we do as long as it's within the goals and objectives of the current SPIL and then covered under the duties and authorities that WIOA allows SILCs to engage in.

So, she said be creative in your thinking.

When things like signing on to a COVID initiative to prioritize people with disabilities, I was like well that is not in our current SPIL.

She said well you need to think about it more broadly in terms of your mission.

Think about it in terms of your emergency preparedness.

What's the outcome of your emergency preparedness, these may be outcomes you have not thought about when you wrote the SPIL a year or so ago, before COVID even appeared.

So, she said be more fluid in your thinking and broader based in your thinking and I thought that that was wonderful coming from our oversight entity that we are going to have their support to be able to kind of move outside of these fluid boundaries where I'm a more rigid kind of person.

So, this is going to be a challenge for me, which is okay, I'm going to help expand my own boundaries as we move through this because as part of my report tonight, we've had some Council members that were frustrated when I felt that we were moving outside of the boundaries of the SPIL so that consultative meeting we had with Regina was really eye opening for me.

And it was ‑‑ it's going to allow the Council to be able to be in a more responsive position in a very fluid environment during the three‑year period of our SPIL.

>> Yvonne: Yeah, I think hearing from her say you know think out of the box and, Steve, we decided we would call you analytical.

Analytical.

So, but that was really encouraging and Mindy, I know you're one of the people like me who had shared concerns about that because we can't expect to write a three‑year SPIL and that is not in the SPIL gosh we should have thought that a pandemic might happen.

Regina you were going to say something.

>> Regina: I was, and I think that one of the ways that I'll be helping you with that is, one, reminding us of Steve's role.

Steve's role is to make sure we don't get in trouble.

Great.

He is going to be kind of like our ‑‑ he is going to be defining those boundaries all the time.

And we get to say, okay, let's determine what lives in between the boundaries that we should do.

And obviously if Steve is going to be a primary person that is actually delivering on our strategic planning process and he is uncomfortable we need to figure out how we make him comfortable in order to say yes this is realistic.

Yes, this is doable.

So that kind of framework of what lives between these two guardrails and not what could we do but within these guardrails what should we do.

It's a very different question, right?

With a lot more power.

When we put all the stuff up on the wall and say this is all the stuff we could do, but there are a few things we should do.

And I wanted to share that.

And then you talk about a process guide.

One of the things, a word you haven't used to help create this decision matrix that you're talking about is what are our values?

And I bet when you look inside all of these documents, you can identify very clear values that you hold dear, that guide everything that you do.

And when you identify these values and line up a request, you can say this is really important to us.

Does it meet it?

This is really important to us.

Does it live within it?

And when not necessarily rules because our values are principles and our values are how we wish to show up and when we can align those two things, decisions become very easy.

But when you all as a collective haven't actually agreed upon your core principles, it makes decision making very difficult.

So somewhere in our strategic planning process, and I apologize I can't remember if you currently have values, but if you don't by the end of this you will.

>> Yvonne: I think we do but I think they can be better defined and make sure we agree on what they mean.

>> Regina: Yvonne if I remember correctly from our conversation you have not reviewed them in a bit.

>> Yvonne: Yeah, and the Independent Living movement, the bigger picture has a lot of that, that we pull from, but we need to talk about them as a Council for sure.

>> Regina: Bring them inside your heart.

>> Yvonne: What other questions are there for Regina?

>> Will: One question I have is how do we I don't want to say brand ourselves but how do we make ourselves known to those in our communities and those we serve?

Because I work for a large nonprofit in Oakland county, and you know we serve probably 2 or 3,000 people within Oakland, Macomb, and Wayne County with disabilities.

And no one has heard of the SILC or very few heard of the Disability Network so how do we brand ourselves, so people know what we do?

Because we need to know who we serve but also need to know we exist and what we do as well.

>> Steve: Uh‑huh.

>> Regina: Will you are absolutely right and when I was talking with your committee that was a primary concern of theirs is that even if we don't change what we do.

There is a lot of people that don't know who we are, what we do or how we can help them.

And so most likely, and this is what makes my job really easy, you all know what your goals and objectives already need to be.

And because it's come up twice you would all probably agree that some kind of marketing objective, communication strategy is going to be in your strategic plan.

Now, what does that mean and how do we count and what do we do about that is where I come in.

Because the easy part is you all agreeing on your priorities.

We can probably do that in about 30 minutes.

It's now what that takes a little bit of time.

>> Yvonne: And we can talk about this, but I always see us as our customer, big customer is the CILs.

And you know making sure that they get to participate as part of this planning of what do the CILs need from us?

So that we are shaping our strategic plan based on their needs too.

So, since you guys are you know the boots on the ground doing the day‑to‑day work I'm looking at you, Mark, and you can't tell I'm looking at you but I am.

>> Regina: One thing to consider yourself is a leader but another to turn around and figure out if anybody's following.

>> Mark: I'm Mark Pierce and I haven't had a chance to talk to you Regina.

I missed your whole presentation from technical difficulties.

>> Regina: I'm sorry.

>> Mark: That is okay.

We move on.

But so, the question is: Is the CIL directors or the CILs following you?

I want to say that all of the directors and the CILs are very impressed with the Council.

And we also have different leaders within the CIL of directors.

That have piloted or taken the lead or been the champion on a lot of the goals that are in the SPIL.

As a matter of fact, my particular one that I championed, or lead is the one on emergency preparedness.

And I do know that Jon Hart over in Jackson is all over the one on youth activities and things like that.

So right now, the Council itself is in a good position to lead.

You know that you got you are on a honeymoon.

Everybody loves you.

And so, when everybody loves you, that's when you want to let them know where you are going.

And so, I think you have revamped.

I mean, I have been involved for quite a while.

I just enjoy.

I was diligently trying to get into this meeting because I look forward to it.

It means a lot.

So, I think we are on the right track.

On looking at what we represent, who are we, how we should be valued in our community and we have total control how we want to be valued in the community and so I think that is your job from what I'm picking up and you will help guide us in that.

>> I'm a tour guide that is it you tell me where you want to go, and I will point it out to you.

>> We have an excellent Council and super excited any comments or questions for Regina.

>> I have a question, this is Frank.

Thank you for your presentation and meeting with us and it sound like a plan do study act more of the study part so how are you going to gather data or information how we are performing and how is that related back and kind of the frequency of that.

>> Regina: What we will do pretty quickly we will create a strategic planning committee and it's really going to be an ad hoc committee to make sure informed at all times so know that and we are getting into this board pretreat quickly.

April, May, June‑ish the committee is going to determine because I don't know who your people are.

I submitted a proposal, a survey, a sample survey. And the committee is going to review all of those questions and determine where those questions should go.

And where else should we gather information from so is it a survey that gets distributed to a thousand people?

A survey monkey survey?

And there are wide ranging questions here is our programs and our missions do they align; how well you think we are doing those programs.

Would you recommend us to other people so we are going to be collecting all that data and that data will be given to the committee and I think mid June‑ish we will have another retreat where we deliver all of that data back to you.

And hopefully somewhere along the way you figure out how to return that data as a curtesy back to all the people that actually inform that survey.

Right.

How many types do you collect or fill out a survey and never hear anything?

We love data.

We love information.

We love to have somebody say you said you wanted this as a collective.

Here is what we came up with in terms of addressing that and just people like to be heard so somewhere along the way you are going to return the data back to the people that you ask.

But, again, the committee is going to dig into lots of data, the full board is going to see the data and be aware of the information that we collected and so you are going to get a summary reports.

I'm sorry I'm reading the proposal to make sure I'm saying what I said to you the first time.

And then we are going to come back in August and have another board retreat where we take all the information and the recommended strategies again and you have a strategic planning committee to do a lot of the heavy lifting so that we can't be in the same room for a weekend.

So, the committee is going to take on some of that role to make sure the work progresses.

And they are checking in with you and we are coming up, with a plan that you have been informing the entire time.

Did that answer your question?

>> Frank: Yes, thank you and I really like the piece.

Sorry I did not state my name and I know we are supposed to do that for talking so I want to make sure I'm making that accommodation this is Frank Animikwam yes that answered my question.

And that really appreciated the piece where you shared about sharing that data back.

I think there is a real Richness when you do community or consumer engagement and then you share that back and that can help drive things forward and even strengthen partnerships and networks so thank you.

>> Regina: And this is Regina.

I also think that returning that data and providing your response to the data is part of communicating to people that you have listened to all.

One of the things that I want you to know is that we are going to be collecting information that would address disparities.

Does everybody think the same way about us, or does only some people think the same way about us and if another whole group of information or a whole other group of people think something different about us and if that is the case, we are not providing an equitable service and we need to address that so again those demographics that we would collect that it's not hey 80% think we are doing a really good job.

We actually want to know a lot about the 20%.

>> That is exciting, and Regina mentioned a strategic planning committee.

If you are interested in that if you could just shoot me an e‑mail.

If everyone on this Council, it makes sense to be on this committee for various reasons.

And so that will be tricky, but we will figure it out so if you are interested please let me know or Steve know, and we will get that ball rolling.

>> Regina: I've been sharing this analogy.

