

N.J. Commission for the Blind & Visually Impaired
State Rehabilitation Council
Meeting Minutes – December 2, 2016
Joseph Kohn Training Center - 130 Livingston Avenue - New Brunswick, NJ

Voting Members Present: Rick Fox, Jonathan Goodman, Susan Head, Zoraida Krell, Kelly Reymann, Kris Tucker

Voting Members Absent: Jennifer Armstrong, Fran Leibner, Joan Leonard, Dawn Monaco, Fr. Jim Warnke

Ex Officio Present: Dan Frye, Amanda Gerson, Danielle Licari-Scorzelli

Staff/Members of Public Present: John Walsh

The meeting was called to order at 9:30 a.m., Rick Fox, Vice-Chairperson, welcomed everyone. He announced that the meeting was being held in compliance with Section 105 of the Federal Rehabilitation Act 1973, as amended. It is also in compliance with the New Jersey Open Public Meeting Act, NJSA 10:4-6.

In the absence of a quorum a vote could not be taken on the:

- a) minutes from the 6/3/16 or 10/7/16 meetings;
- b) schedule for the 2017 meetings.

It was decided that the 2017 meeting schedule would be tentatively approved, and formal approval obtained at the February 3, 2017 meeting.

Schedule of meeting dates for 2017: February 3, April 7, June 2, October 6, December 1

State/Federal Update

Dan reported the following:

- Received approval, through DHS and the Office of Information Technology, to move ahead with migration to our **new case management system**. In 2015 Libera announced they were going to be exiting the VR field in terms of case management. Upon review of the available companies that are familiar with VR, IL, and the other services that VR agencies use, it was determined that there was one other company that provides that service – Alliance. We have entered into a migration agreement with Libera, who will be working with us in concert with Alliance to conduct a gap analysis, which will help us determine what changes need to be made as Libera fades out and Alliance's case system (AWARE) will be undertaken and adopted within our Agency within the next 12-15 months. Meetings scheduled for January 25 & 26 with reps from Libera, Alliance, and our Executive Management Team (EMT), who will oversee the respective changes to essentially create the new guts of our electronic tracking system. This critical system keeps our records and other material in good shape, and is available to all of our staff in an accessible format.

- **Progress on Administrative Codes:** Completed negotiations and editing work on NJAC **10:97, Randolph Sheppard Program**, which expires on 12/14. Hopeful it will be published in the NJ register by that date with significant new provisions, including an extension of the program to not only include provision of businesses and entrepreneurial opportunities on federal, state, and municipal properties, but also on private property. All of the changes submitted have been developed in collaboration, and in active partnership, with the elected Committee of Blind Managers. Optimistic this will be a code that will hold the Randolph Sheppard Program (BENJ) in good stead, and sit it carefully for significant expansion over the next 7 yrs. In September, **10:92, Education Code**, was adopted without change, but with commentary from the Agency acknowledging that the changes discussed in the Education Reform Taskforce (ERT) should be issued in a future rule making. 10:92, reflecting the changes that the ERT recommended, is again at the Governor's office. A meeting is scheduled for 12/8 with the Department of Human Services (DHS); we want to make sure everyone is comfortable with the financial system we are going to set up. Once that secures DHS approval, it will go to the Governor's office; soon after that 10:92 will be republished and readopted with the rules that have long been the source of conversation. **10:95** is just being looked at now that we have the new federal regulations; we are going to evaluate what needs changing to mirror the new federal regulations under WIOA. **10:94** is finished. **10:93** is waiting for action, but given the number of issues we've had in terms of administrative rules in front of our Governor and our office of legal and administrative affairs, it simply has not been a point of priority.
- John, Amanda, and Dan had the opportunity, during the summer and autumn, to attend several **national forums** run primarily by the Rehabilitation Services Administration (RSA) to acquaint them with the detail of the new rules under WIOA. A meeting was held in Washington, DC for a very preliminary discussion of those new rules. A more extensive look at the rules was undertaken during the Fall conference of the Council of State Administrators of Vocational Rehabilitation (CSAVR) and the National Council of State Agencies for the Blind (NCSAB), in San Diego. The topics primarily discussed were:
 - rules that govern competitive integrated employment.
 - new fiscal rules that set up standards for reserves that must be maintained by state agencies, specifically 15% of the federal grant devoted to transition age services and 50% of the federal grant devoted to youth receiving supported employment.
 - new rules under section 511 discouraging or limiting the use of sub-minimum wage employment.
 - conversation about the new rules that govern the 9 11 system; we used to turn in a lot of demographic data on a national basis.
 - significant conversation about the way in which we will undertake to engage in pre-employment transition services, which are not transition services in the conventional sense, but really apply to a specifically defined group of youth, and for students having a number of characteristics that make that a new population we must serve.
- Dan reported he was elected **president-elect of the NCSAB**; this occurred during the meeting in San Diego,. This is the trade organization of all state agencies that offer blindness specific vocational rehabilitation; 27 member agencies (as opposed to 80 member agencies in the CSAVR, which includes NCSAB's 27 and the others that are either combined or general.) Starting in January he will be president-elect, and that will involve being directly responsible for establishing the programs for the Spring and Fall conferences. In the following year he will assume the position of president. He noted that he thinks it is important for NJ to have that representation in the leadership of NCSAB.
- In the midst of **hiring new supervisors** at JKTC in the nursing area. In addition, we now have a **new manager of Human Resources**, Hugo Ruiz.

