



Monday Morning Memo

November 10, 2008

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## Week in Review

### Monday November 3, 2008

We attended the Planning Committee for the Supported Life Conference, chaired by **Ron Manini**, to review the conference outcomes and finalize the theme and directions for the speaker for next year. The evaluations from attendees indicated another very satisfying conference experience and ranked our all of our key note speakers very high. Thank you to our coordinators **Andy and Dana Faletti** for another great year.

### Tuesday November 4<sup>th</sup> – Wednesday November 5<sup>th</sup>, 2008

We attended the National Conference of Executives of The Arc board meeting and pre-convention training for executives of The Arc. The board meeting included my treasurers report indicating the NCE will end its year with a \$20,000 profit and the election of new officers including **Tim Hornbecker**, Executive Director The Arc of San Francisco, as our new 2<sup>nd</sup> Vice President. The training featured **Tom Pomeranz** who spoke on how leaders influence others to achieve innovation and change. Other significant learnings from Wednesday include discovery of the Real Economic Impact tour of the IRS and how people with disabilities and DSPs with income below \$40,000 could receive free tax preparation and receive significant tax returns benefiting individuals and local communities. I met with **John Sorenson** of CMS and learned that most applications by states are being approved to extend transition time for targeted case management to 180 days since congress and president put a moratorium on this rule under the Deficit Reduction Act. However, after speaking with our state MFP contact, **Betsi Howard**, Chief of Long-Term Care Projects Unit, in California "it did not affect the Money Follows the Person demonstration because CMS has verbally approved transition coordination as a demonstration service (we) use the waiver authority for transition coordination."

### Thursday November 6, 2008

**Jim Stream**, Executive Director The Arc of Riverside County, and I met with colleagues from New York and Indiana to discuss a variety of strategies for promoting national developmental disabilities month established by the President's committee in March as an opportunity to promote dignity and respect and fight prejudice against people with disabilities. The national convention was kicked off local dignitaries and the keynote was delivered by **Geraldo Rivera**. Early in his career Mr. Rivera made a groundbreaking expose revealing the terrible conditions of Willowbrook state School for Children. Gerald described how in 1972 he went into Willowbrook in Stantton Island, New York where 6,500 people lived and was forever changed remembering the horrible smells and haunting sounds that stays with him today. He promised

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to remain committed to people with disabilities and their right to live in communities free from the life stifling effects of institutions. In the end he committed to The Arc that he will do a story on the anniversary of January 6<sup>th</sup> 2009 on the waiting lists and the current state of institutionalization of people with disabilities in America (several chapters and the national office have already sent stories and video).

We attended the conference for the Olmstead Advisory Committee and the Secretary of Health and Human Services, **Kim Belshe**. The Secretary reported that the Governor believes strongly that California not only has a spending problem requiring deep cuts but also a revenues problem. The administration is now looking at a current year budget deficit of \$11 billion. This is up come from the \$3 billion of almost a month ago, which was modified, to a projected \$10 billion dollars just last week. In fact Secretary Belshe announced that if the legislature does not approve the revenues there will be further cuts and if no action is taken at all the state will run out of money because we have a significant cash issue. The state is looking at approximately \$13 to \$14 billion deficit in the budget year and if no action is taken California will be trying to operate its government with a 25% whole in the budget. **Mark Hutchinson**, DDS Chief Deputy, reported that there would be a 3% reduction on purchase of services payment for services (with some health and safety exemptions) and 3% reduction to regional center operations. Mark said these cuts as proposed are permanent cuts. In further discussions with DDS officials it is their position that the 3% reduction to POS will consist of a provider maintaining their rate but receiving only 97% of what they are billing for (excluding supported employment). The administration is bringing back last year's proposals to cut the Medicaid "Optional Benefits" such as Adult dental, Psychology, Audiology, Chiropractic, podiatry, incontinence creams, etc. There will be large cuts to SSI, IHSS, CalWorks, and several other essential safety net programs.

#### **Friday November 7, 2008 – Saturday November 8, 2008**

I presented on three panels throughout the remainder of the convention. The first panel was with **Linda Petrini** on the importance of pre-employment screening and the new pre-employment tool based on the findings from her national survey of direct support professionals. The second was a plenary session with **Paul Marchand**, our public policy national director, and state directors **Mike Bright**, of Texas and **Dave Richardson** of North Carolina each discussing institutionalization in our states, the budget challenges (Texas is one of 10 states without a deficit). The third presentation was led by **Bill Tapp** of CDS on the partnership between The Arc, the College of Direct Support, and Philadelphia Insurance which is providing chapters with state of the art training and saving chapters money at the same time because of reduced turnover and a minimum of 5% reduction in insurance rates (call the state or national office for details). **Shirley Dove**, The Arc of CA Past President, chaired the National Research and Prevention Committee for The Arc presided over awards luncheon honoring **Laraine Masters Glidden, Ph.D.** for her research on family resiliency with the distinguish research award and other local chapters for their health and prevention related special projects. The luncheon culminated with donation pledges that was started with our 2008 Partners graduate **Vera Hughes** who saved money all year to give at this event and followed by the CA state chapter and local chapters and members from Ventura, Riverside, Bakersfield, San Diego, Southeast Los Angeles, and San Francisco. Congratulations to The Arc of United States and their National Conference of Executives for another successful convention and look forward to the next convention in Pittsburgh, PA.

## The Week Ahead

### Monday November 10, 2008

I will be meeting with the Leadership of The Arc of San Joaquin in Stockton to discuss membership back in the association.

Today is the deadline for comments to the Rehabilitation Services Administration (RSA) on the California Department of Rehabilitation (DOR). RSA monitors all vocational rehabilitation agencies in the nation. As part of its monitoring process, RSA would like your input regarding DOR's service delivery in the following programs: Title I, vocational rehabilitation services program; Title VI, supported employment program; Title VII, Chapter 1, Part B state independent living services program; and Title VII, Chapter 2, Older Blind program. Please provide your comments to RSA by emailing OSERS California VR Program <[CA.Input@ed.gov](mailto:CA.Input@ed.gov)> no later than November 10, 2008. RSA requests that you focus your comments on the DOR's strengths in any or all of these programs as well as suggested areas for improvement. Please be concise and constructive in your comments. RSA will consider your input, along with that from other stakeholders, in identifying specific areas to be addressed during monitoring and the activities RSA will conduct when visiting the state. At the conclusion of these activities, a report summarizing RSA's observations, recommendations and findings will be issued in late summer of 2009. The report will reference stakeholder perspectives that relate to the areas monitored in an aggregate manner.

Today is the deadline for the EPA's Human Studies Review Board (HSRB) request for nominations to fill vacancies. HSRB operates under authority contained in the Federal Advisory Committee Act, and advises EPA on scientific and ethical considerations related to human subjects in research. EPA is looking for nominees with expertise in bioethics, biostatistics, human health risk assessment, and human toxicology. A "short list" of nominees will be published on EPA's web site for public comment at: <http://www.epa.gov/osa/index.htm>. For more information about HSRB, go to: <http://www.epa.gov/osa/hsrb>. See the document at: <http://edocket.access.gpo.gov/2008/E8-24032.htm>.

