



NCCDD

North Carolina Council on
Developmental Disabilities



2015

ANNUAL REPORT

OUR MISSION

The North Carolina Council on Developmental Disabilities (NCCDD) works collaboratively, across the state, to assure that people with intellectual and developmental disabilities (I/DD) and their families participate in the design of, and have access to, needed community services, individualized supports, and other forms of assistance that promote self-determination, independence, productivity, and integration and inclusion in all areas of community life through culturally competent programs. The Council awards its funds to help communities become more inclusive of people with I/DD and to promote the goals of the DD Act for all North Carolinians with I/DD and their families.



THE YEAR IN REVIEW

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Disability advocates gather before The ADA Legacy Tour bus to commemorate passage of the ADA in Raleigh in May 2015.



**Chris Egan, NCCDD
Executive Director**

A YEAR OF PROGRESS

Reflecting on the past year, we have much to celebrate! In addition to working on a wide range of Council efforts to create positive change, we also recognized the 25th anniversary of the signing of the Americans with Disabilities Act (ADA). The law determined that people with disabilities have the right to equal opportunity and access in integrated communities.

To celebrate, we traveled across the State of North Carolina with The ADA Legacy Tour to honor the signing of the ADA.

The tour highlighted major milestones and progress about how far we have come, while also reminding us of what we still need to do make full inclusion a reality.

In July, the NCCDD partnered with the Alliance of Disability Advocates, Center for Independent Living for the Triangle Access Awards to honor individuals, businesses and organizations in the Triangle area whose awareness and actions have resulted in greater accessibility and inclusion in the community for people of all ages and abilities.

We built many partnerships during our ADA events in Greensboro, Raleigh and Charlotte with legislators, dignitaries, business leaders, educators and others who thanked those on the disability front lines while acknowledging the work still needing to be done.

NCCDD expanded accessible funds for education and disability awareness through our Jean Wolff-Rossi for Participant Involvement Fund to allow people with I/DD and their family members to attend conferences to improve their knowledge and networking skills for advocacy. We also hosted a series of listening sessions across the State to prepare the new NCCDD Five-Year State Plan, which will debut in 2016. Our aim is to think about our communities five years from now guided by a vision of high expectations. We met with people with disabilities, family members, friends and other stakeholders to learn about what is working well and what needs to change. All we learned will help us establish the goals and objectives of our Five-Year Plan to guide the work ahead.

This year also saw the passage of the Achieving a Better Life Experience (ABLE) Act, a significant milestone when it comes to disability rights. NCCDD supported legislators who worked diligently to pass the ABLE Act, which will allow people with disabilities and their families to save money for disability-related expenses without losing their benefits. What great progress for people with disabilities in NC!

Council members expanded their leadership reach and NCCDD's representation statewide and nationally. Highlighting just a few, Adonis Brown was selected to the National Association of Councils on Developmental Disabilities (NACDD), and also inducted into the Advocate Leadership Circle. Nessie Pruden Siler now serves as a Transportation Committee member of the NC Emergency Preparedness Initiative for People with I/DD.

As we expand opportunities for people with disabilities in our State, we must continue to strengthen our current partnerships while establishing new relationships to promote and advocate for a more informed, inclusive and integrated North Carolina.



**ADA 25th
Anniversary**



**Senator
Tommy
Tucker**



**ABLE Act
Signing
in NC**



Triangle Access Awards



NEW COUNCIL MEMBERS

In 2014 - 2015, Governor Pat McCrory appointed nine new members to the North Carolina Council on Developmental Disabilities.

