



**SABE Board Meeting
Thursday April 2011
Kansas City, Missouri**

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Decisions Made by the Officers and Board

- ✓ There is a new time limit - a board member must call his or her alternate at least 6 weeks before a board meeting if they cannot go to the meeting.
- ✓ Essie and John will send an announcement letter naming all the current board members to the DD Network partners in each state. The letter will not ask for financial support but will thank them in general for supporting participation on the board.
- ✓ SABE will only pay for hotel fees for a board member who requests funding from John Britton at least 6 weeks before a board meeting. Airfare will only be paid under special circumstances which include participation on special grants and other requested committee work.
- ✓ SABE will replace non-active board members with alternates.
- ✓ Next Board meeting is in Providence Rhode Island August 2-7, 2011. The Full Board arrives on the August 4th.
- ✓ Motion passed to write a letter to Sharon Lewis providing feedback on the role of advisors. Vicki and Betty will write the letter.
- ✓ At the next meeting the board will elect 3 national advisors.
- ✓ A motion for SABE to leave the Alliance for Full Participation passed unanimous. Betty and Chester will write a letter to the Alliance.
- ✓ Motion passed to talk with Oklahoma, Minnesota and Tennessee about hosting the 2012 National Conference. Betty will contact them.
- ✓ Fall SABE Board Meeting will be held November 1-6 in Phoenix, Arizona. The Full Board arrives on the November 3rd.

Executive Committee Meeting – April 14

We discussed the other advocacy groups we partner with:

1. Council on Quality and Leadership – Tia is representing SABE. We need a report from her.
2. Alliance for Full Participation – Julie, Chester, Victor, and Betty are SABE representatives. They have reported back to SABE.
3. Consortium of Citizens with Disabilities – We will email Marty Ford at Ford@thearc.org to see if we paid our 2011 dues.

4. National Disability Leadership Alliance – Chester is representing SABE. We need a report from him.
5. National Direct Service Personnel – David Liscomb is representing SABE. We need a report from him.
6. Health Surveillance Conference – Max is representing SABE and he gave a report in Orlando.

We reviewed the following SABE organizational issues:

- ✓ SABE's address is: Self Advocates Becoming Empowered
P.O.Box 30142, Kansas City, MO 64112
SABEnation@gmail.com

Crystal is checking the mail and sending it to Essie. Our billing address will be Marc Seifert.

- ✓ Hannah is checking the email.
- ✓ When we ask someone to do something we need to make sure we clearly describe what we want the person to do, what the role is, responsibilities, how long it will take and what supports are needed.

Executive Committee addressed these concerns about Board Members:

We need to decide what to do about attendance at meetings? Also some members are out of touch between meetings and not following through with responsibilities. Newly elected board members are saying they can't come because they don't have money. This is a problem because according to the Bylaws all board members:

- ✓ MUST be an active member of a local/statewide self-advocacy organization for at least two (2) years and continue that participation.
- ✓ Ability and availability to communicate (e-mail, mail, telephone, personal contact) and network with other members in their own region and wherever else necessary or requested.
- ✓ Have the support of people in their region

- ✓ Willingness to work to get funding for individual travel expenses and board expenses
- ✓ There is an expectation to attend all board meetings and participate on one committee.

People were told this before they ran to be elected as a board member.

Max and Betty suggested we need to look at how much money we have? According to Mark we have spent around \$37,000 on board travel since July 2010. We need to keep in mind that Project Vote and Autism Now grants will be ending in September 2011. SABE will not have as much money to contribute to board travel.

- Bill Krebs has no support and no funding
- Theresa may not want to be on the board
- Reggie has some funding but did not request it in time and so he could not attend.
- Bill Story has been paying his own way for 2 years but now needs funding
- Jim does not have funding and has no contact information
- Kenny does not have any funding
- John has had funding for 2 years but now does not have funding.

Options:

- One way to save money is to only have 3 meetings a year.
- Vicki Wray said her local/state group did a fund raiser to help pay for Vicki to come to the meetings.

The executive committee decided:

- ✓ There is a **new time limit** of when a board member must call and tell his or her alternate that the person is needed to attend a board meeting. It is **6 weeks**.
- ✓ Essie and John will send an announcement letter to the DD Network partners in each state saying who is on SABE's board. The letter will not

ask for financial support but will thank them in general for supporting participation on the board.

