



January 22-23, 2026

Council Meeting

Florida Hotel & Conference
Center Orlando

1500 Sand Lake Rd, Orlando, FL 32809

OUR MISSION

“To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities”.

For more information or questions, contact
Kristen Conlin, kristenc@fddc.org or 850-488-4180

Dear Council Members,

It is hard to believe that our first meeting for 2026 at the Florida Hotel and Conference Center is right around the corner!

Here are some important updates for you to pay special attention to:

- The Agenda At A Glace is used as your “go to” to get an idea of what our two-day meeting will look like, so you can plan accordingly.
- All committee meetings (usually held virtually) will be held face to face at the hotel starting Thursday 1/22 and 9 a.m. We encourage you to attend all of them, even though you may not be a member. The full Council will be voting on any recommendations that come out of the committee meetings.
 - Public Policy is a two-hour meeting starting at 9 a.m. on Thursday. We will be deciding on legislative bills and how we want to prioritize them.
 - State Plan- will be discussing two programs that will need to be procured out related to advocacy.
 - Finance- will receive a report from Thomas Howell Ferguson on our current financial status and report on our status for 2026
 - Executive- will be reviewing amended bylaw recommendations to bring to the full Council
- Our full Council meeting has the following highlights:
 - Lunch on Thursday at 12:30 p.m. will have a presentation from Special Olympics Florida
 - Our Voices Matter- will have full Council discussion on Friday to plan our messaging based around our legislative priority and how you can be an active Council member in the Council’s outreach efforts to individuals and families.
- As Governor elected appointees it is important that you read your materials prior to the meeting, come with questions at our pre-Council meeting held on zoom Tuesday 1/20/2026, and participate in our face-to-face discussions.
- We are here to support you to be the best, involved Council member you can be!

Happy New Year!

1

**Public Policy
Committee**

2

**State Plan
Committee**

3

**Finance
Committee**

4

**Executive
Committee**

5

Full Council

FLORIDA DEVELOPMENTAL DISABILITIES COUNCIL, INC.

COUNCIL MEETING SCHEDULE
Thursday January 22 & Friday January 23 2026

Florida Hotel and Conference Center
1500 Sand Lake Road
Orlando, Florida 32809
(407) 859-1500

Meeting Room- Legends 1

Thursday January 22nd

COMMITTEE MEETINGS

9:00 a.m.-11:00 a.m. **Public Policy Committee** *Sarah Goldman, Chair*

11:00 a.m.-11:15 a.m. **Break**

11:30 a.m.-1:00 p.m. **State Plan Committee**
 Finance Committee
 Executive Committee
 Jean Sherman, Chair
 Dennis Hart, Chair
 Eddie Hall, Chair

12:30 p.m.-1:30 p.m. **Working Lunch
Presentation** *TBD*

2:00 p.m. **DAY 1- FULL COUNCIL MEETING BEGINS**
 Introduction/Call to Order *Eddie Hall, Chair*

Adoption of the Agenda ** *Eddie Hall, Chair*

Adoption of September 2025 Minutes **

2:15 p.m. **Chair/Vice Chair Report** *Eddie Hall, Chair*
 Enrique Escallon, Vice Chair

2:30 p.m. **Executive Director Report** *Valerie Breen, Executive Dir.*

3:00 p.m. **Break**

3:15 p.m.-4:30 p.m. **State Agency & Sister Agency Reports** *Eddie Hall, Chair*

4:30 p.m. **Public Comment** *Eddie Hall, Chair*

4:30 p.m. **Meeting Adjourned** *Eddie Hall, Chair*

Dinner on your own

Meeting Room- Legends 1

Friday January 23rd

DAY 2- FULL COUNCIL MEETING

8:30 a.m.	Breakfast	<i>In Council Meeting Room</i>
9:00 a.m.	Introduction/Roll Call	<i>Eddie Hall, Chair</i>
9:15 a.m.-10:00 a.m.	Committee Recommendations for Full Council Discussion/Acknowledgment	
	State Plan Recommendations**	<i>Jean Sherman, Chair</i>
	Public Policy Recommendations**	<i>Sarah Goldman, Chair</i>
	Finance Recommendations**	<i>Dennis Hart, Chair</i>
	Executive Recommendations**	<i>Eddie Hall, Chair</i>
10:00 a.m.-10:15 a.m.	Break	
10:15 a.m.-11:15 a.m.	Our Voices Matter <i>Managing the Council's message Before, During DD Day and Beyond</i>	<i>Valerie Breen, Ex. Dir.</i> <i>Jim DeBeaugraine, Advisor</i> <i>Jamie Mayersohn, Director</i>
11:15 a.m.	Public Comment	<i>Eddie Hall, Chair</i>
11:30 a.m.	Meeting Adjourned	<i>Eddie Hall, Chair</i>

Florida Developmental Disabilities Council, Inc.

PUBLIC POLICY COMMITTEE MEETING

Thursday January 22, 2026

9:00 a.m.-11:00 a.m.

AGENDA

9:00 a.m.

Welcome/Introductions

Sarah Goldman, Chair

Adoption of the Agenda **

Adoption of the December Minutes**

(A) 12/05/2025 minutes

Sarah Goldman, Chair

Sarah Goldman, Chair

9:15 a.m.

2026 Legislative Report

What's going on at the legislature and I/DD

Valerie Breen, Ex. Dir.
Jim DeBeaugraine, Advisor

9:30 a.m.

2026 Bills to Watch- Determining FDDC positions

*Bills Summaries and Determination Ratings***

How to Track your Bills

Sarah Goldman, Chair
Jim DeBeaugraine, Advisor

11:00 a.m.

Public Comment

Sarah Goldman, Chair

11:00 a.m.

Meeting Adjourned

Sarah Goldman, Chair

**** Items that require vote**

Florida Developmental Disabilities Council, Inc.**PUBLIC POLICY COMMITTEE MINUTES****Friday December 5, 2025****Via Zoom**

Present: Sarah Goldman, Chair; Enrique Escallon; Yolanda Herrera; Carla Mercer; Arizona Jenkins; Eddie Hall; Lauren Modawell; Charlotte Temple.

Absent: Danielle McGill

Other council members present: Tina Cordova

Staff/Consultant Present: Valerie Breen; Jim DeBeaugraine; Chris Reeve; Kim Galban-Countryman

Goldman called the meeting to order at 1:03 p.m. Quorum was established.

I. Adoption of the Agenda

Action Taken: Temple made a motion to adopt the agenda as presented. Mercer seconded. Motion passed unanimously.

II. Adoption of the 10/10/2025

Action Taken: Escallon made a motion to adopt the minutes as presented. Modawell seconded. Motion passed unanimously.

III. Adoption of Legislative Fact Sheet

Goldman stated that the legislative fact sheet is a more detailed document broken down into key areas. It would be a leave behind for legislators should they want more specific information. The talking points are developed for use by individuals using the iBudget and the consumer directed care program, which will include their personal story on the back.

Discussion ensued regarding the Fact Sheet. Temple recommended that we somehow include the services offered through the Agency for Persons with Disabilities (APD) that are not part of the iBudget, so we can show their additional positive impact. Herrera recommended the word "deserve" be replaced with a more impactful and stronger word. Jenkins noted that we must give the legislature accurate numbers.

Action Taken: Modawell made a motion to accept the Fact Sheet with change from "deserve" to "must have" and adding technical language and number adjustments to the fact sheet. Jenkins seconded. Motion passed unanimously.

IV. Adoption of Talking Points

Goldman discussed the plan with the talking points to make messaging more simplified since time with legislators is limited. She stated that the talking points would be turned into an outreach campaign to include positive personal stories from constituents who have positive experiences with the iBudget and the consumer directed care program.

Discussion ensued regarding provider choice, provider availability and clarifying how we say our talking points to address that the continuity of care provisions in managed care contracts does not guarantee that the individual's existing providers can continue to provide service. Temple addressed the issue of impact on medical service availability and recommended stating something about choice on medical services. DeBeaugraine proposed language "I am also receiving Medicaid funded medical care separate from the iBudget and have relationships with medical providers that understand my needs".

The question was asked about talking points for people on the waitlist (pre-enrollment list). Language was suggested to add pre-enrollment (waitlist) in the talking points. Mercer highly recommended talking points for the pre-enrollment list. DeBeaugraine stated that he would really like to work with the Council specific to the waitlist to develop a position in a manner that other states have done that results in measurable, meaningful progress. We must clean the waiting list up and start looking at who the people are, where they are, establish meaningful contact information, identify what is needed and then develop a plan.

Action Taken: Jenkins made a motion to adopt the talking points with an additional talking points document for those on the waitlist. Hall seconded. Motion passed unanimously.

Goldman asked Breen to present on the recommendation that transportation be a secondary issue staff can work on. Breen addressed the voucher programs the Council has funded and the four-county program, Advantage Ride, which has been serving nearly 4,000 unique users with I/DD with over 90% using it to access education and work. Breen proposed that she and DeBeaugraine work with Representative Allison Tant to develop a mechanism for long-term funding for these model programs, with the goal to expand the models across Florida.

Action Taken: Jenkins made a motion to adopt transportation as a secondary issue. Modawell seconded. Motion passed unanimously.

V. Review of Current Bills and Setting Priorities

DeBeaugraine reported that he and Breen continue to identify bills currently being filed that may impact individuals with I/DD. He reviewed the list of bills currently identified. He and Breen proposed to the committee that we have 5 categories to decide how we would filter and recommend action by the Council. The five areas are:

1. Bills we remove off our list.
2. Bills we should be knowledgeable about, monitor, but no public position.
3. Bills we passively support (i.e. offer public support such as letters, waive in support at committee, list on our website) but do not actively lobby.
4. Bills we actively support (i.e. high priority bills to the Council where Valerie and Jim actively work with bill sponsors, visit members and staff, speak in committee, etc.).
5. Bills we oppose

Goldman recommended that the committee work on ranking the bills based on the categories suggested to sort the bills. When the committee meets in person on January 22nd at the Council meeting we will have a more complete list of bills so we can work together to sort out the bills based on the approved categories. Goldman stated that prior to the next public policy meeting the members will have the homework assignment to categorize the bills presented in the final bill summary from DeBeaugraine and Breen based on the 5 categories.

Action Taken: Modawell made a motion to sort the bills based on the five categories. Mercer seconded. Motion passed unanimously.

VI. Public Comment

Although there were several members from the public, none asked to make a comment.

The meeting was adjourned at 3:00 p.m.

Legislative Priorities 2026



Our Voices Matter

Floridians living with intellectual and developmental disabilities (I/DD) must continue to have access to a stable service delivery system that includes the array of services and options needed to meet their specialized needs. A dependable system helps people with I/DD live and work in their communities and stay as independent as possible.

The Florida Developmental Disabilities Council, Inc. urges policymakers to preserve both the iBudget and the Intellectual and Developmental Disabilities Comprehensive Managed Care Program (ICMC). Having both options allows people with I/DD and their families to choose the program that best fits their long-term needs.

The iBudget program, managed by the Agency for Persons with Disabilities (APD), has supported tens of thousands of Floridians for more than 15 years. While there is room to improve how the program operates, serves customers, and handles accountability, it continues to be an important part of community-based care.

We believe that it is extremely important that the Legislature provides enough funding, oversight, and direction to keep the iBudget working well and to make sure it stays a strong option in the years ahead.



LEARN MORE

Florida Developmental Disabilities Council
Valerie Breen, Executive Director
Tallahassee, Florida 32301
Phone: 850-488-4180
Email: fddc@fddc.org
Website: www.fddc.org

Our Voices Matter

- **Commit adequate resources and oversight to the iBudget Program.**

We urge the Legislature to provide enough funding and oversight to keep the iBudget program strong. Without continued support, managed care could become the only realistic option as services and capacity in the iBudget program decline. People with I/DD and their families deserve real and reliable choices when deciding how to receive the care and support they need.



- **Restore confidence in the iBudget program.**

The Legislature and APD should also work together to improve how services are planned and how funds are managed. This will make sure resources are used as intended, expectations are clear, and oversight remains strong.

The iBudget program should be recognized as a modern Medicaid program that adapts to the changing needs of people with I/DD. Florida must plan carefully and fund both current and future needs in a fair and practical way.

- **Strengthen support coordination services.**

We must strengthen support coordination and increase the number of qualified support coordinators so that people can get the services they need without delay.

The iBudget Support Coordinator role is designed to make sure the needs of people with I/DD are met through meaningful choices about their services and who provides them. Without access to qualified support coordinators, new participants cannot receive the services they need and have already been approved to receive. This also limits the choices available to people who experience poor service coordination or delays in care.

- **Support and promote self-direction.**

The State of Florida should continue to support and encourage self-direction through the Consumer Directed Care Plus (CDC+) option in the iBudget and the Participant Directed Option in managed care. The state should also look for ways to reduce the paperwork and challenges faced by people with I/DD and their families who choose to self-direct their care through CDC+. Other states have developed practical strategies to make this process easier, and Florida can review these ideas to find what works best here.

Florida Developmental Disabilities Council, Inc.

STATE PLAN COMMITTEE MEETING

Agenda

Thursday, January 22, 2026

11:30-12:15 pm

OUR MISSION

“To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities.”

11:30 am Call to Order and Roll Call Dr. Jean Sherman, Chair

Jean Sherman, Chair
Tina Cordova, Vice Chair
Sarah Goldman
Elly Hagen
Dennis Hart
Yolanda Herrera
Danielle McGill
Carla Mercer
Kali Wilson

Adoption of the Agenda** *Dr. Jean Sherman, Chair*

11:35 am Approval of Minutes Dr. Jean Sherman, Chair
(A)Minutes from December 10,2025**

**12:00 pm Approval for Staff to Proceed for Procurement for PIP and
Fellows** *Dr. Jean Sherman, Chair*
*Dr. Susan Kabot, Staff***

Florida Developmental Disabilities Council, Inc.

STATE PLAN COMMITTEE MEETING

Minutes

Tuesday, December 10, 2025

4:00–5:30 pm

OUR MISSION

“To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities.”

4:00 pm

Call to Order and Roll Call

Dr. Jean Sherman, Chair

Dr. Sherman called the meeting to order and Sue Kabot took attendance of the State Plan Committee.

Jean Sherman, Chair	Present
Tina Cordova, Vice Chair	Present
Sarah Goldman	Absent
Elly Hagen	Present
Dennis Hart	Absent
Yolanda Herrera	Present
Danielle McGill	Absent
Carla Mercer	Present
Kali Wilson	Present

A quorum was established. Other Council members present included: Lauren Modawell, Arizona Jenkins, Enrique Escalon.

Staff present included Sue Kabot, Jennifer Chung, Valerie Breen

Sheila Gritz-Swift, FDDC Consultant, was also in attendance.