Some people really want to know what kind of fertilizer we use to grow the tomatoes on the sandwich we give you at the drive through window and some people just want the sandwich.

>> Yvonne: True.

Ellen, Jamia, Jan and Stephanie, I haven't heard from you.

Do you have any additional questions or comments?

It's okay if you don't but I just wanted to give you that chance.

Okay.

>> Jamia: No questions here, thank you.

>> Yvonne: Thank you we are looking forward to the next steps and thanks for meeting with us this evening.

We appreciate it.

>> Regina: Thank you and I gave you ten minutes back.

>> Yvonne: Thank you we need it because we lost ten minutes.

>> Excellent.

>> Yvonne: Thank you Regina.

>> Regina: See you all soon.

>> Steve: Thank you so much.

>> Yvonne: One thing I did not get to mention, and some may be wondering we don't have a fineness committee and our executive committee serves as that committee so ultimately the recommendation was made to the executive committee about the point scale that Stephanie talked about and the executive committee had an opportunity to also review and made the choice, made the vote to select the Nonprofit Network.

And Mindy at that point asked a really great question as the treasurer how are we paying for this?

And so, Steve, will you address that just so everyone is on the same page about how we are funding this?

Where it's coming from.

>> Steve: Sure, yeah absolutely we have a 40,000-budget line item in our current budget for outreach which is federally mandated activity that all SILCs across the country do and statewide outreach is going to be a part of this strategic plan, so we are going to fund this out of our outreach line item and I'm really excited about this opportunity.

And that is where it was going to come from.

>> Yvonne: That has a lot with diversity and inclusion across disparities and may find as a Council if we enjoyed our work with them there is someone, we want to work with to further that goal, but we will see one step at a time.

>> Steve: The other thing I want to add Yvonne.

>> Yeah.

>> Steve: The evaluation components were outlined in the request for proposals.

And so those are what we used to guide us in our evaluation of the four proposals that came in.

If any of the Council members would like to see the evaluations individually or the summary of the evaluations, we would be happy to share those with you.

And also, the public.

Price was part of it.

As Stephanie had said there were four basic criteria categories that we evaluated them based on.

And I would be happy to share the actual proposals with you, individual score cards and then the aggregate scores for selecting who we selected.

The proposals came in budget wise from 15,000 all the way up to 52000.

And we ended up going with Nonprofit Network for 15,000.

And they were very responsive to all the different elements that we had publicly put in to the RFQ for strategic planning services so if any of you would like to see those, I would be absolutely happy to send those out to you.

>> Yvonne: Do you want to segue is there anything left you wanted to mention as the ED report that you haven't talked about?

>> Steve: The only other couple of things would be the part B expenditures, timely expenditures of part B funds.

We have been in contact with ‑‑ it started with MRS providing a CIL contracting training that some Council members attended.

To understand the different pots of money that centers for Independent Living get from the state that are coupled with part B money that come from the SPIL.

And so there has been some concern on ACL's part that part B money is not being spent in a timely manner.

By the State of Michigan.

So MRS did an excellent training and part of the Council packet tonight is a PowerPoint a two-part PowerPoint explaining how the state prioritized the expenditure of the three different pots of money that the centers for Independent Living get.

We had a subsequent call with Regina at ACL on this same topic to give them a greater understanding of how Michigan prioritizes this expenditure first of state money because state money cannot be carried over, but part B money can be carried over for one year.

There still remains the concern by ACL that part B money is not being expended in a timely fashion by Michigan.

And so at the end of the day we are going to get with the CIL network to talk about perhaps the part B funding that they get perhaps SILC could potentially pull back more of the part B money for our budget and spend it in the year in which it's allocated and SILC give the CILs more of our state money so it's an even shift so that we can satisfy the timely expenditure of state funds and also part B funds so there is more to come on that.

The other thing I wanted to touch on is appointments.

>> Yvonne: Bill has a comment about that.

>> Steve: Go ahead, Bill.

>> Bill: A couple things about our communications with ACL.

First thing is there is no Federal regulation that addresses the timing of signing part B funds so it's at the discretion of the states in the odor order of the funds being spent.

The other thing is part B funds can be carried over after virtually not only do you have a timing issue you have two years to spend every Federal dollar that you get.

So, over the years and this is why we don't believe there is really a problem here.

Every part B dollar that we have received has been either expended by the CILs or carried over to be used in the next year.

>> Steve: Yep, thank you for that, Bill.

>> Lisa: If I can add to that, Bill if I can add to that as you know there is actually a no help me with the words, no penalty third year.

>> Steve: No cost extension.

>> Lisa: Yes, a no cost extension carry over for a third year.

>> Steve: Yes, so when we were in conversation with ACL, you can part B money can in the Federal regulations can be carried over for one year.

What triggered this conversation when there was a request for a two‑year carry over from the State of Michigan for part B and that is kind of what got this ball kind of rolling and got our conversations going.

In order to education ACL on how Michigan prioritizes pots of funding and truly the State of Michigan and MRS has done this in a way that protects the CILs funding to the maximum extent.

It really does and so.

>> Lisa: Part of the reason for the carryover was because of the pandemic.

>> Steve: Sure, yeah there is a lot of factors in that.

But what triggered ACL's questioning of what Michigan was doing was a request for carry over of 2019 money in 2021.

So, at any rate it got the conversation going.

>> Yes.

>> Steve: It gave ACL a deeper understanding how Michigan approaches this and it really kind of stimulated, created conversations around well, hey, maybe SILC can as part of our budget take on more part B and in exchange give an equal amount of our state funding back to the CILs because SILC is going to expend that money on a monthly basis.

Where the CILs end up spending it last because of how the DSE prioritizes the pots of funding based on carry over.

So, it's going to be a collaborative process.

And it's going to be for the good of people with disabilities here in the state to maximize and preserve as much of this funding as possible so more to come on this.

But we just want to make you aware of that.

And, again, I would encourage you to review those power points that MRS put together.

On the CIL MRS contracting training to get a greater understanding of those pots of money and how they are expended and the conditions that are put on each of those pots of money.

The last thing I want to touch on is appointments.

Teddy Dorsette on February 24th had to resign from the Council.

He had a lot of competing interests and because of time on his own calendar he did not feel he was able to fulfill his SILC duties and it was very sad to see him go but he did put in his resignation letter.

When working with the appointments office to get a replacement and we have strongly encouraged Teddy to reapply to the Council when his schedule permits for him to come back on to the Council.

There are a few other things in my report that I'm not going to be labor but if you have any questions on any other topics in my report, I would be happy to answer those for you right now.

>> Yvonne: I'll mention too that the way consent agendas work well is that you get the material in time to review it and that some of those questions you have perhaps can get answered either via e‑mail or phone call before those meetings.

So, you know you can always call Steve with any questions.

Okay it's 7:00.

Which is break time.

So, we can break now as planned with the agenda or we can give it back to Mindy to talk about the 990 approval.

Mindy, if we did that first, ballpark how much time do you need to kind of review that with us?

I know you have spent hours reviewing it, but you're on mute.

Mindy, we can't hear you.

Sorry.

>> Mindy: I'm sorry I need to put a big sign in front of me.

Sorry about that, you guys.

I was just going to say that you know, we took a different approach to reviewing and approving the 990 and the audit this year.

We did all the front load heavy lifting in January.

And walked through that in some detail with Carrie Brevard.

So, we could do this quickly, very quickly before the break because I just want to remind everyone why we file an IRS form 990.

That is our annual filing with the Internal Revenue Service that essentially allows us to maintain our 501C3 nonprofit status as the Michigan Independent Living statewide corporation, our corporate arm that encompass the SILC.

So, you get in lots and lots of trouble just like with your personal income taxes if you fail to file an IRS form 990 and you are a non‑for profit entity.

Also, it becomes part of the public record and so you can find it on the Internet.

The most popular spot to find on guide star.

It can also be requested through our SILC offices.

The audit typically is filed in tandem with the SILC.

That is another statutory requirement and because we received state and Federal funding that we have an audit on an annual basis.

So, we went through them two months ago.

I have a little bit of a long time so I would be, and Steve and I would be able to respond to questions and from my standpoint everything is cross referenced since this was my first year as treasurer, I went over everything with my auditors’ eye and we did catch some things and we made some corrections.

We fixed some verbiage, verbiage that needed to be corrected and so I think you will be happier now when you read it, it actually says disability in it now.

Whereas before the 990 document never even mentioned disability before.

So.

>> Yvonne: Mindy I just want to take a minute.

I don't know how many hours you spent between the audit and the 990 but I know it was a lot and we are lucky to have your expertise so thank you, thank you, thank you for all you do.

>> Mindy: It's my pleasure.

Thank you, Yvonne that is not necessary, but I appreciate that.

I enjoy doing it.

>> Yvonne: And then the one thing that we are changing is that in the past the board Chair signed the 990.

And for the Executive Director to do that.

>> Mindy: Yes, that is the pro‑Per.

>> Yvonne: That was the change that we made so anyone and are people and before I guess let's do this, I can get a motion to approve and submit the 2019, 990?

>> Mindy: And it's the 2020 audit.

The year always lags.