- ✓ **SABE will only pay for hotel fees for a board member who requests funding from John Britton at least 6 weeks before a board meeting.** Airfare will only be paid under special circumstances which include participation on special grants and other requested committee work.
- ✓ SABE will replace non-active board members with alternates.
 - Betty is going to talk with Teresa to determine if she will continue.
 - Nannie Sanchez informed Vicki Turnage that she no longer wants to be an alternate

Next Board meeting is in Providence Rhode Island August 2-7, 2011

Review of the assignments to advisors:

- ✓ Alliance of Full Participation – **Essie**
- ✓ Self Advocacy Summits- **Topper**, Vicki, Essie, and Hannah. Essie is checking to see if she can go to the Rhode Island Summit. If she cannot attend – Julianna volunteered to go as an advisor.
- ✓ Minutes of Meetings including executive committee calls – **Hannah**
- ✓ Sets up conference calls for executive committee and whole board - **Hannah**

Election for Advisors will happen at the Rhode Island meeting: Vicki and Topper will send out criteria.

Do we want to join The Collaboration to Promote Self-Determination?

We are being asked to join this group and to collaborate on an Advocacy Response to Most Recent Subminimum Wage Proposal

This group wants SABE as a partner and member of the Steering Committee for the Collaboration to Promote Self-Determination (CPSD). At this point, NASDDDS and TASH are both heavily engaged in our work.

What you may not know is that one of the unique aspects of the CPSD is our organizational structure, which requires that only national organizations representing self-advocates and/or families of individuals with I/DD and other significant disabilities may serve on the Executive Committee. So far, ASAN is the sole self-advocacy organization involved in our work though you have been engaged at an individual level at various times throughout the past four years. We would really like to see SABE join our work and will do everything we can to support its leadership in order to make this feasible.

We will be providing feedback and recommendations on upcoming report Serena has been contracted to write for the National Council on Disability on DD Systems Reform.

Mission Statement of the CPSD

The Collaboration to Promote Self-Determination will promote high impact public policy reform aimed at:

- Eliminating current obstacles & potential barriers to empowering individuals with complex intellectual, developmental and cognitive disabilities requiring significant support;
- Creating incentives that specifically address the unique needs of these individuals;
- Empowering adults living with intellectual disabilities by providing opportunities for meaningful engagement in the areas of employment, education, social interaction, and/or community engagement; and
- Focusing efforts directly on the long-term interests of the individual.

One of the individuals involved is Serena Lowe who is very supportive of closing sheltered workshops and elimination of sub-minimum wage. If SABE becomes a member we will have a vote in the direction of organization.

Betty will write to Serena and ask her:

- Would it cost us any money?

- What are the requirements to be a founding member?
- Betty will follow up on this with Vicki's support.

The Future of Project Vote –

Most likely it will not be funded again because President Obama eliminated funding for HAVA in his budget for 2012. The grant will end on September 30, 2011. The Project staff are working on ideas of getting funding. Democracy is in jeopardy because people with disabilities need information and support to vote. Ideas for getting funding will be presented to the board.

Essie will write a one page description about the voting barriers and the needs of people with disabilities pertaining to voting. Max will send Kareem Dale - Essie's one page description on April 26th when he email Kareem thanking him for inviting Max to the White House.

The Alliance for Full Participation

- ✓ John will email Carol Walsh to find out how much we owe. Carol Walsh, is the staff person for the Alliance: walshworks@verizon.net
 - ▶ We need to decide to stay or leave the Alliance for Full Participation.
 - ▶ In December, three members of the Alliance wrote a letter to President Obama supporting sub-minimum wage and saying he should keep sheltered workshops opened. The December letter sent by three member organizations goes against everything that the Alliance has publicly stated as their beliefs.
 - ▶ SABE sent a letter to the Alliance requesting the Board of the Alliance to take some public action in response to the three members disregard of our agreed upon mission for the Alliance.
 - ▶ The Alliance had a meeting on April 5th. The meeting was suppose to be about what the Alliance was going to do about the Arc, UCP and NISH sending a letter to the President supporting sheltered workshops.