Adoption of the Agenda **

Dr. Jean Sherman, Chair

Kali Wilson made a motion to adopt the agenda as presented. Carla Mercer seconded it. All were in favor.

4:05 pm

Approval of Minutes

Dr. Jean Sherman, Chair

*(A) Minutes from 08/26/25***

Kali Wilson made a motion to approve the minutes from the August 26, 2025 State Plan Committee meeting and Tina Cordova seconded it. All were in favor.

4:10 pm

Review of Public Input for the 2027-31 5-Year State Plan

Dr. Sue Kabot, Staff

5:10 pm

Vote on Recommendation of 5-Year State Plan Goals and Objectives after Review of Public Comment to be Made to the Full Council at the January meeting**

Dr. Jean Sherman, Chair

Dr. Sherman asked Sue Kabot to review the public input received regarding the 5-Year State Plan Goals and Objectives that were released for public comment. A summary was provided of the number of people who provided written and oral comment regarding the plan. The content of public input received was assigned to each to the relevant goal/objectives. Sue went through each goal, its objectives, and the public input. A vote was taken after each goal area was presented. No input was determined to be substantive enough to require revisions to the goals and objectives. Input was determined to either apply to implementation or to a public policy/advocacy approach.

Goal 1: Access to Services

Carla Mercer made a motion and Tina Cordova seconded it to approve the goal and objectives as written and that no revisions were necessary. All were in favor.

Goal 2: Behavioral Health and Challenging Behaviors

Yolanda Herrera made a motion and Carla Mercer seconded it to approve the goal and objectives as written and that no revisions were necessary. All were in favor.

Goal 3: Aging Families

Elly Hagen made a motion and Carla Mercer seconded it to approve the goal and objectives as written and that no revisions were necessary. All were in favor.

Goal 4: Self-Advocacy Leadership

Tina Cordova made a motion and Elly Hagen seconded it to approve the goal and objectives as written and that no revisions were necessary. All were in favor.

Goal 5: Emergent/Emergency Needs

No public input was received so the goal and objective stand.

5:15 pm

Public Input

Dr. Jean Sherman

Sheila Gritz-Swift provided public comment. She applauded the process that the State Plan Committee used to determine whether changes would be needed and felt that the State Plan as constructed would be effective.

Recommendation to the Council

The State Plan Committee recommends that there are no changes needed to the goals and objectives approved by the Council during the May 2025 meeting based on consideration of the written and oral comment received during the public comment period.

*** Requires vote*

Public Input to the 5-Year State Plan: 2027–2031

Florida Developmental Disabilities Council, Inc.
State Plan Committee Meeting
December 10, 2025



1

Written Comments Were Solicited October 15–November 30

- Public notice comment requests were sent through individual email, the Connections newsletter, and social media
- Comments that were applicable to Goals 1–4 were received
- Some of the comments were related to public policy and advocacy activities, which were included under each of our goals as cross-cutting objectives



2

Virtual Oral Comment Meeting

December 2, 2025



Jeff Feller led the discussion



Each person had 3 minutes to speak



3

Virtual Oral Comment Meeting

43

Signed Up for Webinar

12

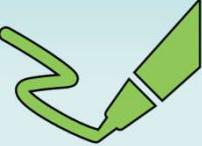
Non-Council Participants Attended



**9 additional people attended including 6 Council staff, 1 Council member, 1 WellFlorida employee, and 1 Mathematica employee. None gave input.

4

Total Feedback Received

11 

**People Gave Written
Comments**

4 

**People Gave Oral
Comments**



5

Our Goal Today is To Evaluate the Feedback Received

- And determine if it requires a substantive change to a goal or objective.
- If so, it will require us to revise the plan and provide another 45-day public comment period.
- Generally, we did not receive multiple comments on the same topic. The exceptions were DHH, rural/urban, and respite.



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If the comments address implementation activities and public policy / advocacy suggestions only, they will be considered when key activities are drafted.



If we determine that feedback requires a substantive change to a goal or objective, this WILL necessitate another 45-day comment period before the 5-year-plan can be finalized.



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PRIORITY AREA 1- ACCESS TO SERVICES

Goal 1: Over a 5-year period individuals with I/DD and their families will have increased knowledge of, and expanded access to comprehensive and high-quality community resources, services and supports across the lifespan.

- Objective 1.1: An Access to Services through Knowledge (ASK) web-based information and resource system will be established, utilized by family members state-wide, and result in increased access for individuals with I/DD and their families to services and supports aligned with their diverse needs throughout the lifespan.
- Objective 1.2: Individuals with I/DD will have increased access to trained qualified, adequately compensated service providers across Florida, especially in rural and underserved communities.
- Objective 1.3: The provision of quality services for individuals with I/DD will be improved through increased access, availability, and use of evidence-based tools for assessing quality assurance so that individuals with I/DD can maintain safe, quality of life in their communities, environments and settings where they are served.



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Written Feedback on Goal 1: Access to Services

- Afraid managed care will become required
- Keep support coordinators as an option
- Immediate pay increase for group home and personal support agencies
- Daycare for low functioning, incontinent adults with autism in South Miami Dade area
- Waitlist and reimbursement rates
- Employment supports
- More emphasis on regional disparities: rural/urban (2)
- Quality and mid-range respite for those on waiver and those too mild to qualify for APD. Short term overnight respite. Training for respite workers.
- More access to resources



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Oral Feedback on Goal 1

- Wants to understand how the objectives will be achieved and wants that disseminated
- Rural/urban disparity
- Unsuccessful, fragmented programs out there
- 34 ½-year-old-child with autism-Had to give up speech therapy to get transportation
- More respite and camp services for adults
- Participant Directed Options



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Does any of this public input require a substantive change to the goal and objectives?

On December 10, 2025, the State Plan Committee approved Goal 1 and its objectives because the public input did not require an adjustment to the goals and objectives.



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PRIORITY 2- BEHAVIORAL HEALTH AND CHALLENGING BEHAVIORS

Goal 2: Over a 5-year period individuals with I/DD and co-occurring behavioral health needs, including challenging behaviors, and their families will have increased availability of services and supports to manage their behaviors and allow them to maintain a safe quality of life in family homes and community settings.

- Objective 2.1: Individuals with I/DD will have increased geographic access to and availability of trained behavioral health professionals and behavioral services.
- Objective 2.2: Increased use of effective practices for individuals with I/DD will decrease unnecessary interventions and placement in restrictive settings.



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Written Feedback on Goal 2: Behavioral Health and Challenging Behaviors

- Behavior focus should include a focus on mental health and well-being
- Overuse of Baker Act and ERs
- More training for educators on behavior
- DHH should be considered under behavior and co-occurring disorders

***There was no oral feedback related to this goal*



13

Does any of this public input require a substantive change to the goal and objectives?

On December 10, 2025, the State Plan Committee approved Goal 2 and its objectives because the public input did not require an adjustment to the goals and objectives.



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PRIORITY 3- AGING FAMILIES

Goal 3: Over a 5-year period aging individuals with I/DD and their families will have increased availability of services and supports needed by an aging population that allows them to maintain quality lives in their communities.

- Objective 3.1: Individuals with I/DD and their family members will have increased access to future planning resources and tools designed to meet the needs of an aging population.
- Objective 3.2: Recognizing the need for human interaction, aging individuals with I/DD and their families will also have increased knowledge of innovative, enabling technology options and models to support housing, social, and health needs.



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Comments on Goal 3: Aging Families

Written Comments	Oral Comments
<ul style="list-style-type: none"> • Housing for aging families • More connection between the I/DD and Aging Networks • Early onset dementia education • More info and access to resources 	<ul style="list-style-type: none"> • Aging caregivers-DHH

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Does any of this public input require a substantive change to the goal and objectives?

On December 10, 2025, the State Plan Committee approved Goal 3 and its objectives because the public input did not require an adjustment to the goals and objectives.



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PRIORITY 4- SELF-ADVOCACY LEADERSHIP

Goal 4: Over a 5-year period the number of individuals with I/DD trained as leaders, providing leadership training for other individuals with I/DD and engaged in cross disability leadership roles and coalitions will be increased.

- Objective 4.1: The state advocacy organization will increase the number of leaders trained, providing leadership training, and engaged in cross-disability coalitions.
- Objective 4.2: Individuals with I/DD and family members will increase their knowledge and impact within public policy and cross disability leadership organizations through Partners in Policymaking (PIP).
- Objective 4.3: Dedicated individuals with I/DD and family member PIP alumni will increase their knowledge and provide evidence of their impact within public policy and cross disability coalitions.
- Objective 4.4: Individuals with I/DD with moderate-severe functional levels will increase their knowledge and participation in public policy activities and/or cross disability leadership coalitions through a specially designed curriculum (PIP Plus).



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Written Comments on Priority 4- Self-Advocacy Leadership

- Virtual classes for people with I/DD
- Paid leadership roles

***There was no oral feedback related to this goal*



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Does any of this public input require a substantive change to the goal and objectives?

On December 10, 2025, the State Plan Committee approved Goal 4 and its objectives because the public input did not require an adjustment to the goals and objectives.



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PRIORITY AREA 5- EMERGENT/EMERGENCY NEEDS

Goal 5: Community inclusion for individuals with I/DD will be maintained or improved through systemic changes and/or provision of essential services and supports at the state, regional, or local level.

- Objective 5.1: One or more emerging/emergency needs will be addressed through one or more systemic changes and/or provision of essential services and supports at the state, regional, or local level.

***There was no feedback related to this goal*



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Non-Goal-Related Feedback

- Written Comments
 - Bring back local and statewide advocacy councils: State statute 402.165



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Florida Developmental Disabilities Council, Inc.

STATE PLAN COMMITTEE MEETING
Minutes
Tuesday, August 26, 2025
5:00 pm–7:00 pm

Zoom meeting

OUR MISSION

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities."

5:00 pm Call to Order and Roll Call Dr. Jean Sherman, Chair

Dr. Jean Sherman, State Plan Committee Chair, called the meeting to order at 5:04 pm. She asked Sue Kabot to take roll.

State Plan Committee members present included Jean Sherman, Beth Boone, Sarah Goldman, Dennis Hart, Yolanda Herrera, Carla Mercer, and Kali Wilson. Absent were Elly Hagen and Danielle McGill.

Other Council members present were Denise Anderson, Tina Cordova, Enrique Escallon, Lauren Modawell, Michael Sayih, and Charlotte Temple. Agency representatives present included Gina Pickle (AHCA), Susan Nipper (APD), Caitlin Clibbon (DRF), and Mirna Diaz (VR).

Florida Developmental Disabilities Council staff present included Valerie Breen, Monica Moye, Sue Kabot, Chris Reeve, Jamie Mayersohn, and Jennifer Chung. Sheila Grift Swift, Consultant to the FDDC, was also in attendance.

Staff from WellFlorida that were present included Jeff Feller, Lindsay Redding, and Chris Abarca.

Quorum was established.

Adoption of the Agenda **

Dr. Jean Sherman, Chair

Kali Wilson made a motion to accept the meeting agenda as presented and Yolanda Herrera seconded it. It was approved by the State Plan committee members.

5:05 pm **Approval of Minutes** *Dr. Jean Sherman, Chair*
(A) *Minutes from 04/29/25***

The April 29, 2025 draft State Plan committee meeting minutes were presented for approval. Carla Mercer made the motion to accept the draft minutes and Kali Wilson seconded them. The State Plan committee members approved the minutes as presented.

5:05 pm Draft 5-Year State Plan for Discussion WellFlorida Council
at the September Council meeting

Jeff Feller, WellFlorida, introduced his team and Lindsey Redding reviewed the process to develop the Comprehensive Review and Analysis. They outlined the steps that they took to guide the Council members through the initial stages of providing input to influence the development of the draft state plan for 2027-2031. She then turned the meeting over to Sue Kabot, FDDC staff, to present the draft of the 5-Year State Plan as developed by Council staff and their consultant.

Sue began with an overview of how the structure of the next state plan is similar to the current state plan in that there are five goals in total and two of them are mandatory for inclusion. She also explained how the present Goal number 2 is being divided into activities that will now fall under the new plan's Goal 1 (i.e., Access to Services). These include the activity around increasing the supply of DSPs and the two activities that include the development of quality indicators (i.e., Case Management and Measuring Service Quality). The three remaining activities under the current Goal 2 will remain there with a new focus on Behavioral Health and Challenging Behaviors. Goal 3 is expanding to include new and more intensive focus on Aging Families. Goal 4 remains the Self-Advocacy Leadership goal with expansion to separate out PIP Alumni and the implementation of the alternate curriculum for self-advocates at lower reading and language levels. Goal 5 remains the emerging issues with the addition of the emergency response component, which is required by ACL. For each objective, Sue also presented a sampling of the ideas that Council members presented at the May Council meeting.

6:50 pm

Public Input

Dr. Jean Sherman

Jean Sherman asked if there was anyone from the public and there was no one in attendance so next steps were laid out. Council members will receive the PowerPoint presented and the recording made of the meeting for their review and for Council members who were not in attendance. They will receive an email with directions regarding how to submit their feedback and questions on the plan presented with a date to send their info by to Lindsey at WellFlorida. That feedback will be integrated into the presentation at the September 19 Council session where the Council members will be asked to approve the draft 2027-2031 state plan.

Jean Sherman adjourned the meeting at 6:27 pm.

*** Requires vote*



**Access to Services Through Knowledge (ASK)
Task Force Meeting, August 6, 2025, 3:00-4:00 pm
Minutes**

3:00 pm Call to Order *Elly Hagen, Chair*

Chair Hagen called the meeting to order and asked Chris Reeve to conduct the roll call.

Roll Call and Introductions *Elly Hagen, Chair*

Members Present: Elly Hagen, Chair, Denise Anderson, Caitlyn Clibbon, Carla Mercer
Charlotte Temple joined later in the meeting and Victoria Zepp joined after the meeting ended.

Resource Members Present: Danny Armstrong

Staff Present: Chris Reeve (Jennifer Chen joined later)

3:05 pm **Approval August 6, 2025, Agenda Elly Hagen, Chair
Chair Hagen asked for a motion to approve today's agenda. Caitlyn Clibbon made a motion to approve. Carla Mercer seconded. All were in favor.

3:07 pm **Approval of April 15, 2025, Minutes Elly Hagen, Chair
Chair Hagen asked the task force to review the April 15 minutes that were sent in an email last week. Caitlyn Clibbon motioned to approve. Carla Mercer seconded the motion. All were in favor, and the minutes were approved.

3:10 pm Update on the Work of Mathematica & NADD on ASK Chris Reeve

Chris Reeve provided an update on the progress of the ASK project which is transitioning from roadmaps and avatars to developing a site maps and content modules to move forward to being closer to what is needed for a web-based platform.

