

Event	SRC Quarterly Meeting
Date:	Feb. 1, 2019
Location:	Quality Suites, Keizer
Attendees:	See attached list

Points Discussed		
	Topic	Highlights
1	DHS Director's Report - Fariborz Pakseresht	<p>It has been a year since Fariborz had addressed the council.</p> <ul style="list-style-type: none"> • Legislation Session 2019 has started: DHS was the first to present and provide testimony to Ways and Means. The best way to connect with the legislators is through stories, like the annual report. House Bill 22, 11, and 12 came out of the legislative workgroup to make the state a model employer for people with disabilities, the WOIA has created challenges that are opportunities to emerge from an old mindset into a new one. We need to understand how these bills impact the programs on the ground level and legislators need to hear from people to understand this. If policies are made without contacting the people it impacts, it is a disservice. It is also important to advocate for the resources because underfunded mandates means we aren't able to do what has been asked of us. • Budget cuts: Governor's budget does not have enough funding for higher education and education funding is not clear at this time. There are gaps. The Agency requested budget included provisions for a workload model at 100% which would have added 60+ positions, this request was denied. However, it is the job of the Director and State employees to support the Governor's budget. VR competes with Child Welfare and Education, early childhood and other programs outside of DHS. • Change in VR leadership: Gratitude to Keith, Pete, and Trina for a smooth

		<p>transition that wouldn't impact the program negatively.</p> <ul style="list-style-type: none"> • Agency Assessment last year provided feedback about a series of deficiencies that were identified . There are nine different findings and six different themes that are being addressed. • The relationship with the Tribes is going fairly well but it can always be better, Fariborz wants to make sure it is known that he is committed to serving the nine federally recognized Tribes and that they can have access to him at any time. • Where is DHS going as an agency? Integration model doesn't mean generic agency or a generic individual that works for an agency. It means having a program with it's identity intact. We want to improve the experience for the consumer. That means asking the communities how they would like to be served instead of taking a model out and saying this is how we are going to do it. Changes to many areas, the eligibility screen has been the same for 29 years, this is one of the things being changed.
2	<p>VR Director's Report – Keith Ozols</p>	<ul style="list-style-type: none"> • Legislative: This process will determine the budget VR receives moving forward and that can impact the program either way. VR usually comes in later in the process but this time VR was at the beginning so things had to move quickly in the way of developing presentations. The 23rd of January was the first presentation in front of the House alongside the subcommittee of Housing and Human Services with all 5 directors. Feb 5th is when the presentation to the Senate is scheduled and on the 12th is the longer, more specific presentation about VR. VR did not get all of the Policy Option Packages (POP) that was being asked for. One that was

granted was a “no-cost” option to hire 3 positions to provide pre-employment transition services in the field. Last year (2018), working with the Department of Education, VR delivered over 18,000 services to students and the number is growing. Adding three more staff to this part of the program will be very helpful. The POP VR did not get was the funding for the workload model to bring VR up to 100% of staffing needs, nor was the requests for more staff around strategic development and management granted. VR is in support of the Governor’s budget and that will be reflected to the Ways and Means Committee. When looking at the VR Service Model, although we are maintaining funding, VR is serving more individuals and the cost per case is going up. The services and accommodations increase in costs. Not only are these areas increasing, but with the mandates and paperwork, the amount of time it takes to serve an individual also increases.

- Legislative participation from clients and advocates is welcome. If accommodations are needed there are several ways. One is you can submit written testimony. If you are able to come in person, and you are more than 70 miles from the capitol, you will be moved to the front of the presentation line. (At the time of writing the minutes, it has also been acknowledged that interpreters are available upon request however, the lighting in some presentations is dim and that can

make it hard to see the ASL interpreters, especially for people with multiple needs)