- ▶ Betty and Chester were at the April 5th meeting. Julie Petty, one of the SABE representatives to the Alliance - ran the meeting. It was an all day meeting. For the whole morning of the meeting all the organizations talked about what they are doing to support the goal of the Alliance to increase employment for people with disabilities by 50%. But they never talked about the problem. When Betty brought up that they were suppose to talk about the problem caused by the three members sending a letter to President Obama – basically the Alliance said they were not going to talk about it.
- ▶ One more thing to know is that SABE has people on the Alliance who support SABE’s position to eliminate sub-minimum wage. They are TASH and APSE. Both of these groups have decided NOT to leave the Alliance even though they are not happy about the letter sent to President Obama.
- ▶ One reason why TASH and APSE are not quitting is because the Alliance is saying that at the Summit in November they will have a discussion – of the real reasons why sheltered workshops still exist.

Should SABE stay or leave the Alliance of Full Participation	
Pros	Cons
<i>good things about staying a member of the Alliance</i>	<i>bad outcomes from continuing to be a member of the Alliance</i>
1. We will be heard – be part of the discussion – make strong statements	1. If we debate it gives the impression that we are willing to give a bit
2. We will keep on saying what we are saying – end sub-minimum wage	2. Self-Advocates will keep going to workshops, and not have real jobs where you can earn a Christmas bonus

3. We have two allies – APSE and TASH	3. Some our state self-advocacy organizations will see us as weak –
4. We will only focus on positive efforts of getting people jobs	4. we are going back on what we said we would do
5. Being in the loop	
6. If SABE does not take a hard stand about closing sheltered workshops – then who will?	

- ✓ Broadband for Betty (we'll work on it)
- ✓ Betty will work with Tia to learn how to use the DVD Player Tia gave her.
- ✓ SABE has been asked to be involved in Leadership Activities by Jaime from HSRI. We are not sure if this is the same group with Steve Eidelman and Nancy Weiss that we already said “no” to or if it something new. Betty will email Jaime to find out about what the call is all about. Then Betty will ask one of the national advisors to support her on the call.
- ✓ The paper we helped to write about defining what it means to live in the community - is done. It will be printed and it needs to go up on the website. Betty will be on a call to discuss the paper with CMS on May 11th supported by Chester.
- ✓ Since committees are meeting monthly and using the 800 number – we need to create a public calendar so we do not double book. Vicki will work on this.

Executive Committee did not have a chance to discuss:

- Membership – update database
- Billing for Cincinnati and Orlando Board Meetings

Website Discussion with Lance our Web Designer from the UCED in Kansas City.

- Not easy to use, hard to find things on it
- Need Copies of January Minutes and Final Agenda
- We need a place for committee work on the website
- Need to look at website and decide what to update
- We can add things to the left side of the web site
- Lance will teach Max how to make changes to the website
- Add a button to search
- We need to remember that files saved as a PDF you will not be able to search the contents unless the text is written directly on the website
- When you make a link make sure what you have all the words that describe the document where you are going!
- Big discussion about how do we make all of our websites look like they are part of the same family.
- We need to decide what header we will use. We want it to be the same website for all of the projects.

Go Voter website

- add map and add full name of state
- Hannah will write a brief description of what is in the newsletter
- Move all the newsletters to the new web site

Friday April 15th – full board meeting

SABE Board Meeting Minutes for January 2011

Correction to the minutes –it should say Karen Stallings attended not Carol Stallings and Page 6 – should say quit not quite



Carol Robinson made a motion to accept the January 2011 Minutes with corrections. Clint Perrin seconded the minutes. 11 “yes” votes. 0 “no” votes. Motion passed.

Self-Advocacy Summits:

The goal is to look at self-advocacy in the state, to see how self-advocacy is going in each participating state and to see what we can do to strengthen self-advocacy.

Another goal and purpose is to give information for the DD Act which is the Bill of Rights for People with Developmental Disabilities. This is where the money comes from for the DD Councils, Protection and Advocacies and University Centers on Disability that are in each state.

There are 5 Summits:

1. Atlanta, Georgia
2. Los Angeles, California,
3. Kansas City, Missouri
4. Columbus, Ohio
5. Providence, Rhode Island

Bernard said self-advocates felt left out and were not heard when they were at the Atlanta Summit. The person who facilitated our session really upset self-advocates from Georgia. They felt betrayed by some people representing the DD Network.

Carol Robinson was very frustrated with her experience at the Kansas City Summit. There was a lot of friction in the room. The person from the University seemed like they forgot we were in the room. Carol said, "I almost did not want to come back the second day. So on the second day we decided to team up and work together with our support people. The first day they were talking over my head."

Georgia folks did meet with Sharon Lewis and gave her a list of their concerns. She has not written back to them.