It's 2019 because it's the year that it starts for fiscal year.

>> Yvonne: 2019, 990 which is 1920 year and the 2020 audit.

>> Mindy: Correct.

>> Yvonne: Motion to approve those, please.

>> Jamia: This is Jamia Davis so moved.

>> Yvonne: And a second?

>> This is Mark.

I will second that.

>> Yvonne: Thank you is there more discussion, questions, comments about the 990 or the audit?

If you don't ‑‑ well it's in your e‑mail attachment but you know if you have not had a chance to look at it or you have questions reach out to Mindy or Steve directly.

>> Mindy: Yeah, any time always happy to talk numbers.

>> Yvonne: Not hearing any further discussion, because of the importance of this, Tracy, let's go ahead and do a roll call vote for this so you are approving with a yes, you are approving the 990 and the 2020 audit.

>> Tracy: Frank Animikwam.

>> Yes.

>> Allen Beauchamp.

>> Yes.

>> Jamia Davis.

>> Yes.

>> Stephanie Deible.

>> Yes.

>> Will Harrison.

>> Yes.

>> Mindy Kulasa.

>> Yes.

>> Jan Lampman had to leave.

But she did approve it.

Theresa Metzmaker.

>> Yes.

>> Mark Pierce.

>> Yes.

>> Motion carried.

>> Yvonne: All right great so let's come back at I think we are going to makeup those three minutes so we will take a 13-minute break.

You are welcome.

13 minutes.

>> Whoot whoot.

>> Come back at 7:20 and we will get started and Theresa you will be up first if you don't mind.

Is that an okay time for you?

I know you got a baby.

Does that work?

Nope I can't hear you.

>> Theresa: I'm hoping yes but it is her bedtime.

>> Yvonne: If not we will swap things around.

See you guys in a few minutes.

>> Steve: Thank you.

[ Recess]

It's 7:20 on the nose and Theresa are you okay to go up first and we will drill these into our brains, so Theresa does a lot of work this leadership and youth and leadership and advocacy.

And maybe it may be unbeknownst to her, but she is going to be our primary contact for our Council in leading that. But the objective this goes to is people with disabilities are actively engaged in promoting and advancing disability rights through advocacy and leadership initiatives. And then some of the actions under there are legislative day, CIL youth advocacy and leadership programs and events, youth advocacy and leadership promising practices, and a statewide CIL youth leadership summit.

So, Jon Hart, is that right, Steve, is that his last name?

>> Steve: Yes.

>> Yvonne: From Jackson is the CIL director, will be joining us at the next meeting to talk with his CIL and his work with youth leadership. And today we are going to hear from Theresa on some youth leadership activities and things they are doing. So, take it away Theresa.

>> Theresa: Okay, so I was just going to talk about youth leadership that we are doing now.

Historically we have been involved in the ‑‑ when they had the MISHU youth leadership forum we were involved with that and did the reunion for the program and several youth lead sip programs but one of the current programs is called YELL youth engaged in leaning and learning and works with high school youth and young adults with and without disabilities in schools.

And the youth learn about disability history, culture, pride, nondisabled youth about what it means to be an ally youth with disabilities learns what it means to have a pride activity and work together on activism projects in their schools so that program went on two years, three years in multiple school district and they were in rural, suburban urban communities and then the pandemic happened, so we had a shift.

So, some of the outcomes of that program is students were able to get Braille.

They had a successful signage campaign for their high school and a lot of these schools still want to work with us.

Which led when we got to COVID we did a shift where the program now is called YELL ambassador program because we could not work in the high schools.

I believe Stephanie one of our board members or Council member is a member of the YELL ambassador program.

It was an application process where adults with disabilities who were interested this youth leadership for people with disabilities could learn the whole curriculum of YELL.

The way the program runs is we teach the curriculum at first and then for the first chunk of the day and then the second chunk the YELL ambassadors teach it to each other and then they do constructive feedback to each other, how did each other do on teaching it.

The end goal would be that the youth ambassadors the YELL ambassadors would then be able to do this program in their communities.

We hope that they get paid.

We are planning an outreach plan for each of them helping them with an elevator pitch so they can do youth programming or just youth presentations on leadership in their communities.

So that's the first program.

Are there any questions about that?

>> Yvonne: Do you work with the CILs to gain ambassadors or youth?

>> Theresa: We did just a broad outreach and I'm sure CILs were included in that so the YELL ambassadors because of COVID they are all 18 and older people with disabilities.

That want to do youth programming.

>> Yvonne: I wonder we have money sitting at protection and advocacy to do the youth leadership summit.

And.

>> We don't.

>> We don't.

>> Are you don't.

>> There was a committee a couple years ago that moved that money and actually moved it to MDRC to do youth programming.

>> Yvonne: Oh, I didn't know that, but I was going to suggest that that money that we use it towards doing stuff that is happening so yeah.

>> Theresa: So yeah.

>> Yvonne: So, any other questions about the YELL what does the youth engaged in learning what was the other L?

>> Theresa: And leading I believe.

Leading and learning I had them the opposite way.

>> Theresa: Leading and learning.

>> Jamia: I have a question are you guys still accepting ambassador applications?

>> Theresa: We are not at this time.

We have a full cohort that are going through the program right now.

Stephanie would be able to speak to how many times they have met already.

>> Stephanie: So currently the training learning the curriculum is happening through the month of March. And we meet anywhere from two to three times a week and each day we are learning a different piece of the curriculum and the end goal like Theresa said is for us to be able to go out and do some outreach with schools and organizations and teach youth the curriculum.

>> Jamia: Great that is wonderful.

I'm actually interested in becoming an ambassador just to educate myself.

>> Theresa: Yeah, that would be great the funding for that program does end this year but we are trying to the way we are hoping to replicate it like I said is we are really trying to make outreach plans for each ambassador so they can teach it in their community.

So, if that is successful maybe you could attend one of the ambassador’s trainings on the program.

>> Jamia: Okay thank you.

>> Theresa: Okay.

So, the other large just program that we run is the her power program which is for teen girls with disabilities.

That one is currently done as an event, a four-day overnight event for girls with all cross disabilities.

When we say girl that does not just include sys girls or women and trans and fem or Judge or queer and nonbinary and it's inclusive for anyone who identifies in any one of those categories so I thought I would explain about her power program because in the SPIL it says will provide technical assistance for collaborating for youth advocacy and I thought if I just taught about the program a bit it would give you an idea how we do leadership.

So, the program itself is rooted in ending violence against women and girls with disabilities.

And because of that we pull best practices from that field, so we focus on teaching the girls about media literacy, identity, looking at the way that identities are portrayed in the media and how we interpret those and how we want to interpret them for ourselves.

We look at self-love.

Consent and advocacy actions and teaching girls how to look at what is being told to them and how they can advocate for the world they want to see.

The curriculum is focused on inter sectional justice.

We spent so the program has been going for over ten years now.

And so, when we do that programming each year, we have looked at who are we leaving out, who is not there and how do we intentionally ensure that we are not only recruiting people that they are going to be fully included in that people with similar or life experiences are going to be their facilitators.

So, our staff is all women with disabilities so it's people with disabilities mentoring youth with disabilities and have various experiences that the teen girls have we have done intentional outreach to girls that have been victims in the Juvenile justice system but also girls who the Juvenile justice system has decided for one reason or another they are going to participate in their services.

So, we intentionally do that because one of the main reasons that girls end up in the Juvenile justice system when they are teenagers, they are running away which is associated to sexual assault in the home, sexual assault, violence.

So, we are intentional about including girls that are involved with probation officers and other system supports.

We are intentional about including girls that are already mothers and how to support them in participating in our programming.

Girls that need intensive personal care.

And we talk about we pay our personal care attendants and don't allow people to be volunteers because we talk to the girls that person is your employee.

And then working with them on how they can instruct that employee to help them while we are there.

We included girls in group homes, girls that are refugees.

And most of our staff are women of color.

And so, and then we look at how we can interpret, include leadership practices that are found to be successful when we are looking at all of those identities so that is a little bit about that program.

When COVID happened, we chose not to do an in-person program with girls with disabilities people with disabilities being at such a risk for COVID.

We did do a virtual get together to look at when there was the incident of grace in the Detroit area, the young Black teenager with a disability that was put in a Juvenile justice facility for not doing her homework.

And so, her power girls did respond with a letter to grace that we posted publicly calling out racism.

Ableism.

Looking at all of why we participate in activities to do social media activities, hash tags in the free for grace.

So that was one of the activities we did during COVID.

Because we are not going to get together.

And then we are looking at launching programming specifically virtually for teen girls with disabilities that are a part of the foster care system.

That or adopted that are -- have the lived experience of being a trans racial adoptee or trans racial foster care youth.

And giving them space to meet adult women with disabilities and some without that have the lived experience of being in a trans racial adoptee or foster care situation.

So, they can talk about how to have conversations that they want with their family or not.

And how to claim their identity so looking at leadership for that girl, those girls in particular.

That is the programming we are doing right now.

>> Yvonne: That is incredible Theresa.

I mean wow, just wow.

How is that funded?

Are you just donations or do you have grants for that?