Today is the deadline for applications for small business concerns under the Small Business Innovation Research program (SBIR) for FY 2009. The program is under the Office of Special Education and Rehabilitative Services' (OSERS) National Institute on Disability and Rehabilitation Research (NIDRR) with an estimated available funds of \$1,125,000 for Phase I. Under provisions contained in the Small Business Reauthorization Act of 2000, the department is required to establish SBIR programs. The purpose of these programs is to prompt the private sector toward technological innovation, strengthen small business' role in meeting the federal government's research and development needs, increase the application of the department's research results, and increase the return on investment from federally-funded research. The priorities for this application are aimed at increasing the independence, enhancing sensory or motor function, and enhancing workforce and community participation for people with disabilities. See the document at: <http://edocket.access.gpo.gov/2008/E8-20906.htm>.

### Tuesday November 11, 2008 – Veteran's Day Holiday

As reported in, ***Honoring All Who Served, Employment for Veterans with Disabilities, Report of Findings*** by The Governor's Committee on Employment of People with Disabilities,

by October of 2005 more than 119,000 have sought help for medical or mental health issues from the VA. Other facts include: (1) In January of 2006 the Journal of the American Medical Association reported that 35% of Iraq Veterans have already sought help for mental health concerns. A 2003 New England Journal of Medicine Study found that more than 60% of OIF/OEF veterans showing symptoms of PTSD were unlikely to seek help due to fears of stigmatization or loss of career advancement opportunities. (2) ...18% of Afghanistan Veterans, and 20% of Iraq Veterans (suffer) from some type of service connected psychological disorder. (3) ...more than 37,000 Vets of Iraq and Afghanistan are suffering from Mental Health disorders, and more than 16,000 have already been diagnosed with PTSD. (4) for the first three quarters of 2005, nearly 15 percent of veterans aged 20-24 were jobless -- three times the national average. (5) ... about 10% of all troops in Iraq, and up to 20% of front line infantry troops, suffer concussions during combat tours due to the use of IEDs and other explosives. Many experience headaches, disturbed sleep, memory loss and behavior issues after coming home: a condition known as TBI (Traumatic Brain Injury) which is often confused with Post-Traumatic Stress Disorder. The Military has reported 1200 such injuries in the current war as of March 2006. (See the Studies section below for details and links to the full report.)

The State Executive Directors of The Arc will be meeting with **Peter Berns**, national director, to discuss a variety of association and public policy issues.

The Executive Committee of The Arc of California, chaired by President **Pat Heineke**, will meet during the noon hour.

### **Wednesday November 12, 2008**

The Taxpayer Advocacy Panel Earned Income Tax Credit (EITC) Issue Committee will be meeting at 1:00 p.m. (EST) via telephone conference call. Notification of intent to participate in the call must be given in advance to: Audrey Y. Jenkins at 1-888-912-1227. This panel is requesting public comment on ways to improve customer service for those seeking EITC assistance. EITC assists low-income working individuals and families, and is one of the most difficult tax credits to navigate. On the agenda are various IRS issues. For more information about the panel and prior meeting minutes, go to: <http://www.improveirs.org/minutes/eitc/index.shtml>. For more information about the meeting, contact Audrey Y. Jenkins at the telephone number given above.

A group of advocates concerned about abuse and crime against people with disabilities will be meeting in the State Capitol, Room 125 from 9 to 11 am to led by the Speaker pro Tem's Office and The Arc of California discuss possible approaches to legislation in 2009. The group will discuss strategy for next session and possible authors.

Partners in Policymaking CA Collaborative will meet by conference and finalize the region for the Class of 2009 and continue working on locations and the application.

The California Task Force on Fetal Alcohol Spectrum Disorders chaired by **Shirley Dove**, Past President of The Arc of California, will be meeting from 10 am to 3:00 pm in room 125 in the State Capitol Building. The committee will share current status of local progress on information, prevention, and treatment and prepare for our upcoming retreat for strategic planning in the new year.

Today is the deadline for the Winter 2009 Leadership Institute organized in collaboration with the Sonoran University Center for Excellence in Developmental Disabilities at the University of Arizona. The institute will be held in Tucson, Arizona, **January 11–16, 2009**. Leadership Institutes are usually held in January and July at the University of Delaware. It is anticipated that future Institutes will be held in Delaware. This week-long, intensive leadership development program is designed for current executive-level leaders and emerging leaders. To learn more see the Upcoming Events section below...

### **Friday November 14, 2008**

**Peter Bowers**, Treasurer of The Arc of CA, will chair a finance meeting in the state office to prepare finance reports, review audit reports, and the 990 filings.

## **Action Alerts**

### **The Arc of California**

Tuesday November 4, 2008 was a monumental moment in the history of elections. For the first time ever many Californians will be able to claim they elected a public official who really understands needs of people with developmental disabilities and their families. Please join The Arc of California in congratulating our very own Partners graduate (2007) **Steve Weaver** in his victory in his campaign for School Board for Auburn Union School District. In addition, our Executive Director of The Arc of Ventura, **Fred Robinson**, is still waiting for the final count for City Council of his hometown Santa Paula (Ventura County) which is still too close to call – good luck Fred were all pulling for you. Finally, in case you haven't heard yet, Senator **Barack Obama**, won election and is now the President Elect. To see who won throughout the state visit the Secretary of State's website at: <http://vote.sos.ca.gov/>.

### **The Arc of the United States**

The Disability Policy Collaboration of The Arc and UCP wants to hear from you! The DPC is requesting feedback on their Legislative Goals which can be completed by answering a few questions at: [http://www.surveymonkey.com/s.aspx?sm=h0\\_2fsj2ecFSTwjtUgEbqGew\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=h0_2fsj2ecFSTwjtUgEbqGew_3d_3d)

## **Project Status Report**

### **Partners in Policymaking**

#### **By Jim Lockwood (funded by the State Council Developmental Disabilities)**

This week we learned from the State Council on Developmental Disabilities that participants for the class of 2009 will be selected from Los Angeles County only. The Council will be funding a class in 2010 to be comprised of participants from the remainder of Southern California.

This past week the Partners in Policymaking California coordinator spent most of the week searching for a hotel for the 2009 Partners in Policymaking sessions to be held in Los Angeles County. Requests for Proposals were sent to 27 hotels that were being considered for host site for the 2009 training. On November 10th and 11th Jim Lockwood, coordinator, and Linda Landry, Collaborative representative, will be visiting several of these hotels to assess their accommodations, accessibility and convenience.

Jim also worked on preparation for the new Partners in Policymaking California website to be launched in the next couple weeks. The website will provide updates on Partners activities, a calendar of training and meeting events, and resources for Partners alumni and others interested in disability advocacy. Jim also worked on the 2009 application in preparation for its distribution in the next couple weeks.

### **California College of Direct Support**

The pilot projects funded by the State Council on Developmental Disabilities has now ended. This week will begin the process of inactivating the projects that are not continuing and signing up the agencies ready to move forward with this innovative learning management system. In addition to inactivating agency accounts and signing contracts we will be talking with every participant to assess their experience with CDS.