The advisors did not get a chance to say anything. I did not like that idea. The advisors were left out. Even the state advisors did not get to talk. Just the people from the DD Network spoke.

Carol said pretty much the advisors were told to shut up. And I did not like this.

Betty said I thought it was awful the way the advisors were treated. I don't like it that they are not able to talk and support us as they do at other meetings. Sometimes we need help understanding information at meetings and we need them to explain information. I understand that ADD wants to hear from self-advocates but they need to honor the role of advisors.

Max said they need to look at the role of allies in the other civil rights movements.

Cathie asked how can we improve this? Richard talked to Sharon Lewis and she said that at other meetings ADD has experienced advisors hijacking the views of self-advocates. But when advisors have NO voice it is uncomfortable for the self-advocates they work together with as a team. It seems that ADD is very rigid in their interpretation of the idea that self-advocates speak first and need to be heard.

Vicki was at the meeting in Atlanta. There was a parent who was not a member of the team. Advisors and peer leaders are a team. Advisors understand they are NOT the leaders of the team.

Topper concern is that the topic being discussed is self-advocacy not some other policy issue. Many of the advisors being disregarded have been part of the movement for over 20 years and understand the issues. It seems unfair that the folks from the DD Network who have never been to a self-advocacy meeting get to have a say when advisors are told to be silent.

Nancy said because there was an atmosphere of telling people to be quiet it gave the message to self-advocates that they could not ask the people that they trust to explain things.

Wilbur explained that she is an ally and community organizer in self-advocacy movement for 18 years. When preparing we were asked to go out and find out from other self-advocates what they wanted to see happen to improve self-advocacy. "I thought my job was to work with my team to

bring that information back to the Summit.” Part of the problem was the facilitator we had on Day One. The person facilitating on Day Two was better. Also in Day One the allies and advisors were sent off to meet in a group called the “others” and it seemed like what we had to say did not matter. No one was recording the information. So I did leave the Summit with a heavy heart.

Bill K. is concerned that this will just be another committee when they type up notes and then nothing really happens.

Clint said he is the co-leader of his team in New York.

Chester – One of the things that has been a problem is that we set things up the way they should go and they did not listen to SABE and we needed to keep pushing things. The problem is that we could not be there all the time when they are meetings. But we need to still hold them accountable. One issue is that AUCD hired a person with a disability to work with them and she has some different ideas that conflict with SABE positions. Yet the planning group acts as if she represents SABE.

Chester said just because they have the money it still does not mean they can do this without us. I explained this to Sharon Lewis that each state group is different and people need different levels of support and different types of support. I was trying to remind them of these important dynamics. People are listening but they are not hearing. They listened to the DD Network staff when setting up the meetings when many of them have never even been to a self-advocacy meeting.

Jason asked is there any way we can set up a meeting to tell ADD how we really feel?

Chester commented on the dynamics of this whole thing. I hate to say it but I am thinking they are trying to destroy self-advocacy organizations. But I don't think we are doing as well as we could to keep things going. Like it should not be people like HSRI to set the agenda for self-advocacy. Even though they hire self-advocates they may not represent SABE. It is who the

people are and what they believe. We could ask Sharon is she is going to keep true to her original proposal to have SABE come in to train the DD Networks. I am concerned about money given to professional groups to go into states and work on setting up self-advocacy state organizations. I am upset because we need to hold each other accountable. We need to speak up against some of this stuff. Believe me I get upset when people are involved and they do not really know anything about self-advocacy groups on a local and state level.

Clint – The problem is that New York is a very big state that has more than one UCED so there were 3 people on our team - one from each UCED.

Nancy – the issue is not just that self-advocates are not being heard – but a lot of the information is going over our heads. And we felt uncomfortable asking the people who are there, who we trust to support us to help us. Because they told the advisors to be quiet we felt we could not ask for their help and we could not make informed decisions.

Essie – suggested SABE could put out information, a letter about the issues raised here to help the last two Summits be more comfortable for everyone.



Motion made to write a letter to Sharon Lewis providing feedback on the role of advisors. Vicki and Betty will write the letter. Motion passed.

Advisor Elections:

We typically elect 3 national advisors. This time Essie is not eligible because she has served 4 years in a row. At the next meeting the board will elect 3 advisors.

Next meeting is August 4-7 2011. It is not possible to do it July 6-9 or July 28-30 because 3 board members will be going to the Autism Now Summit as part of the grant/contract we have with The Arc. We have the option to go to **Providence, Rhode Island** or **Albany, NY**. We have been invited by each of the state self-advocacy organizations.