- The Partial Federal Shutdown: VR has not been impacted by this as VR budget is from an earlier education budget signed last year and funds VR through 2019. However, because many people who are VR clients are also using other Self Sufficiency programs, there are some effects to these clients. The Feb payments for SNAP and TANF had to be issued in the end of January, with the support and collaborative efforts of DHS Director, Fariborz and the mobilization of thousands of State DHS workers, the were able to issue \$75 Million in benefits. This was a huge undertaking and one of the many reasons to be proud to be a part of DHS.
- Lane V Brown: In the beginning of January, there was a quarterly meeting with the settlement lawyers for the Lane V Brown Lawsuit. VR was able to address some of the concerns that were had running up to this meeting. There is a new requirement of VR to do outreach and work with individuals who are working in subminimum wage or sheltered workshop environments. VR has been working on this for the past two years. The settlement lawyers wanted to know if the clients seeking competitive integrative could be expedited to VR faster. The existing two pre-employment staff have been working with those individuals to expedite the process and build teams around them, including natural supports like

		<p>family/guardians and community members to help with a smoother transition.</p> <ul style="list-style-type: none"> • Streamlining the VR process: Looking at individuals that have been employed over 90 days, how can we get the supports to make sure they are in a place of stability and transition them from VR supports to long term supports? • RSA: Feds are not going to be monitoring OR VR this year. According to the current data, VR is looking pretty good. They are moving away from a monitoring program and more towards a technical assistance. This allows VR a year to continue working on modernization and getting programs up to date. There is going to be a Monitoring and Technical Assistance Guide (MTAG) published in February. This list the things that RSA is going to look at, around 400 different points. • New Workforce Coordinator, Sherri Boyd has started today. She has been partnering with VR for many years and is a recipient of the SRC Business Partner Award. She has been working with Mental Health programs. The IPS program in Albany. Sherri will be assisted by technical assistance from the Feds and WINTAC to help build VR.
3	<p>VR Deputy Director and Field Services Manager Report – Pete Karpa, Tryna Luton</p>	<p>Pete Karpa:</p> <ul style="list-style-type: none"> • Shifting work: Caseloads are showing to be at 45% of people with Intellectual/Developmental Disabilities (I/DD) which shows a trend over time. This is a result of the Lane V Brown and working

closely with the I/DD Services community and DHS providers.

- SRC/VR State Plan Committee: We have had excellent meetings and have started looking at the state plan being done for 2020. There are several external factors that influence this work. The Comprehensive statewide needs assessment (CSNA), workforce partners, employment department, and of course making sure the right information is in the state plan to report to the RSA in terms of outcomes and objectives.
- Training and Policy Team for VR: We hear that we need this and it is happening. There are about 200 staff that have not received adequate training to-date. We have done four or five training and have started looking at the census, provided training to 67 out of the 200 (about one quarter) and we are looking at the future and how we are going to lay the plan for training out on a cyclical basis to be consistent. We have reached a point in the training process where we can start looking at consolidating our gains and look at other things we want to feed into the process like the training calendar being up and running.
- Legislative reviews and Bill analysis: Robin has been working with me on Legislative reviews and bill analysis. We are anticipating 2000 bills., There is a person who qualifies them in order of priority and then send it to the people that should be involved in the process. VR has been able to keep up with it, often sending responses

back within hours and Robin has done a great job at the analysis on the bills that directly impact VR. We have run through at least 100.

- Comparable benefits: VR is looking at this process and how some of the ways VR is funded and seeing where we can do better in accessing support services that come through other partnering programs, like SNAP.
- Data: VR is looking to get re-engaged with other data reporting entities, like PRISM, which has a website that lays out where all types of different entities are on various things and we had pilled out of it two years ago due to a few discrepancies, however, that process is being renewed. VR will have the data back out on the website so the public and anyone else who needs to use this part of the data for planning and evaluation can access it. This includes collaborating with DHS about the research and analytic data they have.
- Comprehensive Statewide Needs Assessment: VR is on track to have it done within the three-year timeframe. We are expecting the RFP to be available in April, tentatively looking at having the contractor determined around June. The SRC will have involvement and opportunity for input. The hope is to have the CSNA completed in September 2020. It will depend on if we see the latest data regarding the evaluation aspect of it or the prior three year data. We are giving it a lot of time because things we discovered during these changes under

WIOA means we need to be looking more at the Youth Transition, Pre-ETS, and increase in the Developmental Disability percentages of clients. The perspective will need to shift so the old way of doing the CSNA is going to work. This awareness is allowing us to plan in advance and be ready for the time needed to implement these changes.

