

SABE Board Meeting

November 4-5, 2011

Phoenix, AZ



Betty called the meeting to order.

Betty asked Carol from Minnesota to hand out the cards for the 2012 National Self Advocacy Conference.

The Executive Committee brought up to the board to discuss Bill Krebs association with the AFP.

Betty asked someone to make a motion to remove Bill Krebs from the SABE Board.

Vicky Wray made a motion to remove Bill Krebs from the SABE Board. John Britton seconded the motion.

Vicky called for a vote.

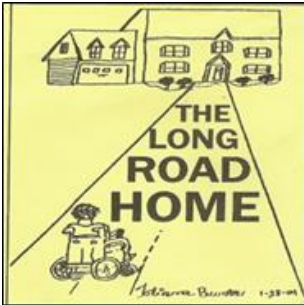
Richard Enfield asked a question regarding affiliation with the Arc, since they also signed the letter. Betty explained that the SABE board decided to step down from the AFP.

A roll call vote was taken on the motion. The motion passed and Bill Krebs was removed from the board. The group discussed whether or not he would be ineligible to run again for the next SABE Board Election. Bill does not belong to a self-advocacy organization; therefore he cannot run. Betty asked Bill if he wanted to stay. Bill stayed.

Betty gave the President's report. She asked if anyone had an update on Victor Robinson. Victor is now in a nursing home and hopefully recuperating.

Betty went over with the group the organizations and programs that she is now affiliated with.

- Ticket to Work is a Social Security Administration Program that Betty and Chester are affiliated with.
- Class Act
- Friends of the Court



Bernard gave a presentation on the “Long Road Home”. If anyone would like to be a part of the Long Road Home celebration and plan a rally in their state, please contact Bernard before the call on November 17<sup>th</sup>. Tia asked if individuals would have their own way down, they can be a part of Georgia’s Long Road Home celebration.

Max was discussing with the group about putting the information about Long Road Home on the website. Bernard said that it was ok with his group to put it on the group. They are trying to get the information to as many people as possible.

Bryon made a motion to put the information about Long Road Home on the website. Bill Story seconded it. Motion passed.



Nancy Ward gave the update on Project Vote.

The Project Vote team wants support from the Board to get this information out to their states.

We are thinking that this will be the last year for Project Vote, so we are trying to figure out ways to keep the project going after the grant ends.

The Project Vote team is asking Betty to appoint members to the following committees:

- Website (increase use)-Jason
- Toolkit Working Team (downloadable)- John, Chester
- Toolkit Review (make sure it is easy to use)- John, Chester
- Sustainability Task Force (how to keep it going)- Bill Story

We would like for each of the state specific changes to be made by the SABE representatives. There will be a web based curriculum. Project Vote

would like to suggest that voting be a major focus of the 2012 National Conference to reach every person attending about the importance of voting and the launching of SABE's new Project Vote Toolkit on the website.

- Propose a general session.
- Secure major exhibit space to feature voting.
- Pass out voting information and signs to get out the vote all over the conference.
- Invite non-partisan motivational persons to support "Get out the Vote" at the general session. (high energy, passionate speakers-P&A and Self-Advocates)

2012 is an election year so we want to make sure that everyone gets out there and votes!! 😊

Dissemination means getting the information out to as many people as possible in various ways.

Eric made a motion to accept Project Vote's Report. Clint seconded it. Motion passed.



**SABE Board Report  
November 4, 2011**

Grant Award:      October 1, 2011 – September 30, 2012  
Amount: \$91,796

Four Major Activities:

- Project Vote Website
  - Project Vote Voter Education Toolkit placed on website,
  - Dissemination activities announcing the Toolkit available on the website
  - Ways to keep project vote going after the grant ends

Support Needed from the Board: Ask Betty to appoint board members to:

1. Website Committee: Review the website for ease of using, reading, and downloading information. Focus on increasing the use of website. Make sure that new materials are added to the website and that website is updated. (Laura/Krystle and Teresa (co-chairs), Nancy, Tia, Hannah, 3 SABE board members, NYLN

2. Toolkit Working Team: Make the Voter Education Toolkit so that it can be changed by people to be state specific, downloaded from website, work with P&As to make the toolkit state specific. Tia Nelis and Teresa (co-chair), Nancy, Hannah, SABE Board Member, and NYLN, Ruby, one SABE Board Member

3. Toolkit Review Committee: Review the toolkit to make sure that it is easy to use, change and download from the web. Nancy and Hannah (co-chairs), Ruby Moore, NYLN, Teresa Moore, Tia Nelis, Krystle McCarthy/Laura Jackson, one SABE Board Member

4. Sustainability Task Force: Prepare a plan to present to the Board for approval to continue Project Vote activities beyond the funded grant. (a member of the Executive Committee) Essie and Nancy (Co-Chairs), Ruby, Tia and one member of the Executive Committee

National Conference Theme: "Human Rights"

Project Vote would like to suggest that "Voting" be a major focus of the 2012 national conference to reach every person attending about the importance of voting and the launching of SABE's new Project Vote Toolkit on the website.