Betty said that actually the executive committee already accepted the invitation from Rhode Island.

Jason is asking if we can do one of the two middle weeks in July. Betty said that the executive committee talked about it and there were reasons why August was better.



NTAC on Voting and Cognitive Access Second Quarter Report to the Board January – March, 2011

During this quarter the **Project Vote Team expanded** to include another trainer from within the P&A Network, Peri Jude Radecic, Director of the P&A in Arizona.

Project Vote training will be provided in North Dakota (May 10-13, 2011), Nebraska (June 19-22, 2011), and Nevada (July 5-8, 2011). For the first time, the curriculum will be taught via distance learning.

NEW this year, NTAC offered mini grants to the P&As and awarded three \$1,000 grants to re-energize vote education and accessibility in their states. **Ohio** is taking the current Project Vote training curriculum and creating a web-based learning site. The Project Vote Team will work closely with them to insure the accuracy. The web-based learning modules will be available to other states to adapt. **Arkansas** has not received any formal Project Vote training but two former SABE Board members (Eric Treat and Julie Petty) are trained. The Arkansas P&A plans to provide training in the schools and work with students transitioning from school to adulthood. **Oklahoma** intends to provide cross disability vote training at the fall Oklahoma State People First Conference. They plan to target their training for youth in the criminal justice system in hopes to influence the direction of their futures.

In the past we have convened training conference calls. This year the team has learned how to convene webinars. One of the two webinars has been planned. The **first webinar is called “Fighting for Democracy: Voting”**. The time and date will be shared as soon as confirmed. The following table outlines the topics.

Positives of Voting	Threats to Voting
Pick who decides what your services are	Literacy Test (librarian - video, legislators)
Part of your state and nation	Changing voter registration laws
Informed and can make the best choice I can make	Taking it to the extreme – Harder to register to vote but not everyone is affected by this (disproportionately impact people with D, just because of speech,
Deciding on President	ID at the polls
Deciding how my taxes are spent	Decrease number of polling centers, harder to get to the location (greater distance for many)
Invitation to the conversation	Mega Voting Centers will decrease the amount of assistance provided
Makes you feel like a citizen	Poll Worker – Roxanne’s son
Going to the Polling Center – John Britton	Guardianship (Bazelon Center)

A face-to-face meeting was held with Laz from the Lazarus Group. The Executive Committee was also present to get a **first look at the new website**. Recommendations were made and a follow-up conference call will be held within the next two weeks to finalize recommendations.

The first NTAC Voting and Cognitive Access **Vote Bulletin** and 4 pages from Project Vote to be included in the **SABE Newsletter** have been completed. Continued funding for Project Vote is in jeopardy so the team discussed some strategies to continue funding at some level since Project Vote has been operating for over 10 years.



Motion made by Bill and seconded by Carol to accept Project Vote's Report. 11 board members voted yes. Motion passed.



The SABE Autism Now Team wrote information for the new www.autismnow.org website about: 1) Self-Advocacy; 2) Transportation; 3) Dating and Relationships; 4) Sexuality; and, 5) Safety.



The SABE Autism Now Team plays an important role on the Autism Now Advisory Committee: 1) Max Barrows is Chair of the Advisory Committee that meets once a month. He runs the meetings. 2) SABE recruited self-advocates, parents and researchers to be on the Committee. Betty and Bernard are on the committee. 3) The main job of the committee is to decide what goes on the Autism Now website. SABE worked with others to come up with a process and a checklist to use to evaluate information for the website. Basically all information needs to:

- be supportive of inclusion, integration, independence, and self-determination
- be welcoming and use respectful language towards people who have disabilities
- lack bias
- use high-quality evidence



The SABE Autism Now Team is creating, modifying, and getting out Advocacy Tools For Self-Advocates. So far we have been: 1) updating

SABE's list of all state self-advocacy organizations; and, 2) finding out what advocacy tools each state self-advocacy organization has to share.



The SABE Autism Now Team did a Webinar and Conference Call on Self-Advocacy. We described: 1) What is a self-advocacy group? 2) All people supported: not setting up separate systems for people with certain kinds of disabilities; 3) SABE's policy statement calling to convert sheltered workshops to employment services and end sub-minimum wage; 4) The long road home closing institutions; 5) Accessible meetings; and 6) What it really means to live in the community.