Tryna Luton:

- Washington County Branch Manager, Sarah started on Dec. 17th, at Washington county branch. She started in the Portland Office as an HSA and received her CRC and masters and became a counselor for VR and is now branch manager. Her counterpart is Mindy, who came from out of state. Mindy is a licensed professional counselor, has her CRC, and is a certified alcohol and drug abuse counselor, licensed for over 20 years. She has worked in other state agencies with mental health, addictions, rehabilitation counseling and other diverse populations. Mindy was awarded the governor's award for excellence for creating a therapeutic operational greenhouse for the state hospital in Montana. Sarah and Mindy have been working on hiring. Currently there are 13 VRCs and Washington County is looking to hire new ones. They have also been working with the Astoria and St. Helen's offices.
- Lane V Brown updates: Tryna and Acacia and Rebecca have been working together to come up with some kind of solution to meeting the metrics for those people that are named in Lane V Brown as class members.

These are the individuals that want competitive integrated employment, people who used to work at sheltered workshops, and there are groups of them that have yet to be entered into VR services, currently. There are two temporary employees who are working with this group as Pre-employment Navigators. Karen Lyman, who comes as a supportive employment professional with experience providing discovery, job coaching, job development and retention services. As a supported employment program manager, she worked with VR offices, brokerages, service coordinators and other providers in the Portland metro area, establishing business relationships and opportunities for VR clients. Karen will begin working with class members in Marion County. Phyllis Guile who started her career as a teacher and then came through the ranks of Salem-Keizer School District, became a central office administrator and worked with Special Education through her years until 2008. She was at the Oregon Department of Education as a director over a number of programs. She has worked part time with school districts to give input to administrators about teacher performance. She has many contacts in the area and experience in Lane County and she will be primarily working in that area with the priority class members from Lane V Brown.

- Branch Visits: Tryna has visited most branches. The following week, she is scheduled to go to Newport and visit the Siletz and Grand Ronde Tribal VR offices.

She has not been to the Salem Branches yet as the priority was to get to the outer lying branches before the holidays and then work closer to Salem. Tryna has been to Chiloquin to meet with Zola for the Klamath Tribe, Warm Springs, and visited with Angel Hale for the Commission for the Blind.

- Hiring updates: Ron BARCIKOWSKI is retiring, his position, RA4, is open and the hope is to hire someone before he leaves in hopes of overlap so he can be part of the training. The position closes the second week of February. Regional Manager for Region 1, the Portland area position has had an offer made to a candidate and the wait is because of the pay equity department negotiations. A branch manager position is open due to Matt Balkwill announcing his retirement. Joe Miller is filling in for him while Matt is on leave. Those interviews are set for Feb 22 in Medford.
- Counselor organization: There is a group of counselors across the state, some who work exclusively with clients with I/DD and some that have a mixed case load. This group has made a decision to meet monthly via teleconference and then quarterly face to face. Admin is providing support to them. Donna Keddy and Emily Armstrong are assisting them in going through the charter process helping to clarify the roles and purpose of the group. They are meeting March 6th at the Statewide Transition Conference. In the afternoon on that day, the I/DD counselors will join the transition

network facilitators, the ODDS regional specialists and the Pre-ETS coordinators for a meeting with different agenda items and networking opportunities. Heather Lindsey is helping with these efforts and will report back to the SRC about how this event goes.

