

DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF DIRECTOR

ACTION REFERRAL

TO <i>Single fax</i>	DATE <i>10-31-07</i>
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DIRECTOR'S USE ONLY		ACTION REQUESTED	
1. LOG NUMBER 000234	<input checked="" type="checkbox"/> Prepare reply for the Director's signature DATE DUE <i>11-7-07</i>		
2. DATE SIGNED BY DIRECTOR	<input type="checkbox"/> Prepare reply for appropriate signature DATE DUE _____ <input type="checkbox"/> FOIA DATE DUE _____ <input type="checkbox"/> Necessary Action		
<i>Dr. Huidada</i> <i># 234</i> <i>make nec. action</i> <i>thru: Jan 11/2</i>			

APPROVALS (Only when prepared for director's signature)	APPROVE	* DISAPPROVE (Note reason for disapproval and return to preparer.)	COMMENT
1.			
2.			
3.			
4.			



American Network of Community Options and Resources
 A National Network of Providers Offering Quality Supports to People with Disabilities

1101 King Street, Suite 380 • Alexandria, Virginia 22314 • 703-535-7850
 www.youneedtoknowme.org • www.ancor.org

See page 12 + attachments

Take them

What is source of his "contribution"?

How much spent in

of his lobbyist's efforts?

SC Hwy 405 sewer Provisions



paid by National Foundation

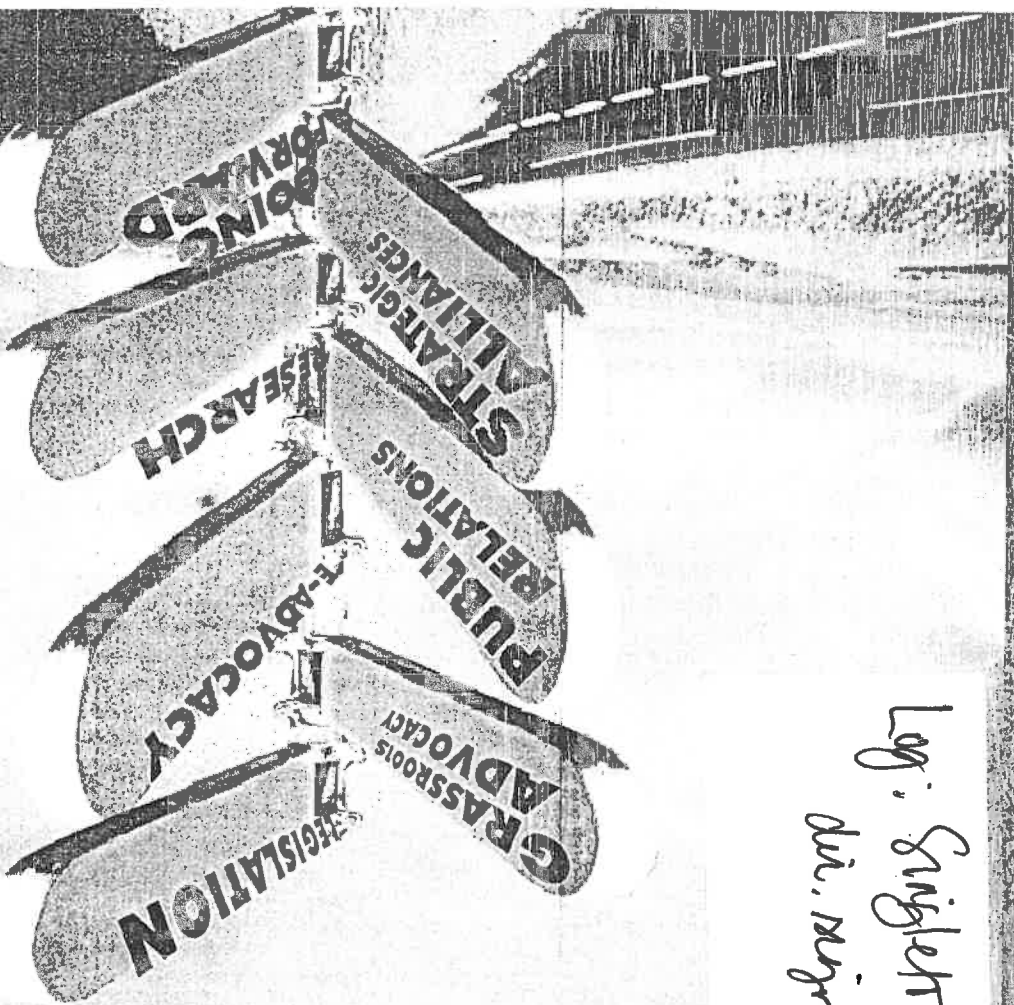
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SEP 11 2007

Director, William A. Lindenberg
 OFFICE OF THE DIRECTOR



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LEADING THE WAY

2006-2007 Annual Report of the
 ANCOR National Advocacy Campaign

A Message From the NAC Chairman

Dear Friends and Colleagues:

A group of ANCOR's leading CEOs met over five years ago because they wanted to take "more forceful action on our issues". The result was the launching of the National Advocacy Campaign (NAC), which was to have a singular focus on the direct workforce crisis. How the NAC would develop, what could be done and how long it would last was unclear at the time. Extraordinary accomplishments have since been made, and the NAC has played a key role in positioning ANCOR as the undisputed leader in dealing with the workforce crisis.

Our legislative efforts include the initial success in Congress and in many states with the Direct Support Professionals (DSP) Resolutions, the introduction of the *Direct Support Professionals Fairness and Security Act* (H.R. 1264) in the 109th Congress and most recently the re-introduction of this bill (H.R. 1279) in the 110th Congress. Outreach efforts to the U.S. Department of Labor led to the national pilots involving the public workforce development system. Our very effective public relations activities have helped put a face on our issue, and our grassroots efforts have greatly expanded our base of support.