- Propose a general session,
- Secure major exhibit space to feature voting,
- Pass out voting information and signs to get out the vote all over the conference, and
- Invite non-partisan motivational person(s) to support "Get out the Vote" at the general session (high energy, passionate speakers – P&A and Self advocate)

Request the Boards approval to support this as a major activity at the conference and to present the idea to the conference planning committee at a face-to-face meeting as soon as possible. We suggest the people to present this idea be Betty, Tia, Essie and Vicki Turnage. Project Vote will also review its budget to see if there is any money that can be allocated to support our request.

### Dissemination

The project has a major dissemination activity to launch the Project Vote Voter Education Toolkit being available for the first time on the website. All dissemination materials will be developed by the Project Vote staff and we understand the PR Committee must approve the materials before they are disseminated. We will inform the PR committee when products are available for review and present them on one of their conference calls or at a board meeting.

Phoenix, AZ

Tia Nelis gave an update from the Self-Determination Committee. Bernard asked if we can add “Do you know what self-determination is?”

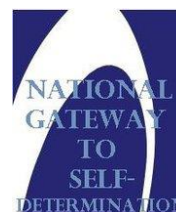
Bill Story made a motion to accept the Self-Determination report.

Ryan seconded the motion. Motion passed.

### Self Determination Committee Report

Phoenix, AZ

November 4, 2011



The meeting was held on November 3, 2011. The major activity that the SABE Committee talked about as requested by the National Gateway to Self Determination grant was information for a manual “What Self Advocates Want An Advisor To Know About When Supporting Self Advocates“. An example of the types of questions we talked about were:

- What do you think makes a good advisor?

- What is your belief in self-advocacy?
- Do you think having different support in different areas of your life to build self-determination is needed?

We first talked about the value of a manual because sometimes when people receive a manual they believe that it is all they need to know to be an effective advisor. An effective advisor needs to learn and grow with the group and be part of the movement. They need to get involved. People forget that the movement is all about the Self Advocates' life and who they are and who they want to be. Once you achieve people say you are not speaking for yourself but what others are telling. Self-Advocacy is a process not a category. Questions for the advisors are...

- What does Self-Determination mean to you?
- Describe what self-advocacy means to you?
- Do you think your advisor respects you?
- Do you think support is a two way street?
- How do you think a system of checks and balances within the organization can promote self-determination?
- Do you think having a keeper of respect?
- Do you think advisors should learn about personalities and feelings?
- In what way could an advisor effectively facilitate or support an officer in doing so; the sessions on personalities and feelings (making sure ALL members of the group are supported).
- Do you understand your personal boundaries in promoting self-determination?
- Do you recognize and respect the individual members' problem solving and communication styles?
- Do you think the group should work around the advisors time schedule or the groups to get things done?
- Do you know how to find the members strengths and build on them?
- Do you agree that it does not matter that people cannot walk, talk, read or write...it does not matter. Everyone has a contribution.
- Do you believe that members have capabilities.... all they need is the opportunity to use them?
- Do you think advisors should make decisions for the group without talking to the members?

- Do you agree that self-advocacy is not about being a great advisor, it is supporting the group to be great in themselves
- Do you agree it is a partnership, an equal partnership (trust and respect for each other)...it is all about relationships
- Do you think an advisor should share their personal skills and interests with the group?
- Do you think words hurt?
- Imply that self-advocates are not doing what they do, it comes from others
- Do you think advisors should ask how the group can help the members...you cannot teach experience, you have to experience?
- Do you think self-advocates should forgive advisors for making mistakes?

By the next SABE Board Meeting we will show you how the self-determination committee took these questions and put them together in a manual for advisors.

Vicki Wray gave the Secretary's Report.

Eric made the motion to accept the minutes. Carol seconded the motion. Motion passed. Max gave the report on Autism Now.