- Oregon State Hospital Pilot program update by Joe Miller: The purpose of the collaboration between VR and the State Hospital is to streamline VR services as the patient transitions back into the community. This pilot project includes additional agencies such as Laurel Hill Supported Employment, the Oregon Supported Employment Center for Excellence, Lane County Behavioral Health Unit, National Alliance on Mental Illness, and the Lane Independent Living Alliance (LILA). The team has conceptualized what the pilot project is going to look like when it begins and metrics to know whether efforts are successful or not. In the 2018 strategic plan from the Oregon State Hospital, there was the goal to get the right care at the right place at the right time for their patients, while reducing the length of stay and ensuring a successful transition for patients back into the community. This project came about by listening to clients who have previously resided in the state hospital and, upon exit, utilized VR services successfully to integrate back into the community. These former clients identified a long hiatus of time between when a person is discharged and transferred into a foster home, a family setting, or living on their own (with or without supports) and the access to services

for employment or education. This pilot project will offer early career exploration and benefits counseling during a person's inpatient stay at the state hospital to build a positive mental outlook for recovery through work and full inclusion within their own local community. An open office environment will be created in the treatment mall section of the state hospital in Junction City so inpatients can voluntarily stop in to speak with a supported employment specialist or VR counselor in building a career profile for potential jobs or careers of interest and use the computers to search labor market information about jobs or schools (GED, trade schools, or college) in their home communities. Benefits counseling will be offered so a person can apply for social security benefits while being informed of work incentives which allow individuals to receive social security benefits and work part time. The career profile and results of benefits counseling will be shared by the discharge planner upon exit and given to the Assertive Community Treatment Team. The Assertive Community Team is a multidisciplinary team of mental health and nursing professionals who provide follow-along services in the person's home community. The ACT team includes a supported employment specialist and/or VR counselor to offer continued supported employment or supported education services. We will be keeping you up to date with our progress.

Matt Baldwin:

- **Training around Policy and Procedure:**
There is confusion about how information is disseminated to the field offices, the understanding of policy and procedure so there is a team of people working towards a unified vision and strategy on accomplishing this work that is ever changing as well as track the progress. There are hand outs included. Hand out 1 is the Priority and Updates, these are all of the policies and how they are all related to each other, how VR prioritizes things and what they pertain to. Many times we have to understand how things are intertwined to create the framework of what we do. These procedures are things that are constantly being worked on and updated. The things that need updating will be a higher priority for this team. If the law hasn't changed than the priority is going to be low. The medium priority is the things that are coming up next. There is a Training Schedule (hand out 2) As a Policy Team, we understand that things sometimes need to get out right away. Staff have asked for a better schedule with organization and structure so this schedule is being updated as things roll out. Anytime we do a policy change we want to have a transmittal associated with it so we will regularly schedule time where all of our changes will come out at once, once or twice a month. The following week, we will follow up with a Skype meeting open to everyone in the field to talk about what has changed and take questions and give answers. Division 30 is the big one that is being worked on right now. Senate Bill 397 is including language around the Universal

Release Form 3010 that may be mandated in April. We have updated all of our notices and rights and responsibilities forms to go along with this change to get ahead on the application. That is what Division 30 is getting to. The next step is to have further discussion at the Leadership Meetings. We are estimating that this will roll out in March. We will have a training date and give it to the field ahead of time so they can learn the procedure that have been developed and allow for some questions and answers. The end goal is to gather all of the current rules and procedures and work with Emily and Jaime's team as they are building the Intranet site and it will all be organized and structured to make it all into a complete desk manual with hyperlinks to the codes. The current intranet tool is not being utilized well and the feedback from the field is that it is outdated and not easy to search. Another development has been a process to have the field bring the policy and training team ideas for trainings that the staff would like or need. Hand out 3 has the process for requesting training and how it is vetted and moved to the output. Most of this is done by the staff and their managers. We have emailed this out to the managers and with the new intranet site, there will be a training link where they can request a training and then it will go into the process. We have a two-week turn around time to discuss and come out with an output. We are trying to collaborate more with the field on training. Right now there is only one person that does all of the training. Every training that we're doing now, we are asking for a person in the

field to come along with us and they become the expert in the topic and a resources for more trainings. This is gaining a lot of volunteers to participate and allows for more access to much needed training.