- **Karen Armstrong** from Summerfield, NC, filling the Council's public at large position.
- **Wendy Boyd**, from Jacksonville, NC, a parent of a person with a developmental disability.
- **Courtney Cantrell**, representing the Division of Mental Health/ Developmental Disabilities and Substance Abuse Services.
- **Mary Edwards**, representing the Division of Aging and Adult Services.
- **Jason Faircloth**, from Clinton, NC, a self-advocate.
- **Dr. Joshua Gettinger** from Asheville, NC, a parent of a person with a developmental disability.
- **Cheryl L. Powell** from Wilmington, NC, a self-advocate.
- **Nessie Pruden Siler** from Manteo, NC, a self-advocate.
- **Jim Swain**, representing the Division of Vocational Rehabilitation.



2014 HEFNER AND RIDDLE AWARDS

NCCDD's annual awards ceremony honors community members and professionals who are working to make the State a more inclusive and integrated place for people with disabilities. The 2014 ceremony was held during the November Council meeting in Raleigh.

Named after former NCCDD Council member and tireless advocate for people with intellectual and developmental disabilities (I/DD), The Jack B. Hefner Memorial Award recognizes community members who advocate for people with I/DD across the State of North Carolina. In 2014, the award was given to self-advocate Kurt Timothy Reid, who advocates for individuals with autism.

In 2014, the Council introduced the Helen C. "Holly" Riddle Distinguished Service Award in honor of former executive director Holly Riddle who served the Council for over 20 years. The award recognizes professionals who have made lasting contributions towards improving opportunities, breaking down barriers and promoting increased quality of life for people with I/DD.

The Helen C. "Holly" Riddle Award was given to Joan Johnson, executive director of Beyond Academics at University of North Carolina - Greensboro; and Maureen Morrell, special projects director for the Autism Society of North Carolina (ASNC).

Johnson leads the nationally recognized North Carolina post-secondary education programs for students with disabilities, which was funded by NCCDD in its early stages. Morrell has advocated for individuals on the autism spectrum and currently works with ASNC's 50 chapters and support groups across the State.



NCCDD Council Chair Ron Reeve, Maureen Morrell, NCCDD Executive Director Chris Egan, Joan Johnson and Kurt Timothy Reid at the 2014 awards ceremony.

2014 AWARD WINNERS

**Jack B. Hefner Memorial Award
Kurt Timothy Reid**

**Helen C. "Holly" Riddle
Distinguished Service Award
Joan Johnson
Maureen Morrell**

ADA25 CELEBRATION



NCCDD's Adonis Brown and Chris Egan with DHHS Dep. Sec. Sherry Bradsher and Dr. Robin Cummings before the ADA Legacy Tour Bus in Raleigh.

To commemorate the 25th anniversary of the Americans with Disabilities Act (ADA), the North Carolina Council on Developmental Disabilities (NCCDD) brought the celebration to the State in May and June with The ADA Legacy Tour. Celebrations of the landmark legislation, signed by President George H.W. Bush on July 26, 1990, took place across the nation, and the tour engaged the community as a whole.

NCCDD arranged three tour stops that were met with great fanfare from the community. The tour visited North Carolina on May 3-4 in Greensboro; May 5-6 in Downtown Raleigh; and June 7-9 in Uptown Charlotte.

Each stop included great leaders in education, public policy and the private sector who are doing their part to build inclusive communities for people with disabilities in North Carolina.



In Greensboro, NCCDD partnered with University of NC - Greensboro and Beyond Academics, the post-secondary education program for young adults with disabilities. NCCDD partnered with its former initiative to bring this celebration to the UNCG campus.

Keynote speaker Dr. Mike Mayer gave a rousing speech to discuss the importance of advocacy and the importance of post-secondary education for young adults with disabilities.

The students of Beyond Academics also surprised the crowd with a flash mob dance choreographed to the number one hits of 1990, the year the ADA became a law.

In Raleigh, the tour met with visits from various state agencies, community members and distinguished guests who celebrated the ADA. Legislators Sen. Tommy Tucker, Rep. Verla Insko, Sen. Tamara Barringer and US Congressman David Price and more gave remarks and speeches. The tour stop also received a visit from Governor Pat McCrory.



Students from UNCG's Beyond Academics celebrate during The ADA Legacy Tour stop in Greensboro.