- **Strategic Plan:** Just completed a quarterly meeting. CBVI's strategic plan is a dynamic, living document that truly serves to push us forward and give us momentum to effect change. Every quarter we convene with the 8 teams and assess progress; invite them to tell us what we can do at the top of the Agency to facilitate further progress; we identify barriers and obstructions. These meetings keep us on track and keep the integrity in the strategic plan that needs to be there for it to continue to be a positive document.
- **Federal outcomes:** This year is unique in that we are not being measured any more by the standards of old. Yet, those are the standards we currently know until we become more conversant with those 6 common standards that apply not only to VR, but to the broader American workforce system; they are going to apply to all programs, not only VR. In terms of the numbers, we had **211 closures this year**. This number is down, but for a number of valid reasons. Instead of working on quantity our staff is encouraged to work on quality of outcome. More than that, it is down because we've devoted this year to coming to understand the new environment in which VR and our Agency would need to operate, including what the new common measures would be; including developing a business relations unit consistent with the new federal mandates. We've also tried to develop some new independent living programs and a number of other process changes to enhance our efficiencies, all for the benefit of our constituency. Dan commented that he has urged that our team understand that despite the fact we live in a world of evolving change and expectation that we reiterate we are here for two principle purposes: training and education of blind/vision impaired and deaf blind people, and the second is that investment result in jobs.
- **WE Team:** After considerable work on this pilot, we found ourselves challenged to keep and ultimately attract enough professional level staff to make the WE team a viable statewide option at this time. Additionally, we encountered unexpected telephonic and technological challenges with FACTS. Dan commented that he continues to believe in the WE team as a national model for insuring high level professionals and significant uniformity at the front of entrance process. This pilot experience will be used to train and prepare us to do better. We'll do a reflection and figure out what needs to be done well. Until we can do it well, we'll go back to the original way of taking incoming calls at the local service centers. We will take some of the things developed from the WE team, including the initial point of contact form, which gathers a lot more demographic information up front. This will enable the counselors, who get the information, to have to do significantly less work. Undertaking innovative ideas is a highly risky process; it's particularly so in state government where you don't always have the flexibility to bring on staff as quickly as you would hope, remove staff as quickly as you would hope, and make other changes you might make, with less restriction in private industry.
- **Hammonton office moving to Atlantic City**, which is going to create significantly more access opportunity for consumers in the south. Verizon will have appropriate data-lines installed by the 12th and the Department of Transportation will have the necessary reconstruction done by the 15th; facilitating a move by the middle of December.
- Fr. Jim graciously joined the Agency on 11/3 for another very successful **bi-annual statewide staff development seminar**. Almost 300 CBVI staff gathered in New Brunswick for a day of conversation about the Commission's mission; how we function as a team; how we want to broaden and strengthen our marketing work.