Although much has been done, the real challenge lies ahead. Now that we have a bill in play, we must do everything we can and use all of the available resources to seek its passage. We must continue to educate the public and policy makers about the important role our direct support workforce plays in providing cost-effective and high quality supports and services. Just as important, we need to make it very clear that the pervasive lack of adequate funding is placing this system of supports at great risk.

The NAC has enjoyed broad support and participation by ANCOR members; however, the reality is that most of the work and most of the financial support has come from a smaller but very committed group. We have a great opportunity to make some remarkable progress in the coming year and we ask you to consider taking steps to participate more fully in our efforts.

Sincerely,

Ken Lavan

Ken Lavan

Chair

NAC Steering Committee

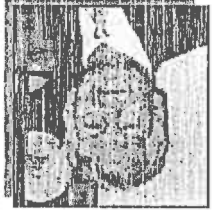


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A Message From the President

Dear Friends:

When we first embarked on the National Advocacy Campaign (NAC) in 2001, we were advised to be patient; that passing legislation at the federal level is very difficult. For most of us, our experience in the legislative arena has been at the state level, where it's possible to take our ideas and see them voted on in the same session or year. Not so on the national level, where it takes time and persistence to get your message heard and build up a sponsor base. Quite literally, it takes years and years to move a bill through Congress.

Still, undaunted and embodied with a sense of urgency to move forward, ANCOR volunteers worked diligently to define our objective, assemble a team and raise funds for the NAC. Right out of the gate, we got a taste of how difficult this really would be and we learned to compete. Our message is but one of many being sounded out in the offices on Capitol Hill. Plus, we are competing in the face of terrorism, a war and political upheaval. However, in the 109th Congress our determination never waned and we ultimately succeeded in gaining strong support for our House legislation, the *Direct Support Professionals Fairness and Security Act* of 2005. We were on a roll.

We ended the 109th Congress with an impressive 86 bill co-sponsors from 33 states. But, we can't stop there; not now that we have the attention of our legislators. There were 18 states with no sponsors, and some of those states have a strong ANCOR member presence. For example, out of a total of 76 House members in Florida, Texas and Illinois, there are only five co-sponsors. We must keep on and we must do even better. This bill has just been reintroduced to the new Congress and ANCOR stands ready. Are you ready, too?

The time has passed when members can rely on someone else to do the work. The time has come when we must all use our clout as constituents. The National Advocacy Campaign needs YOU to contact your legislators and ask for support of the *Direct Support Professionals Fairness and Security Act*. If we all pull together, there's no doubt we can reach our objective. Visit www.youneedtoknowme.org and find out how you can get involved and get ready, now.

Sincerely,

Peter Kowalski

Peter Kowalski
President
ANCOR



Representative
Lois Capps (D-CA)



Workforce Legislation and Grassroots Advocacy

Without question, 2006 was a year of legislative achievement for ANCOR's National Advocacy Campaign (NAC) on many different levels. This success is due in no small part to the great level of participation from the ANCOR network and partners around the country who took up the charge with unparalleled zeal and dedication.

The greatest tribute to these efforts is the number of supporters we established by year end. We closed 2006 with 86 U.S. Representatives committed to H.R. 1264, the Direct Support Professionals Fairness and Security Act of 2005. That's 61 Democrats and 25 Republicans representing 33 states and Puerto Rico. Forty U.S. Representatives joined the legislation in 2006, at a rate of more than five a month when Congress was in session.

H.R. 1264 (like every bill not signed into law before Congress adjourned in December) died with the close of the 109th Congress. However, 81 of the bill's co-sponsors are returning for the 110th Congress and the legislation's lead sponsors, Representatives Lois Capps (D-CA) and Lee Terry (R-NE), remain very committed to the issue.

Building a foundation of federal legislative champions has been one of the NAC's primary goals. We now have that solid foundation of support in the U.S. House of Representatives. A quieter, more strategic approach in the United States Senate is expected to yield fruit in 2007.

Of course, none of this would have been possible without you. As the late Speaker of the House Tip O'Neill said, "All politics is local." The power you yield in this campaign cannot be understated and this past year proved that beyond the shadow of a doubt. ANCOR created materials, organized activities and raised awareness about the issue in numerous ways, but it was the calls, letters and meetings orchestrated by you and others that made the difference.

In just over a year, ANCOR's and its partners' members helped generate more than 45,000 letters to Capitol Hill through individual efforts and utilization of ANCOR's Action Center and WhoWillCare.net, the online partnership between ANCOR and United Cerebral Palsy. In addition, ANCOR members took their message straight to Capitol Hill in 2006 as part of a series of organized fly-ins, an ANCOR Capitol Hill briefing, and the ANCOR Government Affairs Seminar.

Grassroots in Action

On July 27th and 28th, ANCOR's National Advocacy Campaign for H.R. 1264 showcased its strength. The grassroots power behind ANCOR took to Capitol Hill to drive home the urgency of wage reform and the need to put an end to the direct support workforce crisis. ANCOR providers, direct support professionals and people with disabilities from Georgia, Pennsylvania and New Jersey flew into Washington, DC to bring the strength of their firsthand experiences to their respective representatives. The fly-in was one leg of a multi-tiered grassroots approach applied this summer to garner greater support for H.R. 1264.

