



Colorado Developmental Disabilities Council
Council Retreat Minutes
November 28, 2018



AGENDA:

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| 1. Welcome | Alicia |
| 2. Map of Colorado/Representation Activity | Julie Schleusener |
| 3. Council Skills and Talents- | Alicia (& everyone) |
| 4. Where are we headed? | Joelle and Alicia |
| 5-minute break | |
| 5. Board Self-Assessment, Council, and committee Findings | Lori Wilson, EffectX |
| 5 minute break | |
| 6. Roles and Responsibilities, Part I | Bruce |
| Lunch | |
| 7. Recap the map of Colorado activity | Julie Schleusener |
| 8. Roles & Responsibilities, Part II | Bruce |
| 5 minute break | |
| 9. Roles & Responsibilities, Part III | Bruce |
| 5 minute break | |
| 10. Council Member Commitment and Operations Working Group & Tasks | Hal and Bruce |
| 5 minute break | |
| 11. Opportunity for Guest comment | |
| 12. Adjournment | |

DISCUSSION:

1. Alicia called the meeting to order at 9:16
2. Introductions:
 - Getting to know one another activity and discussion.
3. Council members shared where they are personally, where they feel the Council is, and where it can go:
 - Vision exercise- Hal shared that we need to take responsibility to get something done because this is not a spectator sport.
 - Alicia- looks at the Civil rights movement and that it is a similar fight we are still in.
 - Jen- Shared the diversity we all share is so diverse and heading in a good value. Values the Council and what we all can bring to the table. Feels like she is guilty of not recognizing small opportunity and celebrate the small accomplishments. Moves too fast and feels like accomplishments need to move fast too. Needs to slow down.
 - Patrick- Agrees it is important to celebrate the small wins. Small wins will keep us moving forward. How can you serve people in the community? It can be hard to think long term but is very important to do.
 - Paulette- Endless creativity and great possibilities.
 - Patricia- Need to be strategic in terms of time based on climate; political atmosphere.

4. Where are we headed?
 - Innovation, Creativity, and guts will get us from point A to point B. We have a magical opportunity that we have been given money from the Federal Government to advocate on behalf of individuals with developmental disabilities in our communities.
 - Example: GiveDirectly.org will perhaps up the way. Started to ensure that every individual in a community will have the same baseline income to survive.
 - Providing a long term basis income for every adult in the community in 40 villages for 12 years of \$0.75 per day.
 - Example 2: Minnesota DD Council- Partners in Policy making. shift away from filling in the gaps to System Change. Has 26,000 graduates from the program. Provide continuous education to stay up to date with changes best practices. They have remained open to change and shifted and have kept great records of participants. They are now international and online. Huge program that this Council took on and made great changes. Another states Council took on a similar project for younger people with similar success.
5. How are we going to do this vision?
 - The reason we do this work could not be more important.
 - Fear- Can be so big it can stop us. Moving in a common direction so our energy is not wasted. Staff and Council have shared responsibility. Need to act in service for a future we may not actually be able to see the change in our lifetime but will in the future. We need to project our vision. This will lead to work groups, talking, changing practices, policies, new laws, and progress. We have to work at it but can achieve our goals. We cannot change the DD Act itself or the core components with it but the way we can change is if members come with us. The limit is what you make it and we can do this together because Council members are the biggest asset we have.
 - As an organization we have a lot of work to do and may encounter upset people who are negative because we are not practicing the status quo but we need to push forward.
6. Board Self-Assessment, Council, and committee Findings:
 - Lori Wilson- Common things human beings do is gather information. Trying to help everyone be on the same page. Basic information that has been gathered about attendance over the last year.
 - Quorum is at least half to take any type of action during a Council meeting and 40% at committees. Two graphs show that people are not physical able to show up to meetings. How can the Council be accessible to improve attendance?
 - Individual attendance document passed out to individual members.
 - Survey Results:
 1. Council needs to consider way to improve leadership and roles.
 2. Council needs to work on understanding bylaws better.
 3. Policies in place and members feel they understand.
 4. Role and responsibilities need to be worked on by the Council.
 5. Generally speaking members commented that meetings are not being run efficiently.
 6. Feedback- Time needs to be structured better.
 7. Need roles and responsibilities listed. New members are still unclear.