### **November 2011 – Report To SABE Board**



Autism NOW is the name of a project SABE is doing with The Arc, Autistic Self-Advocacy Network and others. Max, Betty, Chester, Nicole and Topper are working on it for SABE.



The goal is to collect information and put out information.  
 You might think it is just about autism but actually it is about all kinds of developmental disabilities.



**#1 SABE is part of the Advisory Committee**

- Max Barrows is Chair of the Advisory Committee. It meets once a month. He runs the meetings.
- Betty and Nicole are also on the committee.
- The main job of the committee is to decide what goes on the Autism Now website.

**# 2 SABE has 12 webinars to do.**

Here are the dates and topics. If you want to be considered as a speaker please talk to Betty or Max.

Tuesday, November 15, 2011	Transition to Adulthood
Tuesday, December 06, 2011	Mental Health First Aid
Tuesday, January 24, 2012	Allies and Advisors and Support People
Tuesday, February 07, 2012	Converting Sheltered Workshop to Programs that Find People Real Jobs for Real Pay (Bernard, Cathy)



Tuesday, March 27, 2012	Language (Accessible)
Tuesday, April 10, 2012	People Taking Responsibility for Advocacy in their Lives
Tuesday, May 22, 2012	Safe in the Community (Carol)
Tuesday, June 12, 2012	Technology to Increase Independence and Accessibility
Tuesday, July 10, 2012	<b>Building Relationships/Marriage Penalty?</b>
Tuesday, August 07, 2012	Sexuality
Tuesday, September 18, 2012	Transportation (Bernard)
Tuesday, September 25, 2012	Learning to Drive (Jason ☺)

**The times for the webinars will be 2:00-3:00 PM EST.**

### #3 We are Creating Advocacy Tools For Self-Advocates

They will be on  [www.selfadvocacytools.org](http://www.selfadvocacytools.org)



and on a disk!

We are covering about 25 topics. Each topic will have:

- ✓ Description of the topic
- ✓ Tips for SABE
- ✓ A list of training materials that state self-advocacy groups have to share on this topic.

## **Table of Contents For SABE Self-Advocacy Tools**

1. About SABE
2. State Self-Advocacy Organization
3. What Is Self-Advocacy? (Peer To Peer Connection, Purpose, Mission, Goals, Core Values)
4. How To Start A Self-Advocacy Group
  - a. Scheduling Your Meetings
  - b. Group Agreements
  - c. Creating An Agenda
  - d. Check Ins
  - e. Setting Goals For Your Group
  - f. Brainstorming
  - g. Making Decisions As A Group
  - h. Getting People Involved & Keeping People Involved
  - i. Officers
5. Fundraising
6. Disability Awareness (Civil Rights Movement, Myth Busters, Presume Competence)
7. Respectful Language
8. Networking And Partnerships (Do Your Homework, Be A Broken Record)
  - a. Speaking Up To Your Legislators
  - b. Facebook, Twitter And YouTube
  - c. Creating Websites
  - d. Start A Cable Access TV Show Or Get On The Radio
  - e. Blogs
  - f. Tabling At The Mall Or Other Public Event
  - g. Take Direct Public Action In Your Community
  - h. Get The Press To Cover Your Events
9. Spice It Up
10. Including People Who Use AAC (Alternative And Augmentative Communication)
11. All About Meetings
  - i. Adapted Robert's Rules Of Order (Pdf)
  - ii. Things To Remember
  - iii. What To Do When Others Are Talking
  - iv. What To Do When You Are Speaking
  - v. Tips For Running Smooth Meetings
12. Events And Trainings

13. Allies, Advisors And Support Staff
14. Using Words We All Know
15. Issues
  - i. Recognizing And Responding To Abuse
  - ii. Closing Institutions
  - iii. Converting Sheltered Workshops To Employment Supports



**#5 We want to thank the following states for running focus forums for us.**

1. People First of Alabama
2. People First of Arizona
3. People First of Georgia
4. Our Voices Count, Too Self-Advocacy Council of South Carolina
5. Youth Opening Doors Through Advocacy of Missoula, Montana
6. Next Step Self-Advocates of St. Albans, Vermont
7. Green Mountain Self-Advocates of Vermont
8. People First of Washington
9. Self Advocates in Leadership (SAIL) of Washington

We are going to put the information up on the SABE website about the webinars. Will the states give this information to people in their states? The webinars from Autism Now have been very well attended. Maine self-advocates have written a curriculum for the people that are transitioning out of the sheltered workshops. Jason discussed that when people are told that a sheltered workshop is being shut down, they get scared. On the other hand, when they are told about getting a real job out in the community, they are more comfortable. Bryon said that there are two articles in the “Riot” magazine regarding sheltered workshops.

