State Team Members Present and Who Each Represents:

- **Barbara Ibanez** (NM Co-Representative for the National Alliance of Direct Support Professionals)
- **Bernadette LeRouge** (NM Developmental Disabilities Planning Council)
- **Carol Peterson** (Family Member)
- **Carolyn Delgado** (NM Representative for Self-Advocates Being Empowered)
- **Donna Crockett** (Transition Services)
- **Doris Husted** (Policy: Arc NM)
- **Doyle Smith** (NM Aging Department)
- **Ginger Blalock** (UNM College of Education)
- **Jane Thompson**
- **Jennifer Thorne-Lehman** (NM Designee for National Association of State Directors of Developmental Disabilities Services)
- **Jon Peterson** (Self-Advocate)
- **Judith Liddell** (NM Representative for Association of University Centers on Disabilities)
- **Judith Stevens** (NM Co-Representative for the National Alliance of Direct Support Professionals)
- **Marilyn Martinez** (Self-Advocate)
- **Pat Putnam** (NM Representative for National Association of Councils on Developmental Disabilities)
- **Rebecca Shuman** (State Team Leader, NM Representative for the Arc)
- **Richard Blair** (State Agency - Long Term Services Division)
- **Sandra Skaar** (Family Member)
- **Susan Weiss** (Self-Advocate)
- **Tanya Baker-McCue** (Family Member)

Welcome/ Meeting Purpose/ Introductions

Members were welcomed to the third AFP New Mexico State Team meeting by Rebecca Shuman, NM’s State Team Leader. Rebecca explained that the purpose of this meeting is to discuss where we are and the future of community membership in New Mexico. Each State Team member introduced themselves and whom they represent.
Promoting Community Inclusion

The group discussed the following in regards to where we are:

- **Designing Dreams** (Cost: $40/year – sustaining membership $100/year) with a paid or volunteer facilitator
- Securing a safe volunteer network that lives on after parent’s – number two networks are alike – the person picks it
- Personal needs, Trust, Will and other financial
- Bind people together to support
- Non-paid staff as friends
- New Mexico first active network
- Normal to have a network
- Everyone in network talks to each other
- Network advocate for person
- Financial/legal separate from network
- Faith-based organizations link
- Involvement of older people with disabilities with Senior Centers
- People don’t know about community building
- Intimate issues not governmental issues

Ideas of where we want to be include:

- Pay for **Designing Dreams** – not through government dollars but could pay for facilitator through Self-Directed Waiver (cost only sustaining members eligible for networks)
- Involved in as many functions as possible
- Naturally-occurring opportunities
- Future: so all work about embedding a person in the community related to interests
- Paradigm shift: end split between what person wants to do and provider. Have funding streams that support or don’t interfere with relationship building
- Examine why current funding streams aren’t working
- Need advocates as mentors
- Work in communities breakdown myths and misconceptions (example: Faith communities)
- Families who are isolated – need help to become connected
- Self-advocate chapter as ambassadors
Assisting Access
The group discussed ideas about the provider of the future:

- Connect to community (resources, broader knowledge) coordination of services
- Centralization of information
- Definition of “provider of services” (consultant, fiscal intermediary, etc.)
- Agencies must get more comfortable that consumers know what they want (i.e. decisions, make mistakes and learn)
- Safety, responsible for actions, levels of control in place for safety
- Credentialing of Direct Support Staff in relation to providing support – accepting responsibilities (i.e. neighbor)
- Individual case management (i.e. another state’s model) intensive hours – faded over time – getting to know the person and connect to communities
- Be creative in matching needs (looking for provision of care – aging care givers)
- Think from the person’s strengths vs. deficits
- Hiring people with disabilities as providers
- Creative financing to allow people to get what they need (flexibility)
- Educational (i.e. reasonability consistent level of education)
- Flexibility in regards to change
- Liability issues
- Accountability – state level, consumer level
- Prohibitions in current Waiver regulations – SSI (i.e. $2K), employment, home owner, retirement
- Look at these financial issues and become more knowledgeable
- Federal and state regulations are tightening up on definitions (decrease $)