We will do at least 4 more Webinars and Conference Calls sometime in May through September. They will be about: 1) Supporting people with disabilities to be parents; 2) Supporting people with disabilities to express their sexuality; 3) Real Jobs for Real Pay; 4) Using technology for increasing independence; 5) How to make information to include everyone; 6) Transition to adulthood; and/or 7) Supporting people with disabilities to deal with mental health issues such as coping with anxiety or dealing with emotional energy releases.



The SABE Autism Now Team will be helping to organize 5 Autism NOW Summits. They will be:

May 14-15 – Beltsville, MD

June 25-26 – Indianapolis, IN

July 9-10 – Orlando, FL

July 30-31 – Los Angeles, CA

August 13-14 – Texas

The Cost is Free but You MUST sign up! Go to www.autismnow.org. This two-day event is to hold discussions and town hall meetings for families, people on the spectrum, and professionals to discuss the meaning of and the future of the disability community. See the flyer we are sending with the minutes for more details.

Bill K. asked when a more general disability awareness month is held? Many said that March is Disability Awareness month in many states and in October it is about employment for people with disabilities.

Bill S. asked if there any way they can do the webinars or conference on the weekends or evenings when families and people with disabilities may be more available.

The SABE Autism Now Team said they will try to do the webinars later in the day or on weekends.



Carol made a motion to accept the Autism Now Report. John seconded the motion. Motion passed.

Self-Determination Project

Tia and Laura did the report for the Self-Determination committee. They shared the website for The National Gateway to Self-Determination at www.aucd.org/ngsd. They also gave us a booklet on self-advocacy and self-determination.



Jason motioned to accept the Self-Determination Project Report. Clint seconded the motion. There were 11 yes votes. Motion passed.

Carol sang a great song. Here are some of the lyrics

- *I got the power and you can't have it ... Hey la, hey la, my power's back.*
- *We have rights just like you Hey la, hey la, my power's back.*

Saturday April 16th – full board meeting

Discussion about Alliance For Full Participation:

Betty raised the question to the Board for a decision as to if we will stay or leave this group. Max read our letter to the Alliance.

Betty indicated that there was a meeting and each group talked about what each group has done to date to work on the employment and the elimination of sub minimum wage and sheltered workshops.

The board reviewed the chart listed on page 7 showing the pros and cons.

Comments:

Bill K. suggested that we should focus our efforts on CMS as they fund most sheltered workshops. He also suggested efforts with Department of Labor.

Chester indicated that the language about sheltered workshops is in the Rehabilitation Act, Medicaid, and Department of Labor and sub-minimum wage (14C).

Carol feels that SABE should leave if we feel strongly about this. Bernard and Bill K. also agreed with this statement. We should stand by our principles.

Cathy indicated that UCP's and Arc's in states operate sheltered workshops in most states, it is there business.

If no one at the table, they will talk about us behind our backs. If we are there it would be harder to talk about us.

Chester pointed out at the last Alliance we left the table that they could not have the conference. We did go back. We are self advocates, if we are not at the table, where else will they find this.

Glenda S. asked for clarification of what the Alliance has done for SABE. Betty and Chester indicated that the Alliance has not done anything. SABE has pushed for the focus on Employment. Chaqueta pointed out if we have done all of the work and they have not done much for us, why do we need to stay.

Chester pointed out that the reason for our current concern is that three of the Alliance organizations sent a letter to the President in support of sub-

minimum wage and sheltered workshop. The organizations that sent the letter were the Arc, UCP and NISH. There are a lot of organizations that support doing away with sub-minimum wage.



Carol made the motion that we leave the Alliance for Full Participation. Jason seconded this motion. The motion was unanimous. Betty and Chester will write a letter to the Alliance.

Fall SABE Board Meeting will be held November 1-6 in Phoenix, Arizona. The Full Board arrives on the November 3rd.

National Conference in 2012

No one has bid on the National Conference. State groups have to take the lead in planning and putting it on.

Possible ideas:

- Albany, NY (probably not)
- Las Vegas, NV (probably not but future)
- Minnesota (maybe?? But they are interested in 2014)
- Oklahoma (maybe if pushed, definitely interested in 2014)

It was also pointed out that it would be the 20th anniversary of the actual vote for the formation of the National Organization. (SABE). We decided to form the National organization in Estes Park 22 years ago. Betty might also talk with Tennessee to see if they are interested.