The project teams have completed site maps for the key life domains including legal, education, financial, employment, housing, social, diagnostic services, supports, and health insurance. These site maps provide the foundational structure for the online tool and help define what information needs to be included and how users will interact with the platform.

Chris focused on the legal domain to illustrate how the platform will work. For example, if a family is concerned about who will care for their child with I/DD when they are no longer able to, the tool will guide them through decision-making around guardianship. It will help users determine whether guardianship is necessary, and if so, what type (e.g., supported decision-making, conservatorship, power of attorney).

The platform will offer a combination of original resources and links to reputable external sources. For example, it includes practical tips and lived-experience insights.

The tool will also use “avatars” or case studies to help users relate to different decision paths. The design team is working to make these stories specific enough to be useful but broad enough to be relatable.

She shared the roadmaps that are being developed guardianship, employment, vocational rehabilitation, volunteering, housing, diagnosis, services and supports, and health insurance. Some resources have already been developed, while others will be developed this year or next year.

A key goal is to create content that goes beyond what users find in a simple online search. The platform will be designed to guide users through pathways based on their specific questions and circumstances. It will offer decision aids, case studies, links to trusted organizations, and planning tools.

Chris noted that AI is growing so fast that ways it might be utilized to support the platform probably haven’t been thought of yet. And it will likely play a role in its development and may help with maintenance. The aim is to have a prototype by the end of next year, which will also help where the tool might be located and how it may be maintained.

3:45 pm Questions / Discussion

Chris Reeve

Chris then asked if there were any questions.

Denise Anderson asked whether the financial section of the project was scheduled for this year. Chris Reeve clarified that it is slotted for next year.

Denise remarked that she wished a tool like this had existed when her daughter was younger, to which Chris agreed it would have been helpful to her family as well.

They discussed the difficulty of having regional or county-specific differences in services available for things like Medicaid Waiver. For instance, service availability in South Florida may be very different from that in Polk County. Chris emphasized the importance of capturing that concern in the platform, noting that it can’t be a one-size-fits-all solution.

She also shared that Diane, who presented to the task force last month, recently attended the Family Café conference and met individuals maintaining long-standing local resource guides. These local resources may be integrated into the platform to better direct users to area-specific support.

Chris mentioned that starting in October, the team will conduct extensive user testing, led by the National Association for the Dually Diagnosed (NADD) project provider, to provide input into the tools and to identify areas or needs that haven't been considered yet.

Daniel Armstrong stated he thought the work was amazing and as comprehensive as anything he has seen or imagined. And he thanked the team for the work they have put into it.

3:30 pm Public Input

Elly Hagen, Chair

With no more questions, Chair Hagen asked if there were any members of the public present. Chris noted there were not.

3:32 pm Adjournment

Elly Hagen, Chair

Chair Hagen ended with reminders about upcoming meetings and adjourned the meeting.

Florida Developmental Disabilities Council

ASK Task Force Meeting Minutes

November 18, 2025

Zoom Meeting

Council Members Present:

Elly Hagen, Chair

Tina Cordova, Co-Chair

Carla Mercer

Charlotte Temple

Absent Council Members:

Denise Anderson

Caitlyn Clibbon

Dennis Hart

Kali Wilson

Victoria Zepp

Resource Members

Jennifer Zarcone, FCIC – Present

Danny Armstrong, Mailman Center-absent

Staff Present: *Chris Reeve, Jennifer Chung*

Elly Hagen called the meeting to order at 4:02 pm.

I. Approve the Minutes

Action Taken: Draft minutes from August 6 were reviewed. Motion to approve made by Carla Mercer. Elley Hagen seconded. Tina Cordova and Jennifer Zarcone abstained from voting. Carla, Ellie, and Charlotte voted to approve.

II. Review of the Projects

A. Access to Knowledge (ASK) Project

Chris Reeve presented a PowerPoint on the ASK project's current progress and next steps. She discussed the project goal, the research from the past 3 years that informs the work, and an overview of the content developed so far including case studies, decision aids, roadmaps, explainers and mind maps. Mathematica and NADD are collaborating to complete 2 rounds of user testing this year with interviews with families and caregivers of developed elements of the system. This information will then result in content refinement.

Action Taken: (if any)

III. Questions/Answers

Tina Cordova asked what the plan is for where the website will be housed and who will maintain the online resource. Chris indicated that this is still being determined and will be the focus of this year as we can demonstrate how the system will look and work.

Tina asked how we will ensure families know about and can access the resource. Chris indicated that we will likely have one agency managing the system, but that it could be accessed through various sites/resources such as Early Steps, APD, FDDC so families can land on the hub from places they are seeking information.

Tina asked if this was part of the current 5-year plan and will continue to the next one. Chris indicated that it is expected to continue to be part of the next 5-year plan under the Access to Services goal.

Jennifer Zarcone asked what outcomes are expected (e.g., the number of users) and how will we evaluate usefulness? Chris noted that this is something that is expected to be part of the 5-year plan reporting. The current goal is written for 150 families to access the system, but this will be refined in the new state plan. Jennifer noted that sometimes agencies have a survey on their site about whether a resource was helpful, but sometimes it popped up before the resource was used. If this type of tool is used, this will need to be taken into account.

Jennifer Chung noted that the early childhood content looks farther along and whether rollout will be staged by segment. Chris noted that there are other areas that are already developed but not reviewed in this meeting including transition from school and guardianship. The tool is expected to roll out across the lifespan.

Jennifer Zarcone noted that early childhood and transition/adolescence likely draw most of the traffic. And Chris indicated this was the expectation for the most used entry points.

Charlotte Temple asked can the system be easily updated given the changing laws (e.g., early intervention age coverage, the addition of the managed care pilot). Chris noted that this will need to be taken into account and built into sustainability of the system.

V. Public Comment/Meeting Adjourned

No members of the public attended the meeting.

Elly Hagen adjourned the meeting at 4:35 pm.



**Home- and Community-Based Services
Task Force Meeting, August 18, 2025, 3:30-5:00 pm**

Minutes

3:30 pm Call to Order

Kali Wilson, Chair

Kali Wilson called the meeting to order at 3:40. Sue Kabot called the roll.

Roll Call and Introductions

Kali Wilson, Chair

Members	<i>Kali Wilson</i>	present
	<i>Dennis Hart</i>	absent
	<i>Denise Anderson</i>	present
	<i>Tina Cordova</i>	absent
	<i>Andrea Gary</i>	present
	<i>Arizona Jenkins</i>	absent
	<i>Susan Nipper</i>	present
	<i>Jean Sherman</i>	present
 Staff	 <i>Sue Kabot</i>	 present

Chris Reeve-Addressing the Behavior Therapist Shortage and Dual Diagnosis Training present
Jennifer Chung-First Responder Training present

Other Council members Yolanda Herrera present

3:35 pm Approval of the August 18, 2025 Agenda

Kali Wilson, Chair

Susan Nipper made a motion to approve the meeting agenda as presented and Denise Anderson seconded the motion. It was approved.

3:40 pm **Approval of April 3, 2025 Minutes

Kali Wilson, Chair

Susan Nipper made a motion to approve the minutes from the April 3, 2025 Task Force meeting and Denise Anderson seconded the motion. They were approved as written.

3:45 pm Project Review

Sue Kabot, Chris Reeve, Jennifer Chung

<i>Best Practices in Case Management</i>	<i>2 new videos</i>
<i>Researching Provider Solutions</i>	<i>Final report</i>
<i>Measuring Service Quality</i>	<i>Final ADT and Draft SE</i>
<i>Addressing the Behavior Therapist Shortage</i>	
<i>Dual Diagnosis Training</i>	<i>Crisis training report</i>
<i>First Responder Training</i>	<i>Final train-the-trainer</i>

Sue Kabot began the project update presentation by previewing the committee about the “film festival” that would be presented at the September Council meeting that would highlight three projects of the Home- and Community-Based Services Task Force. They are Best Practices in Case Management, Measuring Service Quality, and First Responder Training. A short description of the status of these three projects was provided by Sue Kabot and Jennifer Chung.

Sue began by sharing the research results of the Researching Provider Solutions survey and focus groups. Jean Sherman expressed concern that we may still be missing the individual service providers working in home environments who do not have large agency support. She also expressed that it would be important to see whether any of the participants were individuals with I/DD who were living independently and being supported by this type of DSP.

Chris shared information about the UF behavior therapist shortage project and updated the Task Force on what the provider was doing and future plans for dissemination. She also shared the results of the training activities that NADD had accomplished this year for Dual Diagnosis Training. There continues to be challenges with face-to-face training. Many more participants enrolled in the synchronous virtual and asynchronous learning management system training. There were high rates of satisfaction with the training. Individuals thought that they would use the training in their work environments. They were also more confident in working with this population.

Jennifer shared the results of the social validity scale completed by the stakeholder workgroup for the First Responder Training project. All felt the project was important and that their time was well spent. She also described the next steps for 2025-26 that include integrating the curriculum into academic training programs so that first responders are prepared to work with people with I/DD before entering the workforce.

4:50 pm Public Input *Kali Wilson, Chair*

There were no members of the public in attendance.

5:00 pm **Adjournment** *Kali Wilson, Chair*

After reminding the members of the August 26, 2025 State Plan Committee meeting that all Council members are asked to attend and the September 18-19 Council meeting where the next 5-year state plan will be approved, Kali adjourned the meeting.

DRAFT



Home- and Community-Based Services

Task Force Meeting, November 19, 2025, 4:00-5:30 pm

Agenda

4:00 pm	Call to Order	<i>Kali Wilson, Chair</i>
	Roll Call and Introductions	<i>Kali Wilson, Chair</i>
Members	<i>Kali Wilson Dennis Hart Denise Anderson Tina Cordova Andrea Gary Arizona Jenkins Susan Nipper Jean Sherman</i>	
Staff	<i>Sue Kabot-Best Practices in Case Management, Measuring Service Quality, Researching Provider Solutions Chris Reeve-Addressing the Behavior Therapist Shortage and Dual Diagnosis Training Jennifer Chung-First Responder Training</i>	
4:05 pm	**Approval of the November 19, 2025 Agenda	<i>Kali Wilson, Chair</i>
4:10 pm	**Approval of August 18, 2025 Minutes	<i>Kali Wilson, Chair</i>
4:15 pm	Project Review <i>Best Practices in Case Management Researching Provider Solutions Measuring Service Quality Addressing the Behavior Therapist Shortage Dual Diagnosis Training First Responder Training</i>	<i>Sue Kabot, Chris Reeve, Jennifer Chung</i> <i>Workgroup meeting Workgroup meeting Workgroup meeting Workgroup meeting Workgroup meeting Survey and interview protocols</i>
5:00 pm	Public Input	<i>Kali Wilson, Chair</i>
5:10 pm	Adjournment	<i>Kali Wilson, Chair</i>

Quorum was not achieved for this meeting. The HCBS Task Force will meet at the January 2026 Council meeting to approve the minutes from the August 18, 2025 meeting.



Self-Advocacy Leadership Task Force Meeting

Final Minutes

August 13, 2025

4:00-5:00 pm

4:00 pm Call to Order

Danielle McGill, Chair

Danielle McGill called the meeting to order. She welcomed the members of the Self-Advocacy Leadership Task Force. Attendance was taken as the members entered the meeting room. All were in attendance except for Eddie Hall. Three Council staff were in attendance, reflecting the new assignments to cover the projects falling under this Task Force's purview. Reid Caplan, ASAN, was in attendance to share info from the PIP Alternate Curriculum project.

Roll Call

Danielle McGill, Chair

Danielle McGill, Chair --present
Sarah Goldman, Co-Chair --present
Mirna Diaz --present
Enrique Escallon --present
Eddie Hall --absent
Lauren Modawell --present
Yolanda Herrera --present

Guests: Reid Caplan, ASAN

Staff: Susan Kabot --present
Chris Reeve --present
Jennifer Chung --present

The agenda for the August 13 meeting was shared and the group had no additions and approved the agenda as presented.

Approval of April 2, 2025, Task Force Meeting Minutes

Danielle McGill, Chair

The draft minutes from the April 2, 2025 meeting were displayed. Lauren Modawell made a motion to accept the minutes, and Yolanda Herrera seconded it. The Task Force approved the minutes as presented.

4:05 pm	PowerPoint Presentation on Project Progress Updates	<i>Sue Kabot, Staff and Danielle McGill, Chair Reid Caplan, ASAN</i>
	<ul style="list-style-type: none"> • <i>PIP Curriculum Project – Reid Caplan, ASAN</i> • <i>Fellows Leadership Program – Sue Kabot, FDDC</i> • <i>Partners in Policymaking (PIP) – Sue Kabot, FDDC</i> 	

Reid Caplan presented a sample of the actual curriculum and of the recordings made to go along with the written curriculum for those who would benefit from an auditory presentation of the information. All of the feedback from Task Force members was positive and a discussion of how to use the curriculum followed.

A PowerPoint slide deck that Kristin Vandagriff had developed was shared with the group with information about the Fellows program and Partners in Policymaking (Class of 2024-25 and Alumni). All appreciated the way Kristin always shared the programs through photographs of the activities. A reminder about the Self-Advocacy Conference that will be held in Orlando on August 22-24 was given.

4:45 pm	Questions, Discussion, and Next Meeting	<i>Danielle McGill, Chair</i>
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A discussion ensued after the presentation about cross-participation by self-advocates across the activities falling under this task force, as well as other community opportunities available. The group was reminded about the resource that Kristin V. had produced that listed all of the boards and committees that are available. It was suggested that time for a more robust discussion on this topic be planned for the next meeting.

4:55 pm	Public Input	<i>Danielle McGill, Chair</i>
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There was no public input.

5:00 pm	Adjournment	<i>Danielle McGill, Chair</i>
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The next meeting will be held on Wednesday, November 5, 2025 at 5:00 pm. The meeting was adjourned at 5:05.



Self-Advocacy Leadership Task Force Meeting Minutes

December 1, 2025

4:00-5:30 pm

4:10 pm Call to Order

Neither Danielle McGill, Chair, or Sarah Goldman, Vice Chair, were present for the meeting. Sue Kabot stood in for them and called the meeting to order at 4:10 pm. She took the roll call, and three members of the Task Force were present, so quorum was established.

Sue Kabot, Staff

Roll Call and Introductions

Danielle McGill, Chair	Absent
Sarah Goldman, Co-Chair	Absent
Mirna Diaz	Absent
Enrique Escallon	Present
Eddie Hall	Absent
Lauren Modawell	Present
Yolanda Herrera	Present

Sue Kabot, Staff

Staff: Susan Kabot --Present
Chris Reeve --Present
Jennifer Chung --Present

4:15 pm Approval of the December 1, 2025 agenda **

The agenda for the December 1, 2025 meeting had previously been sent to Task Force members by email. The agenda was shared on the screen. There was an addition to the agenda from Christine Reeve. At the August 13, 2025 meeting, the group had asked to talk about leadership opportunities. That item was added to this agenda and the revised agenda was approved. Enrique Escallon made a motion and Lauren Modawell seconded the motion to approve the agenda. All were in favor.