Rick asked, with the 50% reserve required for supportive employment and 15% reserve required for transition, is that a dramatic change for the Commission, and can we handle it. Dan replied that yes, we can handle it, and yes, it is a dramatic change. Particularly for the 50% obligation to devote supportive employment money to youth; we are going to really need to cultivate some stronger relationships, and we are doing that through a program we have established called the

Youth Employment Solutions Program (YES). It is a branch of TCNJ's Work Skills Prep Program. Job coaches will be working with graduates/alumni of the Program, who have not yet found employment, supportive or otherwise. The YES Program is going to achieve not only the objective federal requirement, but in fact, truly jumpstart and create opportunities for those who need supportive employment. In terms of the 15% for our transition age youth, Dan noted that EDGE, SHARP, Bonner, and WSP are all going to be enough, coupled with the work of our transition counselors on a year-round basis, and the work that many of our teachers do with transition age work. In an effort to make sure we can audit our expenditures, we have established 5 new service categories. The federal agency that oversees our work, the Rehabilitation Services Administration, has said it is going to be understanding of and inclined to offer technical assistance to those agencies that are in good faith working hard to achieve these goals. Dan reported that he had conversations with Camp Marcella; we may find occasion to promote their camp; use their property for some training in the summer; there may be some ways on a smaller scale to incorporate Camp Marcella and resources they have. John added – one of the significant changes with the Pre-Employment Transition Services (Pre-ETS) that was not in previous iterations of the law, is that we are not only serving students with disabilities who are eligible for VR services, but we are mandated to serve students with disabilities that are potentially eligible. That means, any student either in secondary or post-secondary education from ages 14-21, who have not been determined ineligible, (that's a full universe of students with disabilities). Now, because we have education services, any student that was receiving education services from the Commission was automatically referred at age 14 to a transition counselor. We've identified many of the students with disabilities, who are blind/vision impaired or deaf/blind, through that process, so our transition counselors have rather large caseloads; it is all the individuals potentially eligible and those eligible for VR. We are going to look at how to creatively serve all that population. We believe our sister agency at DVRS has a greater challenge, because they have identified 76,000 students that have an IEP throughout the State. Then the challenge is also that 504 eligible; so that represents a very large number of consumers that aren't even identifiable by the State as a whole. DVRS is going to have to rely on relationships with school districts to make those referrals and identify all of those students, so they can provide the services. Amanda commented that about 95% of those who would be eligible for pre-employment transition services are known to us through our education unit, and those that aren't known to us are known to the school districts largely because of other relationships with them. So they know to reach out to us when the student is in HS to refer.

Rick asked if there any program threatened to be short-changed because of these new 50%, 15% financial requirements. Dan replied, no, not at present. Dan added that there are states that are worried that adult rehab may, in some ways be jeopardized, because of the requirement to spend an existing pot of a finite pie on other topics directed by congress. We think that we have sufficient state dollars and have used our dollars in a sufficiently effective way that we can continue to provide the services we offer. John added that some states are faced with the reality that they are not able to serve everyone that walks through their doors, and they have to go into an order of selection.

- Dan reported that the **Agency received a 2 million dollar re-allotment** from those dollars that some state agencies turn back of their federal resources that they could not spend. CBVI has asked for that sum of money to help us incur the costs of the IT service case management system we are acquiring. It is a larger amount then we would ordinarily ask to have returned to us, but given this new obligation to purchase this new system, we asked and were successful in having it given to us.

John Walsh added additional items to the State/Federal Update:

- With regard to the CSAVR Fall Conference, one of the items coming forward in the year 2020 is the **100th anniversary of the public VR system** in this country and we are also thinking that is the time when the WIOA will also be up for reauthorization. In order to prepare to celebrate the public VR program, and to look at where we want to take the program beyond 2020, CSAVR is doing a nation-wide environmental scan of all 80 VR agencies across the country. They have asked that every VR agency have 10% of their staff participate in an on-line survey to gather information from VR professionals and administrators about what is happening in each of the particular states. We are in the process of identifying 10% of our staff to participate in this survey and will robustly participate to share information with this national body as we move forward.
- Another item that is going to be critical in this next year, a **major change in administration on the national level**. A change of leadership is expected in the DOE at the RSA. Janet LaBreck is currently the Commissioner of RSA; it is anticipated all of the staff on that level will be submitting letters of resignation, and there will be a whole new group of leadership coming in. Typically the Commissioner of RSA can take up to a year to fill that position; assuming Ed Anthony would assume the acting commissioner title; he certainly has a long history with RSA and would maintain the ship as these changes go forward. One of the key missions of the SRC is advocacy for getting a message out to support the public VR system. The SRC is in a critical role right now to express our needs and concerns in our community. We've made so much progress in federal hiring, with schedule A hiring; with Obama administration Executive Orders; that any federal contractor had an aspirational goal of hiring 7% of their workforce be individuals with disabilities. So, we need to keep an eye on what's happening on the national and state level, and continue to have our voice be heard; to make sure those we serve are not dismissed in this changing environment.
- As mentioned at a previous meeting, we are obligated to do a **comprehensive statewide needs assessment**; required under the law that each state VR agency review the needs of not only those we serve, but those who are currently not served. This means identifying those un-served or under-served populations, and also looking at the needs of the students with disabilities, and youth with disabilities, to develop a plan to guide us in the next 3 yrs. on how we provide services. We are currently in discussion with one of the national technical assistance centers at San Diego State University, to assist us in undertaking this assessment. Will also be looking to the SRC as well, in what type of activities will occur. One of the activities recommended by the Council was to assess our consumers who are receiving assistive technology services. We will be doing a variety of activities; we will be bringing suggestions to the Council and getting recommendations. More to come as we enter 2017.