Some of those participating in the fly-in included Pennsylvania's David Losinno, president & CEO of SPIN, Bernice McHale and Judy Dotzmon of SPIN; Carol Mitchell,

president & CEO of Verland, Mary Catherall and parent Janet Long from Verland; Patty Sipe, executive director of Keystone Service Systems, Ruth Ortiz and parent Marsha Schlosberg of Keystone; Georgia's Marietta White, executive director of Normal Life of Georgia; Pam Chance, executive director of Southern Home Care Services; Jeffrey Shrewsbury and Erica Dixon of ResCare, Inc.; and Steven Neff of Association of ResCare, Inc. New Jersey's Yolanda Howard, Legislative Services, Inc., and Samuel Jenkins, executive director of Our House, Inc.; DSP Alison Malinak; and Diane Quinton of YAI.



Ready for their Hill visit, L-R: Erica Dixon of ResCare, Marlette White ED of Normal Life of GA, Pam Chance, ED of Southern Home Care, Steven Neff of Association Legislative Services, Inc, and Jeffrey Shrewsbury of ResCare.

These grassroots lobbying efforts, which also included state-level meetings and outreach, were coupled with online and offline activities intended to raise awareness and build grassroots support for the direct support workforce crisis. These activities included press releases, media outreach, the dissemination of regular NAC updates, partner recruitment and media outreach, the creation of a cartoon entitled American Worker that garnered more than 50,000 views through the WhoWillCare.net Web site. The result of these activities was coverage newspapers, articles or links on Web sites, articles in newsletters, exposure to new audiences and the accumulation of more than 30,000 e-advocates that the NAC can communicate with in minutes.

All said, the success of 2006 in legislative supporters, our enthusiastic grassroots network, enhanced data and so much more, have set a new standard of achievement for NAC. With your continued support and dedication, we look forward to building on these achievements to make 2007 the year the direct support workforce earns the increase in wages and respect that have been long overdue.

Public Relations

Taking advantage of and creating new media opportunities is vital to the success of any undertaking. ANCOR monitors media coverage and subscribes to newswire services that enable dissemination of information to journalists, list ANCOR as a media resource, and answer queries from journalists.

Another public relations tool put to use by ANCOR this past year was a Capitol Hill briefing. Held in conjunction with the July Washington fly-in for Capitol Hill meetings with members of Congress, ANCOR hosted a breakfast briefing on H.R. 1264. The Direct Support Professionals Fairness and Security Act. Headliners were the bill's lead sponsors Representatives Lois Capps (D-CA) and Lee Terry (R-NE), who educated more than 60 health care staffers and bill supporters on workforce issues and the pending legislation. Advocacy campaign partners, The Arc, UCP and Lutheran Services in America, participated in both the briefing and in alerting their grassroots network to urge members of Congress to sponsor the bill.

ANCOR board member Richard Carman, Sr. VP of Advocacy for Mosaic, moderated the briefing and a panel consisting of Representatives Capps and Terry; Claudia Schlosberg, JD, of the Blank Rome law firm; Ken Lovan, senior vice president of government relations, ResCare; Samuel Jenkins, field coordinator of the New Jersey Self-Advocacy Project; Henry Lottimer, parent advocate from Vienna, Virginia; and Bill Jenkins, DSP from Mosaic. The briefing covered the effect of the worker shortage and wage crisis on the recruitment and retention of DSPs, and the technical issues

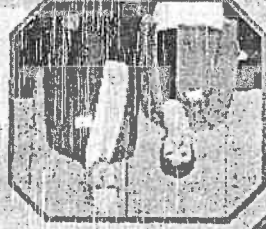
surrounding the legislation. High points of the briefing were personal testimonies from a person who relied on DSP support, and a DSP who spoke to the importance of time and skills necessary to build trust and solid relationships with the people they support and the many personal rewards of this career. The briefing was capped with a parent's moving account of his fears regarding his adult child's future and her need for the support of dedicated DSPs now and in the future.

In February 2007, ANCOR launched a contest to help honor and promote the stars of the direct support workforce. ANCOR members were asked to nominate deserving Direct Support Professionals to give the workforce national recognition while fueling advocacy initiatives on its behalf. ANCOR will publicly acknowledge every nominee and will announce state and national honorees at its 2007 Management Practices Conference. Through press releases and other promotional activities, the awards and the stories the nomination process reveals will help ANCOR and its membership further educate lawmakers, the media and the general public on the importance of the direct support workforce.

Other highlights of this past year also include ANCOR articles in industry media, such as *Exceptional Parent*, *Guest* and the University of Minnesota's *IMPACT* magazine. National Disability Employment Awareness Month in October afforded an occasion to supply member agencies with materials for use with their local media. ANCOR also identified the national tour of the Tony Award winning musical *The Light in the Piazza* as a media and member outreach opportunity and published materials to assist.



Briefing on Capitol Hill: L-R, National Advocacy Campaign Chairman Ken Lovan; speaker DSP Bill Jenkins, Mosaic Delaware; Samuel Jenkins, field coordinator of the New Jersey Self-Advocacy Project



ANCOR CEO Renee Pietrangelo is pictured with Capitol Hill Congressional briefing speaker and parent advocate Henry Loftimer, Vienna, Virginia.



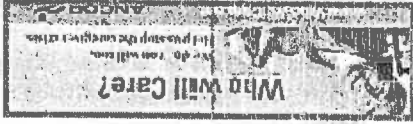
Congressman Lee Terry (R-NE) discusses pending legislation of the Capitol Hill briefing.

Strategic Alliances

One of the strategies employed by ANCOR early in the National Advocacy Campaign was to maximize the potential of partnerships. Over time, the power of these partnerships has been an important component to realizing the NAC's strategies.