>> Theresa: So, I will hustle anybody for money.

For this program.

So, I beg people for money all the time.

That is one of the main ways that we get money.

So, we do a lot of fundraising.

Some of the girls have participated in the past do a lot of fundraising.

One of our top funders is a girl that participated the very first ten years ago.

Her power program she is still fund raises for the program.

And so that is one of the main ways that we get our money.

And then I'm constantly just looking for other funding so that we can continue.

>> Yvonne: Hopefully given the year we just went there through there will be some more resources available.

And I'm not talking about the pandemic I'm talking about the me-too movement and all the racial injustice and so hopefully you can find it is such a unique program it's really cool.

>> Theresa: But at the same time as the leadership that we have learned out of that and the people that we have facilitating programming we would really love I see it says there will be some kind of collaboration.

We would love to help other programings look at that inclusive leadership and making sure that we are reaching all girls with disabilities in all leadership programs, so we look forward to that.

>> Yvonne: Yeah, I really want kind of to point people on the Council who have expertise and knowledge such as yourself and youth and leadership to be working with the point person CIL and I know like Mark and Frank some of that about emergency response which they are going to talk about and so between I mean know you have a lot of your plate already but between you, Steve and Jon it would be great if you guys could have some conversations so year two doesn't show up and we are like oh, yeah, there is some thoughtful planning going in to that.

So, I have not really asked you that but is that something you are willing to help us champion as part of your role on the Council too?

>> Theresa: Uh‑huh uh‑huh.

>> Yvonne: Awesome.

>> Theresa: I would think there are other people at MDRC I would love to bring in.

>> Yvonne continue yes.

>> Mark: Thank you for the update and having Jon Hart involved with that.

That is crucial.

Sorry I did not say who this was.

This is Mark.

Yes, and Jon will probably package that up in a report to the Council at one of our meetings.

The beautiful thing about this thanks to Theresa is that you get snippets of it along the way and it just falls out like informational overload later on so, yeah, I'm real excited about what you shared with us and it adds value to each one of the Council members to hear these real time stories out there.

>> Mindy: And Theresa I would just like to personally thank you and those people who work with the young women the Juvenile justice system because I substitute teach extensively at the Kalamazoo County Juvenile home.

And I've actively worked because I identified that those young women were not being served appropriately in that setting, I guess.

For lack of a better way of saying it.

And work with their probation officers and actually went and testified before the Judge.

So, thank you for not leaving that population behind because it's a population that is so misunderstood, both so thank you, please, sincerely thanked from someone who has been on the front lines in the Juvenile home environment with these kids and saying wait a minute, there is something is wrong here so if you could pass my thanks along, I would appreciate it.

>> Theresa: I will thank you.

>> Yvonne: Theresa like we did the separate meeting with Joel Cooper to learn about governance.

>> Uh‑huh.

>> Yvonne: Great to do one about disability and ableism and transgender issues and race and disability.

>> Mindy: Uh‑huh.

>> Yvonne: And it's a big word and there are several of you Mark I'm looking at you and Theresa that could really help us lead and just really have a deep discussion about that.

I think it would be helpful and Frank I know that is important to you as well it's important to everybody, but you guys brought up the importance of it so maybe that is one thing, we can plan for one of those educational meetings in the future.

Nothing fancy PowerPoints and all that, it can just be dialog so I would really like to see us do that.

Any other questions or comments for Theresa?

No?

All right thank you so much.

>> Lisa: I'm sorry it's Lisa I'm just slow.

>> Yvonne: Go ahead.

>> Lisa: The mute key.

Theresa, I think that is an awesome initiative I really want to reach out and say please reach out to BSBP because I think that we don't want to forget blindness as a component of youth leadership for young women for those who identify as young women and others as well.

So, we have had presence in the old if you will youth leadership forums and I would welcome that because I think the ambassador positions can be great opportunity for our preemployment transition students and young leaders so if you want to reach out to me, I can connect you with our Pre‑ETS manager that can help you with that.

>> Theresa: Thank you Lisa.

>> Yvonne: Any other questions?

Comments?

All right well we heard from Jan already.

And so, we are going to move on to Frank and Mark.

Frank, do you want to start that conversation about or actually wait before you do that really quick, we are referring to people with disabilities and communities are prepared for emergency situations.

And so, some of the goals under that were establishing and increasing smart 911 profiles.

100% of state plans include people with disabilities and 100% of CILs report personal emergency plans have been created.

That's it kind of in a nutshell.

Steve and I have kind of missed the ball on it but that is okay and now we now better but when it came across our desk about vaccines and prioritizing people with disabilities that we should have in hindsight and now we have more knowledge taken a leadership role in that.

And we didn't but now we know better, and we will do better.

Next time.

So, Frank go ahead.

>> Frank: Thank you for the opportunity everyone.

And, yeah, to kind of follow‑up on that last comment you shared about vaccines.

You know it's always something too as knowing incredible sources on with regards to when vaccines are coming out, when are they made available to what age group as it pertains to people with disabilities.

You know I just had a patient the other day who is requesting it, she is 39 and has a poorly controlled schizophrenia symptoms and she was asking about the vaccine and I felt kind of torn because she was certainly benefit from the vaccine especially with her other health conditions, but she did not meet that age group.

So, I don't know if there could maybe be something we can advocate from our position and maybe work around that.

But yeah, it's always new information coming out too, so we have to always look to Federal and state level Government updates on when vaccines are available and who they are available for.

But Mark and I talked about and it was a very Rich conversation it was back in January, time flies doesn't it, oh, my gosh.

No, I actually am going to speak on one part of it and I will let Mark speak more on the CIL role.

I was coming more from a perspective on transitions of care.

So a lot of times when individuals or families they come in contact with the medical field via either through EMTs or the emergency response services, first responders, or when they are getting admitted to the hospital and as they go through their stay and admitted to the hospital and discharged back home, there can be points of transitions of care where missed communication can happen or there may be clarifications on you know, that disability that a person may have and all the other health conditions and medication and therapeutic.

And so sometimes it can be a medical thing and is that patients won't get their care that they need.

The other thing is that when you have transitions of care out of the hospital there often times are changes in medication doses or changes in medications themselves and if that is not clearly communicated with who the patient is going to follow‑up with outside of the hospital, and there can be some lapse in care to harm the patient.

That is more from what I was speaking from.

And a couple tools that I want to share with the group that we could potentially use, let's see if I can share my screen here, okay can everyone see that?

We have a quick thumbs up or a yeah or nay.

I have a lot of tabs running here.

>> Mark: Can you make it a little bit bigger, just a little bit.

>> Frank: Let's see here.

>> Mark: Yeah.

>> Thank you.

>> Frank: The meeting minutes we took of our two‑person meeting but this is as I stated, and Mark will get go a little bit more from the CIL perspective and I was talking more from the documents we can use.

This one was actually shared with me by one of my mentors who is a pediatrician, and we had a patient who had come in through the emergency department and they had a specific medical condition.

And they were on several different medications for seizures.

And we had to make sure that they had their appropriate medications and doses and they got them at the correct time of day.

And you know, there was a little bit of a slip up.

We didn't have the one medication, the dosing, timing right.

And so, the patient did have more severe symptoms in the hospital setting versus you know if they were to be at home.

So, we actually generated an emergency information form as you can read here for children with special needs.

So, you know I went through with the parents and you know we filled all of this out and gets the contact for parents at the top here.

Physicians R and the different specialties a person may see.

The diagnoses, medications and you can expand on these too.

And is it states here management, data, so allergies they may have.

Procedures to avoid and why.

Immunizations and it's important for children and you.

So, you can use this document to scan into the patient's chart per se and every time the patient may come through the hospital and medical setting this could be flagged to say this, you know, this particular person, this particular patient has you know, an emergency information form.

And this could kind of tie in with the smart 911 too.

Because I think the EMS and EMTs utilize that service and I believe Michigan has that that.

And many of you may be aware of that.

So, they have their website here and you could have patients and persons with disabilities sign up for that.

And then this way when they come in contact with you know the EMS or EMTs if they were to have an event at home or outside of the home, then they have a profile that has information that the other form that I shared, this emergency information form would have.

So, kind of makes their transitions of care smoother and to make sure things are not overlooked.

I was trying to see if there was an adult form.

And you know checking on C.D.C.

I did not see anything for Michigan.

But Montana had a pretty interesting one here.

Emergency medical information kit.

And this is what it looks like here.

Kind of tying in with the 911 smart pack.

Your scroll down it's a form you enter in the information.

And then it gets down more into the medical or more of the emergency contact information measurements here, blood type, if the person may need blood somewhere.

If they also need you know a specific assistance or machines to take with them too for when they transfer to say a hospital or a medical setting.

And getting into allergies again, specific diagnoses, I know I'm kind of scrolling through this fast, but I want to be mindful of the time.

Other specific limitations that they may have that we need to be aware of say if they require a wheelchair if they have a specific weight or if they are paraplegic or quadriplegic and specific mental health disorders and causing them to have a disability and are important to have documented too.

Powered medical devices as I was stating and may require oxygen or a CPA P machine especially, we have a lot of patients we see in our in‑patient service at Sparrow hospital our family medicine department who have cerebral palsy and require a CPA P or respiratory and suctioning and they need all those materials.