Susan Head asked if, at the federal level, there is a specific agency to advocate to, in case of negative changes affecting blind VR agencies. John noted that the National Council of State Agencies For The Blind is our trade organization that represents the blindness VR agencies across the country. Also, the National Federation of the Blind (NFB) has always taken an active role in political advocacy around issues that affect blind and vision impaired and deaf blind individuals; the American Council for the Blind as well. Dan noted, if anyone is wondering what governmental entities to register views about the importance of blindness specific VR, or the importance of VR in general, until we hear anything different, one should still go to Department of Education RSA and register their perspective there. Also, may want to register perspective on VR and the general workforce program as it relates to disability. Also, with the Office for Disability Employment policy in the US Department of Labor, and increasingly outside of the VR field for issues of disability rights, as it relates to disability and education, concerns can be registered with the Justice Department, and

with the President's Committee on the rights of persons with disabilities would be another federal forum that exists for registering concerns as protection and advocacy organizations. RSA still has and will continue to have a person responsible for P&A, and for programs of that nature, and for registering concerns. Amanda recommended to the Council, given this new time and the challenges we may face, they may want to consider creating an advocacy committee to keep its pulse on what's going on around disability and employment on the state/federal levels, and to come up with ideas on reaching out to appropriate entities and whatnot. Dan commented that there is real value in the Council having an instrument for delivering targeted advocacy that is done in close collaboration with the Agency, as it represents the Agency's perspective and then serves as an advisor to CBVI. The idea of forming such a sub-committee will be added to the next agenda for discussion. Susan commented that she was thinking more about a potential role our parent agency could play - National Disability Rights Network – they definitely have their finger on the pulse of legislative changes, and whether it's at the state level or one of the blind federal agencies connecting; to see about the potential to work together on issues. Dan concurred; there are a variety of organizations out there that we certainly know about and would use within the confines of what we are able to do as administrators of a state agency, but certainly the SRC has some liberty and flexibility and could take a hold of that. John commented that often times we have on the councils a legislative subcommittee and it seems that now, more than any other time, we need to be part of that and maybe tap into some of these national organizations; i.e. National Disability Rights, the National Federation of the Blind – they do legislative updates. This way we are all informed about what's coming down the pike as far as potential legislation. Then, we can get folks empowered to start the advocacy efforts. As council members it may be our role to look at each of our organizations that we belong to, and share with the Council what's being broadcast on some of these alerts. Rick offered to summarize and report on anything that he hears the Federation is doing. The NFB will be going to Washington at the end of January and he is on the State Legislative Committee. Jonathan commented that an advocacy committee subcommittee would be a wonderful thing to consider; it's very important. Rick asked that advocacy be put on the agenda for the next meeting. Assuming we have a quorum, we can talk more about this committee and get one set up.

Vocational Rehabilitation Unit Report – WE – YES Program Update:

Amanda Gerson reported:

- **WE team:** Staff on the team are maintaining their roles through the end of December to finish up any consumers they've been assisting, to get them opened up, or respond to any inquires.
- **VR Updates:** Working with CBVI's training coordinator, on a VR 101 training series, as there are a number of new counselors within the Agency and there have been a lot of changes in our system. First topic will be around Social Security, Medicaid/care benefits, and work incentives. There's a lot out there for our consumers in terms of work incentives and planning, so they can maintain benefits until they reach financial independence and stabilization in employment. Will also be doing training around IPE development; creating goals and objectives so they are targeted and measurable. Then, a more in-depth training will be given around supportive employment, the law and changes. John also commented on the BENJ program, which is going through significant changes. The way we train potential managers for our locations is now linked up to the Hadley Institute for the Blind. They go through an on-line training program that is very comprehensive; they do on-the-job training at various locations that are operating now in the State. Many current operators are going to be retiring in the next few years, and we want to start recruiting new individuals to come into this program. We want our chair on the Committee of Blind Managers to come to that meeting as well. We want to enter