Chester stated that while articles related to sheltered employment are fine; there needs to be research to show that shutting down sheltered workshops works. Cathy stated that she went to a conference in Colorado about assistive technology.

Vicky said that she is able to do everything on her own.

The website will be up by the end of December, 2011. All of the webinars will be recorded and up on the website. Information about the Autism Now webinars that have already been done will be sent out.

Eric said that he would like to commend the Autism Now team for all of the work they have done over the last year.

Eric made the motion to accept the AutismNow report. Chaqueta seconded the motion. Motion passed.



Betty discussed the upcoming Self-Advocacy Summits.

- March 28-29, 2012-Honolulu, Hawaii
- April 19-20, 2012-Chicago, Illinois
- May 10-11, 2012-Seattle, Washington
- March or May, 2012-Baltimore, Maryland (TBA)

These are for all of the twenty states that did not go before or were not invited before.

The states that did not go before will go to the summit closest in their region.

Meeting is adjourned until 8:30 AM on Saturday, November 5<sup>th</sup>.

Betty called the meeting to order at 8:47 AM on Saturday, November 5<sup>th</sup>.

Betty asked Carol to start off with a song. It's called "Step by Step".



Planning group consists of at least one-half self-advocates. The hotel and conference center contracts have been signed. We will be at the Crown Plaza Riverfront Hotel. The sessions will be at the conference center, which is about three blocks away. There is a whole committee that will be looking at transportation between the hotel and conference center.

The website for the National Conference is up! The website is [www.sabeconference2012.com](http://www.sabeconference2012.com). The logo was made by Bob Williams.

There is a huge focus on human rights for the state of Minnesota. There is a human rights group in Minnesota that has made games around human rights. The committee is looking into having a Human Rights Fair as part of the conference.

Minnesota has been lucky to have a lot of support from their state.

Think about, as a SABLE board, sending a letter to Commissioner Lewis, in hopes of getting ADD's full support of the conference.

Wilbur read a draft of the letter that the conference committee would like SABLE to send to Commissioner Lewis.

Topper made the comment that these are the leaders of over 1, 200 self-advocacy organizations all over the nation, not just 1,000 people.

Clint made a suggestion to include the conference theme in the letter. "It's about fairness."

Topper sent around information that our information is disseminated to 1,233 local groups and 56 state groups. This needs to be included as part of the letter to show how many people are reached by SABLE.

Bryon asked if there are back up hotels; and there are. ☺ At this time, we do not know how many. Bernard said that for the National Conference in 2006 they had four backup hotels.

The SABLE membership is part of the registration fees for the conference.

Theresa said that SABLE should look at Ben and Jerry's for support. If SABLE has ideas for sponsorships then they need to send them to ACT directly. There are different levels of sponsorships.

Bernard said that he has a connection with the Center for Disease Control in Atlanta so he is going to try and get money from them.

Wilbur will have Mary Kay send Krystle information about the National Conference to put up on the website. The sponsorship letter that has already been made will be sent out the SABE listserv so that everyone has the letter.

What comes with the registration fee?

- SABE membership
- Meals
- Conference Materials and Bag
- DOES NOT INCLUDE HOTEL COST



Bryon asked if there would be meals that would be geared towards people with diabetes. YOU HAVE TO REQUEST SPECIAL MEALS ON THE REGISTRATION FORM.

**Betty gave the dates and locations for the upcoming SABE Board Meetings:**

February 8-12, 2012-Las Vegas, Nevada

May 30-June 3, 2012-Minnesota

August 29-September 2, 2012-Minnesota

October 31-November 4, 2012-Utah



Legislative Committee Update-Bill Story gave the Legislative Update. There was information given out at the last Board Meeting to have regions contact their legislators. We need to continue our support of the Reauthorization of the Work Force Investment Act including S1021. This bill did not reach the floor this session but it is important and needs to be back on the agenda for next session.