Specific medications, and so this could be something a tool we could use to have updated for a person with disabilities and family and then have it kind of tied in with a medical EMR chart.

>> Yvonne: Before you get off of that can you go back to the section about speech and communication.

>> Frank: Yes, I think it is up there.

>> Yvonne: Sensory impairments, interpreter.

>> Frank: Blind deaf, they also have Braille and yep.

>> Yvonne: That was one I did not think about my sister she has never been able to speak, and she has her own way so the only thing I hear would be maybe another or a way to write a little bit of narrative about how to communicate with that person.

Glad to see that communication is on here.

That is good.

>> Frank: It's really important especially interpreters and English may not be their primary language so that is another important thing.

>> Yvonne: Right.

>> Frank: You can augment these.

I'm thinking they are shared publicly so I don't know if we would have to request them or anything like that, but it could be something we can share with community members and help with a smoother transitions when there are transitions of care in the hospital and out of the hospital and also to help advocate for them returning home.

I know Mark was giving me some education on that, that many patients who have disabilities would prefer not to go to sub-acute rehab or kind of intermediate place but to all advocate for their independence and their dignity and their right to choose you know, where they would where to go.

You know, if of course it's all based on context too so if they did have a significant change in strength or function maybe a sub-acute rehab could help for a short period of time, but the ultimate goal is getting them home.

>> Yvonne: You know with your knowledge.

>> Frank: Go back to share.

>> Yvonne: You are working at Sparrow right now.

>> Frank: Yes.

>> Yvonne: I have a Sparrow physician and use Sparrow so I use the Sparrow my chart and it's so nice because they can log in and see everything and I know you talked about scanning it in but I wonder if you know there would be a way to do it I just think about it being updated like a change in seizure medications or something that if it's part of that chart that they pull up and then there is like a big red flag that says there are special needs here or something that, that would be even better than scanning it in just in case there were changes.

>> Frank: I called Sparrow IT department a few months back because I was trying to get it to flag for our one specific patient that was admitted to Pediatrics part of the hospital.

And IT said that the one IT representative I met with said that was kind of beyond their ability to make it flag like that.

They did kind of point me to kind of a work around for that like it could be scanned and I could have a pop up that will generate in the chart when you click into the chart it will pop up and say this particular patient has a specific care plan please see scanned media but I see what you are saying it would be nice to have a pop up of the care plan when you go in the chart so it does not run the risk of being overlooked.

One thing I wanted to expand on.

>> Yvonne: Sorry go ahead.

>> Frank: I tried to see what Michigan had to offer so I went to MDHHS and I don't know if anyone has any other experiences there and might know another resource.

But I came across a disability health plan and there was a point of contact here.

And there was a 2016‑2018 strategic plan I looked at and got into the emergency preparedness.

It's actually this one here.

So, let me Zoom in a little bit so when you get down to its page 16, like here, 13, so this is where it talks about and if there is like a pop-up tent and pavilion or something in case if there is a natural disaster or a pandemic and there is pop up tents.

Kind of what this particular strategic plan was focusing on to make sure they are prepared.

So, they offered some trainings and kind of focused more on the try county area as you see here, folks and emergency responders but this can maybe be another point of contact too with regards to making sure emergency preparedness and specific plans are not overlooked in this setting as well.

Maybe 911 could be a better tool for having that in place.

>> Yvonne: Thanks for doing all that research.

That is really helpful.

.

>> Frank: Thank you.

It's funny too you go in and you find these helpful things but you also notice the gaps too so there are certainly some areas where we can improve upon here.

So.

>> Yvonne: You know one of the things that would be great is if the people that are -- have taken some responsibility for pieces of the SPIL along with the CIL contact that we have kind of an action plan timeline kind of thing of like okay we did the research.

First step we are going to reach out the to the Michigan State police emergency management or Homeland Security and seeing the names that are in front of me and this is what we want to accomplish with that meeting just so that it keeps moving and I know three years goes fast.

And so, I think it's great what you guys have accomplished so far, and Mark I know you have some stuff to add too so I will stop talking and give it back to you.

>> Mark: Okay it was great just talking with Frank.

It's just a wealth of knowledge from the health from the hospital perspective of letting someone leave that hospital ready to go.

We wrote up the goal for the SPIL and it was really to find out how many people with disabilities had some type of emergency plan in the event of an emergency.

Unfortunately, when we wrote that up there was no pandemic and when we think of emergency, we are thinking more maybe ice storms.

Power outages.

And things of that nature.

However, the pandemic has really opened up flood gates of different types of concerns for people with disabilities and so my part with the lead of the CILs and one of the things I like to say that we have accomplished is that we have hired a person full time to work on this emergency preparedness piece and the objective in the SPIL.

Her name is Maria Patten glass brook and she used to work for FEMA which was super.

And so, by her coming in.

>> Yvonne: Fantastic.

>> Mark: She knew all the lingo and just to give you a quick overview we found that the smart 911 plan for gathering data is not all over the State of Michigan.

It's not in all counties and it requires for us to look at some other type of ways of getting some basic information to people with disabilities and calling a number so many of them being a payor.

And so, if you look at our SPIL, we are supposed to move the needle on people with disabilities having a plan.

And so, what she is unveiling right now, she is touching base with all of the counties, especially the ones in our area here in Lansing with just Shiawassee, Clinton, Ingham, and so forth, and looking at the plan so we don't have to reinvent the wheel.

Our plan on having her here just like Jon will be here to discuss the one with the youth piece, we are going to be here to discuss some of our concerns here in the state.

Her goal is to work with our area and then branch out and reach out to all of the CILs, so you are getting the same type of information statewide.

And so, we are probably going to focus on maybe three actual areas and to keep it simple to make it whereas a win‑win for the contact of the person with the disability.

And a win when they actually set up the emergency preparedness plan.

So, we are really excited about it.

And, Frank, I tell you, you really kind of got me going after that to really push that.

And I brought in a very smart young lady and will have her here for a while because her husband is working on his Ph.D. program at MSU so he will be here a while.

>> Yvonne: That is awesome.

>> Mark: Or at least the end of the SPIL and our goal.

But, yeah, that piece I'm really excited about emergency preparedness is super.

I even reached out and someone reached out to me actually about emergency preparedness for finance.

I have not thought about that much.

But wow when something does happen where is the money at?

That is how we get a chance to move around.

But anyway.

>> Yvonne: Fantastic.

>> Mark: I'm real excited about that and when you hear this lady present and her understanding of FEMA, she was there for the hurricane Katrina.

She understands the stuff they had on the east coast.

So, she knows the verbiage.

She knows it.

I did not know a lot of that.

I was just thinking well I'm just prepared.

Well, no not really.

You got to be in a system.

>> Yvonne: But do you know what I such it's like the Trifecta you have a medical doctor you have a disability advocate who understands some of the fears about medical and medicine, the medical model we will just say and then you have a FEMA person.

That is fantastic.

>> Mark: Real excited.

>> Yvonne: Keep working guys and Council members if you are charged with something please take some liberties with that and like you are, I think that is important for us to really make progress and use Steve as a conduit, so he is aware of what is going on and any what are the questions people have for Mark or Frank?

Or.

>> Will: Mark and Frank I have a question for you guys and I think disability emergency preparedness I often have people go into the hospital and because they are their own guardians there is no point of contact, so you know if there is a group home, the group home cannot get the information and I just wonder what better ways do we work with the hospital’s medical clinics to come to advocate for these guys because there is no one to advocate for them in the hospital because a lot of these people don't have any family members left alive so they don't have a guardian and because of that the hospital just doesn't have information.

So how to coordinate care that way.

It happens a lot.

I had a guy last year who was put on Hospice and after looking into it realized this person on Hospice has a disability, so I see this happen a lot where people with disabilities get pushed under the rug over and over again.

Because there is no one to advocate for them.

And it's really sad.

>> Mark: So, I can't speak for the hospital, how that works, Frank, I think you probably can speak a little better to that but CILs are tasked with a diversion type of model.

And when you talk about isolation and people being advocated for leaving the facilities, there is things in place, but they are missing the Mark by a whole lot.

They are really big on actually giving the physical things they need but there are some social isolation and someone to help you walk through the pieces of finding a place of your own and being able to lean on them, I don't think that has been touched too much and that is where a ton of non‑profits and the SPIL is kind of tasked with that.

Them are called gaps.

They are gaps between systems and people getting to where they need to go.

And I'll let Frank share the rest.

>> Frank: Yeah, no, thanks for sharing that, Mark.

And I appreciate your question, Will.

Yeah, I think it speaks to a challenge and issue that has been happening for quite some time.

You know and I know I'm just kind of early on in my career here.

But I feel like I've learned a lot from my experience at Sparrow hospital.

And even with my short time here working with all you on the SILC.

And the one of the benefits that I've seen that our clinic has used, we have a nurse, she also has a couple master’s degrees, but she is just instrumental in following up with our patients after which actually right before they are going to be discharged and as they are discharged from the hospital, she calls them, and she goes over everything.