Judy Barker:

- Working with Lexie majors and a group of people they are overseeing on blended services contracts, which will expand contracting with numerous vendors. There is a large roll out on ORCA coming between march and June. There will be a new LD hired to help with quarterly reporting. Judy is focusing on the QA compliance tasks as she has no additional staff to help with this. She has asked for assistance with Michelle Robinson and Ron Barcikowski and they have entered things into the new QA tool in ORCA. This looks like setting up audits for wage data, credentials, and business integrity coordinators assignments. This tool allows the coordinators to print out reports and give it to branch managers. Prior approvals with RSA have been going through from October 1st to December, things are coming back more timely. The fiscal numbers at last meeting were at 67% for the biennium spending, but in December we were at 71% and we have spent 75%. There has been an increase in client service side. This increase is directly related to the 38% increase in College, Universities, and Occupational training; 10% increase in disability related skills training; and 28% increase in career exploration. WIOA has also said that VR needs to increase

		<p>credential attainment, so that is causing an increase as well. Judy and Ron worked together to create a projection of spending for the five year plan, and what this looks like is if the budget doesn't get approved in legislature, VR will likely invoke Order of Selection in December 2019. The Feds also expect data validation, even if they are not coming out to audit OR VR this year. Judy wrote a procedure and the Exec team adopted this, it includes some auditing. Judy and her team will be working on the pieces that relate to ORCA and Matt's team will be working with the field files. Eugenia has brought back enough money to serve an additional 162 clients. In the current biennium, she has brought back over \$8 Million.</p>
4	<p>Organizational Change Readiness Report Updates – Tryna Luton</p>	<p>Tryna Luton and Emily Armstrong:</p> <ul style="list-style-type: none"> • Fundamentals Map by RSA, State Plan, and Comprehensive Statewide Needs Assessment: All of these projects should not be siloed but come out as one Strategic Plan with goals and priorities that all feed into each other. • Monthly leadership meeting: Communication flow from Admin to Branch Managers and then out to the field is important so people can learn about what is going on by the people who are receiving the information at the leadership meetings. • Readiness assessment: Feb 27 and 28th, the group from the Readiness Assessment will be meeting to make the recommendations

that Emily will meet with Michelle Kennedy and then create the Tactical Plan. There should be a report available by the next Quarterly meeting.

- Tactical Planning workgroup comes together and is reviewing the 59 recommendations. This group is working on 6 of the 9 themes. This group developed a vetting tool and are moving into the prioritization of each of the recommendations. This should be done by the 20th of Feb. There will be an in session event to celebrate the completing and finalizing the tactical plan with prioritized recommendations to take to VR Exec Team for review. The DHS Management system was instituted about 5 years ago, with pieces like the fundamentals mapping, which Ted has participated on. This has a funnel-down approach where from the fundamental mapping, we determine measures, and from the measures, a score card is developed and that funnels into the QBR. We stopped the quarterly business work and the fathering of data on our measures because we knew we were going into the fundamental mapping. This mapping represents the core routine work that happens across the organization. It is very comprehensive. Then there is the strategic planning piece which Pete has the State Plan that is being worked on and these will essentially be the VR objectives that are being marched towards and used for building strategic initiatives off of. There were eight objectives that need revamping. The State Plan and Strategic Plan all tie into these objectives as well. One of the major