To date, the NAC has formally partnered with the U.S. Department of Labor, United Cerebral Palsy, Lutheran Services in America, The Arc of the United States, and the National Alliance of Direct Support Professionals. These partners have enabled ANCOR to further its objectives regarding direct support workforce development and compensation. Very importantly, their respective memberships have buoyed ANCOR's grassroots success in introducing legislation on Capitol Hill and securing sponsorships from members of the U.S. House of Representatives.

To make the workforce wage issue more local, ANCOR participates at the National Conference of State Legislators annually, hosting a booth manned by staff and member volunteers to draw attention to the DSP workforce crisis and the critical need for state action.



Research

Balancing anecdotes with facts is an effective advocacy strategy that ANCOR understands and utilizes well. To this end, the National Advocacy Campaign remains committed to securing the best available data to shed light on the very real challenges facing the direct support workforce

Some highly significant successes were realized in 2006. In June, the Office of the Assistant Secretary for Planning and Evaluation (ASPE) of the U.S. Department of Health and Human Services issued a report to Congress entitled *The Supply of Direct Support Professionals Serving Individuals with Intellectual Disabilities and Other Developmental Disabilities*. This compelling report is an update to a previous report issued in November 2004. Its publication is the direct result of a dialogue that ANCOR began with ASPE at its 2003 Governmental Activities Seminar.

In addition to the statistical workforce snapshot provided via the ASPE report, ANCOR surveyed its membership on Direct Support Professional wages and convinced national partner United Cerebral Palsy to do the same. The survey yielded 163 state specific responses from 42 states, providing fresh data from the field.

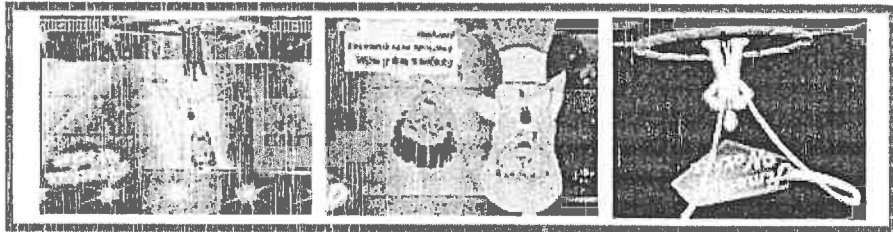
To ensure that a strong foundation is in place to lead future research initiatives, the ANCOR Research Committee was created. Chaired by member Jim Weeks, Sunrise Community Services, the Research Committee will facilitate the development, acquisition, management and utilization of data, information and issue papers to support ANCOR's strategic priorities and activities. The committee will be a valuable partner to the National Advocacy Campaign as well as all other ANCOR divisions.

LEADING THE WAY

E-Advocacy

Now more than a year underway, the ANCOR/UCP joint e-advocacy campaign is sprouting new strategies, and they are paying off. In 2005 a dynamic website, www.whowillcare.net, was introduced. Making use of a double entendre, the www.whowillcare.net online grassroots campaign to generate sponsors for the *Direct Support Professionals Fairness and Security Act* (H.R. 1264) got underway, securing more than 50,000 letters to Capitol Hill since inception. This past year, the partnership capitalized on the viral capacity of the Internet to spread the word. In an effort to build broader awareness while pursuing our legislative goals, *American Worker*, an animated parody of Fox hit *American Idol*, was born. The Internet campaign pits Flip "The Fry Guy" against Carrie Caregiver in a light, entertaining singing competition contrasting two completely different professions with comparable compensation. The production is a little edgy and, like the [WhoWillCare.net](http://www.whowillcare.net) Web site, is intended for audiences beyond the disabilities community. It resonates with a broad audience in language and terms they easily understand.

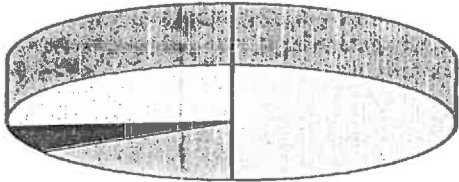
American Worker garnered over 50,000 Web views and generated 6,500 new letters to Capitol Hill in support of H.R. 1264. It relied solely on viral communications, such as emails, forwards, tell-a-friend messages, electronic newsletters and blogs to promote viewership. If you haven't seen it, check it out at www.whowillcare.net.



Fundraising

In 2006, ANCOR member voluntary contributions to the NAC reached \$1,572,194. Add to this countless volunteer hours and pro bono work, 2006 was an unforgettable year of advancement for ANCOR's workforce legislation initiative. The NAC was also the recipient of \$10,000 from the Edith Trees Charitable Trust.

- ☐ Education
- ☒ General
- ☐ Administration
- ☐ Legislative Advocacy
- ☐ Public Relations



2006 NAC Expense Breakdown

	\$	%
Education	\$24,345.29	15.72%
General Administration	\$11,811.91	7.63%
Legislative Advocacy	\$41,341.04	26.69%
Public Relations	\$77,382.85	49.96%
Total National Advocacy Campaign Expenses	\$154,881.09	100.00%





Year of the DSP

Despite many Campaign successes and the strong foundation that has been built, much work remains to be done. It's a harsh reality that too many lawmakers, too many opinion leaders, and too many of our neighbors simply do not know who Direct Support Professionals are, what they do, or how the tremendous strain on this critical workforce affects everyone. That is why ANCOR is making 2007 the year of the Direct Support Professional.