4:20 pm Approval of August 13, 2025, Task Force Meeting Minutes ** Sue Kabot, Staff

The draft minutes from the August 13, 2025 had been sent by email to Task Force members in advance of the December 1, 2025 meeting. They were shared on the screen for review and approval. There were two changes shared. The first was to correct the way Reid Caplan's name was spelled and the second was to add a comma. Corrections were made and Enrique Escallon made a motion for approval. Lauren Modawell seconded the motion. All were in favor.

4:25 pm

Project Progress Updates

Sue Kabot, Staff

- *PIP Curriculum Project – Chris Reeve, FDDC*

Chris Reeve shared an update on the PIP Curriculum Project. The project is scheduled to end on January 30, 2026 and the project is expected to meet the deadline. The first 5/6 print modules are completed and Module 6 will be reviewed by the Curriculum Committee on December 8. The first 4/6 modules have been recorded. The fact that this is a provider comprised of self-advocates was recognized by the group. The feeling of the group is that they should be recognized somehow.

- *Fellows Leadership Program – Sue Kabot, FDDC*

Sue Kabot gave an update on the Fellows Leadership Program. OMS, the provider, reviewed applications for Fellows and selected four for the program. One has since dropped out due to family issues so OMS is looking for another Fellow. Yolanda suggested that she may know someone who would be appropriate for the program. The training on the Leadership Modules has begun. The Fellows have also been providing support to FL SAN'D. The Fellows were scheduled to meet with Valerie Breen at 6:00 on December 1 to discuss the FDDC Legislative Priorities and for Valerie to learn about their priorities. This is in preparation for DD Day.

- *Partners in Policymaking (PIP) – Jennifer Chung, FDDC*

Jennifer Chung shared that there are currently 24 PIP participants. Three have dropped out and one has joined this group to complete the program as she had to drop out due to family issues. Applications for the next PIP class will open in March. The group has completed three sessions to date. PIP participants will be invited to Tallahassee for DD Day.

- *Partners in Policymaking Alumni—Jennifer Chung, FDDC*

Jennifer Chung reported on the PIP Alumni group. They met with Jim DeBeaugraine and Valerie Breen to learn about the ICMC (former Medicaid Managed Care Pilot) program. Jim gave an in-depth description of the program and Valerie then discussed the role of the PIP Alumni in supporting the FDDC's legislative priorities. The next Alumni meeting will address the topic of How to File a Complaint when denied services or services are reduced.

5:00 pm

Participation on Boards

At the August 13, 2025 meeting, the group wanted to discuss participation on boards and leadership coalitions, especially for people who have completed some of the FDDC advocacy training activities like PIP or Fellows. The Leadership and Advocacy Guide, housed on the FDDC website, was shared with the group.

5:05 pm

Questions, Discussion, and Next Meeting

Sue Kabot, Staff

There were no questions. Future dates for the Task Force were discussed in general. Staff reported that they were trying to develop a year's calendar. Enrique suggested that group members be polled in advance to have the broadest participation possible.

5:10 pm

Public Input

Sue Kabot, Staff

There were no members of the public in attendance at the meeting.

5:10 pm

Adjournment

Sue Kabot, Staff

The meeting was adjourned at 5:10 pm.



Aging Caregivers Task Force and SAT

Task Force Meeting, July 24, 2025, 3:00-4:30 pm Minutes

I. Call to Order

Yolanda Herrera, Chair

The meeting was called to order by the Chair, Yolanda Herrera, at 3:06 pm.

II. Roll Call and Introductions

Yolanda Herrera, Chair

The Chair asked Chris Reeve to take roll call. Roll call was taken at 3:07 pm. Several members joined after roll call was taken. Because of this, the group waited until after the first presentation (at 4:12 PM) to approve the minutes from the last meeting.

Members Present: Yolanda Herrera, Carla Mercer, Kimberly Quinn (ACHA), Elly Hagen, Arizona Jenkins, Lauren Modawell, Susan Nipper (APD), Jean Sherman

Members Absent: Michael Sayih, Kira Houge (Elder Affairs), Danielle McGill, Victoria Zepp

Resource Members Present: Mary Jo McKay

Resource Members Absent: Darrell Drummond, Damian P. Gregory, Dèan Gregory-Stewart

Staff Present: Chris Reeve, Jennifer Chung, Susan Kabot

Presentation by University of Illinois – Chicago *Sumithra Murthy & Team
Strive to Thrive Project*

Chris reminded everyone about the Strive to Thrive project and introduced them to give their final report of the research project.

Dr. Sumithra Murthy shared the background of the project that sought to determine how aging caregivers and their families thrived. She reminded the audience of the environmental scan done in the first year of the project and how it led to the questions and information sought in the present project. She then turned it over to Hope Sparks to talk about the results of the focus groups stage of the study.

Hope Sparks reported there were 21 family members and 17 adults with I/DD who participated in the focus groups. She shared information from 5 main themes about helping families thrive that were identified by the focus groups: informal supports, personal strengths/resources, decision-making supports, supports for independent living, and formal supports and services.

Abby Schindler then shared the results of the online survey that was conducted with caregivers. There were 337 participants total but only 198 were considered valid and included in the research. She shared the demographics of participants who completed the survey. She noted that many respondents appeared to undervalue or underestimate the importance of social support as helpful. Higher levels of social support seemed to lead to higher levels of thriving.

Higher thriving was found to be related to:

- Being a caregiver of an **adult** (as opposed to a minor child)
- Family member with IDD living **outside the home**
- Having higher levels of **social support**
- Having higher levels of **social participation**

Lower thriving was related to:

- Being female
- Supporting individuals with **behavioral challenges**
- Having **unmet formal service needs**

Finally, Sumithra shared the seven main implications determined through the research:

1. Social support and participation increased thriving
2. Female caregivers reported decreased thriving
3. Family members with I/DD living outside the home increased thriving
4. Caregivers of adults with IDD had increased thriving than children/youth
5. Behavioral challenges in the person with IDD significantly decreased thriving
6. Personal Strengths can be a key part of thriving
7. Caregivers with no unmet service needs reported higher levels of thriving than those with unmet service needs

She also shared 8 recommendations based on the research study. These included strengthening social support and social participation opportunities, providing gender-sensitive support strategies, developing long-term planning and residential transition supports, targeting supports based on life stage of the person with I/DD, supporting caregivers in managing challenging behaviors, leveraging and cultivating personal strengths and resilience of caregivers, expanding and ensuring access to formal supports, and other general policy and program implications.

The group then asked some questions for clarification. Mary Jo McKay shared that she thought the study was very useful and several members agreed. It was determined that Chris would

send out the PowerPoint to the committee members so that those who were absent would have the information.

Approving Minutes from Last Meeting:

Following this presentation, several members had joined, so the minutes were reviewed. The Chair asked Chris to share the minutes on the screen from the last meeting, April 10, 2025. After a few moments to allow review of the minutes, Arizona Jenkins made a motion to approve the minutes. Lauren Modawell seconded the motion. All members voted to approve the minutes, and they were approved at 4:12 pm.

AGEDD Project

Sue Kabot, Jennifer Chung

Jennifer Chung shared a PowerPoint with examples of the agency referral form that was developed by the AGEDD project. She reported that there have been 17 meetings of 11 Communities of Practice (CoP) representing 85% of the counties in Florida. They have had a total of 103 referrals that consisted of congregate meals, transportation, guardianship, respite, housing, health services, funding for care, home care, eligibility services, and support coordination. She also noted that Broward County – Aging had provided training on dementia to 50 I/DD families and staff.

She shared pre-test – post-test data indicating high levels of belief that the project will result in implementation of best practices or systematic improvements. Seventy-five percent of the respondents felt very to extremely confident that CoP knowledge will help secure services. And 83.33% were very satisfied or satisfied with the technical assistance received. She also noted that this data is still being collected.

In addition, she announced that the Aging Caregivers Summit will take place April 21-22, 2026. It will be held at the Embassy Suites Lake Buena Vista South in Kissimmee, Florida. Potential topics will be transportation, case management/referrals, and housing.

Project of National Significance - BADN

Chris Reeve

Chris Reeve shared a quick update on the Project of Significance. The council has been given 40 hours of technical assistance from the federal Agencies for Community Living. They have connected us with a consultant who is doing an environmental scan of the Area Agencies on Aging (AAA) in Florida. The goal is to determine what resources or services the AAAs may be able to provide to the I/DD community and what resources or services might overlap between the two populations served.

4:20pm

Social Validity Survey

Chris Reeve

Chris then asked that everyone please complete the social validity survey as the SAT is the stakeholder group for the Strive to Thrive project. The link will also be included in the email sent out with the PowerPoints.

Public Input

Yolanda Herrera, Chair

At 4:22 pm Chair Herrera asked if there were any people present who are not on the committee. Chris indicated there were no members of the public so there was no public comment.

Adjournment

Yolanda Herrera, Chair

Chair Herrera adjourned the meeting at 4:25 pm.

Florida Developmental Disabilities Council

Aging Caregivers Task Force and SAT Meeting Minutes

December 3, 2025, 4:00-5:30 pm

Zoom Meeting

Members Present: Yolanda Herrera, Carla Mercer, Lauren Modawell, Jean Sherman, Victoria Zepp

Members Absent: Ann Dalton, Kimberly Quinn, Elly Hagen, Kira Houge, Arizona Jenkins, Danielle McGill, Susan Nipper, Michael Sayih

Resource Members Present: None

Resource Members Absent: Darrell Drummond, Damian P. Gregory, Dèan Gregory-Stewart, Mary Jo McKay

Staff Present: *Sue Kabot, Jennifer Chung, Chris Reeve*

The meeting was called to order by the Co-Chair, Carla Mercer, at 4:07pm.

The Co-Chair asked Jennifer Chung to take roll call. Roll call was taken at 4:08pm.

I. Adopt the Agenda:

Lauren Modawell made a motion to approve the agenda. Yolando Herrera seconded the motion. No additions or corrections were requested. All members present approved.

The agenda was approved at 4:09pm.

II. Approve the Minutes:

The Co-Chair asked Jennifer to share the minutes on the screen from the last meeting, July 24, 2025. After a few moments allowing review of the minutes, Jean Sherman made a motion to approve the minutes. Lauren Modawell seconded the motion. All members present voted to approve of the minutes. The minutes were approved at 4:11pm.

III. Review of Projects

A. AGEDD Project*Sue Kabot, Jennifer Chung*

Jennifer and Sue presented the date for the 2026 AGEDD Summit to be held on April 20-22nd, at the Embassy Suites in Lake Buena Vista South, 4955 Kings Highway, Kissimmee, FL. The RSVP link will be sent out by Margret Lynn Dugger and Associates to register for the event. Jennifer will also forward the RSVP to the Task Force. All hotel reservations will be made by Margret Lynn Dugger and Associate. The below is the AGEDD Summit Agenda:

• Monday, April 20, 2026	Check In	4:00PM - 6:00PM
	Reception	6:00PM
• Tuesday, April 21, 2026	Summit	8:00AM – 5:00PM
	Dinner	6:00PM – 8:00PM
• Wednesday, April 22, 2026	Summit	8:00AM – 1:00PM

Tentative speakers discussed included:

- Serene Lowe – from Bridging Aging & Disability Network Initiative, for the National Association of Councils on Developmental Disabilities. Serena will discuss what's been done in 14 states. She will share the projects that have been developed and implemented – Jean Sherman said she would be interested in hearing more about these projects. Chris Reeve said that she will be discussing the projects further in her presentation on Project of National Significance.
- David Jones – from ACL

Possible topics for breakout sessions might be:

- Transportation
- Meal Model
- Community Participation
- Policy or Systems Change Discussion

Jennifer presented the Agency Referral Form that was created with feedback from all the CoPs to utilize between the I/DD and Aging communities.

The committee discussed the Promising Practices from each community of practice (CoP). Jean Sherman suggested providing Leon County with the list of all the Family Care Council to increase enrollment in the training. She also indicated that we should provide a list of the Family Care Councils at the AGEDD Summit for people to become familiar with them. Jean Sherman commented that the Summit needs to have representation from the Aging CoP members. Yolanda Herrera commented that it can be challenging to determine where the information is coming from with parents and caregivers.

B. Project of National Significance - BADN*Chris Reeve*

Chris Reeve presented on the Project of National Significance – Bridging and Aging Disability Network (BADN) by highlighting the work that has been done in 14 states using the following link: [Bridging and Aging Disability Network – NACDD](#). Jennifer Chung suggested asking Serena Lowe if we could have any of the final products to display at the AGEDD Summit.

IV. Questions / Answers

Carla Mercer, Co-Chair

At 4:39 pm Carla Mercer asked if there were any people present from the public. Jennifer indicated that there were no members of the public so there was no public comment.

V. Adjournment

Carla Mercer, Co-Chair

Carla Mercer adjourned the meeting at 4:40pm.

STATE PLAN

Fiscal Year 2026 (October 1, 2025 – September 30, 2026)

BLACK: First Tri-Annual Update (October – January)

BLUE: Second Tri-Annual Update (January – May)

PURPLE: Third Tri-Annual Update (May – September)

Goal 1: Access to Services				
Project	Provider	Funding Period	Funding Allocation	Project Description
Access to Services Through Knowledge (ASK)	The National Association for the Dually Diagnosed (NADD)	September 2025 – September 2026	\$100,000	In Year 4 of the ASK project, the provider will be working with the ASK: Translating Research Project provider to design strategies for user testing of the site maps and content module materials for the online platform. The two providers will develop a formative user testing research design to evaluate the materials and incorporate in-person and virtual interview and focus groups to gather feedback about the specific elements. In addition, the provider will establish a Content Advisory committee to provide input into the design of the products as well.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	The provider is collaborating with the ASK-Translating Research provider to develop protocols for user testing of the material for the online referral tool. They re-established the Content Advisory Committee membership and held their first meeting in November and scheduled dates for 5-6 meetings through the year. The project submitted a draft of the protocols for user testing to the ASK-Translating Research provider and FDDC for feedback. And they expect to start recruiting participants in January.

Goal 1: Access to Services				
Project	Provider	Funding Period	Funding Allocation	Project Description
Access to Services through Knowledge: Translating Research into Application	Mathematica	September 2025-September 2026	\$ 149,906	In Year 3 of Phase 2 of the Access to Services through Knowledge (ASK): Translating Research into Application project, the Contractor will continue to develop the beginning structure for a web-based service directory for families of individuals with I/DD. Using the research from the ASK: Research provider from previous years, and the user testing completed this year, the Contractor will develop and integrate personas (i.e., avatars) and/or journey maps (i.e., roadmaps) with a variety of assets including: sitemaps, content modules and additional user tools for each age group and domain within the lifespan that include scenarios, stories, and embedded links to resources. They will work with the ASK: Research provider to develop and implement a quality assurance user testing strategy and collaborate to make modification to the sitemaps, content modules and additional user tools based on the user feedback.