## **Upcoming Events**

### **Monday & Tuesday November 17<sup>th</sup> & 18<sup>th</sup> 2008**

The Association of Regional Center Agencies in conjunction with the San Diego Regional Center and the California Coalition for Compassionate Care Developmental Disabilities Task Force, presents *Final Journeys II: Quality End-of-Life Decisions*. You are invited to join us for a one-day training seminar on a number of issues around accessing end-of-life services and supports for people with developmental disabilities. Training will be held on Monday, November 17, 2008 – 12:00pm – 6:00pm through Tuesday, November 18, 2008 – 8:00am – 12:00pm at the Hilton San Diego Mission Valley, 901 Camino del Rio South, San Diego, CA, (619) 543-9000. To get on the mailing list for registration information, contact ARCA at (916) 446-7961 or [arca@arcanet.org](mailto:arca@arcanet.org).

### **Thursday, November 20, 2008**

Children's Hospital of Oakland presents, Proposals to Policy: A National Conversation on Health Care Reform at 9:15 a.m. (National broadcast begins at 10:00 a.m.) at the Children's Hospital & Research Center Oakland Outpatient Center Auditorium, 744 52nd St. Oakland CA 94609. Local panel includes: Lesley Cummings, Executive Director, Calif. Managed Risk Medical Insurance Board (MRMIB), Gena Lewis, MD, a Children's Hospital pediatrician and healthcare advocate. The meeting will address the implications of health care reform in the president-elect's administration, starting with a closed-circuit broadcast from the National Press Club in Washington D.C., featuring members of Congress and health care advocates. Afterwards, we'll continue our town hall meeting with a conversation about local health care issues. By November 5, American voters will have chosen a political direction that will have a profound impact on their lives, the economy and the global position of the nation. Both candidates have embraced a call to fix the unsustainable U.S. health care system. The election may well be a turning point in the American way of getting and paying for health care. Let's begin the conversation together at Children's on Nov. 20. TO REGISTER: Please visit [http://www.meetpwc.com/NACHRI\\_Norcal](http://www.meetpwc.com/NACHRI_Norcal). If you have any questions please call (510) 428-3367 or email [comm@mail.cho.org](mailto:comm@mail.cho.org).

### **Thursday December 4-7, 2008**

ZERO TO THREE's National Training Institute (NTI) 23rd National Training will take place December 4-7, 2008 in Los Angeles, California. The NTI is the premiere multidisciplinary conference for experienced professionals dedicated to promoting the health and well-being of

infants and toddlers. You simply cannot afford to miss this NTI! It's the ONE place to learn what's new and innovative in the infant-family field. Register:

<http://www.ztntconference.org/registration.aspx>

### **Monday December 8, 2008**

Golden State Pooled Trust presents, An Introduction to Self Settled Pooled Special Needs Trusts, from 9:00 AM to 4:00 PM at North Bay Regional Center 25 Executive Court - Suite A, Napa, CA 94558. The training will include: An Introduction and Overview – Mary Eble, Benefits Overview – Daniel Fortuno, HUD and Section 8 – Doris Smith, Distribution Case Studies—AllGolden State Pooled Trust, and Stephen W. Dale will cover Housing and a Special Needs Trust, Pooled Trust Basics, and Reporting to the Proper Agency. COST: Attorneys—\$100 (Includes lunch, there are a limited number of spaces for Regional Center Staff at No Charge) This Course is Accredited for 6 MCLE Credits. For more information contact Mary Eble, 1436 Second Street, #178, Napa, CA 94559, (877) 336-3096, (707) 676-8613 fax, [info@gspt.org](mailto:info@gspt.org), [www.gspt.org](http://www.gspt.org). See also [http://www.gspt.org/GSPT\\_Dec8\\_flyer.mht](http://www.gspt.org/GSPT_Dec8_flyer.mht).

### **Wednesday December 9-10, 2008**

Disability and Special Needs Technical Assistance Conference, Understanding the Four Phases of Emergency Management by Government\*Horizons and the National Organization on Disability's Emergency Preparedness Initiative. The conference will be in San Diego, CA, Registration: 8:00 AM , Program Starts: 8:30 AM, Wrap-Up: 4:30 PM, course materials, continental breakfast (coffee and pastries) and refreshments included. Attendees ranging in responders, advocates, service-providers, incident commanders, and policy makers will collaborate to explore and analyze the myriad of ways in which each phase impacts the both the special needs population and emergency managers. To further expand attendee knowledge on these impacts, a half-day tabletop exercise will be conducted. Through networking breaks between each phase, attendees will have the opportunity to interact with speakers and other attendees to learn and share personal experiences of emergency management for the disabled, including best practices and challenges faced. Five technical scholarships are available for this conference. Scholarships cover the cost of registration fees. Applicants must submit an abstract (no longer than 1,000 words) about how their community, organization or agency utilized technology in a cost effective manner to meet a need of the disabled community. Abstracts must be sent to Brian Lake no later than October 17th, decisions will be made by October 31st. Contact Brian with further questions, [blake@homelanddefensejournal.com](mailto:blake@homelanddefensejournal.com) 703-412-9287 x 225. For more information: <http://www.governmenthorizons.org/Disability-Special-Needs-Technical-Assistance.html>, and to register visit: <http://www.regonline.com/Checkin.asp?EventId=656611>.

### **Saturday, December 13<sup>th</sup>, 2008**

Actors for Autism 6TH FILM FESTIVAL at NBC Universal Studios-Backlot 100 Universal City Plaza, Universal City, CA 91608. SCREENING TIMES: 7:00pm and 8:30pm TICKETS: \$10.00 per person (STUDENT CAMPERS FREE). All of the films from our summer camps will be screened including features and animated shorts. There will be a short presentation before each screening to acknowledge the students who participated in our camps. There are two screening times to accommodate everyone. Please choose (1) screening time to attend. Refreshments provided after each screening! CAMPERS: Each student who participated in our camps will be given (1) DVD copy of their films the night of the screening. Students unable to attend the screening will be mailed a copy of the films after the film festival date. FILMS:

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Additional DVDs will be available for purchase for family members and general public at \$10.00 each. PARENTS: Parents and family members of children who attended our camps can purchase tickets NOW! Any family who is unable to pay please call our office, scholarships are available so all families can attend. GENERAL PUBLIC: Tickets will go on sale DECEMBER 1st. Due to the security at Universal all attendees who purchase tickets must have I.D. on them when they attend the screenings to show security. NO TICKETS WILL BE SOLD AT THE DOOR. ALL TICKETS MUST BE RESERVED IN ADVANCE. SEATING IS LIMITED....RESERVE YOUR SEATS TODAY!!! YOU CAN RESERVE YOUR SEATS BY PHONE (818) 705-1600 OR EMAIL [info@actorsforautism.org](mailto:info@actorsforautism.org) for more information visit their site at: <http://www.actorsforautism.org/Events.html>.