		<p>pieces of the work Emily will be doing is developing a change management communication training effort around delivering the information to field staff.</p> <ul style="list-style-type: none"> • SRC Involvement: Prior to the completion of any of these projects, the recommendations and data must be reviewed by the SRC for input.
5	<p>Employer/Partner Recognition – Gary Chiaravalli</p>	<p>The following businesses and individuals were recognized for outstanding partnerships with VR branches:</p> <ul style="list-style-type: none"> • Home Depot Rapid Distribution Center-Salem; Michele George, Daniel Regan, Louie Martinez, and Kelly Tindale • Melissa Parish, Ushio America Inc. • Tom Suing • Mark Noah, OST Coordinator, Chemeketa Community College • The Yamhill County Employment Department, MV Advancements
6	<p>Public Input</p>	<p>Cecelia: Wants to take the opportunity to thank four people. Cecelia is now a Peer recovery Specialist Outreach Coordinator with the Oregon State Hospital, promoting systems change, de-stigmatization of individuals who have been labeled, diagnosed and oppressed by a system that marginalizes people. Cecelia started as a client with VR after she had a psychotic break while also being a parent of a small child. Cecelia is grateful for the work of Sheila Hoover who was her VRC. Cecelia also wants to shout out to a retired VRC and branch manager, Mary Chevelle who was profoundly intellectual and helped Cecelia learn to see people in a non-judgmental way. She thanks Robert Costello, who believed in Cecelia and encouraged her to get a Master’s degree in</p>

		<p>rehabilitation Counseling, also eventually becoming a CRC. Currently Cecelia is an LPC at the State Hospital and doesn't use the CRC credential. Cecelia thanks Francis who made a difference in her life. Cecelia says when she started working in VR, she was told not to speak about her disability, to "keep them as pearls, close to my chest and hand them out slowly," and that this was a painful experience as other people with different disabilities were able to talk about them and be proud of their accomplishments. As a peer recovery specialist, she can openly talk about her experiences and it is a blessing to be able to share and strategically share lived experiences.</p> <p>Cecelia would like to challenge some of the things she has heard in the meeting today. When she works at the hospital, there is a mentality of treating people like they are no longer people and are a diagnosis or status, people are referred to by the acronyms that represent their conditions. With the team of five amazing people Cecelia works with, she tries to express to the new employees how important it is to understand that we are people first. Cecelia wants to point out that the people in today's meeting are using terms like "DDs" and that is something that is resonating about this issue and she feels strongly about person first language.</p> <p>Letters were submitted and are part of the attachments at the end of the minutes.</p>
7	<p>Local Office Update- Rhonda Meidinger, Martha Dodsworth</p>	<p>South Salem Office: Rhonda Meidinger, Aaron: Aaron has been in the South Salem office for a little over a year, three years total in VR. He started in Washington County and then relocated to South Salem and is primarily working with the Youth Transition Program (YTP) and the</p>

Community Transition partnership (CTP) working with Special Education programs in the local schools. Currently working with the School Districts for Silverfalls, Woodburn, North Marion County Transition program, and in the Salem-Keizer, West Salem High. This allows for a lot of collaboration and working with teams for individuals to make sure accommodations are appropriate and information is accessible so things can be consistent. The Woodburn School District is assisting to work with clients to get connected to DD services in case services are lost. Once a person is out of the school environment, they will need assistance with community integration, daily support systems in place. The transition from school to community life can have holes in these systems so the collaboration in the program helps to eliminate these missing pieces and connect them to resources. Woodburn has also made a connection with the local McDonald's which is known for having progressive training programs for staff and advancement possibilities. They have been working with kids in the YTP program and don't want to use job coaches, they want to adjust their training to fit the needs of the clients. Conversations are also being had with Silverton High School about initiating the transition process earlier than 16 years old.

Orientation happens through a video at the office. Wait times for the South Salem branch are running about three to four weeks out. Caseloads are 60-130, depending on the person, average is running around 90.