New Theme

The NAC has advocated for Direct Support Professionals since its inception. In 2007, we will be advocating with Direct Support Professionals. Their stories and voices will drive much of the Campaign agenda, including its new theme, *You Need to Know Me*. The NAC will make the case with personal stories and strong data that everyone has a commitment to know and advocate for the direct support workforce. *You Need to Know Me* because a community-based health care system fails without me. *You Need to Know Me* because you or someone you love will depend on me. *You Need to Know Me*. I'm a Direct Support Professional. The new theme will be rolled out with a new Web site, www.YouNeedtoKnowMe.org, new collateral materials and a series of new initiatives detailed below.

Legislative Initiatives

United States Representatives Lois Capps (D-CA) and Lee Terry (R-NE) have already introduced the *Direct Support Professionals Fairness and Security Act of 2007* (H.R. 1279) into the new Congress. Our committed lead sponsors will join the NAC in securing co-sponsors for the legislation while pressing for a hearing in the United States House of Representatives on the direct support workforce crisis. ANCOR also expects to introduce companion legislation in the United States Senate some time later this year.

Direct Support Professional Contest

As part of the *You Need to Know Me* initiative, ANCOR is honoring the stars of the direct support workforce and will use their stories to help advance the National Advocacy Campaign's advocacy agenda. After the honorees are announced at the 2007 Management Practices Conference, ANCOR will work with its members to gain public recognition for all nominees through media outreach and promotion through vehicles like www.YouNeedtoKnowMe.net.

YouTube.com Partnership with Therap Services

YouTube.com is a free video sharing Web site that has become a global phenomenon as well as a viable resource for strategic advocacy. In the Spring of 2007, ANCOR will launch a YouTube.com contest in partnership with ANCOR sponsor Therap Services. The contest presents ANCOR with a unique opportunity to accumulate new direct support professional stories, recruit additional support for the National Advocacy Campaign and build broader awareness about the direct support workforce crisis among a young, internet savvy demographic. The NAC does regularly reach

WhoWillCare.net Refresh

The WhoWillCare.net partnership with United Cerebral Palsy will continue to thrive in 2007. The Web site was recently refreshed and a series of new activities, including the monthly release of Direct Support Professional interview clips and a new cartoon in the fall, will keep the campaign fresh throughout the year.

Fly-ins and Fly-outs

The National Advocacy Campaign has had good success bringing providers, families and Direct Support Professionals to Washington, D.C. to meet with targeted Members of Congress. More ANCOR members will visit Capitol Hill in 2007 and the National Advocacy Campaign will also make an effort to send its leaders out to targeted states this year for advocacy meetings and trainings.

Research

The NAC will work in collaboration with ANCOR's new Research Committee to improve the value and reach of its data. This will include additional surveying of ANCOR members and the memberships of ANCOR's national partners.

Katrina DSP Video

In 2006, ANCOR co-sponsored the production of a documentary chronicling the extraordinary commitment to people with disabilities. *Direct Support Professionals* demonstrated when hurricane Katrina hit New Orleans. The final video, produced by Volunteers of America, will be released in the first half of 2007 and the National Advocacy Campaign will lend support to maximize exposure for the documentary and its important messages.

Strengthening Partnerships

The National Advocacy Campaign enjoys support from a variety of arenas and will continue to seek formal endorsements from additional organizations in 2007. Watch for an endorsement form to come your way in the spring of 2007, as your support will be critical in winning endorsements from new national, state and local organizations. These new partners will be invaluable in helping to build support for our legislative agenda while raising awareness about the direct support workforce crisis.

Thank you for your continued support of the National Advocacy Campaign.

The NAC has always been viewed as a marathon, not a sprint. Working together, meaningful victories have been realized and some lasting rewards are now within our reach. Let's make 2007 our best year yet!

Lynch Community Homes, Inc. Lynch Management Services Mainst Services, Inc. Mainstream Living, Inc. Miami Cerebral Palsy Residential Services, Inc. Delaware County ARC Independence Creative Care for Reaching Community Partners, Inc. Community Living Opportunities Price	Potomac Center, Inc. Quality Life Concepts, Inc. Region IV Family Outreach, Inc. REM Wisconsin, Inc. of Greater Dayton Residential C.R.F., Inc. Residential Management Systems, Inc. Residential Support Services, Inc. Richmond Services, NFP	South Dakota Association Of OH NYSACRA New Hope Village New Hope Community, Inc. Services, Inc. Delaware County ARC Developmental Services Network Discovery Living, Inc. Downeast Horizons, Inc. DSNWK Exceptional Persons, Inc. Families Plus, Inc.
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Leading The Way 2006-2007

Christian Care Communities
Central KY
Christie, Inc.
Clarke County ARC, Inc.
CMR Leadership Institute

Volunteers of America of Vermont Council DMHs
Mosaic - Garden City
Nabors Association of Private Resources
Northview Developmental Services, Zachary House, Inc.

Individual Contributions

Kelley Abell
 Cynthia Allen-de Ramos
 Sharon Allen
 Gregory Anderson
 Roy Anderson
 Anonymous
 Kaye Aschinger
 Kimberly Austin
 Zhonetta Bailey
 Ellen Ball
 Sheila Barker
 Craig Barnum
 James Beach
 Dan Berkowicz
 Peter Bina
 Debbie Birchler
 Charles Bogard
 Willie Branderhorst
 Rod Brown
 Linda Brochin
 Morgan Brochin
 Stacey Brown
 Kathi Brundt-horn
 Lisa Burck
 Sharon Byers
 Leslie Calabrese
 Joanna Cordini
 Steve and Shelly Correl
 Beverly Christensen
 Christian Opportunity
 Center - staff
 Celsie Cipro
 Trish Clay
 Arlene Connors
 Debra Cook
 Tom Daniels
 Adelaide Daszkam
 Linda Daughters
 Theresa Davis
 Carolyn Day
 Norma De Kruiter
 Mary & Gary DeFrancesco
 Gary DeJong
 Mary Ann DeJong
 Connie DeMaddis
 Dorn DeMerritt
 Andrea Dixon
 Youcef Djedid
 Michael Dodge
 Marcia Dollarschell
 Mary Jo Dougherty
 Barb Driscoll
 Peg Dubord
 Andre Easten
 Linda Edler
 Mickey Edwards
 Tena Etkhoff
 Elaine Ehlers
 Richard Formsworth
 Barbara Fisher
 Alissa Fortie
 Penny Freeman
 Margaret Peggy French