### **Sunday January 11<sup>th</sup> – Friday January 16<sup>th</sup>, 2009**

The Winter 2009 Leadership Institute is being organized in collaboration with the Sonoran University Center for Excellence in Developmental Disabilities at the University of Arizona and will be held in Tucson, Arizona. Leadership Institutes are usually held in January and July at the University of Delaware. It is anticipated that future Institutes will be held in Delaware. This week-long, intensive leadership development program is designed for current executive-level leaders and emerging leaders. Participants may work in areas of management or program leadership in organizations that provide, advocate for, or fund supports for people with developmental disabilities and their families. The focus of the Leadership Institute is on assessing and strengthening leadership skills, setting organizational direction, and understanding the future of the developmental disabilities field. Institute participants will come away with demonstrated leadership ability and a firm grasp of the skills and values critical for quality, individualized supports. Participants will learn the skills needed to: Succeed in leadership challenges unique to the developmental disabilities field today; Manage and sustain person-centered, values-based transformational change; Build and sustain positive organizational culture at all levels; Challenge the status quo through risk-taking; Set and achieve ambitious goals for yourself and your organization. A highlight of the course for past participants has been the relationships that are built over the week-long experience. Participants will leave with a network of colleagues and enduring relationships with some of the most influential leaders in the field. Apply now online at [www.nlcdd.org](http://www.nlcdd.org), For Questions e-mail Nancy Weiss at: [nweiss@udel.edu](mailto:nweiss@udel.edu), or call Mary Thomas: 302-831-2940.

### **February 5-6, 2009**

A New Day is coming... The Association of Regional Center Agencies Proudly Presents, A New Day 2009 - Living and Working in California at the San Francisco Marriott, 55 Fourth Street, San Francisco, California. Join us for our third conference on transforming services and supports to meet the goals and needs of people with developmental disabilities. This conference will be focused on employment and housing. Breakout sessions will include: (1) Transition from school into adult life; (2) Understanding non-profit housing corporations; (3) Best practices and corporate culture for companies employing people with disabilities; (4) Establishing Special Needs Trusts; (5) Updates on Senate Bill 1270 Update on Agnews housing models; (6) Role of post-secondary education for consumer job training and workforce development ... and more! Don't miss your opportunity to enjoy participating in this exciting event in beautiful San Francisco! Detailed registration information to be available at a later date. To get on the mailing list for our brochure, contact ARCA at (916) 446-7961 or [arca@arcnet.org](mailto:arca@arcnet.org).

## Recently Released Reports, Studies, etc.

### **Honoring All Who Served, Employment for Veterans with Disabilities, Report of Findings by The Governor's Committee on Employment of People with Disabilities.**

*“The California Governor’s Committee on Employment of People with Disabilities (Governor’s Committee) embarked on a journey to inform themselves of the prevalent issues facing disabled veterans as they seek employment. The ultimate goal is to make sound policy recommendations to the Administration to improve employment services and supports for disabled veterans and make employment a viable option. To this end, the Governor’s Committee conducted a series of public hearings and focus groups to learn what issues disabled veterans face in obtaining and retaining employment. This document is a report of their findings. It is a starting point for the Committee’s work in developing a series of recommendations to address the issues raised during this process. Some key points learned through this effort were: (1) Early intervention is critical to the successful transition of returning veterans, especially veterans who were wounded or injured. As we were told, “Why wait until they have lost everything?” (2) There was a disconnect between what employers told us in relation to their perspective on hiring veterans and what veterans told us in relation to their experience with employers. It confirms that this is not a black and white issue. We can’t label all employers unsympathetic, just as we can’t characterize all veterans’ experiences as negative. Also, because our employer focus group size was so small, more outreach in this area may be necessary to get a broader view. (3) Despite efforts over the past ten years or so, the state system of employment services and supports still exists in silos with each system’s “best interests” driving decisions rather than the client’s best interests. (4) The workforce development and human services systems must do a better job coordinating their respective services at the federal, state and local level to ensure more effective use of limited resources. (5) Sufficient resources must be directed toward mental health and alcohol and drug treatment services for veterans. (6) The experiences from Vietnam’s aftermath have provided us with a roadmap of the consequences of not investing the time, money and effort into supporting programs, initiatives, and laws aimed at helping veterans survive/thrive once they’re home. (7) Returning veterans are concerned with survival first which translates to a means of support, usually a job that provides them with a living wage. (8) There are initiatives and programs that are serving veterans successfully. We need to highlight and replicate those successes statewide. (9) The experiences of the Vietnam veteran and the Operation Iraqi Freedom/Operation Enduring Freedom (OIF/OEF) veteran are similar regardless of the era difference. One of the primary similarities is that there are no front lines, and you can be attacked at any time – anywhere...”*

[http://www.edd.ca.gov/Jobs\\_and\\_Training/pubs/gcepd-evdreport2008.doc](http://www.edd.ca.gov/Jobs_and_Training/pubs/gcepd-evdreport2008.doc) or  
[http://www.edd.ca.gov/Jobs\\_and\\_Training/pubs/gcepd-evdreport2008.pdf](http://www.edd.ca.gov/Jobs_and_Training/pubs/gcepd-evdreport2008.pdf)

## News Articles

### **California budget battle looks like it'll be a rerun Sacramento Bee Sunday, Nov. 09, 2008 | Page 1A By Steve Wiegand swiegand@sacbee.com**

...Administration officials estimate the gap between the revenues state government collects and the money it spends will grow to \$11.2 billion in the current fiscal year, which ends June 30, and another \$13 billion next fiscal year. Other analysts say it will be even higher because they say the administration isn't taking into account unexpected costs in the next 19 months. To begin balancing the books, the governor has proposed a \$9.2 billion package of tax hikes and spending cuts. But most elements of the plan Schwarzenegger unveiled Thursday have been seen under the Capitol Dome before – and rejected. That includes three of his four tax increase proposals: a sales tax hike (starved for want of a single Republican legislator vote in September); a tax on oil production (died on the Assembly floor in March); and increased taxes on alcoholic drinks (died without a hearing in April). The fourth idea, to impose sales taxes on selected services that range from veterinary care to playing golf, has also kicked around the Capitol for years in the form of routinely ignored suggestions from the nonpartisan Legislative Analyst's Office.

Many of the spending cuts Schwarzenegger is proposing have also been considered by legislators – and dismissed. For example, the governor has proposed furloughing the state's 200,000-plus employees one day a month and taking away two of their paid holidays. But a similar pitch in 2005 went nowhere in the Legislature. The governor also proposed cutting health care benefits to about 250,000 low-income

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working families, dropping some medical services such as dental care for 2.5 million poor Californians and increasing the share of Medi-Cal costs paid by low-income seniors, blind and disabled. "Those are all reruns from the budget he proposed earlier this year," said Anthony Wright, executive director of the nonprofit advocacy group Health Access California. "And the Legislature rejected them as too severe." Wright said some of the cuts save relatively little money and have potentially high price tags. For example, he said, eliminating diabetics' access to basic and relatively inexpensive podiatric services could lead to much more costly foot amputations, which would be covered by Medi-Cal... "Current financial market conditions are not favorable," Lockyer said. "Investors will want to see how the state addresses the budget imbalance before lending to us at reasonable rates." "Reasonable rates" is the key term. Absent a deficit deal among Republican and Democratic lawmakers and Schwarzenegger, it's possible, even probable, that the state will run out of money before March. If it does, it might have to resort to issuing Revenue Anticipation Warrants (RAWs) for only the eighth time in its history (six of which have come in the past 25 years). RAWs are basically a form of borrowing that carry both high interest rates and "credit enhancement fees," which amount to paying banks for the privilege of borrowing. The last time the state issued RAWs, in 2003, it paid \$140 million in upfront fees, and that was when the country's financial markets were in much better shape to lend than they are now...