into, not only having locations on state/county/federal buildings, but also in negotiations with our first private entity to establish a micro-market. John also commented to Susan that he wants to have the counselors understand the role of the client assistance program; need to go back and revisit all those core principles within the VR program. We want our counselors to be ready for this new environment. Amanda commented on educating our counselors on the other workforce partners we have - adult education and literacy, etc., and how we can leverage those, as well as more information about DDD services; then other social service programs like housing, etc. She pointed out that many of our consumers have additional challenges outside of the scope of what we can provide. Amanda noted that one of the tangibles coming out of the WE team is an internal resource guide, a list of non-profits, private organizations in the different counties; this will be posted internally.

- **YES:** is a new development pilot in our contract with TCNJ; we identified 25 alumni of WSP, who also graduated from HS and seeking employment, and would be good candidates for additional supports. They have brought on-board support specialists; they know our consumers; most of them are special educators. They will be paired up with a consumer and within a 90-day period will create a Person Centered Planning tool, a brochure, a visual resume and a standard resume. Then facilitate the customized employment meeting, with all the individuals who are going to help that consumer obtain employment, have a conversation of what was found in the discovery process and help lay the groundwork to move that individual to the next step. Then, also assist in developing, customizing, obtaining employment. The next milestone would be the person stabilized and retained in his/her position. Kelly commented that we are working to perfect this system that we brainstormed. We are not supplanting job coach agencies; so the supportive employment agencies will still pair up a job coach that will work and provide the follow along services with the individuals; we'll be that extra layer of support. We've had a couple of successes in the past few months; looking forward to rolling it out. Amanda noted that we are very much taking the perspective of partnership, team focused approach. The YES program really provides the necessary assistance and supports to the counselors; the VR counselor is 100% in the loop, participating in the process; communicating with the consumer, college. Dan commented that this program really does, in innovative ways, add significant capacity to what we have done for those who need supported employment. We serve such a diverse population and without comprehensive programs we will be leaving people behind – don't want that. This is a pilot program to see if our methodology is successful.

Subcommittee Reports

Resource: Danielle noted she had nothing new to report. She will reach out to fellow co-workers and circulate the list to see if anything can be added. John noted that the list this committee compiled was given to our information referral team (WE); we now want to take what the committee developed and what our WE team developed, and get it into a format that can be used by our counselors. Kelly noted she will re-look at the list also to make sure the TCNJ resources are on there and what categories it would cover.

Evaluations: Rick reported that he received a draft set of questions from the Eagleton project. He will forward to committee members for review. Amanda will set up a phone conference or meeting for some time next week to discuss further.

SRC Annual Report: Amanda reported that an initial draft has been completed (except for 2 more success stories). Will be sending to Fran for any editing. Expect a final draft before the holidays.

Business Relations (BR): Kelly reported that her team held a conference call with the CBVI BR team to determine how they could be more supportive. Talked about continuing to network, develop work opportunities, and share leads with the BR team. Also, this subcommittee plans to review the Agency portfolio content and materials once it is a little more finalized. Amanda commented on the expanded relationship with TCNJ Communications Department to help us create communications materials around a video about the Agency. The portfolio will include materials targeted at businesses and employers, as well as general informational pamphlets. They will help us take a look at our web presence and make suggestions to update our website. They will make recommendations about how we can better leverage DHS's social media presence, and have our voice heard through them a little more. Also exploring the use of Public Service Announcements (PSAs) and other means of communication. She commented that she is looking forward to having the subcommittee review these materials and provide feedback. John commented on the orientation video; consumers will be able to watch a brief overview of the Commission. He noted that we have Department approval to move forward; it is part of our strategic plan. This partnership is just another way of expanding our network and creating new partners without having to really use a lot of funds to do it. Rick offered assistance in producing PSAs; his organization is willing to help.

Policy Committee: Fr. Jim was not in attendance to report on this committee. Susan commented that she did an initial review of documents, otherwise, has not been involved in any direct policy review. Moving forward, she is very willing and interested to review CBVI's administrative code, proposed changes. Dan noted that when 95 comes out, (VR portion of the admin code), we will definitely want to share with this committee. John noted that we anticipate a very comprehensive change to 95; then eventually that will flow into changing our general code, which is 91. Susan commented that she would also be interested in looking at the Randolph Sheppard code. Dan commented that it will be out in the NJ register. He said he would be happy to share the draft. As soon as he sees it is going to the NJ register, he will send it to Susan and Fr. Jim.