Joanne Fritz
 Kimberly Gaddie
 Gayle Gouveau
 Laura Giesk
 George Gordon Jr.
 Donna Gray
 Catherine Guyer
 Charles McMillan
 Brandi McNeal
 Mary Meinders
 Carmen Meling
 June Melodia
 Jim Mesnor
 Pat Mazzyk
 Brenda Medema
 Nancy Minghoff
 Cynthia Henderson
 Lynette Holloway
 Robert Hook
 Roxanne Hugley
 Bonnie Humes
 Karen Hurst
 Adrienne Hurt
 Ken Hyndman
 Barbara Jackson
 Dee Jackson
 Samuel Jenkins
 Jeffery Jensen
 Elbert Johns
 Robert Johnson
 Beverly and Douglas
 Jones
 Jeff Jowdy
 Judith Katz
 Deana Keys
 Janis King
 John Foul Klyn
 Kim Koelner
 Aaron Koskamp
 Amy Kovalick
 Amy Kovalsky
 Kelley Krinke
 Tom Laing
 Stacy Lamontagne
 Ed Lampich
 Shirley Lapour
 Karen Lou Laslay
 Eric Latham
 Linda Loul
 Meghan Lounius
 Karen Lawrence
 Karly Lafoge
 Clark and Estelle Leslie
 Tammy Liet
 Dee Lind
 Denise Litrell
 Kenneth Loven
 Jennifer Lowe
 Donna Maravich
 Mary Mason
 Lauren May
 Thomas McAlvovich

Melia McBurney
 Jerr McConduess
 Diane McComb
 Crys McCuin
 Brian McDermott
 Margaret McHenry
 Mark McInnis
 Charles McMillan
 Brandi McNeal
 Mary Meinders
 Carmen Meling
 June Melodia
 Jim Mesnor
 Pat Mazzyk
 Brenda Medema
 Nancy Minghoff
 Cynthia Henderson
 Lynette Holloway
 Robert Hook
 Roxanne Hugley
 Bonnie Humes
 Karen Hurst
 Adrienne Hurt
 Ken Hyndman
 Barbara Jackson
 Dee Jackson
 Samuel Jenkins
 Jeffery Jensen
 Elbert Johns
 Robert Johnson
 Beverly and Douglas
 Jones
 Jeff Jowdy
 Judith Katz
 Deana Keys
 Janis King
 John Foul Klyn
 Kim Koelner
 Aaron Koskamp
 Amy Kovalick
 Amy Kovalsky
 Kelley Krinke
 Tom Laing
 Stacy Lamontagne
 Ed Lampich
 Shirley Lapour
 Karen Lou Laslay
 Eric Latham
 Linda Loul
 Meghan Lounius
 Karen Lawrence
 Karly Lafoge
 Clark and Estelle Leslie
 Tammy Liet
 Dee Lind
 Denise Litrell
 Kenneth Loven
 Jennifer Lowe
 Donna Maravich
 Mary Mason
 Lauren May
 Thomas McAlvovich

Victor Shaw
 Tamara Shaffer
 Susan Scott
 Betty Schulte
 Reina Schneider
 Tompeit Ten Schoenfelder
 Tom Schmura
 Brenda Schilling
 Barbara Rothenberg
 Jeff Rutledge
 Nancy Rose
 Sharon Rook
 Fred Romkema
 Angelo Rogers
 Carolyn Rieley Hill
 Ekaterina Rigig
 Cheri Rickabaugh
 Teresa Rees
 Nancy Potter
 Linda Polakovic
 Susan Wilchery
 Susan Wilchery
 Lynn Berman, YAI
 Kelly Abell, Capitol Solutions
 Daryn Demeritt, Field Goals
 Carol Mitchell, Verland Foundation
 Denise Patton-Pace, Patton-Pace Communications
 Lisa Ramirez, Ramirez Communications, LLC

ANCOR National Advocacy Campaign

Leading The Way 2006-2007

National Organizations Endorsers

The Arc of the United States
 American Association on Intellectual and Developmental Disabilities
 CARF--The Rehabilitation Accreditation Commission
 National Association of State Directors of Developmental Disabilities Services
 CCL (The Council on Quality and Leadership)
 The National Alliance of Direct Support Professionals
 United Cerebral Palsy

ANCOR National Advocacy Campaign Steering Committee

Members

Chair: Ken Iovan, ResCare, Inc.
 Lynn Berman, YAI
 Rob Braun, Christian Opportunity Center
 Rich Carman, Mosaic
 David Doh, The Mentor Network
 Ann Hardiman, NYSACRA
 Mary Lampner, The Chimes
 David Toeniskoetter, Dunganvin

Staff: Renee Pieirangelo, CEO Murphy Homes Ex-Officio: Peter Kowalski, John F. Suelien Galbraith, Government Relations Director

Communications Lisa Ramirez, Ramirez Communications, LLC Denise Patton-Pace, Patton-Pace Carol Mitchell, Verland Foundation Daryn Demeritt, Field Goals Kelly Abell, Capitol Solutions