I mean not just their medical concerns but also social, financial, and environmental, and she has just been a great addition to our clinic over the past year.

And so, she will come in contact with us and say you know your patient was discharged from the hospital, here is everything we talked about and she will sent pretty lengthy responses there.

That helps us to be aware of that so when we meet them in the clinic or if we do a video visit because it's challenging for them to come in the clinic, we will do video visits and try and go over everything to make sure they have all the care they need and the plans in place.

That is something new our clinic has done.

From the hospital side of things, I fill feel there is a volume issue.

I feel like many of our social workers we have especially fewer on the weekends nights and weekends there is an under staffing and overwork issue.

So they kind of get into this routine of a patient comes in I will get them preps to go to this facility rehab or maybe back to this AFC for then they kind of get stuck into that and plus there is also limited resources overall and maybe there could be opportunities here where we can work together, network and we can have more advocacy especially from SILC or CILs and then help with that education and advocacy piece and then that could help with the hospital case manager, social workers, even the medical teams to make sure that you know if there is any gaps in care special needs or even looking at the bigger picture financial environmental social needs, those are addressed.

>> Will: People don't realize this, but I see the connection between you know, the youth advocacy to the medical preparedness to what is the other on the tip of my tongue, they are all connected and do not realize it, but they are all connected and when you look at one you really have to address them all.

So, I think the SPIL is super important in addressing those things.

>> Yvonne: Great, any other ‑‑ we will get a chance, my hope is our hope is that in this agenda we keep building more and more time to really get into these discussions like we did today.

So, any other questions for Mark or Frank?

>> Allen: Yvonne this is Allen Beauchamp.

>> Yeah.

>> Allen: I wanted to talk to Mark and Frank quickly.

It just happens to be I'm the health and safety coordinator at my employer.

And I'm quite involved with writing the preparedness and response plan for COVID‑19.

And I've been involved with many different emergency planning committees.

So, if there is anything I can help out with, please let me know, guys.

>> Mark: Well, thank you.

We definitely need help.

Now, what area are you in, Allen?

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>> Allen: As far as.

>> Geographical.

>> Nine miles west of Marquette.

In the UP.

>> Yvonne: Do you know what I like about that too Allen you bring to the table the rural, the UP is different than the lower peninsula and I think bringing that active is really important.

So that would be terrific if you could engage with Frank and Mark on this.

At our next meeting in June, Steve has secured Jon to talk more about youth advocacy and Sarah Perkowski am I saying that right.

>> Perkowski.

>> She is the CIL director in the UP and she is going to talk about culture and diversity in the UP and how that looks different than what we think of it.

So, I've heard we talked to her a little bit about that and it's really interesting and so I'm excited to have her come next time too.

So, all right well that was great.

Jan is back, great.

>> Yvonne.

>> It's actually I'm not trying to correct Steve but it's Perkowski.

>> Yvonne: Okay.

>> Steve: Thank you for that, Allen.

Appreciate it.

>> Yvonne: Allen, you are on the board of directors for sail, right?

>> Allen: Correct.

>> Steve: I know that Sarah and her wife combine their names and so if I mess up on the pronunciation that is my fault and I apologize and give full credit to them.

>> Yvonne: I had forgotten that story that is right.

>> Allen: That is my Upper accent coming out.

>> Steve: Right on.

Thank you for that Allen.

>> Yvonne: All right more good stuff to come but I'm just so excited about the work that's already being done so thank you all for sharing.

And participating.

And thank you to our Ex Officio members for your patience.

I know you are late in the agenda tonight.

But we are finally there and what order are we in?

Bill Addison.

>> Bill: Yes, give me a report from MRS here.

Kind of all good news for one thing.

There is a lot of good things are happening.

I'll go from kind of the smaller items that impact directly the CILs and our kind of activity and talk more about MRS and its budgets and the number of people and our services here.

This Friday we will give an update on the spending trends for all the CILs and as a result of that training seminar which I heard was really good.

Every month we will provide all CILs in total with how much funding they have expended, how close they are to reaching these different buckets there is a pecking order in how we are spending the money basically it's state funds what we call SSA funds and then the Federal dollars we give them idea percentage wise where they are in total and spending their budgets and again in total is all CILs then we also tell them what bucket they are still in.

And for the most part they are still in the state fund bucket.

The other thing that is going on this week and it's kind of exciting also is its budget amendment day, it's kind of like Christmas for everybody over the next two weeks we go through the process where we increase the CILs' budgets as we talked about this a little earlier is, we finally got authorization for the funds under a year and thought to be done with all of the budgets in about 2.5 weeks.

After that what we are doing is planning on providing another training seminar.

And this one is all of the updates for CFR200.

CFR200's kind of the guiding document for all agencies that expend Federal dollars and it's been in effect for about six years now.

It just went through really a minor rewrite but some of these items in the rewrite will definitely impact the CILs.

Most of the rewrites are directed to accounting for services with Federal dollars and we will talk all about that at the training seminar.

On kind of the big picture for MRS.

Again, our budgets have been the same.

The last couple years which is absolutely great for us.

And we are allowed to hire some more people now that is we usually deal with Counselors.

We have over 300 Counselors that provide services for people with disabilities and the turnover is 8% per year and we are going down and finally got approval to hire somewhere it which will be great and repopulate some of our district officers with the Counselors.

We have 13 district offices around the State of Michigan.

The other big objective we got now is that we are looking to go back to off of virtual and back to on site which is going to be a real challenge for MRS.

We have 550 individuals in our division.

And all of the offices that we have to go back to have to be modified and changed.

Just about every office that we are in and we either use state offices or rent offices have to be modified, the waiting areas have to be modified.

The cubical distances have to be modified.

So, all this has to happen before our proposed May 1st return.

So that is about what is on the agenda for MRS these last couple months here.

>> Yvonne: Well, I just want to say I was fortunate to be able to attend the training that you did, and it was really eye opening and really did show.

>> Bill: Thank you.

>> Yvonne: How you work to protect the dollars so thank you for that and looking forward to the next one.

>> Bill: Okay you are invited.

>> Yvonne: Yeah, any questions for Bill?

>> Mark: Yeah, this is Mark, Bill.

Did you say that the first day people are going back to the office was May 1st?

>> Bill: We said this before, and the new date is May 1st.

>> Mark: I just want T to hear it.

>> Bill: Don't hold me to that.

>> Lisa: We will let you know.

>> Bill: That is the proposed date.

>> Lisa: We respond to the communication as we get it.

>> Bill: That is right.

>> Mark: I hear you.

I just wanted to make sure I heard May 1st.

>> Lisa: What they have told us so far.

>> Mark: Okay thank you.

>> Yvonne: Any other questions for Bill?

All right Lisa, you are next.

>> Lisa: Thanks.

So, I just want to say that any time Bill Robinson and bill Atkinson talk about 2CFR200 they get really excited.

Their eyes get glazed, and I go to sleep.

So, they just love it.

So, I'm glad they love it because I'm a program person.

So, I'm all about the people.

So, you just tell me what I need to do, Bill, and I will do it.

>> Bill: I will do that.

>> Lisa: No and actually I just kind of wanted to start a little bit there because BSBP and MRS do a tremendous amount of programming.

We respect that we are separate agencies, and we act with integrity and respect for that process and I always say that we are an example of how to be separate agencies and do that well.

So, we often have opportunities where we are collaborating and working on approaches to serving customers as well as business initiatives like the CFR200 thing.

Which effects both Bureaus.

But as Bill said we are slated to return to offices on May 1st.

We are being asked to provide some information about what we might need as far as PPE and what we might need you know like Plexiglass guards and stuff like that.

BSBP we have 7 field offices around the state, but we have always been itinerate, so we are blessed in some sense because we don't get you know the waiting room traffic that our sister agency does.

So, we are at a little better place and I don't know if it's better but different.

Not quite as challenging in that regard.

So that's what we are short of tentatively planning for our training center in Kalamazoo has resumed in‑person service this week.

So that will be literally the first time in a year that we have had customers in our building.

So, we have them starting this week and we are excited about that.

So that's definitely a move in the right direction.

Our staff are getting vaccinated.

Those that choose to do so.

And we are promoting that as best we can.

Of course, that is a choice that everyone has to make.

And we have protocols in place to keep people safe with the training center.

So that is what is happening on that end.

We are also engaging in some initiatives with our CIL partners which I mentioned to you before.

We are pursuing a survey project with Mark's team and we are actually looking to set up focus groups in the next few weeks to do that.

We have names identified of people that we are surveying and so we are going to look towards you know, we have been working on that for a while and had a few delays with one of our staff being on a maternity leave and just different things and lots of plates in the air, but we are moving forward with that.

Our preemployment transition programs are moving forward also with Jim Moore's team in the lower northern area and Jim and BSBP are working on an initiative to extend our reach between employment transition services by providing extended you know programming and assistance with coordinated services such as attending IPEs and experiences like that.

We are actually in the process of negotiating that and once again thank you Bill he was very helpful with just helping to understand and work on what we are working on helping establish a relationship regarding indirect costs and things of that nature which I think fall in 2CFR200 thing.

>> Bill: Exactly does.