<http://www.sacbee.com/111/story/1382527.html>

### ***A state sales tax jump could backfire***

***Gov. Schwarzenegger's proposal for a temporary increase could drive consumers to buy outside the state or over the Internet.***

***Los Angeles Times November 7, 2008***

***By Martin Zimmerman***

California has a reputation as a high-tax state. When it comes to sales taxes, at least, it's well deserved. At 7.25%, the Golden State's statewide sales tax rate is the highest in the nation, according to a 2007 ranking. If Gov. Arnold Schwarzenegger's proposed three-year, 1.5-percentage-point increase goes into effect, it would solidify our lead over our closest competition -- Mississippi, New Jersey, Rhode Island and Tennessee, which all had 7% statewide rates according to the most recent ranking by the Tax Foundation... The effect could be especially noticeable in Los Angeles, where a higher state rate -- combined with the recently passed Measure R and other local levies -- would eventually push the sales tax paid within the city to 10.25%. That would be one of the highest levies of any U.S. municipality. "There's something about that that double-digit rate," said Bill Ahern of the Tax Foundation, a nonpartisan research group in Washington that leans to the conservative side on tax issues. "People who never noticed the sales tax at 7.5% or 8% suddenly will notice it when it goes to 10%."

California is a little easier on the wallet when it comes to the total tax burden it imposes on its residents. The nation's most populous state ranks fifth in terms of total personal taxes paid, according to the Tax Foundation, which uses a complex formula that makes allowances for such things as sales taxes paid by tourists. The U.S. Census Bureau, which uses a much simpler calculation to determine tax burden, ranks California No. 10.... The state is in the middle of the pack when it comes to property taxes, with the average household paying \$2,815 in 2005, according to the Tax Foundation's latest report. That contrasts with an average of \$6,110 in New Jersey, which had the highest per-household payment. And drinkers and smokers have it relatively easy in California, which is probably one reason the governor's revenue plan includes higher alcohol and excise taxes. For instance, in 2007, the state's liquor tax ranked 34th at \$3.30 a gallon and its cigarette tax of 87 cents a pack ranked 27th...

<http://www.latimes.com/news/printedition/asection/la-fi-caltax7-2008nov07,0,2235343.story>

### ***Tax for developmentally disabled rejected***

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### ***Rocky Mountain News November 65, 2008***

Denver — Voters spooked by a sluggish economy soundly rejected a measure aimed at removing thousands of Coloradans with developmental disabilities from the waiting lists for state assistance. What was touted as this election year's feel-good measure was defeated by Colorado voters by a nearly 2-to-1 ratio. The margin was slightly less in Routt County, but voters here still overwhelmingly voted against Amendment 51. Voters appeared to be in no mood to increase the state sales tax, albeit by a small percentage, in a recession, said political pundits and the measure's backers.

"The economy was the issue," said Marjio Rymer of ARC of Colorado and chairwoman of the coalition to End the Developmental Disability Wait List. "We couldn't have predicted the fall of the world economy, but we will be back." Amendment 51 would have increased the state sales tax by 2 cents on every \$10 to fund services for the developmentally disabled. More than 12,000 children and adults with autism, Down syndrome, cerebral palsy and mental retardation are on waiting lists for either immediate care or lifelong services, Rymer said...

[http://www.steamboatpilot.com/news/2008/nov/05/tax\\_developmentally\\_disbled\\_rejected/](http://www.steamboatpilot.com/news/2008/nov/05/tax_developmentally_disbled_rejected/)

### ***Unconventional cast stars in 'Old West'***

***New Mexico Daily Lobo November 4, 2008 Section: Culture***

***By Chris Quintana***

Old western nostalgia is making a comeback in the form of musical theater thanks to the performing arts group ArcTisTics. ArcTisTics is made up of actors with developmental disabilities, the only organization of its kind in Taos. "It brings a fresher way of expression, and in the context of theater it is amazing," director Cristina Masoliver said. "If we did not work with them, our theater probably wouldn't be half as good." "Old West" takes place Saturday at the KiMo Theatre at 7 p.m. The play is made of vignettes depicting a humorous and heartfelt view of the wild frontier. Masoliver said the group has been working on this performance for about eight to nine months. "This is the first time we are going to perform out of town. We've always performed in Taos," Masoliver said. "We filled the theater every time we performed. We've had to turn people away. We are very excited."

The Taos group began in 2004 as a program working with ARCA, a group dedicated to helping those in New Mexico who have mental disabilities. "A lot of the artists that I know living in Taos - performers, musicians and welders - said, 'I would like to do this with you,'" Masoliver said. Danny Costanza, who plays trumpet and guitar in "Old West," is part of the Sunshine Orchestra, and said the band has been working with ArcTisTics for about six years. "It actually is really rewarding working with them," Costanza said. "It's really an amazing project." Taos residents volunteer with props, setting up the stage and costumes. "(In) a group, everyone has their role, and their role is where their strength is," Masoliver said. The actors also help write the script. "We start working by improvising on ideas each of us might have," she said. "In the long run we end up with a series of acts that work well together. We don't start out with a script, per se. It's truly a collaboration of work." ...

<http://media.www.dailylobo.com/media/storage/paper344/news/2008/11/04/Culture/Unconventional.Cast.Stars.In.old.West-3523203.shtml>

### ***A CLOSER LOOK***

***Pregnancy has room for a little wine or beer, new studies show, but caffeine is a growing concern. Based on the latest UK findings, limited alcohol consumption may be OK, but be cautious with caffeine.***

***Los Angeles Times November 10, 2008***

***By Jill U. Adams***

*(Emphasis added – The Arc of California advocates for zero alcohol for nine months as directed by the US Surgeon General)* New research may once again shift the advice given to pregnant women about the potential risks of a glass of wine or a cup of coffee. Two reports, both from the UK, are the largest and most rigorous studies on low levels of alcohol or caffeine to date. The verdicts? Limited alcohol consumption is not so bad, while regular caffeine intake is worse than we thought...Lead author Yvonne Kelly, an epidemiologist at University College London, says that the links between heavy drinking and fetal alcohol syndrome are undisputed but that little is known about light drinking's effects. That has led to conflicting medical advice from two major UK policymakers, with one urging complete abstinence and the other recommending no more than one to two drinks once or twice a week (if women choose to drink) in the second and third trimesters of pregnancy, but none in the first. **In the U.S., the American College of Obstetricians and Gynecologists advises pregnant women to avoid alcohol entirely.**