YTP specialists and teachers were asked what the biggest need for improvement was on how the resources are continuing to work together and the

		<p>need for expanded resources and partnerships that are outside of the local areas.</p> <p>Martha Dodsworth and Rachel Britsch North Salem and McMinnville: There are five positions that have opened for this branch, three counselors and two counselors’ assistants. In North Salem there are 15 staff, in McMinnville there are six. Two bilingual staff have been hired with the goal to connect them with Easter Seals and bring in more of the minority populations. The branch is getting more calls from the schools inviting the VR staff to IEPs and requesting more services.</p> <p>The numbers for the fiscal year June 2017-June 2018 showed serving 1,319 people and the stats for this year from July 2018 to current is 1,255 already.</p> <p>Rachel is a the Downtown Salem employment department almost every Tuesday for four years. There, she can collaborate with the Res care, it is a one-stop-shop, the trade act is there, vet reps, and job corps.</p>
8	<p>Condensed Committee Report Q and A</p>	<p>See attachments</p> <p>Motion to change the bylaws to state that SRC members must be on two committees instead of three made by Gary Chiaravalli and Seconded by Charles Richards. Susie Calhoun Abstained to make sure that the RSA is ok with this change. Motion was accepted unanimously.</p>
9	<p>SRC Business-Mission/Vision Statement</p>	<p>See attachment for complete and approved Mission and Vision Statement. Motion made by Lynn Wiles to accept the Mission statement, “The Oregon State Rehabilitation Council (SRC), works to ensure Vocational Rehabilitation (VR) is consumer driven and that available programs, services, and resources result in competitive integrated employment.” and seconded by Charles</p>

		<p>Richards. Motion passed Unanimously. The vision statement, “In a collaborative partnership with Oregon's vocational rehabilitation program, the SRC takes on a mandated leadership role advocating and representing the VR consumers’ needs and preferences, achieving successful employment outcomes,” was motioned to be accepted by Crystal McMahon, seconded by Heather Lindsey, and unanimously accepted by the council.</p>
10	<p>Open Format / Consent Agenda / Adjourn</p>	<p>Clayton Rees moved to approve the meeting minutes from the November 2018 quarterly meeting. Ted pointed out that the number in the first page about Eugenia processing \$60,000 was a little low. Keith pointed out it was likely the month of October only. Kaire said she would change it to read that the \$60,000 was for the previous month. On Page 9, the name of the company was not Karl Rutter but Careergous, correction made by Gary. Clayton rescinded motion to adopt and instead made motion to accept amended minutes. There was a second (not noted in the transcripts) Crystal and Elisha abstained from voting as they were not at the meeting in November. Motion passed unanimously.</p> <p>Crystal made an announcement that her team was hiring.</p> <p>The Statewide Transition Conference is coming up in March on the 6th and 7th in Eugene.</p> <p>Roberta Dunn shared that there are two open positions at FACT Oregon.</p>

Feb. 1st, 2019 – SRC Quarterly Meeting Attendees

SRC Members:

David Abramowitz, Susie Calhoun, Lynne Carter, Gary Chiaravalli, Roberta Dunn, Mary Jo Erickson, Elisha Kirsch, Heather Lindsey, Crystal McMahon, Jorge Martinez, Kim Poage, Clayton Rees, Charles Richards, Ted Wenk, Lynn Wiles

VR Staff:

Emily Armstrong, Matt Baldwin, Ann Balzell, Judy Barker, Robin Brandt, Rachel Britsch, Sheri Boyd, Toni DePeel, Martha Dodsworth. Kaire Downin, Kathy Exkert-Mason, John Gaudet, Mindy Gochis, Phyllis Guile, Sheila Hoover, Pete Kaarpa, Theresa Kollars, Karen Landers, Suzi Larson, Tryna Luton, Rhonda Meidinger, Joe Miller, Sierra Roan, Keith Ozols, Jeni Rucker, Sarah Sadruddin, Eric Stone, Sheila Wassil

Guests:

Vincent Shaw, Theresa Knowles, Fariborz Pakseresht, Tom Suing, Mark Noah, Cecilia Fiorillo, Zola Hulet, Jennifer Thomas, Michele George, Kelly Tindall, Daniel Regan, Louie Martinez, Jennifer Hernandez, Brandt VanSoolen, Jordan Blake, Becky Emmert, Marie Gullian, Steven Scherer, Mike Schmidt,