Bill Krebs made a motion to talk with Oklahoma, Minnesota and Tennessee about hosting the 2012 National Conference. John Britton seconded. Motion passed unanimous.

Committee Reports - Policy Committee

Vicki Wray reported that the r-word position statement will be e-mailed to the Board and posted on the website.

The committee will put together a Booklet on our position statements. Our current position statements are:

1. SABE Position Statements are: “r” word
2. Employment
3. Institutions-Close the Doors
4. Solidarity Statement
5. Policy on SABE Involvement in Grants or Committees
6. “Just Do It”
7. Aversives (use of something negative to get someone to change somebody’s behavior. For example: Cattle Prod, tazing etc.)
8. Voting and Guardianship
9. Hate Crimes
10. What is Community Position statement on MiCassa
11. Life Sustaining Care and Treatment of People with disabilities
12. Self determination-Declaration of Self Determination
13. Taking place Self Advocacy and Community

Others we may need are Equality (UN Rights of People with disability) and Waiting list.



Jason made the motion to accept the committee report, Carol seconded. Motion carried.

By Laws Committee:

Vicki W. will meet with Betty to discuss By Law changes that she may want to be made with the By Laws.

Finance Committee Report

John Britton spoke about the Income Graph

- Board Travel
- Contributions; Legislative; Dues; Other
- Autism NOW Grant PENDING, ends Sept 2011
- Easter Seals Grant, ended Dec 2010
- Self Determination Grant, 2 more years
- Project VOTE, ends Sept 2011

Ryan Duncanwood spoke about the Expense Graph

- Autism NOW Grant
- Easter Seals Grant
- Project VOTE Grant
- Administrative
- SABE Board
- Legislative Committee
- Executive Committee

Bill Krebs spoke about Membership Database, will work on for next SABE board meeting

Invoicing for past board meetings SABE treasurer will invoice individuals, a copy to them and to the agency that will pay for them: Cincinnati, OH June 2010 and Orlando, FL Jan 2011

Travel policy recommended by Finance and Executive Committee:

- 6 week notice to John to request travel assistance
- SABE will pay for hotel only unless a Board Member is on a special committee

Carol made the motion to accept the travel policy recommendations from the Finance Committee and the Executive Committee. Chaqueta seconded the motion. Motion carried unanimously.

Grassroots Committee Report: We are creating a Grassroots Page for the Website!



We are working with the Open the Doors Committee to put information and links on the SABE website about abuse investigations. We will also include statements written by SABE and state and local self-advocacy groups speaking up about abuse. Here are three terrible crimes that we will post:

1. The Fight Clubs in Texas Institutions

2. The Sexual Abuse crime and cover-up that happened in an institution in Montana
3. Last month the first of 4 articles was published in the New York Times about how state workers abuse people with disabilities and nothing was done about it. Self-Advocacy Association of New York State (SANYS) wrote a strong response that condemned the fact that the abusers who were staff were just moved to another home to work and not arrested or investigated or fired. SANYS also acknowledged the many support workers who are caring and dedicated to the people they support. “We believe these staff are as appalled as we are about the examples of abuse in the article and we believe they deserve the opportunity to work in homes free of co-workers who are abusive.”



Subminimum Wage and Sheltered Workshops:

Grassroots’ committee is writing a sample letter to post on the website. This sample letter goes with SABE’s statement on eliminating subminimum wage. Our message to self-advocates is... These are things we have to say about supported employment, sheltered workshops, real wages for real jobs and subminimum wage. Senator Harkin is working on a bill around these issues. We need to speak up about these issues. This is not just about money it is about our freedom and human and civil rights.

Platform Points from the Grassroots’ Committee to go with SABE Statement on Subminimum Wage:

- ▶ People need to not only make at least minimum wage but also get the same pay as other people without disabilities doing the same job.
- ▶ In the workshop we get piece rates and it is wrong.
- ▶ Make sure we are NOT turning workshops into Day Habilitation Centers.
- ▶ Beware – Voc Rehab is eager to stick a label on you that is not your name.