#### Caffeine's a concern

... Babies born to women consuming more than 200 mg of caffeine a day weighed an average 2.2 ounces less than those born to moms taking in less than 100 mg. More than 300 mg per day led to a 5-ounce average reduction in birth weight. A few ounces are not a big deal in otherwise healthy, full-term babies, says lead study author Dr. Justin Konje, a professor of obstetrics and gynecology at the University of Leicester, and are less than the deficits seen in babies of smokers. But in very small infants (say, 2 pounds), 5 ounces may significantly affect the baby's health. The UK Food Standards Agency responded by reducing the recommended limit for caffeine intake in pregnancy from 300 mg to 200 mg per day. Guidelines in the U.S. are not that specific, although the March of Dimes says caffeine should be limited to 200 mg per day, based on a March study of 1,063 pregnant women by Kaiser Permanente researchers. It found that the risk of miscarriage doubled in women who consumed more than 200 mg, compared with those who consumed little to no caffeine. ..."**As an obstetrician, I would say better not to drink during the pregnancy,**" says Dr. Michael Ross, chair of obstetrics and gynecology at Harbor-UCLA Medical Center. ... Dr. Laura Riley, medical director of labor and delivery at Massachusetts General Hospital in Boston, says she won't change her advice. ..."**Nine months is a very short period of time for abstinence.**" [http://www.latimes.com/features/health/la-he-closer10-2008nov10\\_0,2157022.story](http://www.latimes.com/features/health/la-he-closer10-2008nov10_0,2157022.story)

### Funding Opportunities

HHS - Department of Health and Human Services Administration for Children and Families University Centers for Excellence in Developmental Disabilities Education, Research, and Service (UCEDD) Grant

<http://www07.grants.gov/search/search.do?&mode=VIEW&flag2006=false&oppld=43288>

HHS - Department of Health and Human Services Health Resources & Services Administration National Maternal and Child Health Data Resource Center Modification 1

<http://www07.grants.gov/search/search.do?&mode=VIEW&flag2006=false&oppld=43289>

# THE CHRONICLE OF PHILANTHROPY

THE NEWSPAPER OF THE NONPROFIT WORLD

<http://philanthropy.com/>

\* Open: Community and economic development (national).

Proposals for grants from the John S. and James L. Knight Foundation Community Partners Program to improve the quality of life in the 26 communities nationwide where the founders owned newspapers. Although the priorities differ for each community, the focus primarily is on issues relating to children and families, civic participation, cultural life, educational and economic opportunities for all residents, and housing and community development. The foundation encourages interested organizations to send a one- to two-page letter of inquiry before submitting a proposal. Geographic eligibility and other guidelines are available on the foundation's Web site. Who may apply: nonprofit organizations.

Contact: Knight Foundation Wachovia Financial Center, Suite 3300, 200 South Biscayne Boulevard, Miami, Fla. 33131; (305) 908-2600 <http://www.knightfdn.org>

\* Open: Community development (national).

Proposals for grants from the Kroger Company Foundation. Grants of up to \$50,000 each will support breast-cancer programs, education, grass-roots organizations, and hunger relief. Additional information is available on the foundation's Web site. Who may apply: organizations classified as tax-exempt under Section 501(c)(3) of the Internal Revenue Code.

Contact: Janet Ausdenmoore, KCF 1014 Vine Street, Cincinnati, Ohio 45202; (513) 762-4999, ext. 3; fax (513) 762-1295  
[http://www.kroger.com/corpnewsinfo\\_charitablegiving\\_art3.htm](http://www.kroger.com/corpnewsinfo_charitablegiving_art3.htm)

\* Open: Community development (international).

Nominations for the Ambassadors of Caring Awards from Profiles in Caring. Awards of \$10,000 each will recognize small, community-based nonprofit organizations. Winning organizations will also appear on a television feature to be broadcast both nationally and internationally. Additional information is available on the group's Web site. Contact: Profiles in Caring 1959 South 4130 West, Unit I, Salt Lake City, Utah 84104; (801) 972-9472  
[contact@profilesincaring.org](mailto:contact@profilesincaring.org); <http://www.profilesincaring.com/ambassadors.asp>

\* Open: Criminal justice (national).

Letters of inquiry regarding grants from the Sentencing and Incarceration Alternatives Project, administered by the Open Society Institute. Grants will support groups that seek to: eliminate racial and class disparities in sentencing and incarceration; limit the growth of prisons; mobilize communities affected by high rates of incarceration to call for changes in public policy; promote alternatives to imprisonment; or reduce the length of criminal sentences. Additional information is available on the institute's Web site. Who may apply: advocacy groups, associations of elected officials, community organizations, government agencies, nonprofit business associations, or research or scholarly institutions. Grants will not support capital costs, film production, fund-raising drives, individuals, lobbying, programs or direct services, or start-up expenses.

Contact: Christina Voight, OSI 400 West 59th Street, New York, N.Y. 10019; (212) 548-0600 [cvoight@sorosny.org](mailto:cvoight@sorosny.org);  
[http://www.soros.org/initiatives/justice/focus\\_areas/sentencing/guidelines](http://www.soros.org/initiatives/justice/focus_areas/sentencing/guidelines)

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\* Open: Disabled (Calif.).

Applications for grants from the Disability Rights Advocates Fund, administered by the San Francisco Foundation. Grants of \$7,500 each will support projects by organizations in the San Francisco Bay Area and Northern California to help "mobilize people with disabilities to act upon time-sensitive and urgent matters affecting the disability community." Additional information is available on the foundation's Web site. Who may apply: organizations classified as tax-exempt under Section 501(c)(3) of the Internal Revenue Code or that have a tax-exempt fiscal sponsor. Organizations must be located in California's Alameda, Contra Costa, Marin, San Francisco, or San Mateo Counties.

Contact: Tangerine Brigham, SFF 225 Bush Street, Suite 500, San Francisco, Calif. 94104; (415) 733-8500 [tmb@sff.org](mailto:tmb@sff.org); <http://www.sff.org/about/whatsnew.html>

\* Open: Diversity (national).

Applications for Diversity Partnership Grants of up to \$40,000 each per year for research and evaluation projects through the Robert Wood Johnson Foundation's Substance Abuse Policy Research Program, which supports projects that examine policies designed to reduce the harm caused by the abuse of alcohol, tobacco, and illegal drugs in the United States. Grants will help current SAPRP grantees attract early-career investigators who are underrepresented in scientific research. Additional information is available on the program's Web site. Who may apply: researchers and scholars working in criminal justice, economics, law, medicine, political science, public health, sociology, or other behavioral and policy sciences and who are committed to diversity. Preference is given to organizations that are tax-exempt under Section 501(c)(3) of the Internal Revenue Code and are not private foundations as defined under Section 509(a).

Contact: Andrea Williams, RWJF, SAPRP 1 Leadership Place, P.O. Box 26300, Greensboro, N.C. 27438; (336) 286-4414; fax (336) 286-4434 [williamsa@leaders.ccl.org](mailto:williamsa@leaders.ccl.org); [http://www.saprp.org/DPG\\_Guidelines.cfm](http://www.saprp.org/DPG_Guidelines.cfm)

To view additional funding opportunities on an ongoing basis visit the Funding News Section of the Quality Mall. The Quality Mall is maintained by the Research and Training Center on Community Living at the University of Minnesota with support from the National Association of State Directors of Developmental Disabilities Services, the Human Services Research Institute and the Administration on Developmental Disabilities - U.S. Department of Health and Human Services. <http://www.qualitymall.org/funding/index.asp>

## Career Ladder

The Arc of California posts job announcements in the Career Ladder section every week because we would like to contribute to steering quality candidates to professional positions that support people with disabilities and we are trying to communicate to Direct Support Professionals and People with Disabilities that there is a real "career ladder" in their chosen profession.

### **Position: Executive Director, California Association of Family Empowerment Centers (CAFEC)**

**Description:** This person will have experience in collaborative relationship building, in fund development, and in public policy especially regarding children with disabilities and their families.