Tri-Annual Period (dates)	Update Information
October 2025-January 2026	The provider has been working with the ASK Research provider to develop the protocols for user testing of developed elements of the ASK online tool. They met with the Content Advisory Committee and reviewed the activities for the year, including key questions for user testing. As part of the first deliverable in November, they have added the following modules to the Early Intervention domain: decision aid, Child Find explainer, Early Learning Coalitions explainer, Early Steps explainer, Early Steps to Pre-K roadmap, and a Using Early Intervention Services case study. They added an iBudget Waiver explainer to the health insurance / medical domain and a Personal Care Services explainer to Services and Supports. They are also creating mockups of the website for the ASK Research provider to use during user testing.

Goal 2: Home- and Community-Based Delivery Systems				
Project	Provider	Funding Period	Funding Allocation	Project Description
Best Practices in Case Management (BPCM)	Mathematica, Inc.	September 2025 – September 2026	\$702,000 for Case Mgmt., Measuring Service Quality, and Researching Provider Solutions	During Year 4 of the project, the provider will focus on developing the 508-compliant versions of the case manager and program administrator versions of the Toolkit intended for use by case managers and organizations employing case managers. The tools will be finalized and posted to the FDDC website for dissemination. Work will continue with the previously identified MCO serving individuals with I/DD in Florida to adopt the suite of instruments.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	The first workgroup of the year was held during this period to discuss the dissemination of the BPCM. A number of individuals who were not on the workgroup attended the meeting but did not share information or opinions. The workgroup recommended that the tool not be completed until the care coordinator had at least three visits or 6 months as the care coordinator. They also recommended an information sheet be developed for the people with I/DD and their families/caregivers introducing the tool when enrolled in the ICMC (formerly called the pilot). Continued conversations took place with Mathematica, FDDC, and Florida Community Care about adopting the toolkit. Suggestions were provided about family-focused organizations that could disseminate the toolkit to get it into wider use. Draft formats for providing reports on tool use and public engagement with the training videos were provided to the FDDC.

Goal 2: Home- and Community-Based Delivery Systems				
Project	Provider	Funding Period	Funding Allocation	Project Description
Researching Provider Solutions	Mathematica, Inc.	October 2025 – September 2026	Combined budget for 3 projects	Mathematica will develop and implement a mixed methods research study to identify DSP training programs in a variety of settings in Florida and nationally and prepare a report with findings and recommendations regarding training for DSPs to be implemented in Florida.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	The first workgroup meeting was held on December 4. Additional workgroup members were recruited for the project. The group discussed what type of training organizations should be included in the environmental scan, which is the first activity of the year. The group also shared information about what program qualities should be considered that would lead to successful outcomes in recruiting and retaining the DSP workforce members. Following an analysis of the scan results, interviews will be conducted with leaders in the field.

Goal 2: Home- and Community-Based Delivery Systems				
Project	Provider	Funding Period	Funding Allocation	Project Description
Measuring Service Quality	Mathematica, Inc.	October 2025 – September 2026	Combined budget for 3 projects	During the 2025–2026 year, this project will focus on completing the testing and revising of the Employment Services tool (short and long version), as well as developing training videos for both the Adult Day Training (ADT) and Employment Services (ES) tools.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	<p>The first workgroup of the year was held on November 13, 2025. Mathematica reviewed the status of the Residential tool, which is posted on the FDDC website with two training videos. They presented side-by-side tools (icons, AI generated images, and black/white images) from the Best Practices in Case Management instrument. A robust discussion took place about preferences. Most people did not like the images on the Case Management tool and preferred the images on the Residential tool. The AI-generated images on the ADT tool were thought to be potentially confusing. The group did feel that the tools should all have a similar feel so that they looked like a coordinated set of tools. The group also expressed a preference for training videos that included real people with I/DD and their family members.</p>

Goal 2: Home- and Community-Based Delivery Systems				
Project	Provider	Funding Period	Funding Allocation	Project Description
Addressing the Behavior Therapist Shortage	University of Florida (UF) Board of Trustees	September 2025 – September 2026	\$300,000	In Year 4, the project will implement systematic dissemination and the sustainability plan for expansion and assessment of the internship and training curriculum models. They will expand the internship and training curriculum models to other systems for implementation. They will complete the evaluation checklist and assess adoptability and sustainability outcomes and create a list of considerations based on those outcomes. They will disseminate refined training to other sites in Florida. Finally, they will develop transition planning for measuring and effectively maintaining specialized supervision skills in other settings and develop leadership retention training for improving working conditions of behavior analysts working with individuals with severe challenging behavior.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	<p>The provider held the first project task force meeting of the year. They have gathered a wide variety of stakeholders including family members, university faculty, behavioral providers, and agency representatives. During the meeting they brainstormed with the attendees about how to best disseminate the training to address the needs of different settings. They have developed a literature review of leadership training for improving working conditions for behavior therapists and created a draft list of systems to be included in expanding efforts to implement the internship and training curriculum.</p>

Goal 2: Home- and Community-Based Delivery Systems				
Project	Provider	Funding Period	Funding Allocation	Project Description
Dual Diagnosis Training	The National Association for the Dually Diagnosed (NADD)	September 2025 – September 2026	\$225,000	During Year 5 of the Dual Diagnosis Training project, the work will continue to foster collaboration between state agencies and other organizations to address the needs of complex individuals through a pilot of the Year 4 developed approach. Research will be undertaken to learn about peer-to-peer support programs for families with individuals with dual diagnosis and a peer support program will be developed and piloted over the course of the project year.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	<p>The project held its first advisory committee meeting for the full project during this period. This committee will be involved with reviewing the Family Peer Support Pilot and the Integrated Service Planning (ISP) pilot. In addition, it held the first collaborative workgroup specifically for the ISP part of the project. Following that meeting, a draft of the pilot framework that was developed in the previous year for the ISP was sent to both groups to review and provide feedback.</p>

Goal 2: Home- and Community-Based Delivery Systems				
Project	Provider	Funding Period	Funding Allocation	Project Description
Training First Responders	Florida Atlantic University Board of Trustees	July 2025 – July 2026	\$149,500	In Year 4 of the First Responder Training, FAU will conduct an environmental scan to identify technical colleges, state colleges, and universities in Florida that offer certifications and/or degrees in criminal justice or emergency medical services. Individuals will be interviewed following the environmental scan to further discuss the current curriculum being offered to students regarding I/DD. A curriculum will be developed for students in technical colleges, state colleges, and universities in criminal justice and emergency medical services to be offered in academic and technical training programs. FAU will continue to maintain and update the course curriculum for training and the train the trainer materials. Training(s) will be offered on an as-needed basis.

Tri-Annual Period (dates)	Update Information
October 2025 - January 2026	During the Training for First Responders Y4 Advisory Meeting #1 on September 24, 2025, the survey and interview questions for curriculum instructors were created and presented by FAU. Advisory Committee Members were requested to provide any feedback on the interview and survey questions by 10/8. Seven people responded with suggestions and demonstrated an overall approval of the measures. Based on the feedback from the Advisory Committee members, the survey and interview questions for the curriculum instructors were revised on 10/13. Draft documents of the IRB background and methods were included that clearly outline the approach for collecting the survey and interview data. The curriculum was drafted with structural elements and annotations drawn from the law enforcement officers and emergency medical services curricula to guide future development and revisions. The initial draft was submitted as part of the deliverables, accompanied by a general template and annotated comments highlighting areas that require further development. During the second Advisory Meeting on December 10, 2025, the curriculum was reviewed and discussed.

Goal 3: Aging Caregivers				
Project	Provider	Funding Period	Funding Allocation	Project Description
Aging Generations' Expectations in Developmental Disabilities (AGEDD)	Margaret Lynn Duggar & Associates, Inc.	September 2025 – September 2026	\$200,000	In Year 5, Margret Dugger and Associates continue to plan and execute the April 2026 AGEDD Summit in Kissimmee, FL. The ten Community of Practice (CoP) groups, representing 16 of Florida's 20 counties, continue to meet to discuss their collaboration and educational opportunities between the Aging and I/DD populations. At the end of the Summitt, each CoP will develop a sustainability plan between the aging and I/DD networks.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	<p>There are currently 13 Communities of Practice (CoPs), with 19 counties actively participating. Each CoP meets at least once during the contract year. Four CoPs have met during this period. Several CoPs are in the process of scheduling to meet by the end of January. Technical Assistance was offered to all the CoPs by the provider.</p> <p>The 2026 AGEDD Summit will be held on April 20-22nd, 2026 at the Embassy Suites in Kissimmee, FL. The RSVP link to the AGEDD Summit was sent out by Margret Lynn Dugger and Associates to register for the event. Tentative speakers for the upcoming summit include Serena Lowe from the Bridging Aging & Disability Network Initiative, representing the National Association of Councils on Developmental Disabilities, who will share insights on projects implemented across 14 states. Another speaker under consideration is David Jones from the Administration for Community Living (ACL). Possible breakout session topics may cover transportation, meal models, community participation, and policy or systems change discussions. Two Summit planning meets have been completed and four additional are scheduled from February to April 2026.</p>

Goal 4: Self-Advocacy Leadership				
Project	Provider	Funding Period	Funding Allocation	Project Description
Florida SAND Fellows Leadership Program	Pathways Resolution Center, Inc. Doing Business As (dba) OMS, Inc.	August 2025 – August 2026	\$300,000	The goal of this project, in its tenth year of funding, is to fully expand leadership training for self-advocates by continuing and building on the Florida SAND Fellows Training Program to train four new Fellows a year and use existing Fellows as peer mentors for the year that follows their training. Fellows will be engaged in developing job skills of maintaining the self-advocacy organization, managing communications for the network, and offering technical assistance and peer mentoring to new Fellows as needed. As each cohort of Fellows becomes trained, leadership training will be provided by the Fellows and will include fine-tuned content that the existing Fellows have created (e.g., Breaking Barriers Training Academy) and also training for other self-advocates in the Route to Self-Determination curriculum.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	The new group of four Fellows were selected by OMS with FDDC staff input. Since then, one of the Fellows dropped out and OMS is looking for another person to join the program. The group is going through training on the Leadership Modules. They are also preparing their legislative platform. Valerie Breen presented the FDDC's Legislative Priorities to the group. There was a robust discussion on the Working People with Disabilities program and the lack of people taking advantage of it. Valerie also discussed DD Day and the mechanics of it that have been organized to date.

Goal 4: Self-Advocacy Leadership				
Project	Provider	Funding Period	Funding Allocation	Project Description
Partners in Policymaking Coordinator	Stacey Hoagland	August 2025 – August 2026	\$65,000	The goal of this project, in its eleventh year of funding with the Coordinator, is to plan and execute all aspects of the Council's Partners in Policymaking (PIP) program. Partners in Policymaking is a national model designed to educate individuals with intellectual and developmental disabilities and family members on self-determination, disability systems, and how to share information to educate policymakers

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	<p>The PIP 2025–2026 cohort is comprised of 21 guardians/caregivers and 6 self-advocates for a total of 27 participants. The cohort has successfully completed four of its six sessions, marking the program's halfway point. The class will graduate in February and participate in DD Day 2026. The current PIP class has had 3 dropouts (Session 1 – One Self-Advocate; Session 3 – Two Guardians/Caregivers). The PIP class size is now 24 participants with one participant completing session 6 for a total of 25 PIP participants.</p> <p>The PIP Alumni Program has scheduled quarterly meetings with tentative topics (November, January, April, July). The first session, focused on Managed Care, presented by Valerie Breen and Jim DeBeaugraine, was held on November 25, 2025, and. Of the 57 individuals registered, 33 PIP Alumni and 2 FDDC staff members attended the meeting. The event was well received, and participants requested additional information and were invited to attend the December 2025 Public Policy Task Force Meeting to learn more about FDDC's advocacy work related to Managed Care, iBudget and CDC+.</p>

Goal 4: Self-Advocacy Leadership				
Project	Provider	Funding Period	Funding Allocation	Project Description
Partners in Policymaking Curriculum Project	Autistic Self Advocacy Network (ASAN)	September 2024 – January 2026	\$150,000	The goal of this project, in its second year of funding, is to further develop a Partners in Policymaking (PIP) curriculum and associated activity materials for a target audience of people with cognitive disabilities, requiring supports based on moderate-to-severe functional levels, at a Grade 2 to 3 reading level or below. The curriculum and associated activity materials will be developed to run in conjunction with and parallel to the current existing Florida Partners in Policymaking program with the goal of supporting more participants with intellectual and developmental disabilities (I/DD), and specifically cognitive disabilities, to be integrated into this program. Partners in Policymaking is a national model designed to educate individuals with intellectual and developmental disabilities and family members on self-determination, disability systems, and how to share information to educate policymakers.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	The provider, ASAN, has been great to work with. They have submitted the final draft of Sessions 1-5 of the PIP curriculum in Easy Read format with videos completed for Sessions 1-4. Session 6 has been submitted in Easy Read format in draft format and was reviewed by the Curriculum Review Committee on December 8, 2025. Videos for Session 5 have been submitted in draft format. ASAN is set up well to complete the contract at the end of January with the final copy of all Easy Read documents, video sessions of the curriculum, and suggestions for train the trainer and for implementation of the PIP Plus curriculum.

Goal 5: Broad Systems Change/Emerging Needs: Advocacy and Communications Cross-Cutting Systems Change Projects				
Project	Provider	Funding Period	Funding Allocation	Project Description
Spanish Translation	Lingua School, Inc. d.b.a. Lingua Language Center	September 2025 – September 2026	\$30,000	This consulting agreement provides for translation of selected Council documents into Spanish or other languages deemed appropriate.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	Materials relating to the solicitation of public comment regarding the development of the 2026-2031 State Plan were translated into Spanish. Additionally, the Council's Legislative Priorities were translated.

Goal 5: Broad Systems Change/Emerging Needs: Advocacy and Communications Cross-Cutting Systems Change Projects				
Project	Provider	Funding Period	Funding Allocation	Project Description
Communications	RB Oppenheim Associates, Inc.	September 2025 – September 2026	\$140,000	Consultant will provide a variety of expert professional services, and create/implement outreach communication vehicles and products. The Consultant will provide advice and support to Council staff to conduct any and all activities that impact the target audiences the Council is responsible to reach and represent through its five-year state plan. Outreach activities shall include awareness and educational events, messaging and branding, website and digital communication, e-news, social media efforts, and updating ongoing Council materials. They will be responsible to collaborate/work with Council staff and other partners, as requested, to ensure that the Council remains the leader in branding, messaging and education/outreach regarding the Council, its activities, and meet responsibilities for communication to and engagement with its audiences.