ANCOR National Advocacy Campaign

The American Network of Community Options and Resources

ANCOR NATIONAL ADVOCACY CAMPAIGN UPDATE

July 2002

The ANCOR National Advocacy Campaign has made significant progress over the past year. This past May's CEO summit was a watershed event, evoking both Administration and Congressional support for our efforts (see June 2002 issue of *LINKS*). We continue to forge ahead on multiple fronts, a summary of which follows. Since September 2001, ANCOR has received contributions totaling more than \$300,000 to support the campaign. This has provided us with the resources we need to gain momentum. To continue at the same pace and level, however, will require additional and expanded support beyond the 75 ANCOR member agencies and affiliates who have contributed thus far. After you've taken a moment to read about our progress, visit the ANCOR web site at www.ancor.org to view our eight-minute campaign video overview, which has been very well received at state provider association meetings and among ANCOR member agencies nationwide. ***Please take time out today to view it!*** Encourage others to see it and to give generously.

ADVOCACY

The Department of Health and Human Services responded to our call for more provider participation at the state level and for financial relief from the one-time costs associated with moving consumers from an institution into the community. The Lobbying Task Force is now turning its full attention to the workforce crisis.

With the help of Barbour Griffith and Rogers (BG&R), ANCOR has initiated a series of meetings with the Departments of Labor and Health and Human Services to ensure private providers have a seat at the table as the Bush Administration continues its work on the New Freedom Initiative.

Currently, we are asking that the Labor Department's proposed stakeholder listening session be divided into a series of regional meetings so that the voices of those closest to the problems affecting our workforce can be heard. To help raise awareness and appreciation of the direct support professional workforce, we are advocating that the Department provide grants and other opportunities to help providers train workers and their supervisors. We also hope to share with them examples of innovative practices around the country so that they can help foster similar seeds of opportunity in other states and communities.

As we learn more about what the Department is doing to help address the workforce crisis, we expect additional opportunities to weigh in with our recommendations. Finally, we have asked Secretary Chao to be the keynote speaker at our September conference in Washington to discuss her department's New Freedom Initiative activities.

At the Department of Health and Human Services, ANCOR counsel Haley Barbour, along with several key members of the Ohio congressional delegation, have recommended that ANCOR President Than Johnson be appointed to the Medicaid Community Services Reform Task Force, which will advise HHS on how best to remove barriers to community living for the MR/DD population. We will soon be meeting with key HHS personnel about their proposed workforce demonstration project, which is currently under development.

To raise consciousness on Capitol Hill about the crisis affecting direct support professionals, we are working on finding a sponsor for an ANCOR-drafted congressional resolution recognizing:

- The challenging work performed by direct support professionals, and
- The crisis providers are facing in recruiting, retaining and training these workers.

We have also scheduled a briefing on July 22 for congressional staff to help educate them about the private provider community, the *Olmstead* decision, the New Freedom Initiative and the workforce issue. Finally, we are working with senior members of the Senate Special Committee on Aging to encourage them to begin taking a closer look at the workforce issue and its impact on our nation's commitment to move more people with MR/DD into the community.

PUBLIC AWARENESS

Building a strong foundation is the prelude to any kind of activity, including public awareness. Before taking our cause to the American people, the Public Relations Task Force of the National Advocacy Campaign Steering Committee, is working to inform ANCOR members about the National Advocacy Campaign and encourage each of them to get involved.

A series of focus groups garnered strategic input from the ANCOR membership and important affiliated organizations to shape a campaign slogan. Working with the research and taking into account the many nuances and connotations, "Enriching the lives of American with disabilities; Direct support professionals make a quality

difference" became the maxim. This has been supplemented with a focused theme for presentation at the National Conference of State Legislatures later this month---"**By empowering Americans with disabilities, direct support professionals strengthen all of America.**" With this in place, attention was turned to creating a poignant campaign video and brochure package. First unveiled at the March 2002 ANCOR Winter Conference in Myrtle Beach, the video and brochures have been presented at 11 state provider associations and numerous agencies. The touching visuals and stirring message resonates with the audiences and, very significantly, campaign membership is rising. There are currently 75 ANCOR members and affiliates supporting the campaign through financial and in-kind contributions.

Immediately following the campaign's launch, PR lent support to the backbone of the campaign, the Fundraising Task Force. A package of materials delineating the National Advocacy Campaign's key messages was developed and is now in use by the committee, regional directors and state affiliates.

In the works is a campaign membership kit loaded with materials for grassroots activities with employees, families and local civic groups. Step by step, the Public Relations Task Force is creating the pieces and building the resources to take the campaign to a higher level---public awareness---which we hope to kick off in January 2003 with a series of nationally broadcast public service announcements. Broadcast time on its 69-station national network has been generously donated by Sinclair Broadcast chairman Dennis Smith. We hope that funding for development of the public service announcements themselves will come from ANCOR member support.

RESEARCH

The Research Task Force, with help from the broader campaign leadership, has continued to focus its efforts. Since the Winter Conference in Myrtle Beach and the CEO Summit in May, we have analyzed the data currently in our possession and have noted existing gaps in data. Our first efforts to harvest data by a comprehensive survey of selected members did not yield enough data to allow us to proceed. We were fortunate, however, to have a large number of state surveys forwarded by the membership. Joe Lubarsky, a principal consultant with BDO Seidman, proposed that we shift from collecting new data to extracting what we need from existing validated studies and proxies. The committee believes the use of proxies may actually enhance the finished product and be more relevant than internally derived data as it will be more reflective of the labor markets in which we must compete.