With sponsors Wells Fargo, US BLN and NC BLN, NCCDD Chair Ron Reeve and Chris Egan launched the Disability Rights Museum on Wheels in Charlotte.

In Charlotte, NCCDD welcomed the tour along with opening of the Disability Rights Museum on Wheels. Wells Fargo, US BLN and NC BLN kicked off the museum's national tour with NCCDD, which will end in 2016.

The anniversary celebration is themed "Disability Rights Are Civil Rights," citing the law that gave civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age and religion. The ADA also assures equal opportunity for individuals with disabilities for access to businesses, employment, transportation, state and local government programs and services and telecommunication.



ADA **DISABILITY RIGHTS ARE CIVIL RIGHTS**
25 anniversary from 1990-2015

TRIANGLE ACCESS AWARDS

The North Carolina Council on Developmental Disabilities (NCCDD) collaborated with the Alliance of Disability Advocates - Center for Independent Living and NC Museum of Natural Sciences and commemorated the 25th anniversary of the ADA at the Triangle Access Awards presentation and reception on July 21 at the Museum of Natural Sciences in Downtown Raleigh.

The Triangle Access Awards honored people, businesses and organizations for their work in increasing awareness and improving access for people with disabilities in areas such as architecture, assistive technology, attitudinal barriers, communications/sensory and universal access.

The event featured North Carolina's former Department of Health and Human Services Secretary Aldona Wos, MD, who addressed the guests and presented a proclamation from Governor Pat McCrory.



DHHS Secretary Wos with Governor's proclamation



NC Governor Pat McCrory



US Congressman David Price



NEW FIVE-YEAR PLAN

In 2015, NCCDD launched its Five-Year Plan process to gather input from the disability community in regards to its goals for next five years (Federal Fiscal Years 2017-2021) for direct supports and services.

The planning process for NCCDD's Five-Year Plan included listening sessions that were organized and scheduled in June and July across the State seeking participation and providing input to help achieve the changes and improvements that North Carolina needs for the disability community.

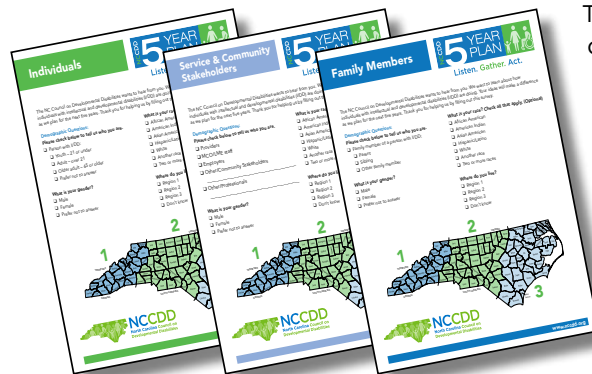
At the listening sessions, the Council staff asked questions and gathered information about what is working for the disability community; what needs to change, and how could it be changed?



Additionally, in partnership with the Carolina Institute on Developmental Disabilities, the Council developed a community survey, which also gathered input from the disability community.

The Council's goals and objectives with the State's Five-Year Plan will be drafted from input received from the listening sessions, the community surveys and conversations with leaders in the disability community, people with intellectual and other developmental disabilities (I/DD), their families and supporters.

Once confirmed, the Five-Year Plan drives the Council's work in the community by funding innovative initiatives that promote inclusive and integrated communities for people with I/DD.



The State Plan is developed in accordance with the Developmental Disabilities Assistance and Bill of Rights Act of 2000 (DD Act).

NCCDD UNVEILS NEW LOGO AND WEBSITE



This past spring, the North Carolina Council on Developmental Disabilities launched a bold new look to reflect a Council that seeks to broaden community outreach.

The Council's new look and feel came through its updated color scheme and logo that represented the blue skies and forestry of North Carolina along with the Council's statewide reach for the I/DD community.