- Council Member Responses:
 - Julie: can bring attendance and if we can remove barriers to attendance, the Council will be much better as a whole.
 - Hal, wonders why people cannot attend? What can we do to enable.
 - Many state representatives feel their time is thin and they have multiple meetings during the Council meetings and sometimes they are told the other meetings are mandatory. There has to be a conversation about how the right agency representative is active on the Council.
 - Patrick, seems as if there are two categories of members; the required agency members and the at large representatives. Maybe Council staff needs to go to the state agencies and have a discussion about why the agency representative presence is vital to the Council and conducting business.
7. Roles and Responsibilities: Bruce used sources from ITACC. Here to clarify roles and responsibilities. Full integration and inclusion.
 - Council has a choice to make more impact or maintain status quo.
 - Need to work smarter and work differently.
 - About \$1,000,000 federal funds and \$25,000 state match funds for the Colorado DD Council.
 - Approximately 715,000 have some form of a disability. Of this amount about 82,000 have an I/DD. These are the people we are addressing and this is a huge responsibility. State and Federal definitions of disabilities are different.
 - We are a governor appointed at the pleasure of the governor to do extraordinary things. We have both state and feds overseeing us.
 - Anywhere anytime that two members are meeting it is considered business and staff needs to be present due to the Sunshine Law.
 8. Fiduciary Duty: We have a mandate from the federal government to spend money on projects to help the world with individuals with developmental disabilities.
 - All Council members bring something to the table.
 - Role(s): Part played by a person or thing in a particular situation.
 - Need to know your role at the table to help bring knowledge to the table.
 - Role of the Council: Capacity builder to serve person with I/DD. We can be a change agent and effect policy and legislation. Members can be a supporter and a motivator. Council funds programs. Obligation to be a reporter; reporter DD Council activities.
 - Innovators
 - Changing the voice of society
 - Informers about the Council itself and the issues that surround people with I/DD.
 - Letter writers and post card writers
 - Futurists
 - Mobilizers
 9. Member Roles:
 - We are the voice for people with I/DD. Not the only voice but a huge role
 - Rural areas, age, education, disability type, race, ethnicity, income. Critical roles
 10. Staff Roles: Principle doers.
 - Director is hired and his/her job is to hire staff that are well suited to complete their jobs.

- Supporting Council members.
 - Jugglers with multiple tasks
 - Corporate memory. The staff will stay but the Council members' term out.
11. Intersection of Council members and Staff:
- If members and staff are not interacting, we are not learning and working together.
 - Want to go full speed working well at the same pace.
12. Bi laws and DD Act activity:
- Council Code of Conduct
 - DD Act: Where is the Federal definition of the 102 definitions
 - Subtitle B Assistance
 - Quorum requirements: 50% for Council and 40% for committees
13. Leadership role: Everyone has a role on the Council:
- 712,000 people Council serve.
 - It is okay if you do not know everything. It is okay if you do not like the spotlight or want to be given credit. But firmly believe everyone can be a leader.
14. Five Year Plan:
- What is it?
 - A written plan we can refer to and we must report to the federal government about outcomes.
 - It is our contract with the federal government for the money we receive.
 - Council's role in planning?
 - Develop, implement, and monitor.
15. Maximizing Participation:
- Valuing everyone's input
 - Presuming competence
 - Physically Accessible Spaces
 - Ask people what they need
 - Listen and listen to understand
 - Everyone needs to approve
 - Information needs to be accessible
 - Language, culture, geographically
 - Trust and respect
16. Voting Item of additional Council meeting dates:
- Purposed new voting item that the Council will approve that the staff go ahead to prepare for these additional Council meetings but the members will discuss the additional dates at the January meeting. Willie made motion. Julie seconded. Unanimously approved.
17. The Council meeting adjourned at 3:56 PM.

NEXT COUNCIL MEETING: January 23, 2019
LOCATION: Community First Foundation 5855 Wadsworth Bypass, Unit A

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Action Items/ Motions Made:
 Motions Made:

1. Purposed new voting item that the Council will approve that the staff go ahead to prepare for these additional Council meetings but the members will discuss the additional dates at the January meeting. Willie made motion. Julie seconded. Unanimously approved.

Actions Items:

1. Alicia will send out the DD Act and bylaws in normal font for members to review.
2. Sue reminded members that the documents are available on our website under member resources tab.

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Those in attendance: Alicia Eakins, , Kristen Erby, Hal Wright, Paulette Steinhoff, Bruce Cline, Julie Voltaire Schleusener, Katie Oliver, Elizabeth (Lisa) Potter, Patrick Hackney, Jennie Munthali, Jennifer Martinez, Willie Wade, Patricia Henke, Peggy Spaulding, Jessica Howard,

Those absent: Sen. Irene Aguilar, Debroah Marks Williams, Joe Morrone (medical leave of absence), Deon Gillespie, Rob Buzogany, Sandra Friedman (Family leave of absence), Milly Segura Cubas, Lisa Franklin (on a leave of absence)

Staff Present: Joelle Brouner, Mackenzie Helton, Susan Fager, Robert Lawhead, Vanessa Hernandez, Tina Trammer

Guests: Doug Potter,