Tri-Annual Period (dates)	Update Information
October 2025 – January 2026	The provider created marketing and public awareness support for the public comment phase of the Five-Year Plan and the Idelio Valdes and Bobbie Lake Advocacy Awards. Creative work during this period included materials for DD Awareness Day; Legislative Priorities, Fact Sheet and Talking Points; web page for DD Day; blog/AI posts; and redesigned award applications. RBOA also continued to develop and distribute the monthly Connections newsletter. In October, FDDC exceeded 10,000 Facebook followers.

Florida Developmental Disabilities Council, Inc.

FINANCE COMMITTEE MEETING
Thursday, January 22, 2026

OUR MISSION

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities".

AGENDA

12:00 p.m.	Call to Order Welcome & Roll Call	<i>Dennis Hart, Chair</i>
	Adopt the Agenda	<i>Dennis Hart, Chair</i>
12:15 p.m.	Adoption of Financials** (B) Budget vs Actual (under separate cover) (C) Profit and Loss, by Class (under separate cover)	<i>Allison Harrell, CFO</i>
12:30 p.m.	Update: FDDC 2026 Financial Status	<i>Dennis Hart, Chair</i> <i>Monica Moyer, Chief</i>
	Public Comment	<i>Dennis Hart, Chair</i>
	Meeting Adjourned	

**** Items that require vote**

Florida Developmental Disabilities Council, Inc.

EXECUTIVE COMMITTEE MEETING
Thursday, January 22, 2026

OUR MISSION

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities".

AGENDA

12:30 p.m.	Call to Order Welcome & Roll Call	<i>Eddie Hall, Chair</i>
	Adopt the Agenda**	<i>Eddie Hall, Chair</i>
12:35 p.m.	Bylaw Amendments ** <i>(A) Bylaws with track changes (provided under separate cover)</i>	<i>Eddie Hall, Chair</i>
1:00 p.m.	Public Comment	<i>Eddie Hall, Chair</i>
	Meeting Adjourned	

**** Items that require vote**

FLORIDA DEVELOPMENTAL DISABILITIES COUNCIL, INC.

FULL COUNCIL MEETING
Thursday January 22 & Friday January 23, 2026

Our Mission

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities."

Thursday January 22nd

12:30 p.m.-1:30 p.m.	Working Lunch <i>Presentation: Special Olympics Florida</i>	<i>Sherry Weelock, CEO</i>
2:00 p.m.	Introduction/Call to Order	<i>Eddie Hall, Chair</i>
	Adoption of the Agenda **	<i>Eddie Hall, Chair</i>
	Adoption of September 2025 Minutes** <i>(A) September 18-19, 2025</i>	
2:15 p.m.	Chair/Vice Chair Report	<i>Eddie Hall, Chair</i> <i>Enrique Escallon, Vice Chair</i>
2:30 p.m.-3:00 p.m.	Executive Director Report	<i>Valerie Breen, Executive Dir.</i>
3:00 p.m.	Break	
3:15 p.m.-4:30 p.m.	State Agency & Sister Agency Reports	<i>Eddie Hall, Chair</i>
4:30 p.m.	Public Comment	<i>Eddie Hall, Chair</i>
4:30 p.m.	Meeting Adjourned	<i>Eddie Hall, Chair</i>
	Dinner on your own	

Friday January 23rd

8:30 a.m.	Working Breakfast <i>Review of 2026 calendar- first quarter</i>	<i>Council meeting room</i>
9:00 a.m.	Introduction/Roll Call	<i>Eddie Hall, Chair</i>
9:15 a.m.-10:00 a.m.	Committee Recommendations for Full Council Discussion/Acknowledgment	
	State Plan Recommendations** Public Policy Recommendations** Finance Recommendations**	<i>Jean Sherman, Chair</i> <i>Sarah Goldman, Chair</i> <i>Dennis Hart, Chair</i>

	Executive Recommendations**	<i>Eddie Hall, Chair</i>
10:00 a.m.-10:15 a.m.	Break	
10:15 a.m.-11:15 a.m.	Our Voices Matter <i>Rolling up our sleeves</i> <i>Managing the Council's message</i> <i>How is it all going to work?</i> <i>(B) Talking Points</i> <i>(C) Personal Story</i> <i>(D) Fact Sheet</i>	<i>Valerie Breen, Ex. Dir.</i> <i>Jim DeBeaugraine, Advisor</i> <i>Jamie Mayersohn, Director</i>
11:15 a.m.	Public Comment	<i>Eddie Hall, Chair</i>
11:30 a.m.	Meeting Adjourned	<i>Eddie Hall, Chair</i>

Florida Developmental Disabilities Council, Inc.
Full Council Meeting Minutes
September 18-19, 2025

Thursday, September 18, 2025

Council Members Present: Christina Cordova; Enrique Escallon; Sarah Goldman; Elly Hagen; Eddie Hall; Dennis Hart; Yolanda Herrera; Arizona Jenkins; Carla Mercer; Lauren Modawell; Michael Sayih; Charlotte Temple; Devona Pickle (AHCA); Robert Asztalos (APD); Heather George (FCIC); Jessica Meyer (DOH); Jean Sherman (UCEDD); Peter Sleasman (DRF)

Council Members Absent: Denise Anderson; Danielle McGill; Kali Wilson; Victoria Zepp; Kelly Rogers (VR); Patricia Bodiford (DOE); Kira Houge (Elder Affairs)

Staff Present: Valerie Breen; Susan Kabot; Monica Moye; Chris Reeve; Jennifer Chung; Kristen Conlin; Jamie Mayersohn

Guests: Jim DeBeaugraine (FDDC Legislative Advisor); Personal care staff

The meeting was called to order by Chair Eddie Hall at 9:04 a.m. Roll call was taken and quorum was established.

I. Adoption of Agenda

Cordova made a motion to adopt the agenda as presented; Hart seconded. All members voted in favor; Jessica Meyer (DOH) and Devona Pickle (AHCA) abstained. The motion carried and the agenda was adopted.

I. Adoption of Minutes

Escallon made a motion to adopt the May 2025 minutes; Jenkins seconded. All members voted in favor; Jessica Meyer (DOH) and Devona Pickle (AHCA) abstained. The motion carried and the May 2025 minutes were adopted.

II. Chair/Vice-Chair Report

Hall recognized the new Director of the Agency for Persons with Disabilities, Robert Asztalos, and Jim DeBeaugraine, FDDC Legislative Advisor, both in attendance at the meeting. Hall stated that teamwork by the Council members with a common goal is essential if we are going to have an impact in Florida for our community. He encouraged everyone to come together and put any differences aside as we move forward.

Vice Chair, Escallon, reflected on the outcomes from this past year and stated that his concern is that the work of the Council is going backwards and trying to re-invent the wheel. He stated that there are

a lot of challenges in our future, which is why we should take advantage of our new five-year state plan to make a difference

III. Executive Director Report

Breen shared her presentation titled, Transitioning from year 2025 to 2026 & Planning for the Future. She presented changes in personnel, outsourcing, reducing the Tallahassee office space, DD Awareness Day, increasing outreach through multiple stakeholders and supports, and the appreciation of Council member opinion pieces depending on their subject matter expertise.

Breen reported that we notified our providers, with whom we have contractual arrangements, that our federal funding may be at risk and we would keep them notified. We informed them that until further notice, we were conducting business as usual.

Breen reported expenditures to maintain the Tallahassee office will be significantly reduced, with most staff working remote. A small space is being sought to house Tallahassee staff.

Breen recognized Hall, Sherman and Goldman for their opinion pieces on Medicaid home-and community-based funding, aging caregivers, and the ADA respectively. Breen stated that when opinions are shared by subject matter experts on the Council, they have a bigger impact.

Breen stated that Our Care Matters videos have had over 614 thousand views to date.

Breen encouraged the Council to learn from its history and decide how we want to approach our future as respected advisors to the legislature, agencies and our communities. She asked Jim DeBeaugraine to provide an historical overview of the DD movement in Florida.

DeBeaugraine provided a comprehensive review of Florida's DD movement and the Council's role(s) with advising and impacting decisions made by the legislature.

IV. Creating the Legislative Platform for 2026

Goldman stated that she is proposing for the Council to have one main legislative priority that addresses the ongoing concerns stated in the developmental disabilities community surrounding the iBudget, the Consumer Directed Plus program- both managed through the Agency for Persons with Disabilities (APD) and the managed care pilot program, that is now legislated to go statewide. She also stated that she wanted to re-structure the utilization of the public policy committee to meet the needs of the full Council as we prepare for and move through the 2026 legislative session.

Goldman presented several questions to help the Council set their main priority.

Hart stated that education is important, there are some people who do not know what APD is or what APD offers, and there are many families out there that could qualify for APD if they knew who they were and what they had to offer.

Asztalos advised that he has spent a decade fighting managed care for aging, but eventually they adopted managed care with guidelines. He recommends that advocates be cautious as the managed care pilot becomes available statewide. Right now, he stated that the adoption of managed care for all people with I/DD is still several years down the road because the legislature wants to see how it works. However, he strongly recommended that protections and guidelines must be in place. In addition, the Agency for Health Care Administration (AHCA) has been funded to establish an evaluation of the I/DD managed care program, with a report due in 2029.

Hart commented that when they went from straight Medicaid and managed Medicaid there were a lot of individuals not happy including healthcare. There are many providers that will not accept it.

Temple stated that she is concerned with the lack of support coordinators, and that it is very difficult to get individuals enrolled in the iBudget program. DeBeaugraine reminded the Council that when support coordinators were created, they were set up with individuals with a master's degree and could make a decent living as a solo coordinator. This changed with SB 82. Breen reinforced that support coordination has been the glue for individuals and families to make sure the individual is kept safe in their home and can access the services they need.

Escallon stated that he agrees with the top legislative priority, but we should pay attention to bills that have passed previously that still have room for improvement for our population as well.

Modawell stated that we should look at the benefits of the families of young adults and children that are going through school. Some go through private schools, and they do not know the benefits for continued education. She stated that it should be acknowledged during their Individual Education Plan (IEP) meetings or with their support coordinators.

Escallon noted that education, early intervention, HB 1105 regarding special diploma/certificate and access to services should be monitored.

Action Taken: Modawell made a motion to adopt the Medicaid long-term services as a top priority for 2026. Temple seconded. No further discussion occurred. All Council members voted in favor. Meyer and Pickle abstained. Motion carried, and the proposed main priority was adopted.

Goldman asked Council members to consider an outreach messaging campaign that all stakeholders Council embrace. Discussion ensued and several options were provided, including Our Choice Matters; One Voice for Choice; What Works, Matters; One Team, One Goal; Cooperation Needs Collaboration; Pieces that Matter; My Voice Matters; My Future Matters; My Life Matters.

Goldman and Mayersohn noted that a grassroots messaging campaign from individuals with I/DD and their families can be a focus for DD Day 2026- bringing other organizations to the table to share each other's messages.

Goldman instructed staff to work with FDDC's public relations firm, RBOA, to finalize the legislative priority and develop the campaign based on FDDC's approved priority.

V. State and Sister Agency Reports

Reports were provided by the following agencies:

- Robert Asztalos from Agency for Persons with Disabilities.
- Devona Pickle from Agency for Healthcare Administration.
- Jessica Mayer from Department of Health- Children's Medical Services.
- Jean Sherman from University of Miami- Mailman Center.
- Heather George from University of South Florida- Florida Center for Inclusive Communities.
- Peter Sleasman from Disability Rights Florida.

VI. Video Creations & Program Projects

Kabot provided a presentation from the Self- Advocacy Conference that she attended. Kabot and the program team share the following videos produced through our partnerships. Discussion ensued.

The Measuring Service Quality tool for residential facilities was presented. Hart asked how the Measuring Service Quality Residential Tool is being distributed. Kabot advised that right now the tool is on FDDC's website, we have cards with a QR code and we are promoting it through FDDC's social media posts.

George asked if FDDC has a protocol for dissemination. Mayersohn advised that we can share the videos and provide the downloaded videos for others to disseminate.

Herrera asked if the residential tool was for higher functioning individual. Kabot advised that there are two manuals, one is more pictures, and the other has more text.

Hagen stated that when she went looking for a group home for her son, she had no idea what a group home looked like.

The Training First Responders videos were presented. It was noted that this training and materials are provided to law enforcement officers. Escallon asked if the Council should look at schools (i.e. Principals) as a secondary distribution/education mechanism. Kabot advised that the next provider contract would focus on integrating the training into universities or technical schools that offer criminal justice or emergency medical programs.

The last video presented was on An Organization's Guide to Implementing FDDC's Quality Case Management Tools. Mayer inquired about the competencies that were used. Kabot directed members to the Council's website where all the research is housed.

VII. Standing Committee Updates

State Plan Committee:

Sherman shared that the State Plan Committee met on Tuesday, August 26, 2025. All Council members were encouraged to attend this meeting as the draft Five-Year State Plan was presented to the Committee. The meeting was recorded so that any member unable to attend the meeting could listen to the recording. WellFlorida began the meeting with a review of how the Council provided input into the priorities that resulted from Task Force input and Council member focus groups. They were reminded of the public input process, and Council staff and agency interviews that also contributed to the identification of three priority areas including access to services, behavioral health and challenging behavior, and aging families.

Kabot then reviewed the draft Five-Year goals, objectives, and key activities that were drafted by Council staff and the Council consultant. Council members were asked to think about what they heard during the meeting and provide their input regarding the goals and objectives to WellFlorida.

Finance Committee:

Hart reported that the Finance Committee met on September 11, 2025. Allison Herrell, the Council's outsourced Chief Financial Officer through Thomas Howell Ferguson presented on the Council's budget to actual and profit and loss statements from October 1, 2024-July 31, 2025. In addition, Harrell and Moye reviewed the updated 2026 FDDC budget based on modification and recommendations. Hart shared that the 2024 audit had been significantly delayed due to the difficulties Thomas Howell Ferguson and Law Redd both had in picking up and understanding past internal FDDC accounting practices. Hart stated that Thomas Howell Ferguson recommended to the committee that the Council engage Law Redd for our 2025 audit and then follow best practices to bid out for an auditing firm to conduct the 2026 audit.

Hart reported that the Finance Committee had two recommendations for full Council adoption.

- 1) Adopt the Budget to Actual and Profit and Loss statements.

Action Taken: Escallon made a motion to adopt the Budget to Actual and Profit and Loss statements as presented. Temple seconded. The motion passed unanimously.

- 2) Adopt the proposed 2026 budget and budget narrative as presented.

Escallon inquired if the budget followed the federal compliance requirement of 70% programs and 30% administration. Moye advised that the 70/30 rule applies to the proposed budget for the fiscal year and all available grants.