Finally, there is a bill that was introduced last month which is HR3086 which will phase out all special wage certificate that allow workers with disabilities to be paid less than minimum wage. These certificates would be phased out over three years with private for profit certificates being phased out in the first year, public and governmental entities in the second year and non-profit certificates after the third year. THIS BILL, IF

PASSED, WOULD PHASE OUT SHELTERED WORKSHOPS AS WE KNOW THEM KNOW. THEY WOULD BE REQUIRED TO PAY MINIMUM WAGE.

The senators that each person has been asked to contact may not be from your specific state, but from your region.

Eric made the motion to accept the Legislative Report. Carol seconded the motion. Motion passed.



PR Committee Report-Please send all Regional Reports to [maxwbarrows@gmail.com](mailto:maxwbarrows@gmail.com), [mccarthykm@umkc.edu](mailto:mccarthykm@umkc.edu), [jacksonlw@umkc.edu](mailto:jacksonlw@umkc.edu).

Please send all committee reports and project reports for the newsletter to [maxwbarrows@gmail.com](mailto:maxwbarrows@gmail.com), [mccarthykm@umkc.edu](mailto:mccarthykm@umkc.edu), [jacksonlw@umkc.edu](mailto:jacksonlw@umkc.edu).

Please put in the subject line of all emails:

FOR PR COMMITTEE. 😊

Max has a question for the board: What kind of information do you want for the newsletter and website?

What kind of material do you want in the newsletter?

- SAVE THE DATE-National Conference
- The Long Road Home-Article
- Highlight people who have passed away
- Highlight (Profiles in Freedom)-Start with Officers
- Where are they Now?-Former SABE Board Members
- Project Vote would like to have an article
- What we believe in and what we have done? Go on the website on how we have done things, and what we have done?
- We need to stay more updated on the website.
- We have a nice table organization to put on the website.

Betty suggested to the group that the PR Committee should do the approval for things to go on the website. Max and Chaqueta have the final say, and will go to the committee with any questions.

- Chester would like to write an article.

- Betty would like to write an article.
- Bernard would like to write an article.
- Theresa, George and Juliana would like to write an article.
- Eric would like to write an article.
- Carol would like to write an article.
- Would the group like to have themes for newsletters?

Eric made a motion to accept the PR Committee report. Clint seconded. Motion passed.

*Policy Committee Report  
SABE Board Meeting Phoenix, Arizona*



November 4, 2011

1. Positions statement to old community living statement is still on website. New Community Living statement has not been posted on website.
2. Reviewed Closing Institution Statement updates have not been completed. Request by next meeting this be done one website.

Recommend that we reword to:

- i. Self-Advocates Becoming Empowered believes all people regardless of the severity of their disabilities should live in the community with the support they need and that all institutions should be closed.

By Self-Advocates Becoming Empowered  
Adopted April 1995 Revised August 5, 2011

3. OK with Aversive statement.
4. Institutional Statement is ok. Typo on “groups” to “group homes”.
5. Guardianship & voting Statement: we would like Project Vote to look at this statement and rewrite and update.
6. Hate Crimes statement is clear and strong. Leave it!
7. Life Sustaining Care: keep it.
8. Definition of Self Determination: we would like the Self Determination committee to look at this statement and revise if needed.

Essie suggested that the Policy Committee recommend a format for Policy Statements or positions.



Bill Story made the motion that the committee report be accepted. Chaquetta Stuckey seconded. The committee report was approved.

By Laws Committee

SABE By Laws Committee  
November 4, 2011



We understand that the Executive Committee has not advised current Board members that they are in violation of the By Laws due to their non-attendance of meetings. Therefore, we are planning on sending the following notification to Board Members and alternates who have not been able to attend. Our By Laws indicated that Board Members may be removed if they have three unexcused absences. Excused absences include personal illness, death of illness in the family, employer refusal to permit attendance (if a person's job is given as an excuse, the employer will be asked to write a letter stating that) or previous commitment.

Letters will be sent as follows:

Region 1: Representative: Jim McNemara  
Alternates: Mike Raymond and Rocky Hughes  
Due to lack funding for airfare

Region 3 Alternate: Nannie Sanchez resigned

Region 6: Kenny Stallings- 3 absences one due to health, 2 related employment- He will be told that if he cannot attend the next meeting he will be removed from Board.

Region 7: Hope Finley- Warning letter that she has missed two meeting due to work without documentation that she could not get off from her employer. Notify Vicki Mills that she is now the representatives. Contact Germaine Payne to determine if she is still an alternate.