What will it take - Self-direction

- Real choice (Interagency committee)
- June 10th, 9-Noon, Self-directed waiver near final draft due 6/30) – last opportunity general public, Aging & Long Term Services, Rio Grande, 90 days to respond – no other state doing self-directed across all waivers, 90 days federal review, 90 days respond – implement January 2006
- University of Maryland reviewing cost effectiveness – cost comparison existing individual services vs. proposed services, looking at cost data from other states, way to reduce costs – looking at how cost will decrease – will be a relationship from current waiver person is on to self-directed waiver
What will it take - Self-direction (continued)
- Each waiver, self-directed waiver portion, will use new not existing staff
- Aging – lead, separate departments implement their pieces
- Coordination – under direction discussion not decided
- 5 Year Long Term Services plan – need for input re: DD issues
- Infrastructure: Arc Institute attendees (as example), self-advocates – people who know how to do it
- Successful states not use staff from traditional services, recruit new
- People with significant disabilities checks and balances (underlying values on behalf of individuals, increase relationships, increase employment - who makes the choices) process of discovery
- Safety net (i.e. criminal background checks) kept; more choices in settings
- Long Term Services Division involvement in forums needs to increase

Self-direction Need
- Education, policy and procedures, transition to new waiver

Employment
- Anchor for relationship building (co-workers) sometimes outside work
- Income to open doors in other areas
- To what extent is employment a responsibility for everyone vs. choice to work or not
- Be aggressive to remove barriers of employment
- Developing training program for staff regarding supported employment
- Increase need for self-employment options especially with self-directed waiver
- Education needed for traditional and non-traditional employment options and having informed consent
- Business are more reluctant to carve jobs – which is shutting more doors to people with disabilities; certification process of workers
- Education – transition to real jobs vs. day habilitation
- New way of job development is needed (look at non-traditional ways of job development)
- DVR has restructured “job development”
- How can we not patronize people with disabilities during job development
- Transportation can be a barrier to employment
- Starting earlier in schools regarding employment options
- Funding structures have been a barrier
Transition - Where we are

- Embracing Vocational Profile with individualized employment plan
- “Choice Maker” curriculum
- Protection and Advocacy’s “Road to Freedom” curriculum
- DDPC projects have been helpful to increase awareness and training
- “No Child Left Behind” mandates
- Community-based learning for all students
- Next Steps Plans for every student including students with disabilities
- Families need to understand/coordinate all elements (ISP, Next Steps Plan, etc.) to get what is needed
- Reauthorization of IDEA issues (transition planning, ability for school districts to do 3 year IEPs)
- DDPC working with LTSD regarding Employment Project
- Federal legislation – needed impact from local/state perspectives

What’s Next?
The Core AFP Team with all those interested will meet on Thursday, June 16th, 9-11A at the Arc NM to review analyze input shared so far from the AFP State Team to identify New Mexico’s priorities. The group also discussed who is planning on going to the AFP Summit in September. DDPC is sending Althea McLuckie, Angie, Council Members, 2 staff, Carolyn Delgado, Marilyn Martinez and Jon Peterson – 15 total; CDD is sending Judith Liddell; CDD Family Supports Project is sending Tanya Baker-McCue; LTSD is sending 2 staff; Arc NM is sending 4 people; Protection and Advocacy is sending 2 people. As of today, 25 people from New Mexico are planning on attending. There are at least two people who still need travel expenses paid to attend. The next meetings will be held on:

- June 16th, 2005
- July 21st, 2005

Minutes Prepared By:
Barbara Ibáñez and Judith Stevens
AFP New Mexico Core Team Members
NM Representatives for the National Alliance of Direct Support Professionals