We are looking for someone with strong leadership and communication skills, who is self-initiated and responsive to the needs of the staff, board of directors and public. The office is currently in Sacramento and the Executive Director is expected to spend significant time in the Capitol for advocacy and leadership duties.

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**Salary:** This is a fulltime, exempt position, with salary starting at \$48,000 a year, negotiable depending on experience.

**How to Apply:** Please submit your resume and inquiries to: Ms. Kat Lowrance, Board Chair at [sklowrance@aol.com](mailto:sklowrance@aol.com), This announcement is open until Friday, November 14, 2008, 5:00 PM.

**Position: *Maintenance and Service Occupational Trainees (MSOT), California Department of Developmental Services***

**Description:** The Department of Developmental Services is looking for people who want to be a Maintenance and Service Occupational Trainees (MSOT). A Maintenance and Service Occupational Trainee is a state employee that gets on-the-job training at a developmental center. People in these jobs do the following kinds of things:

- \* Sweep
- \* Mop
- \* Dust
- \* Clean Carpet
- \* Stock Supplies
- \* Wash Windows
- \* Vacuum
- \* Use Supplies

People working as a maintenance and service occupational trainees are appointed for up to 9 months while they get on-the-job training so they can take a test to become a Custodian. People who want these jobs must be able to learn to do the job safely, follow directions, work well with others, and read English.

**Salary:** Pay starts at \$1,899 per month plus benefits.

**How to Apply:** To apply for a job, mail a State of California application to each developmental center where you want to work. There is no deadline, however the sooner you apply the sooner you can be considered for a job. If you have any questions, call the person on the list at the state developmental center closest to you. If you need help with your application, ask a friend, family, or someone you trust to help. PEOPLE WITH DEVELOPMENTAL DISABILITIES ARE ENCOURAGED TO APPLY!

<http://www.dds.cahwnet.gov/MSOT/Index.cfm>

**Position: *Developmental Disabilities Peer/Self Advocacy Coordinator, Disability Rights California***

**Description:** The Developmental Disabilities Peer/Self Advocacy Coordinator's job responsibilities are as follows: Plan, organize and provide training and education to people with developmental disabilities, including consumers in developmental centers, on advocacy, legal rights and self-advocacy, in understanding their legal and service rights including benefits, Lanterman Act rights, voting, consumers' rights and civil rights and assist consumers in resolving violations of their rights using a peer/self advocacy model. Develop and/or revise peer/self-advocacy training materials, articles, and newsletters including materials for posting on Disability Rights California's website. Provide consultation and technical assistance to local and state consumer, peer and self advocacy groups and People First groups. Provide consultation and technical assistance to local and state wide professional, family, stakeholder and community groups to assist them in understanding and working with persons with developmental disabilities. Provide consultation and technical assistance to Disability Rights California staff members to assist them in working with persons with developmental disabilities. Work with other Disability Rights California staff to ensure that decisions about Disability Rights California's advocacy work take into consideration consumers' preference and needs. Participate in Disability Rights California agency wide work teams and committees, as assigned. Participate in outreach activities as defined in the Advocacy Unit's Outreach Plan to individuals from traditionally underserved communities. Participate with other agencies and organizations to address recurring problems and issues affecting people with developmental disabilities. Other duties as assigned.

**Salary:** \$21.03-\$28.22/hour; \$41,016-\$55,032/year; DOE plus benefits.

**How to Apply:** Send application to Disability Rights California, 100 Howe Avenue, Suite 185N, Sacramento, CA 95825, Job line: (916) 658-2659, [http://www.disabilityrightsca.org/Jobs/DDPSA\\_Coordinator-OAK-LA.htm](http://www.disabilityrightsca.org/Jobs/DDPSA_Coordinator-OAK-LA.htm). APPLICATION DEADLINE: November 14, 2008 @ 5:00 PM

**Position: *Director, The Maryland Center for Developmental Disabilities***

**Description:** The Maryland Center for Developmental Disabilities (MCDD) is seeking a dynamic, innovative leader to direct Maryland's University Center for Excellence in Developmental Disabilities Education, Research and Service (UCEDD). Based in Baltimore, Maryland, MCDD is one of 67 University Centers of Excellence

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nationwide established under the DD Act of 2000. This position affords the opportunity to change the lives of people with disabilities throughout Maryland, the US and world by providing interdisciplinary training and continuing education, services and supports, technical assistance, research and dissemination. Kennedy Krieger Institute (KKI) is affiliated with the Johns Hopkins University and Hospital. The Director will work closely with people with developmental disabilities and their families, the MCDD's Community Advisory Council, the Director of the KKI Leadership Education in Neurodevelopmental and Related Disabilities Program, the directors of the Maryland Developmental Disabilities Council and the state Protection and Advocacy Agency, the Maryland Disability Law Center and other public and private organizations providing advocacy and working to increase the capacity of communities to include and integrate people with disabilities. The Director will provide expert and innovative leadership; manage operations, including grants and fiscal management; and plan and develop the MCDD's services to people with developmental disabilities and their families. The MCDD Director will interact with national and state public policy makers to inform them of key issues of importance to people with disabilities and their families, the work of the MCDD and of the network of UCEDDs across the U.S. and the organization that supports them, the Association of University Centers on Disability. For more information on MCDD please visit [mcdd.kennedykrieger.org](http://mcdd.kennedykrieger.org).

**Salary:** competitive

**How to Apply** MCDD has retained TransitionGuides to assist with the search. For a copy of the full position profile, please visit [www.TransitionGuides.com/jobs/MCDD.htm](http://www.TransitionGuides.com/jobs/MCDD.htm). Interested candidates should email a cover letter, curriculum vitae: [CDD@transitionguides.com](mailto:CDD@transitionguides.com). Other inquiries please contact: Ginna Goodenow or Don Tebbe, TransitionGuides, 1751 Elton RD, Suite 204, Silver Spring, MD 20903, Phone: (301) 439-6635, Fax: (301) 439-6638.

**Position: *Executive Director Residential Services, Elwyn NC***

**Description:** Responsibility for day-to-day operations and long-term planning for multiple Residential Care Facilities for people with developmental disabilities in the Eastern Los Angeles Regional Center catchment area including program oversight; human resources management; budget development; and legal requirement compliance. Master's Degree preferred; 5 to 10 years successful management experience, preferably in health care area.

**Salary:** Commensurate with experience; excellent benefits

**How to Apply:** Send letter of interest & summary of qualifications to: [jmckinney@caelwyn.org](mailto:jmckinney@caelwyn.org)

**Position: *Director, Family Resource Network***

**Description:** . The Director is responsible for providing leadership and direction for the overall operation, management, and continual development of the Family Resource Network (FRN). The Director raises and manages an annual budget of approximately \$350,000 and supervises a staff of five, a consultant, and three long term volunteers. The staff is primarily composed of parents of children with disabilities, many of whom have been with FRN for more than 8 years. All staff work part-time. Major Functions and Accountabilities: Strategic Planning, Personnel Management, Budgeting and Fiscal Oversight, Fund Development, Organizational & Project Management, Community and Public Relations. Priorities include developing programs and services in accordance with FRN's philosophy and mission, implementing strategies that allow FRN to meet its goals, and engage in positive interactions and collaborations with professionals across disciplines. A BA degree is required. An advanced degree in a relevant field is desired. Start at 80% time, Fulltime when budget permits open immediately, until filled ideal start date: November 1, 2008.