Action Taken: Escallon made a motion to adopt the 2026 amended budget and budget narrative as presented. Jenkins seconded. The motion passed unanimously.

Executive Committee:

Hall reported that the Executive Committee met on September 11, 2025, and had several recommendations to bring to the Council for full Council adoption.

- 1) Adoption of the Qualified Small Employer Health Reimbursement Arrangements (QSEHRA)- which allows small employers that do not have a group health plan to reimburse employees for health insurance premiums and other medical expenses on a tax advantaged basis.

Hall reported that the Executive Committee had been working since May 2025 with the Council's Human Resource Consultant, Danielle Towery of James Moore HR Consultants, and Compensation Resources to determine the best benefits package to recruit and retain employees. He stated that the Executive Committee highly recommends the full Council adopt QSEHRA for all employees who work over 30 hours per week to start effective January 1, 2026. The amount to purchase the platform through Take Command to implement QSEHRA and an estimated employee maximum reimbursement has been incorporated into the amended 2026 Council budget and approved by the Finance Committee.

Action Taken: Escallon made a motion to adopt and implement the Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) effective January 1, 2026. Hagen seconded. Motion passed unanimously.

- 2) Adoption of the Executive Director performance review.

Hall reported that the Executive Committee established a formal evaluation process in collaboration with Towery, which was implemented by the Chair and the Executive Committee. A summary of the outcome of the evaluation was shared with the full Council.

Action Taken: Jenkins made a motion to adopt the Executive Director performance evaluation report. Hart seconded. During discussion Sherman noted that change in the process did not include input from Council members outside of the Executive Committee. Hall stated that the process can be re-evaluated with Towery and the Committee and will be shared with the full Council at the May meeting in 2026. The original motion passed unanimously.

- 3) Adoption of the renewal of the Council's employment agreement with the Executive Director for October 1, 2025- September 30, 2026, based on performance.

Action Taken: Modawell made a motion to adopt the renewal of the employment agreement with the Executive Director. Hart seconded. During discussion Escallon offered clarification that the contract renewal option will expire September 30, 2026. He also noted that this final renewal does not have any increase in salary compensation. The original motion passed unanimously.

- 4) Adoption of the processes for informing the Council of employee complaints and information the Council of personnel matters.

Hall reported that the Executive Committee worked collaboratively with Towery to establish formal processes that the Council members can follow related to employee complaints related to employee matters or employee complaints.

Action Taken: Hart made a motion to adopt both the Processes for Informing the Council of Employee Complaints and Informing the Council of Personnel Matters. Jenkins seconded. During discussion Escallon questioned whether the Council would be told about all employee issues or just the Executive Director. Hart explained that the process was to advise the Council, but it would start with the Executive Committee. The original motion was adopted and passed unanimously.

5) Adoption of the recommendations made by the Council's Bylaws Task Force

Hall stated that the Executive Committee reviewed the recommendations from the Bylaws Task Force and wishes to highlight 3 items for Council consideration. He stated that the 3 recommendations are:

- a) To establish a secretary position on the Council which would be elected by the Council and serve on the Executive Committee;
- b) Eliminate on Chair appointed position on the Executive Committee; and
- c) Include the Florida Department of Children and Families as an additional state agency.

Hall stated that the formal modification of the bylaws would be up for adoption in the January 2026 meeting. Hall also noted that Breen would need to work with the appointment office to include the state agency as an additional appointment approved by the Governor.

Action Taken: Goldman made a motion to adopt the recommendations from the Bylaws Task Force; Escallon seconded. Motion passed unanimously.

VIII. Public Comment

Hall asked if there was any public comment from the floor. None was offered.

Hall adjourned the meeting at 4:39 p.m.

Friday, September 19, 2025

Council Members Present: Christina Cordova; Enrique Escallon; Sarah Goldman; Elly Hagen; Eddie Hall; Dennis Hart; Yolanda Herrera; Arizona Jenkins; Carla Mercer; Lauren Modawell; Michael Sayih; Charlotte Temple; Devona Pickle (AHCA); Peter Sleasman (DRF); Heather George; Jessica Meyer (DOH); Jean Sherman (UCEDD)

Council Members Absent: Denise Anderson; Danielle McGill; Kali Wilson; Victoria Zepp; Kelly Rogers (VR); Patricia Bodiford (DOE); Kira Houge (Elder Affairs); Robert Asztalos

Staff Present: Valerie Breen; Susan Kabot; Monica Moye; Chris Reeve; Jennifer Chung; Kristen Conlin; Jamie Mayersohn

Guests Present: Jim DeBeaugrine (FDDC Legislative Advisor); Personal care staff; WellFlorida staff: Lindsey Redding, Jeff Feller

Hall called the meeting to order at 9:00 a.m., roll call was taken and quorum was established.

I. Adoption of Agenda

Escallon made a motion to adopt the agenda as presented. Modawell seconded. Motion passed unanimously.

II. Adoption of the proposed new Five-Year State Plan Goals and Objectives

Jeff Feller of WellFlorida Council, Inc. served as the facilitator for Council discussion and adoption of the proposed new 5-year state plan goals and objectives for FY 2027-2031. A copy had been provided to all Council members. Kabot provided a Power Point presentation outlining the proposed Goals and Objectives and Key Activities in combination with Council questions and comments provided since the August 26, 2025, State Plan committee meeting. It was noted that only the Goals and Objectives will go out for a 45-day public comment period once the Council agrees to move them forward.

Kabot noted that the five current goals recommended are: Access to Services, Behavioral Health, Aging Families, Self-Advocacy Leadership (which is a standard federal required goal) and Emergency Response/Emerging Issues (which is a standard federal required goal).

Kabot reviewed each Goal, Objective and Key Activities with Council members and Feller facilitated discussion. Feller and Kabot provided clarification and answered questions initiated by Council members.

Goal 1: Access to Services- Increase knowledge of the expanded access to comprehensive community resources across the lifespan

Objective 1.1: Establish a web-based information and resource system

Key Activity 1.1.1: Develop Web Tool

- Identify and update or develop an interactive web-based platform of key community resources and tools for families

Key Activity 1.1.2: Training

- Plan and conduct online or onsite training for family members, waiver support coordinators, case managers, and service providers on the online system
- Key Activity 1.1.3: Develop and implement collaboration, dissemination, sustainability, monitoring, communication, new resources and/or updates to existing resources, and advocacy activities in conjunction with Florida's self-advocates, family members, and

other key stakeholders to address systems change efforts that improve access to services for individuals with I/DD and their families.

- Objective 1.2: Increase access to trained and qualified service providers who are adequately compensated across Florida, especially in rural and underserved communities
 - Key Activity 1.2.1: Develop and implement a direct support provider training program in high schools, Florida's technical colleges, state colleges, and/or university settings
- Objective 1.3: Improve provision of quality services through increased use of evidence-based tools for assessing effectiveness and fit of services
 - Key Activity 1.3.1: Develop and implement capacity building activities designed to increase the use of Best Practices in Case Management tools
 - Key Activity 1.3.2: Develop and implement capacity building activities to increase the use of Measuring Service Quality tools

Action Taken: Hart made a motion to adopt Goal 1, Objectives and Key Activities. Escallon seconded. Motion passed with 16 yes and 1 no.

Goal 2: Behavioral Health and Challenging Behaviors- Increase availability of services and supports to manage their behaviors and allow them to maintain a safe quality of life in home community settings.

- Objective 2.1: Increase trained behavioral health professionals and behavioral services.
 - Key Activity 2.1.1: Implement competency-based training and internships for BCBAs and supervisory behavior therapists state-wide
- Objective 2.2: Increase use of effective practices to decrease unnecessary interventions and placement in restrictive settings.
 - Key Activity 2.2.1: Increase state-wide use of Council's dual diagnosis training that was previously developed
 - Key Activity 2.2.2: Increase state-wide use of the Council's first responder training that was previously developed

Sleasman made a recommendation to change Goal 2 to include "across all settings" and include "family home".

Action Taken: Modawell made a motion to adopt Goal2, Objectives and Key Activities with recommended modifications to use "family home" in the goal.. Escallon seconded. Motion passed unanimously.

Goal 3: Aging Families- Increase availability of services and supports needed by an aging population that allows them to maintain quality lives in their communities.

- Objective 3.1: Increase access to future planning resources and tools that meet the needs of an aging population
 - Key Activity 3.1.1: Identify and/or develop person-centered future planning tools for families
 - Key Activity 3.1.2: Develop tool kits and a navigation map
 - Key Activity 3.1.3: Conduct an educational retreat or conference for aging families
- Objective 3.2: Increase knowledge of innovative, enabling technology and models to support housing needs
 - Key Activity 3.2.1: Environmental scan to provide recommendations for using innovative, enabling technology to address housing needs
 - Key Activity 3.2.2: Conduct state-wide training for families and caregivers on innovative, enabling technology
 - Key Activity 3.2.3: Develop three case study demonstration homes using assistive technology experts and enabling technology strategies to allow aging individuals to remain in their homes

Action Taken: Jenkins made a motion to adopt Goal 3, Objectives and Key Activities with the inclusion of human interaction in the Goal. Hagen seconded. Motion passed unanimously.

Goal 4: Self-Advocacy Leadership (Required)- Increase the number of individuals with I/DD trained as leaders, providing leadership training to others with I/DD, and engaging in cross-disability leadership coalitions

- Objective 4.1: Increase the number of leaders trained, providing leadership training, and engaging in cross-disability coalitions in the state self-advocacy organization (FL SAN'D)
 - Key Activity 4.1.1: Support up to 20 state self-advocacy organization leaders to build their capacity to deliver leadership training to other self-advocates
 - Key Activity 4.1.2: Provide support for trained state self-advocacy organization leaders to deliver information and training to other self-advocates
 - Key Activity 4.1.3: Provide support for increasing or expanding opportunities for participation of individuals with I/DD in cross disability and leadership coalitions
 - Key Activity 4.1.4: Develop an annual, end-of-year state self-advocacy organization report

- Objective 4.2: Increase knowledge and impact within public policy and cross disability leadership organization through Partners in Policymaking (PIP)
 - Key Activity 4.2.1: Utilize PIP to educate individuals with I/DD and family members on self-determination, disability systems, and public policy
- Objective 4.3: Increase knowledge and provide evidence of their impact within public policy and cross disability coalitions of PIP Alumni
 - Key Activity 4.3.1: Support PIP Alumni to increase their knowledge, support advocacy actions, and assess post-program outcomes
- Objective 4.4: Individuals with moderate–severe functional levels will increase their knowledge and participation in public policy activities and/or cross disability leadership coalitions through the use of PIP Plus
 - Key Activity 4.4.1: Implement PIP curriculum strand for individuals with I/DD

Action Taken: Jenkins made a motion to adopt Goal 4, Objectives and Activities with modification to include youth in transition. Hall seconded. Motion passed unanimously.

Goal 5- Community inclusion for individuals with intellectual and developmental disabilities will be maintained/improved through systemic changes and/or provision of essential services provide essential services and supports at the state, regional , or local level.

- Objective 5.1: One or more emerging/emergency needs will have been addressed through one or more systemic changes and/or provision of essential services and supports at the state, regional, or local level.
 - Key Activity 5.1.1: Develop and implement collaboration, dissemination, sustainability, monitoring, communication, new resources and/or updates to existing resources, and advocacy activities.
 - Key Activity 5.1.2: Provide essential services and supports at the state, regional, or local level to maintain/improve safe community inclusion of individuals with I/DD during emerging or emergency situations (e.g., natural or manmade disasters).

Action Taken: Mercer made a motion to adopt Goal 5, Objectives and Key Activities. Herrera seconded. Motion passed unanimously.

Action Taken: Sayih made a motion to adopt all 5 goals, objectives and activities Council member recommended modifications. Cordova seconded. Motion passed unanimously.

III. Public Comment/Meeting Adjourned

Hall asked if there was any public comment from the floor. None was provided.

The meeting was adjourned at 12:24 p.m.

DRAFT

2026 FULL COUNCIL MEMBER ROSTER

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2026 STANDING COMMITTEE MEMBERS

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities"

State Plan Committee

Jean Sherman, Chair
Staff, Sue Kabot
Tina Cordova
Sarah Goldman
Elly Hagen
Dennis Hart
Yolanda Herrera
Danielle McGill
Carla Mercer
Kali Wilson

Executive Committee

Eddie Hall, Chair
Staff, Valerie Breen
Enrique Escallon, Vice Chair
Dennis Hart, Treasurer
Sarah Goldman, At-Large (Elected)
Elly Hagen, At-Large (Elected)
Yolanda Herrera, At-Large (Appointed)
Arizona Jenkins, At-Large (Appointed)

Public Policy Committee

Sarah Goldman, Chair
Staff, Valerie Breen
Enrique Escallon
Eddie Hall
Yolanda Herrera
Arizona Jenkins
Danielle McGill
Carla Mercer
Lauren Modawell
Charlotte Temple

Finance Committee

Dennis Hart, Chair
Staff, Monica Moye
Caitlyn Clibbon
Enrique Escallon
Andrea Gary
Sarah Goldman
Charlotte Temple
Kali Wilson
Tina Cordova



Florida
Developmental
Disabilities
Council, Inc.

2026 TASK FORCE MEMBERS

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities"

Access to Services

Elly Hagen, Chair
Tina Cordova, Co-Chair
Staff, Chris Reeve
Denise Anderson
Caitlyn Clibbon
Elly Hagen
Dennis Hart
Carla Mercer
Charlotte Temple
Kali Wilson
Victoria Zepp
Resource Members
Danny Armstrong
Heather George

Home & Community Based Services (HCBS)

Kali Wilson, Chair
Dennis Hart, Co-Chair
Staff, Sue Kabot
Denise Anderson
Tina Cordova
Andrea Gary
Arizona Jenkins
Susan Nipper
Jean Sherman

Self-Advocacy Leadership

Danielle McGill, Chair
Sarah Goldman, Co-Chair
Staff, Sue Kabot
Mirna Diaz
Enrique Escallon
Eddie Hall
Yolanda Herrera
Lauren Modawell

Aging Caregivers

Yolanda Herrera, Chair
Carla Mercer, Co-Chair
Staff, Jennifer Chung
Ann Dalton/ Kimberly Quinn
Elly Hagen
Kira Houge
Arizona Jenkins
Danielle McGill
Lauren Modawell
Susan Nipper
Michael Sayih
Jean Sherman
Victoria Zepp
Resource Members
Darrell Drummond
Damian P. Gregory
Dèan Gregory-Stewart
Mary Jo McKay

Managed Care- AD HOC

Sarah Goldman, Chair
Staff, Valerie Breen
Caitlyn Clibbon
Elly Hagen
Dennis Hart
Yolanda Herrera
Susan Nipper
Kimberly Quinn
Charlotte Temple
Victoria Zepp
Resource Members
Kevin Johnson
Laura Minutello

Broad Systems Change/Emerging Issues- AD HOC

2026 Meeting Schedule & Locations

FDDC Council Meeting

January 22-23, 2026

Florida Hotel & Conference Center
Orlando, FL

FDDC Council Meeting

May 21-22, 2026

Florida Hotel & Conference Center
Orlando, FL

FDDC Council Meeting

September 17-18, 2026

Florida Hotel & Conference Center
Orlando, FL

Supplemental Materials

Florida Developmental Disabilities Council, Inc.