Old Business, New Business, Comments:

Rick asked about the financing plan for the new education rules. Dan reported that a formula was developed that we are going to potentially use. This was done internally with our Director of Blindness Education; John and Dan reviewed, along with CBVI fiscal staff. A meeting is scheduled for 12/8 with Chris Baily, Head of finance and general operation at the DHS, to review the proposal. Fundamental characteristic: we will no longer have funding levels; any tier that a student is put in is going to be based on the amount of time and types of services that might be consumed, but will not limit any service; we will now have a tier system that will determine length of service, but it will not restrict in any way the services that can be offered; from consultative to comprehensive – any service will be available. Tiers are largely based on the amount of time that the IEP needs from our Agency. Transition related issues are another tier; a tier for students in supported employment type environments. When the document is vetted and endorsed by DHS, Dan promised to share the document. Rick requested that when this new code is approved, having Ms. Scott come in and talk about it with the SR would be a good idea. Dan noted that the SRC will have an opportunity to comment; the Council could comment collectively; he urged that the Council comment to him directly; certainly could also comment in public. He added that he can certainly put Eva back on an upcoming agenda to summarize the most salient changes that will be part of 10 92, once the funding formula is vetted and approved. Dan commented – does the funding formula we've devised guarantee we will continue to have the same funding levels that were available under the contract system - the answer

to that is yes. Essentially we need about 5.5 million dollars to administer our statewide K-12 blindness education program. Our estimates of where students might likely fall, we've created a funding system that will see at least 6 million dollars in revenue raised, and the funding proposal indicates that we won't exceed an increase; it'll be determined by the executive director, but we will endeavor to make sure that funding increases on an annual basis, never exceeding 3%.

Susan asked about the 211 successful closures; she was wondering what percentage of those individuals are ticket recipients; to what extent will the changes in WIOA reduce the number of tickets CBVI receives. She commented that she assumes transition students will not be receiving a ticket and was curious whether or not CBVI knew that. Dan commented that he didn't know what the fraction is of the 211 that have tickets; he hoped that a lot of them do, and are assigned to the Commission. He said that we have had substantial increases during the last year of our Social Security reimbursement that came from the ticket program, which we will invest back into our Agency's work. This year, we brought in excess of a million on Social Security reimbursement. He explained that the SS program will reimburse VR agencies once a person has found employment and is exceeding substantial, gainful activity, and is no longer receiving SS. We then get those monies back, based on what we spent, and can use the money for VR type purposes. John commented that we know that many students with disabilities do not access SSI until they turn 18, because prior to 18 you must consider the parent income as part of the eligibility. John concurred with Susan; for those 14-18 they would not be ticket to work holders; however, with the majority of them as they transition into our general VR services, we are greatly encouraging them, if eligible, to apply for SSI. We know it opens up additional supports and we also know under WIOA that VR agencies are also looking to see if we can link up with Medicaid community waiver programs in the State to assist our consumers to get additional supports. Dan commented that it is our practice that we make sure consumers, who are given a ticket at the appropriate time, understand it is their ticket. We hope and ask if they'd like to invest their ticket with us, but people need to understand it is their ticket to use. We are transparent about that and do not simply take a ticket without telling them because they don't know they have one. Also, we still provide services to those that say they are not going to assign their ticket to the Commission.

Kris Tucker offered assistance from NJ Transit in reference to the transportation component of any of the programs. She cautioned to present plans and ideas as soon as possible; NJT going through transition; she can walk anything into the group, with accessible services as a whole, or Access Link in particular – just need as much time as possible. John thanked Kris for her assistance with this.

Adjournment

A motion was made and seconded, to adjourn the meeting. All were in favor, and the meeting was adjourned at 12:00 p.m. Dan wished everyone a happy holiday season. He shared his appreciation and thanks for all of the effort, emotionally and intellectually, in terms of time, energy and expense that everyone has given during this last year to the SRC. He noted that work is being done to fill the vacancies with colleagues who share the same commitment. On behalf of Fr. Jim, Rick thanked everyone for their work, time, travel, and investment. He commented that it pays off for our consumers and for our community.

The next SRC meeting is scheduled for Friday, February 3, 2017 at JKTC.

Respectfully Submitted,


Christine Cooper, CBVI – Administrative Assistant