**Salary:** . \$72,800 – \$75,000 +benefits +paid vacation, holidays and sick leave. This position is offered at 80% time

**How To Apply:** Please submit a resume and a cover letter that describes your interest in the position and relevant experience. Please provide the names, titles and contact information of a minimum of 3 references related to this work. A writing sample will be administered during the interview process

You may submit your application by mail to the Attention of: Hiring Committee, Family Resource Network/BANANAS, 5232 Claremont Avenue, Oakland, CA 94618, or via e-mail to [bananas@bananasinc.org](mailto:bananas@bananasinc.org). For Additional information about our organization, please visit our website [www.frnoakland.org](http://www.frnoakland.org) - No phone calls or drop-ins please. Family Resource Network/BANANAS Inc. is an Equal Opportunity Employer.

**Position: *Mental Health Clinical Director (LCSW, LMFT) Dually Diagnosed Telecare West Sacramento, CA***

**Description:** As the Clinical Director, you will oversee and coordinate the day-to-day clinical activities of culturally competent teams including performance measures, management of staff as well as assist in developing and

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implementing policies, procedures, and services for regional centers. You will ensure that each consumer receives the skills, training and supports necessary to lead successful and satisfying lives in the setting of their choice. The successful Candidates must have three years experience working with MH or DD populations with behavioral issues. You must be experienced in creating and executing behavioral plans, and working with individuals who have impaired or limited cognitive functioning. Additional experience working with individuals with serious mental illness in an inpatient or outpatient setting is a plus. Two years supervisory experience of case management services, a Master's Degree in Social Work, and a license by the state of California (LCSW, LMFT, Child Counselor).

**Salary:** competitive

**How To Apply:** To apply, please forward resumes to: [ncalcareers@telecarecorp.com](mailto:ncalcareers@telecarecorp.com); or fax: 510-337-8747



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Human Service Connections provides real solutions for the issues facing disability organizations today.

If your organization is facing an immediate need for leadership, HSC provides **nationwide executive level recruitment searches**. We can help your organization find qualified individuals that fit your agency's culture and will lead your organization toward providing excellent supports to people with disabilities.

If your organization's leadership changes will be in the future, HSC provides assistance with **succession planning** to ensure a seamless transition of leadership for your organization. In addition, HSC provides **other consultative services** in the areas of strategic development & implementation, business development, executive coaching, turnaround assistance for agencies in crisis, and training on various topics for audiences from direct support to executive level leadership.

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<http://tbe.taleo.net/NA4/ats/careers/searchResults.jsp?org=HSC&cws=1>

#### **NEW! Human Resources Director - Utah**

**Salary:** Please include salary requirements in application

Human Resources professional needed to serve on the Senior Management Team of a multi-state developmental disability service provider. This position will act as an internal consultant to drive organizational policies and procedures, recruiting program, and advise on organizational best practices. This person needs to possess a compassionate perspective and a love for the human service sector.

#### **Clinical Director - Central California**

**Salary:** Low to Mid \$70s

**Description:** We're looking for a Clinical Director in central California for a growing multi state mental health provider. This person will oversee a new program supporting people with a dual diagnosis (developmental disability and mental illness). The Director will oversee nursing staff as well as personal service workers.

#### **State Executive Director - Central Utah**

**Salary:** Excellent salary and benefits package

This is an exciting opportunity with a growing, multi-state DD service provider. We're looking for someone with exceptional leadership skills to oversee a \$10m program consisting of residential and vocational services for adults with developmental disabilities across Utah. This is a very progressive organization with excellent benefits.

#### **Program Director- Arizona**

**Salary:** Please include salary requirements with application

Large developmental disability service provider is looking for a Program Director to oversee residential and in-home support programs.

#### **Program Manager- Eastern PA**

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### **Program Manager- Eastern PA**

#### **Salary: Please include salary requirements in application**

Social service provider is looking for a Program Manager to head up services including Intensive CRR Program, CRR/Host Home Program, Transition/Step-down Program, Emergency Respite Services, Foster Care, Respite Care, Resource Coordination, Intensive Case Management, and Family Based residential programs.

### **Clinical Psychologist/Autism Clinician - IL**

#### **Salary: Please include salary requirements in application**

Progressive developmental disability services provider is looking for a Clinical Psychologist /Autism Clinician to develop a program that will provide comprehensive diagnostic evaluations and family based therapies for children with autism and their families. Position will have administrative support.

### **Director of Human Resources - Chicago area, IL**

#### **Salary: Please include salary requirements in application**

Mid-sized developmental disability provider in the Chicago suburbs is looking for a Director of Human Resources. Position will guide and manage the overall provision of Human Resources services, policies, and programs for the organization.

### **Manager Behavior Services/Autism Specialist - CA**

#### **Salary: \$81,000-\$110,000**

This position is a part of a multi-disciplinary team of therapists and specialists. Will assist service coordinators with clinical referrals and advise Intake unit on best practice guidelines for the screening, diagnosis, and assessment of individuals with Autism Spectrum Disorder.

### **Program Director - WI**

#### **Salary: \$33,700**

Large, progressive developmental disability service provider is seeking a Program Director. The Program Director will be responsible for overseeing residential services. The Program Director is expected to hire/supervise/evaluate direct support staff and perform QMRP related duties. This organization offers excellent opportunities for advancement.

### **Director - Washington, DC**

#### **Salary: Upper-60s**

Large disability service provider is looking for a Director to oversee the start-up and continued growth of residential programs in the area.

### **Senior Director - CT**

#### **Salary: \$80s**

Large disability service provider is looking for a Director to oversee the start-up and continued growth of residential programs in the area.

### **Director - Eugene, OR**

#### **Salary: \$60,000-\$63,000**

Large disability service provider is looking for a Director to head up and grow their programs in the Eugene area. Director will oversee residential and day services and will directly supervise three Program Directors and a Behaviorist.

### **Interim Director - TX**

#### **Salary: Please include salary requirements in application**

This is an extremely interesting project working for an organization out of Israel that wants to begin establishing services in America - initially services in Texas, ideally the Austin area. The work will be on a consultative basis but can result in long term employment directing the programs that have been started if the candidate is interested. We're looking for someone with a strong developmental disability background, a progressive philosophy and a passion for this type of service. Past experience in dealing with state entities and starting programs from the ground up will be an obvious plus.

**Day Program Manager - Chicago area, IL**

**Salary: Please include salary requirements in application**

Progressive developmental disability services provider in the South Chicago suburbs is looking for a Day Program Manager to oversee day services. This is a growing organization with excellent opportunities for career advancement. Ideally, the candidate will have experience in supervising others and in acquiring meaningful work for people with disabilities from the business community.

**QMRP - Chicago Suburb, IL**

**Salary: excellent salary and benefits**

**Description:** Illinois provider looking for experienced professionals to oversee services supporting adults with developmental disabilities in a QMRP capacity. Strong values, good people and a great place to work in Chicago's south suburbs.