The branding was revealed on a new and updated website that promotes events, advocacy and the Council's initiatives. It uses the most up-to-date technology and is also Section 508 compliant, or accessible for people with disabilities. New features also include:

- **Simple and Responsive Website** that adjusts to different devices - from desktop computer monitors to mobile phones.
- **Rotating Banners** highlighting timely programs and events and lets you click quickly for more details.
- **New Blog - Hot Topics**, which is updated with the Council initiatives and happenings across the State.
- **Calendar/Upcoming Events** that is updated with activities of the Council as well as activities across the State. Through the calendar, the Council can announce various activities in North Carolina that support the disability

The new inviting look aims to make NCCDD a place where the community can find their voice and get involved to help continue its mission to promote integrated and inclusive communities



1. Simple and Responsive Website
2. New Navigation Bar
3. Rotating Banners
4. Icons Highlight Important Messages
5. Easy Signup

ADVOCACY AND LEADERSHIP

These initiatives provide resources and training for community members and professionals in the disability field to become stronger advocates for disability services and supports in North Carolina.

Partners in Policymaking *Advocacy Institute, Inc.*

Partners in Policymaking is a nationally replicated and cutting-edge leadership and disability advocacy training program for parents of school-aged kids with developmental disabilities and self-advocates.



Advancing Strong Leaders in Intellectual and Developmental Disabilities

University of Delaware

Advancing Strong Leaders in Intellectual and Developmental Disabilities (ASLiIDD) is a leadership development initiative for early career professionals in the intellectual/developmental disability field in North Carolina. ASLiIDD offers participants a forum to come together with a faculty of national experts on progressive supports for people with intellectual and other developmental disabilities (I/DD).



North Carolina Association of Direct Service Providers *Benchmarks, Inc.*

This initiative established a state chapter of National Association of Direct Support Professionals to advance the quality of the workforce that supports individuals with disabilities through increased competency, professionalism and a voice in decision-making.



Safety and Security: Addressing Domestic Violence and Sexual Violence Against People with Intellectual and Other Developmental Disabilities

The Rape Crisis Center of Coastal Horizons, Inc.

The Safety and Security initiative will increase the capacity and knowledge of domestic violence and/or sexual assault service providers about the needs of victims who have intellectual and other developmental disabilities.

Sibling Support

First in Families of NC



This initiative will create sibling leadership in North Carolina by providing education, advocacy tools and community organizing so that siblings will be well supported in their roles and relationships with their siblings with I/DD.

COMMUNITY CAPACITY BUILDING

Project Search

Cincinnati Children's Hospital

This high school transition initiative is a business-led, one-year, school-to-work program that combines classroom instruction, career exploration and relevant job-skills training through strategically designed internships for students with I/DD.

State Employment Leadership Network (SELN)

NCCDD

SELN brings together state developmental disability agencies for sharing, educating and providing guidance on practices and policies around employment to its members under the guidance of National Association of State Directors of Developmental Disability Services.

Learning and Earning After High School: The Role of Transition Services in Raising Expectations and Attitudes for Students with I/DD

Western Carolina University

This initiative creates a sustainable approach to providing transition services and resources for students with I/DD, even for those with the most complex of these disabilities.

Upward to Financial Stability

National Disability Institute

The initiative provides education and training to spread financial awareness and conduct financial literacy training to individuals with I/DD and their families to raise expectations on building financial assets.

Emergency Preparedness

North Carolina Department of Public Safety

This initiative implements and maintains a program that is inclusive of persons with I/DD and builds capacity for disaster preparation, emergency response and related procedures and systems.

Reaching the Summit of Success

University of Massachusetts

This initiative builds on the past and current work in NC to assist the State in developing new policies and expanding promising employment and transition practices to increase employment for individuals with I/DD. This program offers students with I/DD experiences and interactions with other students within the context of a typical college environment; integrated with access to the activities and services a college provides its students.