>> Lisa: So, we are doing the right things and making that happen, so we are very committed to doing that.

We are also partnering with Disability Network Southwest Michigan utilizing the benefits planning which is critical piece as well.

And also doing some additional programming with them for a preemployment transition students.

So, lots happening at BSBP.

Where do I end?

We are doing some small business initiative by partnering and putting together some documents and some resources I guess is a better word for small business to be able to learn more about how we can assist them in acquiring talent and accommodating that talent as well and that is a labor and economic opportunity initiative so MRS is also a part of that party.

We are also hosting and if you are not aware and if you visit the LEO website you should find the link and can sign up for e‑mails where you get a push once a month at least from MR.

Is and BSBP regarding helpful hints and tips and tricks as far as working with business and being with jobseekers, how do ask for accommodations.

We have like a theme every month.

So, we have a registration for business and a registration list for jobseekers, if you have not visited there please do so.

We are also you know; Yvonne was with us at the Michigan Council rehab services meeting, so she is a part of that organization as well.

And I hope that helps you to generate the linkage that you need to kind of help understand that connection with VR and the CILs and the, you know, the Mcrisk. And so, there is lots of opportunity for involvement and education there.

We are another initiative that we are looking at is really looking at the silver lining if you will of COVID‑19 in that I don't think that we are ever going to ‑‑ I don't think we are going to return to offices like we knew them.

I'm not saying that we won't be you know, face‑to‑face or we won't be frontal faced you know with seeing people, but I think the needs for offices are going to be different.

I think they are going to look different.

I think they are going to feel different.

We are looking in our Gaylord office we are looking at hoteling stations so staff would come in when they need to.

Common meeting space for meeting with managers, customers, and team meetings.

But you know they may start and stop from their homes, so lots to be considered.

In fact, BSBP central office which is located at the Victor center in downtown Lansing did not renew their lease back in October, so I have no office to return to so.

>> Yvonne: That is kind of a silver lining.

That is great.

I like that.

>> Lisa: So as part of that we are also looking at what are some virtual home based and work from anywhere opportunities for our customers, too. So, when we have customers living rurally and don't have transportation, which is true for most of the people I serve, what are some opportunities, so we are looking at some initiatives with Walgreen's.

We are looking at some initiatives with Amazon.

We are looking at some initiatives even with Peckham services because they have a technical services representative position that is a home-based position so it's not center based.

Which would not meet the definition of competitive integrated employment.

>> Yvonne: Yeah, yeah that is great.

Does anybody have questions for Lisa?

>> Lisa: Yes.

>> Yvonne: You guys are doing a lot of great stuff.

No, I do hope that the pandemic employers recognize that they are missing a whole market of potential employees now that they.

>> Lisa: You know I just had a conversation with Blue Cross/Blue Shield this morning and I asked that question and they said typically remote work has been kind of considered basically based on a person's performance and longevity and maybe it's one or two days a week and not five and now she was mentioning that there are some positions that actually posted as being virtual.

>> Yvonne: Very cool.

>> Lisa: I think this has been coming for a while and then the pandemic just kind of pushed it right over.

>> Yvonne: In a good way, thank you.

>> Lisa: Thank you.

Yvonne: Yeah, thank you we have about 15 minutes left of things to talk about, so we are going to finish a little bit late, and I apologize for that.

It's important for me that we end on time.

And so, bear with me please.

If you do have to leave, I totally understand.

There are no more votes happening so you're not going to miss on any decisions.

But with that let's move on to Annie, hi Annie.

>> Hi Annie, this is Annie signing.

So, I've had a lot of technical issues tonight.

I was on, I was off, I was in, I was off, so I apologize for that.

I do have some updates to share that are really critical so I'm so excited to be here tonight and share this information with you all.

So last week you saw the state announce the expansion of eligibility for the vaccine starting March 22nd.

And that includes people with disabilities so that is great.

And so, there was a lot of advocacy behind that, so we are really excited to provide that for and so please let your family and any other friends you have let them know.

Another thing I wanted to mention, and I think I mentioned it at our last meeting the protect Michigan Commission.

The PMC.

I've been assigned as the staff manager for the disability workgroup to help facilitate the social media communication, with group members and we also discussed resources and barriers that impact the disability community here in Michigan.

So, we have been learning about the vaccines and resources for how to access the schedule, to actually schedule an appointment for the vaccine.

And I probably will be sending you some e‑mails with the links.

To the SILC members and I definitely encourage you for any awareness to definitely communicate that via social media and any other networks that you have.

And I'm hoping to get that sent out to everyone in an e‑mail tomorrow.

I also wanted to add I don't know if you have heard of any concerns or questions or any barriers or if you hear of any good resources for the disability communities, please feel free to e‑mail me anything.

Contact me any time.

I am happy to relay that.

You know to our leadership and any leadership that we have at MDHHS.

Another thing I do want to mention starting next week March 24th, Ford field they will be doing a mass vaccine sites and that will be open for eight weeks.

And their goal is to do 6,000 vaccines a day.

So, for the next eight weeks.

So, there will be more information with regards to that but this past Monday they already posted the website where people can schedule the vaccine at Ford field.

It's through Meijer.

Through as a community partner.

And FEMA is also involved.

And Detroit lions club, Meijer and of course the State of Michigan.

So, and Henry Ford.

Is also a big, big initiative for them as well.

So, I'll be promising to share more information about that specific things about the mass vaccine clinic to all of you.

Another thing I wanted to share really starting March 13 well last week Wednesday to April 15th my office relayed my office is doing a social media competition for deaf history month.

So, we are posting different things on our Facebook page.

And we are posting different you know deaf and hard of hearing facts and cultural facts and it's really cool, so I suggest if you get a chance to look at check out our Facebook page and see what we are sharing and really, we are trying to target any audience who wants any information about people who are deaf and hard of hearing, about the culture of the deaf community.

And what it's like to live within the deaf community.

So, it's really pretty cool and are posting a lot of different facts everyday so.

And then I want to share, specifically my advisory Council.

You know because of COVID we have not had a chance to host any meetings because we need to meet in person.

We have a huge barrier to host a meeting through Zoom.

It's not accessible for our deaf blind community.

It's very difficult.

So, we have decided we are going to wait until whether until the state allows back to work or more people get vaccinated to make the decision.

We are not going to host any meetings right now.

The Governor's office appointed a new advisory Council members and so hopefully we will be able to reconvene, and we will get to have a session just kind of a get together, get to know each other session that is kind of where we are at right now, but everything is pretty much on hold until then.

And I want to share from the Michigan department of civil rights so today our civil rights Commission and our director put out a statement in regard to hate crimes to the Asian American community.

I'm sure you saw on the news recently what had happened in Georgia so it's a very powerful statement and if you're interested in reading the press release it's posted on our social media site as well.

That's the MDCR website and our Facebook page.

And next week Monday the civil rights Commission is hosting a virtual meeting through Zoom from 5‑7.

So just to let you be aware of that.

And one last thing I do want to mention next month I will be reaching out to you individually through e‑mail.

My office is getting ready to release an ASL survey for Michigan residents with disabilities about the impact that COVID is having on people with disabilities specifically related to fair housing.

So, we got a HUD grant to do the survey and so the first part we will do the survey and then we want to recruit people from the community who are willing to do interviews.

And tell us about your experience.

What you do as a service provider.

Any housing partners that we work with.

Any local Government agencies, and what they need and what their experience has been in regard to barriers.

Because of this situation.

Because it's possible this could happen again.

And we want to have that straight relationship with the community.

And we have seen what now has happened with COVID and what can we do, what is you know kind of like a list of learning principles for the next time when an emergency like this could happen.

So, it's a very, very big initiative so I'm going to need to definitely have some partnerships from your offices, your organizations, so I really please please please check out that e‑mail for me, okay?

And I think that's all I have on my list tonight.

Open to any questions and of course you can e‑mail me.

I know we don't have a lot of time so feel free to e‑mail me after you know later on.

>> Yvonne: I hope you didn't feel rushed because you always have such great information to share.

So, thank you so much.

Not Mark Steve, I know we don't do much with our social media, but all of these things that come and go so they are not really things you put on a website, but could we start posting those on social media?

>> Steve: Absolutely.

I am terrible with social media.

So, if you push those things to us, I will make sure that Tracy gets those out on to our social media feeds for sure.

>> Yvonne: Tracy you can make a list Tracy and tag all of the CILs in them so that then they will share it too.

You know, that can only help build that community for us and get that word out because you guys there are so many good things you are doing and any way, we can help you share I think that is really important.

>> Steve: For sure.

>> Yvonne: Questions or comments for Annie on her topics?

So much good stuff going on.

>> Jan Lampman if I can just very quickly either comment or ask both with regard to the going back to the vaccination the work you are doing with the protect Michigan or yeah, the vaccination, what if any initiatives are occurring around people who can't get to a site, right?

So, I know lots of folks that just can't get to one of these vaccination sites and so what is happening around getting to reach out to people that you know can't go there?

>> This is Annie speaking that is a great question.

So, I know there is some discussion right now happening.

About the mobile vaccination sites.