Our failure to pay competitive wages has depressed our costs relative to what they might fairly be expected to be. A study based solely on our own data therefore would

under-reflect costs. Lubarsky made a further recommendation, noting that rather than using BDO staff, which would be costly, much of the data gathering could be done by a qualified graduate student. The committee concurred and a graduate student has been employed to collect and organize numerous data sources and materials, make contacts and request data, acquire additional studies, and ultimately provide BDO Seidman with the composite data needed to assemble an analysis of reasonable costs for our services. With the uses of proxies and data from the various longitudinal studies provided by members of ANCOR, Lubarsky anticipates having preliminary information to share with the ANCOR members at the fall Governmental Activities Seminar in Washington, D.C.

As this summary demonstrates, the issues surrounding workforce shortages have been raised to a significantly high level of awareness within the Administration and Congress. We cannot let these efforts die on the vine because of lack of financial support. Please do your part; make a commitment today to contribute to the ANCOR National Advocacy Campaign.

Patricia L Harrison

I was advised that no Babcock Center funds were paid to ANCOR lobbying

From: "patricia harrison" <plh.cola@worldnet.att.net> eFfnt.
 To: <GHendrix@babcockcenter.org>
 Cc: "Janis Summers" <jsummm@msn.com>; "Fred Schmidt" <fsch1369@aol.com>
 Sent: Monday, March 25, 2002 1:35 AM
 Subject: ANCOR and financials

From VP Finance of Babcock

Gil, in reviewing the financials, I noted that January expenses included a payment of \$6,278 for membership dues for the "National Advocacy Program." The National Advocacy campaign is a VOLUNTARY contribution IN ADDITION to the regular dues. It was my understanding that the only payments we have made or plan to make to ANCOR are the regular dues and the fees paid to actually attend conferences. Please provide me with a year to date list of all payments made to ANCOR from any source at Babcock for any reason (amount, purpose and date) and a list of all payments made to ANCOR for 200-2001 fiscal year. Thank you.

Are our board packages available on line? I understood that was to occur some time ago to save postage, etc. Please advise.

What is our status on hiring auditor for 2001-2002 fiscal year. The board will be making that selection and the auditor will be reporting directly to the board both during the audit and after audit is prepared.

Please provide me with an explanation for the "HUD restricted deposits" and the depreciation reserves. What are the parameters for use of this \$\$\$?

What happened to the \$

Why are our salaries for housekeeping up 46% this year?

The "salaries manager" is listed as \$8,824 and there is no budgeted amount for that item. Who is this and what are they doing?

Please provide me with a copy of our agreement with the auditor.

What is included in "caregiver fees" and why is this so far below budget? What can this \$\$\$ be used for?

What are our plans for increasing use of respite. Who is our respite coordinator?

Why are our allocations for Administration almost \$250,000 over budget? What does this include?

We are over \$400,000 below budget on CTHI. What is being done about this. Can we use this money somewhere else or will we lose it? What are the parameters for use of this money?

What is included in "enhanced services" and why are we over by half a million?

What is included in "other" and why are we over by more than \$200,000?

What are our total expenditures to date on outside CPA firms (for any reason) and what was the total for the last fiscal year?

Did you include a copy of our agreement/contract with McNeary Insurance Consulting in the contracts you have mailed to me? (I haven't received yet). If not, please send.

Please provide us as much notice as possible for any increases such as the health insurance surprise.

Thanks.

Trisha

Patricia L Harrison

From: "Patricia L Harrison" <plh.cola@worldnet.att.net>
To: [REDACTED]
Sent: [REDACTED]
Subject: Budget and Audited Financial Statement

FY1. I just received via FOIA request Babcock's budget to date (October) and 03-04 audited statement. Interesting - in spring of 02, without Board request, Jim Christian requested a grant to refurbish Clusters in the amount of \$500,000 was my recollection. In sworn testimony a couple of weeks ago, Bill Barfield said that it was \$750,000. Sure enough, DDSN paid Babcock \$750,000 for a "capital grant" to renovate Clusters. It looks like that money has been just sitting there?? My understanding is that they were working on the first house (out of six) when Clusters was closed. Who was supposed to get the contracts to do the work and were bids taken pursuant to state procurement policy?

Legal fees for FY 05 year to date appear to be 105.7% over budget - that would probably not include the cost of legal fees paid by insurance companies in these settlements.

Dues and subscriptions - they are 343% over budget. I heard something about Babcock making inappropriate contribution to ANCOR - an organization Rip and Johnson have been actively involved in. Don't have confirmation.

Liability insurance is up 113.7% - I'm surprised it is not more. Actual to date was 14,968. Interestingly, cost of liability insurance for October was \$4,863 - which was 178.9% more than budgeted. Looks like they had a big increase during the year.

In allocations, they have budgeted 1,398,008 for "Medicaid services" and show none being paid all year. ??????

Under the asset column - last year's current assets was \$3,878,608. This year's was \$2,201,210. Last year's "unrestricted assets" was \$3,718,600 - this year's was \$382,854. "Temporarily restricted" assets were down by almost a million dollars.

This year, there were \$1,073,911 assets "released from restrictions", compared to \$192,119 released last year. Hmmm?

Administration costs for "Supporting Services" were up about \$600,000 over last year. I thought they have been cutting administration? Exhibit D says that they are eliminating seventy-six employee positions - if they have an increase in "supporting services," does that mean they have cut back on direct care staff???

For 2004, there is a negative \$4,238,694 "adjustments to reconcile (decrease) in Net Assets." Statement in audit says that they had a \$4.2 million loss last year, but they expect a "positive cash flow" in FY 2005 of \$1.2 million!

In FY 04 they sold securities of \$695,767.