DISABILITY SYSTEMS CHANGE

Bridging Practice and Policy: Transitions from Adult Care Homes

Disability Rights North Carolina

The goal of this initiative is to build a blueprint that will assist individuals with intellectual and other developmental disabilities (I/DD) to transition from Adult Care Homes to homes of their own, with the appropriate services and supports. The initiative includes a pilot program to demonstrate the success of the blueprint.

Guardianship

DHHS Division of Aging and Adult Services

This initiative will develop an ongoing, self-sustaining framework for improving alternatives to guardianship. The initiative will support consultation and technical assistance to support the development of policies and practices, relative to guardianship and alternatives to guardianship, that advance integration, productivity, independence, integration, inclusion and self-determination for people with I/DD.



Medical Health Homes

Easter Seals UCP

This initiative will improve the ability to access coordinated healthcare and disability services and care and achieve valued outcomes that improve health for patients with I/DD, ensuring they receive the right care at the right time in the right setting.



North Carolina Stakeholder Engagement Group

National Association of State Directors of Developmental Disabilities Services

The NC Stakeholder Engagement Group (NC SEG) is a cross-disability advocacy initiative focusing on shaping the long-term support and service systems through meaningful engagement and dialogue with policymakers. This initiative supports a group that consists solely of individuals receiving services and their family members, and supports their education and training to be effective advocates.



NCCDD North Carolina Council on Developmental Disabilities

NCCDD PARTNERS

Under the general provisions of the Developmental Disabilities Assistance and Bill of Rights Act (DD Act), the DD Councils, the protection and advocacy (P&A) agencies, and the University Center for Excellence in Developmental Disabilities (UCEDD) coordinate and collaborate on projects, initiatives and activities they undertake to fulfill the purpose of the DD Act.*

In addition to the NCCDD, the following organizations are part of the DD network in North Carolina:



Carolina Institute for Developmental Disabilities (CIDD) is a comprehensive program for services, research and training relevant to individuals with I/DD and their families. It is the State's federally mandated University Center for Excellence in Developmental Disabilities (UCEDD).



Disability Rights North Carolina is a nonprofit organization whose team of attorneys, advocates, paralegals and support staff provide advocacy and legal services for people with disabilities across North Carolina. It is the State's federally mandated protection and advocacy system.



FFY 2015 NCCDD

ACTUAL & BUDGET REPORT

- As of November 2015

For the Period of October 1, 2014 -
September 30, 2015

ACTUAL	Amount
BUDGET	\$1,976,156
EXPENSES TO DATE	\$896,186
FFY 2015 BALANCE	\$1,079,970

BUDGET	Amount
Advocacy & Leadership Committee: Initiatives	\$400,000
Community Capacity Building Committee: Initiatives	\$124,985
Disability Systems Change Committee: Initiatives	\$320,000
Cross-Cutting Functions:	\$589,341
Council Administration:	\$541,830
Total Budget	\$1,976,156

*About the DD Act

Developmental Disabilities Assistance and Bill of Rights Act (DD Act) intends to “assure that individuals with developmental disabilities and their families participate in the design of and have access to needed community services, individualized supports, and other forms of assistance that promote self-determination, independence, productivity, and integration and inclusion in all facets of community life.