So, they are actually doing that right now, doing some assessing with that and then Ford field specifically Ford field is going to be open to anyone.

It's not just for people who live in that vicinity of Detroit it's open to everyone. However, the state is intending to use what they call a social vulnerability index SCI so allocating some of the vaccines to the most vulnerable populations and we are focusing on that so that is happening.

But if you can't physically arrive to the site at Ford Field, they are partnering with a ride share company.

And they are going to help with transportation in that way.

I think the state of PMC is planning on including additional information.

We are working on that right now.

And we told them that we want information specifically around disabled folks in that community.

So, another thing too specifically for those who can't access or can't go to either a local health department, they are encouraging people to if you have a family member or support system or caregiver or a neighbor or whoever can transport you, they are looking into those situations right now.

But I do think we need to do the mobile clinics and see what partners partnerships we can build.

And they are also doing what is that earlier in March, I want to say it was the first week in March, March 8th the state actually announced they are awarding 22 communities, 22 community health partners and they are allocating doses of vaccines to those communities, those partners that applied through the pilot program.

And they showed they were able to serve people within their region who were under served, people who have disabilities, people who have low income, you know the social economic status.

And then those who have limited English proficiency.

They partnered with the intent in order to reach out to those communities in that way.

You know because of whereas the health department not being able to reach them.

What I can do is I will forward your question to get more information specifically to that.

Because I know there is a lot more announcements coming up in the next few days.

So, once I find out more about that, we can get that out to the group and I'm happy to do that.

>> Yvonne: Thank you.

>> Mark: That is a good question, and I will only take a moment that question came up yesterday in one of my board meetings what we are doing for people with disabilities that cannot get to a site.

One of the areas we are working on is we need to advocate for visiting nurses to take the vaccine to the person.

So that is one of the areas that we are just starting and so I just thought of the idea.

If you want to start advocating for that, I think that's a creative way to do it.

>> Yvonne: Thank you for sharing that.

Any other questions?

For Annie?

Thank you everyone, gosh I really enjoyed this dialog, and we are not done yet because next up finally without further ado is Janet Timbs.

>> Janet: Thanks everyone for being patient there.

There is not a lot of updates right now.

I will keep this short.

Our you know MDE is in the same boat as BSBP, and you know MRS.

We are looking to go back May 1st.

However, some discussions have been occurring within MDE about maybe doing some hybrid work.

So that we are not in the office five days a week anymore.

That we might you know just have certain days where we go into the office and then continue to work from home.

Because we are finding it's effective and productive and so I think we will see more of that.

And if you have ever been in our building you know that every single floor is just a sea of cubicles.

So, I mean, we are just packed in there.

So, this would be helpful if we could do a hybrid.

Some of the other things going on in MDE, as you have probably heard in the news the superintendent has asked the Federal Government for a waiver of state assessments.

Instead, you know opting for or asking that you know we spend more time on instruction rather than these high stakes tests that you know already students have lost so much instruction.

It's kind of a waste of time to do these high-stake tests.

And in addition, last fall all school Directors were required to do benchmarking assessments to find out what the learning loss is and then to see what kind of progress students are making so he wants to substitute the benchmark assessment data for the statewide testing.

But we have not gotten a decision yet so stay tuned on that.

Also, within MDE there is some discussion has begun to look at alternate diplomas.

As you know right now, we have one diploma which is the Michigan merit diploma.

There is two ways of getting there.

The regular coursework you would have to do for the Michigan merit curriculum or get a personal curriculum with some modifications or some flexibility to earning the diploma but that is it then we have what is called a certificate of completion that is not recognized by anyone.

It is not defined.

It's really just a piece of paper that says you attended so they are starting some discussions about you know they are looking at the states around us to see what they do for alternate diplomas so that there is a way for students to get to medieval work once they leave school and you know that becomes more difficult if you don't have a diploma.

We do have some workgroups within the office of Special Ed working on some issues with county jails and adult Ed and how Special Ed interfaces with them.

That's been a neglected and underserved both places have been under served and you know kind of miss information out there that you cannot get Special Ed services if you are in adult Ed or if you are in the county jail, so we are working on that to make sure everybody understands what their responsibilities are.

And really kind of unwinding the funding streams that support each of those programs so that we are addressing the issues appropriately.

In the chat I added a little bit of information.

We have a new directory for the office of Special Ed that gives an overview of our office as well Paz ‑‑ as information about contacts so that link is in the chat.

We also will in the office of Special Ed a help line.

Anyone can use it.

Politicians have used it.

Parents use it.

Educators use it.

Anyone can call or e‑mail a question.

And you will get at least a response within 24 hours.

You may not get the answer within 24 hours.

But you will get a response very quickly but that's a well-used resource.

So, if ever you have any questions about Special Ed please use the help line.

It's very helpful.

And then the last thing that I have to say is I have accepted a position in a different office with an MDE.

I can see Yvonne saying oh, no.

I'll be in the office of early childhood so the office of great start I'll be leaving secondary transition and so my administrator is looking to is talking with Dr. Rice on who should be the designee for this group so I will be resigning from this Council.

Which I really hate to do because I'm just starting to learn about what you do and how you function and so I will miss that.

But thank you for letting me join you for the few meetings I have been here so thank you that's all I have.

>> Steve: Thank you for your time.

Thank you very much Janet.

>> Yvonne: It's been great to have you and we will miss you and I'm glad you are advocating for someone else to take your place, but we will miss you.

I'm so impressed with the state agencies and all the work that you guys are doing.

It's really great to hear all of that.

One quick question about the hotline so can so like if a parent called that number because they had a question about an IEP or something that they would tell them the law like you know under the Federal idea this and this is your right things like that, they will do that?

>> Janet: Right, they will tell them what is legal, what is not legal.

>> Yvonne: Okay.

>> Janet: What covers that and help them with some solutions too so.

>> Yvonne: Okay great other questions for Janet?

Well best wishes to you.

And come join us some time when your board at 8:30 on a Wednesday.

And you are always welcome to come.

Mark it's your turn.

>> Mark: Okay I'll try to do mine within one minute.

So just agreeing with Bill we are signing amendments to try to get them in for more money at the CILs.

Good thing.

The vaccination prioritization statement did make some change since the last time we talked.

People have they consider people with disabilities for getting their shot.

Annie thank you for sharing that.

Many of the CILs staff are getting vaccinated.

Kind of on our last meeting we talk most of us feel we are going to be on track between 70, 80% of our staff being vaccinated and of course we will go through the same dilemma as everybody else what the C.D.C. items you that you can do once you open up.

The CILs hired a lot of people and getting more money but also getting more people to be out there to give direct services the CILs offer, so that is a good thing.

I've already gave me overview on the emergency preparedness.

I think I'm done.

>> Yvonne: Wow you get the award tonight for succinctness but you chimed in along the way on behalf of CILs too so I hope you do not feel like could were rushed.

Do you feel you were able to share what you wanted to?

>> Mark: Yes.

I do have a motion.

Maybe we should put some of the people that have narratives maybe up towards the top.

>> Yvonne: Yeah, it was about scheduling the presentation time.

>> Mark: Yeah.

>> Yvonne: That is a good idea because I don't want people to feel they are rushed at the end.

>> Mark: Great meeting.

>> Yvonne: Any questions for Mark about the work of the CILs or anything he talked about?

No, okay.

All right and last but not least Jamia our secretary had some thoughts about education and has a plan of how-to kind of go after or to learn more and so Jamia tell us about that.

>> Jamia: Yes, so I actually came up with a survey and it's based on the guidebook that we all have.

I don't know if anyone has taken the time to do like the self-evaluation in the back of the guidebook but I pretty much digitized that and I'm going to send out a link to everyone.

And it's just testing our knowledge on the differ IL concepts to kind of gauge where we are.

I figured that could be a strategy how we can come up with more educational presentations and anything that we are interested in learning more about outside of the meetings, we can use that as a tool.

And you know I said I was going to just stay on track of like the events that is coming up.

I know that the NICIL conference is coming up.

I didn't see the date for that.

I just had it because it was just announced they are looking for workshops, people to head up the workshops but it's July 19th‑30.

And their theme this year is liberty independence freedom equity.

So, you know I'm going to leave the survey open for about a week and give people time to fill it out and then we will just compile the results and see where we can go from there and if anyone has any ideas on how we can you know for educational opportunities and ideas feel free to send e‑mails around.

>> Yvonne: Thank you so much.

That will be really, really helpful for us.

For our strategic planning too so that is great.

Okay I said 15 extra minutes I appreciate you all staying with it.

And I do not see any public on our list so I'm going to skip public comment.

Are there any other announcements for the good of the Council?

Motion to adjourn.

>> Will: So, moved.

>> Yvonne: Second?

>> Frank second the motion.

>> Yvonne: All in favor raise your hand or say aye.

>> Aye.

>> Will aye.

>> Great meeting really enjoyed seeing you all and we will be in touch between now and the next meeting with all of you in some way.

All right take care.

>> Good‑bye.

>> Good‑bye.

>> Happy St. Patrick's Day.

>> Not too much green beer or Baileys people now.

>> That sounds really good actually.

>> [ Meeting concludes at 8:36 p.m.]