- ▶ We are afraid if they close sheltered workshops the state will take back the money and not use it to support people with disabilities to work. We are worried about people getting stuck at home. So the focus needs to be on converting sheltered workshops, redirecting the funds to supported employment. So we have to put out there the things we are for.
- ▶ We need to link closing workshops with getting meaningful employment. When closing workshops the state must redirect the funds to supported employment.
- ▶ It is also important to support people to volunteer in community services but we need to make sure that we put people to work and not let people volunteer forever because they have a disability. We need to do more job shadowing and get people experience.
- ▶ Sometimes job coaches are not effective. We need to explore better ways of supporting people to do meaningful work. People need job coaches that really will work with you and the person tells the staff how to support them.
- ▶ We need to tap into our creative energy! There is a small organization in Minnesota that is sick of workshops. They are asking a person what they love to do and what is it that you are good at doing. For example: One guy loves to dance. In the workshop you have few opportunities to use this talent so now he is working at a Y teaching dance classes.
- ▶ This is really a values issue. What does society value?



We are posting information about **eliminating the marriage penalty**. Future action is to organize a national Task Force on Removing the Marriage Penalty Against People with Disabilities

On the website it will say...

Do you know about the marriage penalty? If you get married and get social security you need to find out!

- Click here to see a brochure that describes the marriage penalty
- Click here to see a short video about the marriage penalty <http://peoplefirstmt.org/tag/discrimination/>
- Click here to sign a petition about Removing the Marriage Penalty Against People with Disabilities <http://www.thepetitionsite.com/1/remove-marriage-penalty/>



We are having 4 regional conference calls to ask members of local and state groups:

- What do you want from us?
- Are you a member of SABE?
- Is your self-advocacy group a member of SABE?
- Do you need more help with staying in touch with your federal officials?
- Do you need ideas or suggestions on fund raising?
- Do you need ideas on how to go up against the big guys?
- Other suggestions?

We will send out emails and postcards announcing the calls.



Please look at the sample business cards we created for each regional representative. Let us know if they are correct. Use these cards for your work with the states in your region.

We have not finished our work on creating a brochure.

Discussion:

Bill suggested we put some links to ticket to work programs and other options. Add link the Harkin hearings next to DNRN report. **Full Committee Hearing - Improving Employment Opportunities for People with Intellectual Disabilities**

<http://help.senate.gov/hearings/hearing/?id=536891af-5056-9502-5d9c-9a3e588e3214>

According to Chester – he heard that to correct it and eliminate the marriage penalty would be too expensive. Chester said sometimes we may need to use other strategies.

Jason said that sometimes you need to speak up even if you may not get change right away.

John made a motion to pass the grassroots report. Ryan seconded. Motion Passed

SABE PR Committee

- Look at national policies on sub-minimum wage. Ask NDRN to give us policy and data by state. Both on website and newsletter.
- Max will interview Chester Finn on Self-Advocacy Summits
- Theresa will write an article about difference SAs have made. Highlighting what local and state groups do. Direct people to SABE website. Regional report will be up soon on website. Get people to look at Regional Reports. Have information from every state. If a state doesn't have information we will say "coming soon" or "under construction".
- Combine Max's article with Betty and Vicki's writing about advisors for newsletter and website.
- Self-advocacy advisor training discussion.
- Policy Committee and Grassroots Committee: do you have other information for us for the newsletter that is important. For example, the R Word statement. Anything else new like Grassroots Committee Survey?
- Each state should have their status on if they have dealt with the R word and how.
- Should each committee have their own section on the newsletter?
- Website: There has been discussion in the past for Max to update website. Also Hannah wants to be trained. Need to figure out webinar for Max and Hannah. Schedule Hannah in the next month to get trained on how to update website.

- Branding: We will talk to whole SABE board.

Feedback on the website - Use the Red/White/Blue mast head for all pages of the website. Make the text BIGGER on the buttons and in the body of the text. Add “Nothing about us, Without Us” in the bottom wave of the masthead.

SABE Legislative Committee

The most important legislative action of this year has been the approval of the 2011 Budget. We do not know yet how the cuts that are part of that Bill will affect people with disabilities.

The Legislative Committee believes that most of the legislative action this year will be on Budget issues and our Committee will focus on this.

We will also watch closely for any bills that will affect the Health Care Bill. We will also follow the DD Act in case there is any movement on Reauthorization.

We will also watch for any legislation affecting Medicare and Medicaid, Employment, Housing and any other Bills that affect other disability issues.

We plan to check legislative activity on-line individually each week and have a conference call with Committee members once a month to compare notes and determine if any actions need to be taken.

The Legislative Committee attended the Disability Policy Seminar in Washington, DC in February and received a lot of very helpful information. This information included fact sheets and talking points on a number of issues that are very important to us. This information is available at the UCP website at the following link: <http://www.disabilitypolicyseminar.org/>