Region 9; Reggie Garey and Theresa Chappell will be removed due to lack of funding. Consuelo Castillo will move into Theresa Chappell position and Eric Treat will move into Reggie's position.

Examples of letters

Dear



**On behalf of SABE, we are writing this letter to formally notify you that you have missed three meetings of the Board. According to the By Laws you are allowed**

**only 3 unexcused absences during your term. Therefore, we are removing you from the Board. We appreciate your contribution to our board, but we must have all of our Board participate in order to stay strong.**

**If you have any questions about this letter please contact Vicki Wray within 30 days of this letter.**

**Dear**

**On behalf of SABE, we are writing this letter to notify you that if you miss another meeting of the Board, you will remove as a Board Member. Our By Laws states that a Board Member may not have more than three unexcused absences. Unexcused absences are defined in our By Laws as**

**Dear**

**Congratulations due to your current regional representative inability to serve on the Board, you will replace on the Board. Your responsibilities include the following:**

**Please remember that you must provide your own funding to attend these meeting. Please Vicki Wray, by e-mail of your acceptance of this position.**

**Provide information to the Board and Alternates on their responsibilities. The By Law Committee will send out the requirements and contact all members and alternates to discuss their responsibilities.**

**Other recommendations that we will continue to follow up on include:**

Quarterly teleconference, video conference or a regional meeting be held with the State Representatives from each region, representatives and alternates to get updates from the states.

The By Laws committee will develop a form that has all the responsibilities of the alternate and/or representative listed for the conference. The form will also require that any individual who runs address their qualifications for the position. The form will also include a signed statement from their self-advocacy group of their endorsement. In addition the self-advocacy group will have to agree that they will support the person running for the position and their support person (if necessary) for 8 Board Meetings. The Board discussed how this could be prevented in the future. Suggestions included making sure that the responsibilities and expectations for the Board Members and Alternates be included in Newsletter, listserv, scripts etc. We have done this before.

Possible solutions to this problem would be to require that candidates submit their intent prior to the conference, not accept nominations for representatives from the floor. States could elect who would run from their state for regional representatives.

Bryon requested a motion to accept the committee's report. Clint motioned that the committee report be accepted, Carol seconded the motion. Committee report accepted.

SABE

Close the Doors Report

November 4, 2011



*Willow Brook Film*

- Provide not only organizational endorsement but provide about \$1,000.00 towards production costs.
- Screen the film at the SABE conference.
- Have people involved in the filmmaking come to the conference. Can a representative attend a board meeting to explain the film and to show the group the film?
- Link for information on the film on the SABE website.

*Disability History Week/Month*

- SABE needs to take a position on Disability History Week. Can we endorse this nationally and encourage states to have this kind of week? Can we have this information on the website? Can we connect with State DD Councils to encourage this activity or to get information? Can we encourage states to have disability history displays at their Capitols for the month? (Do we need to take a vote on this?)
- At the SABE conference- do a presentation on the Disability History Week and have materials available, display the history wall, screen the PBS/Public TV show on closing institutions in Minnesota (Carol was in this film), have sessions on the CRPD Human Rights, and perform a portion of "Reconciling Samuel", a play about institutions and the MN State Apology, and a session about "The Long Road Home" (Bernard Baker).
- Can we do some kind of art project to represent Willow Brook or other institutions? Can we do a mural at the conference related to institutions (see me, take me, accept me, friend me, like me, mention me and watch me) Work with the Disability Mural Project and Bridget Riversmith from Duluth, MN. Ask Bridget to do a session on the Mural Project.

*Close the Doors would like to consider working with the Grassroots Committee*

- Can we work together on some issue to collaborate and take a stand on that issue?

*Remembering With Dignity Project in Minnesota*

- Carol would like to do a report on this project and show some of the portraits that artists made called, “See Their Faces”. Would you consider this?

**Grassroots Report—November 5, 2011**

- ☆ We completed putting together information for our pages on the SABE website. The button on the SABE home page that will get you to the grassroots pages will say... **Speak Up!**



**Self-Advocacy Nation**

**More than 1,250 local and state self-advocacy groups**



**Bernard Baker**  
Georgia



**Jason Billehus**  
Montana



**Clint Perrin**  
New York

★ The 3 issues we are providing information and action steps on are:



1. Converting Sheltered Workshop to Work Opportunities



2. Abuse and what we can do about it!



3. Self-Advocates Take on The Marriage Penalty

★ We filmed 3 video clips introducing each topic. The board viewed the video clips.