NCCDD COUNCIL AND STAFF

NCCDD COUNCIL

- **Caroline Ambrose**, person with a developmental disability
- **Karen Armstrong**, public at large
- **Amanda Bergen**, parent of a person with a developmental disability
- **Wayne Black**, Director, Division of Social Services; representative of the state developmental disability authority (DHHS) (Alternate - **Rick Zechman**)
- **Wendy Boyd**, parent of a person with a developmental disability
- **Adonis Brown**, **NCCDD Vice Chair** – person with a developmental disability
- **Lisa Byrd**, person with a developmental disability
- **Courtney Cantrell**, Director, Division of Mental Health/Developmental Disabilities/ Substance Abuse Services; representative of the state developmental disability authority (DHHS) (Alternate – **Mya Williams**)
- **Christina Carter**, representative of nonprofit group concerned with services to people with I/DD (Alternate – **Andrea Misenheimer**)
- **Eric Chavis**, person with a developmental disability
- **Anna Cunningham**, **NCCDD Secretary/Treasurer** – parent of a person with a developmental disability
- **Kerri Bennett Eaker**, parent of a person living in an institution with a developmental disability
- **Mary Edwards**, Consumer Affairs Program Manager, Division of Aging and Adult Services (DHHS) (Alternate – **Joseph Breen**)
- **Crystal Lee Foreman**, person with a developmental disability
- **Dr. Joshua Gettinger**, parent of a person with a developmental disability
- **David Michael Groves**, person with a developmental disability
- **Jason Faircloth**, person with a developmental disability
- **Lourdes Fernandez**, parent of a person with a developmental disability
- **Kathleen “Katie” Holler**, **NCCDD Vice Chair**, parent of a person with a developmental disability
- **William Hussey**, Director, Exceptional Children Program, Dept. Public Instruction; Representative of the NC Dept. of Public Instruction (Alternate – **Dreama McCoy**)
- **Rep. Verla Insko**, NC House of Representatives
- **Samuel D. Miller**, **NCCDD Committee Chair** – parent of a person with a developmental disability
- **Wing K. Ng**, parent of a person with a developmental disability
- **Desiree Peterson**, person with a developmental disability
- **Dr. Joseph Piven**, Carolina Institute on Developmental Disabilities, University Centers for Excellence in Developmental Disabilities (UCEDD)
- **Cheryl L. Powell**, person with a developmental disability
- **Ron Reeve**, **NCCDD Chair**, parent of an adult with a developmental disability
- **I. Azell Reeves**, **NCCDD Committee Chair** – parent of a person with a developmental disability

- **Dave Richard**, Deputy Sec. of Department of Health and Human Services; Representative of the Designated State Agency (DSA)
- **Clare Shocket**, parent of a person with a developmental disability
- **Nessie Pruden Siler**, person with a developmental disability
- **Vicki Smith**, Executive Director, Disability Rights NC, Representative of the State Protection and Advocacy Agency (P&A)
- **Jim Swain**, DHHS Division of Vocational Rehabilitation; Representative of the Division of Vocational Rehabilitation (DHHS) (Alternate – **Gina Price**)
- **Dr. Peggy Terhune**, CEO, Monarch; local nongovernmental agency
- **Sandy Terrell**, Director of Clinical Services, Division of Medical Assistance; Representative of the Division of Medical Assistance (DHHS) (Alternate – **Deb Goda**)
- **Sen. Tommy Tucker**, NC Senate
- **David S. White**, parent of a person with a developmental disability
- **Kelly Woodall**, person with a developmental disability
- **VACANT**: State Government Agency Department of Public Safety (Alternate – **Larry Huggins**)
- **VACANT**: Representative of Women’s and Children’s Health (DHHS) (Alternate – **Danielle Matula**)



New NCCDD Executive Committee: (l to r) Standing: Vice Chair Adonis Brown, Chair Ron Reeve, Vice Chair Katie Holler, Committee Chair Samuel D. Miller, Committee Chair I. Azell Reeves. Seated: Secretary/Treasurer Anna Cunningham, Committee Chair Carrie Ambrose, Executive Director Chris Egan.

NCCDD STAFF

- **Chris Egan**, executive director
- **JoAnn Toomey**, director of operations
- **Melissa Swartz**, systems change manager
- **Steve Strom**, systems change manager
- **Pam Dickens**, systems change manager
- **Yadira Vasquez**, business officer
- **Cora Gibson**, administrative assistant
- **Letha Young**, office assistant
- **Shar’ron Williams**, business services coordinator
- **VACANT**, systems change manager



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North Carolina Council on Developmental Disabilities

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