PUBLIC POLICY COMMITTEE MEETING

Thursday January 22, 2026

9:00 a.m.-11:00 a.m.

AGENDA

9:00 a.m.

Welcome/Introductions

Sarah Goldman, Chair

Adoption of the Agenda **

Adoption of the December Minutes**

(A) 12/05/2025 minutes

Sarah Goldman, Chair

Sarah Goldman, Chair

9:15 a.m.

2026 Legislative Report

What's going on at the legislature and I/DD

Valerie Breen, Ex. Dir.
Jim DeBeaugraine, Advisor

9:30 a.m.

2026 Bills to Watch- Determining FDDC priorities

*(B) Bill prioritization***

(C) Legislative Priority Definitions

Sarah Goldman, Chair
Jim DeBeaugraine, Advisor

11:00 a.m.

Public Comment

Sarah Goldman, Chair

11:00 a.m.

Meeting Adjourned

Sarah Goldman, Chair

**** Items that require vote**



Active Support

High-priority legislation that aligns with the Council's public policy agenda.

For these bills, Council's leadership actively works with bill sponsors, committee staff and other legislators through one-on-one meetings and provides testimony to committees, as requested.



Passive Support

Legislation that is aligned with the Council public policy agenda.

For these bills, Council's leadership offer public support such as letters, visible support during committee hearings, and website listings without engaging in active lobbying.



Opposed

Legislation that conflicts with the Council's public policy agenda and/or mission,

For these bills, Council's leadership formally expresses opposition through public statements, testimony, or other advocacy as appropriate.



Monitoring

Legislation that may impact the Council's mission or the I/DD community and is being tracked for developments, without the Council taking a formal position at this time



Passed



Failed

LEGISLATIVE BILLS FILED
As of 1/14/2026

DRAFT FOR FDDC PUBLIC POLICY COMMITTEE MEETING
1/22/2026

ACTIVE SUPPORT

- 1. HB 0915 - Medical Assistance Eligibility for Working Persons with Disabilities (Tant)
SB 1016- Medical Assistance Eligibility for Working Persons with Disabilities (Bradley)**

Creates a new program allowing certain working individuals with disabilities to maintain Medicaid eligibility while earning additional income.

- 2. HB 0453- Requirements for Standard High School Diploma (Gossett-Seidman)**

SB 0556- Requirements for Standard High Diploma (Berman)

Expand the ways students can satisfy physical education and performing arts requirements for a standard high school diploma. Allow completion of 2 years of marching band to fulfill both the physical education and performing arts requirements instead of just one or the other. Permits students with disabilities to participate in the Special Olympics as a substitute for the physical education requirement.

PASSIVE SUPPORT

- 1. **SB 0072- Individual Educational Plans (Harrell)
HB 0615- Individual Educational Plans (Tendrich)**

Requires timely evaluations, IEP meetings, and enhanced parent engagement for students receiving exceptional student education services.

- 2. **HB 0109- Corporal Punishment- (Lopez)
SB 0662- Corporal Punishment (Bernard)**

Prohibits school district employees from using corporal punishment on public school students.

- 3. **SB 0152- Medicaid Provider Networks (Harrell)
HB 0517- Medicaid Provider Networks (Tramont)**

Requires Medicaid managed care plans to negotiate and pay dentists at or above agency rates while strengthening provider network requirements for dental services.

- 4. **HB 0411- Terminology Associated with Autism (Maggard)
SB 1652- Terminology Associated with Autism (Burgess)**

Updates the definition of autism to align with the most recent edition of the DSM and rename it to include autism spectrum disorder.

- 5. **HB 0487- Repair of Mobility Devices (Eskamani)
SB 0586- Repair of Mobility Devices (Smith)**

Requires original equipment manufacturers to provide owners and independent repair providers with the necessary documentation, software, parts, and tools to repair mobility devices.

6. **HB 0859- Exceptional Students and Video Cameras in Public Schools (Chambliss)

SB 1170- Education (Calatayud)

Expand the use of video cameras and audio in self-contained classrooms upon a parent's request to ensure greater transparency and monitoring of special education services.

7. **SB 1088-Guardianship (Jones)

HB 1099- Guardianship (Aristide)

Prohibit guardians from restricting adult wards' contact except under certain circumstances and require notices regarding changes in residential settings and persons entitled to receive information and visits.

8. **HB 1405- Statewide Project for Missing Persons with Special Needs (Duggan)

SB 1570- Statewide Project for Missing Person with Special Needs (Gaetz)

Revives, readopts, and amends the missing persons with special needs statewide project to expand the distribution of personal devices for search-and-rescue efforts through multiple centers for autism and related disabilities.

9. **HB 1507- Medicaid Dental Pilot Program (Harris)

SB 1640- Medicaid Dental Pilot Program for Persons with Disabilities (Smith)

Establishes a 3-year Medicaid dental pilot program for persons with disabilities in Region B.

10. **HB 6003- Recovery of Damages for Medical Negligence Resulting in Death (Trabulsky)

SB 1700- Recovery of Damages for Medical Negligence Resulting in Death (Grall)

Removes the statutory bar preventing adult children and parents of an adult child from recovering damages in medical negligence wrongful death cases.

11. SB 0206- Students with Autism Spectrum Disorder (Harrell)

HB 0851- Students with Autism Spectrum Disorder (Long)

Mandates the State Board of Education to adopt rules requiring certain K-12 teachers of students with autism spectrum disorder to hold an Autism Spectrum Disorder Endorsement or meet specified alternative qualifications.

12. HB 0423- Student Elopement (Eskamani)

SB 0494- Student Elopement (Arrington)

Requires all public schools to establish a SAFE team and a school elopement plan to safeguard students with disabilities who are prone to elopement.

13. HB 0531- Managed Care Plans (Barnaby)

SB 0568- Managed Care Plans (Harrell)

Prohibits Medicaid managed care plans from reexamining certain prior authorization claims for medical necessity and ensures coverage for durable medical equipment and complex rehabilitation technology from providers of the enrollee's choosing within the network.

14. HB 0533 Communication Rights of Individuals with Disabilities (Woodson)

SB 0562- Communication Rights of Individuals with Disabilities (Garcia)

Ensure individuals with disabilities can communicate in their preferred manner without restriction.

15. SB 0468- Medicaid Reimbursement for Private Duty Nursing Services (Bradley)

HB 1261- Medicaid Reimbursement for Private Duty Nursing Services (Oliver)

Define a new pediatric continuing care integrated community and require Medicaid managed care plans to reimburse private duty nursing services at established or higher rates without reductions based on shared services. A “continuing care integrated community” are affiliate businesses providing coordinated care for medically fragile Medicaid-eligible children under 21.

16. HB 0935- Community Health Worker Services (Skidmore)

SB 1026- Community Health Worker Services (Rodriguez)

Authorize Medicaid coverage and reimbursement for community health worker services.

17. HB 0969- Detection of Developmental Delays and Autism Spectrum Disorder (Tant)

SB 1046- Detection of Developmental Delays and Autism Spectrum Disorder (Calatayud)

Require the developmental and distribution of information materials for detecting developmental delays and autism spectrum disorder in young students.

18. HB 1091- Dental Screenings for K-12 Students (Skidmore)

SB 1136- Dental Screenings for K-12 Students (Calatayud)

Authorize non-invasive dental screenings for K-12 students after providing written parental notice and an opportunity to opt out.

19. SB 1110- Coverage for Orthotics and Prosthetics Services (Truenow)

HB 1301- Coverage for Orthotics and Prosthetics Services (F. Robinson)

Expands coverage for orthotics and prosthetics across Medicaid and health insurers to ensure payment for medically necessary devices and related services.

20. HB 1133- Pediatric Behavioral and Mental Health Screenings (Tendrich)

SB 13020 Pediatric Behavioral and Mental Health Screenings (Rouson)

Enhance pediatric behavioral and mental health care by setting new standards for screenings, providing parent education, and establishing performance measures

21. SB 1330- Disability Awareness and Inclusion Education (Rodriguez)

Create a Disability Awareness and Inclusion Education Program in K-12 public schools to foster empathy, acceptance, and inclusion.

22. SB 1408- Medical Coverage Assistance Program for Working Individuals with Disabilities

(Smith)

HB 1433- Medical Coverage Assistance Program for Working Individuals with Disabilities
(Harris)

Establishes a Medicaid buy-in program for eligible working individuals with disabilities.

MONITOR

1. HB 0693 Health and Human Services (Redondo)

Transform health care regulation by repealing certificate-of-need requirements, establishing interstate licensure compacts, and revising licensure, eligibility, and scope of practice provisions across multiple health professions.

2. SB 0040- Medicaid Providers (Sharief)

HB 0163 Access to Medicaid Providers (F. Robinson)

Require managed care contracts to include access standards for enrollees on state holidays and after regular business hours while making related technical changes to existing provider network requirements.

3. HB 0365- Law Enforcement Officer Interactions with Individuals with Autism Spectrum Disorder (Valdes)

SB 0418- Law Enforcement Officer Interaction with Individuals with Autism Spectrum Disorder (Jones)

Establishes a dedicated blue envelope program and mandates specialized law enforcement training to improve interactions with individuals who have autism spectrum disorder.

4. SB 0114- Continuity of Care in Health Insurance Contracts (Jones)

HB 0577- Continuity of Care in Health Insurance Contracts (Woodson)

Expands the public records exemption to include personal identifying and location information of employees of the Judicial Qualifications Commission, along with their families.

5. SB 0116- Protection of Specified Persons Against the Fraudulent and Exploitative Conveyance of Property Interests (Jones)

HB 1195- Protection of Specified Persons Against the Fraudulent and Exploitative Conveyance of Property Interests (Gantt)

Require clerks of the court to report suspected abuse and create new protections for specified adults' property transfers, including a waiting period, a trusted contact, and legal review for suspicious conveyances.

6. SB 0120- Contract Protection for Elderly Persons and Disabled Adults (Garcia)

Protect elderly persons and disabled adults by requiring contracts in their primary language, verifying comprehension with a comprehensive review, and documenting the signing on video, with penalties for noncompliance.

7. HB 0163- Access to Medicaid Providers (F. Robinson)

SB 0040- Medicaid Providers (Sharief)

Expands requirements for Medicaid managed care plans to provide enrollees with enhanced access to primary care providers outside normal business hours.

8. SB 0186- Student Health and Safety (Garcia)

HB 1201- Student Health and Safety (Mooney Jr.)

Strengthen epilepsy and seizure safety for students by expanding training requirements and responsibilities in Florida schools.

9. HB 0363- Dental Therapy (Chaney)

Expand access to oral health care by creating a licensure pathway for dental therapists, authorizing Medicaid coverage in additional mobile dental settings, and defining the scope of practice and oversight for dental therapy.

10. HB 0565- Agency for Persons with Disabilities (Tant)

SB 0794- Agency for Persons with Disabilities (Jones)

Expand level 2 background screening requirements, revises support coordination eligibility criteria, and updates administrative fine provisions for agencies serving persons with disabilities.

11. HB 0471- Recruitment and Retention of Speech-language Pathologists (Chambliss)

SB 0574- Recruitment and Retention of Speech-language Pathologists (Jones)

Require the Department of Education to develop and maintain a statewide strategic plan for recruiting and retaining speech-language pathologists and providing quality services.

12. HB 0475- Medical Placement for High-acuity Children (Salzman)

SB 1560- Medical Placement for High-acuity Children (Simon)

Establishes a specialized process for placing high-acuity children in appropriate medical settings to address their complex needs.

13. HB 0507- Special Protections in Judicial Proceedings (Baker)

Requires a pro se defendant to question certain victims and witnesses through standby counsel rather than handling questioning directly.

14. HB 0555- Local Licensing of Home Caregivers (Skidmore)

SB 0580- Local Licensing of Home Caregivers (Harrell)

Authorizes local governments to license home caregivers.

15. HB 0569- Forensic Client Services (Chaney)

SB 0778- Forensic Services for Certain Defendants (Simon)

Expand the definition of "forensic client" or "client" to also include individuals committed under s. 918.303(3).

16. HB 0577- Continuity of Care in Health Insurance Contracts (Woodson)

SB 0114- Continuity of Care in Health Insurance Contracts (Jones)

Expand continuity of care requirements by mandating a 60-day notice before terminating health insurance contracts and ensuring extended coverage for policyholders under active treatment or pregnancy.

17. HB 0579- Family Empowerment Scholarship Program (Bartleman)

SB 0690- Family Empowerment Scholarship Program (Jones)

Require participating private schools to provide parents with written information about their offerings, including specialized services and therapies, prior to enrolling a student for the first time and clarify which accommodations will be honored from any existing education plans.

18. HB 0651- Electronic Monitoring Devices in Long-term Care Facilities (Plasencia)

Authorize residents in nursing homes and assisted living facilities, or their representatives, to install and use electronic monitoring devices in their rooms if certain conditions are met.

19. HB 0697- Drug Prices and Coverage (Kincart Jonsson)

SB 1760- Health Care Coverage (Brodeur)

Establish new prescription drug reference pricing standards to lower costs and restrict insurance formulary changes.

20. HB 0733- Department of Health (Gerwig)

SB 0902- Department of Health (Garcia)

Revise multiple health care provisions, including dental loan repayment, medical marijuana regulations and early intervention services.

21. HB 0737- Persons Disqualified from Being Appointed as a Guardian (Botana)

SB 0960- Persons Disqualified from Being Appointed as a Guardian (Bradley)

Authorize courts to appoint certain individuals with felony convictions as guardians under specified conditions.

22. HB 1005- Determination of Mental Conditions in Judicial Proceedings (Cobb)

Include “neurocognitive disorder” in the statutory processes for determining mental competency, evaluation and involuntary admission, aligning it with existing procedures for intellectual disability and autism.

23. SB 1013- Home Health Services (Franklin II)

Strengthen oversight and disclosure requirements for nurse registries and companion/homemaker services providers by imposing standardized client disclosures, marketing revisions, recordkeeping obligations, and stricter agency inspections.

24. HB 1033- Procedures for Discharging Persons to Avoid Homelessness (Rosenwald)

SB 1132 Procedures for Discharging Persons to Avoid Homelessness (Rouson)

Ensure that persons leaving certain facilities and institutions are not discharged into homelessness by connecting them with local housing resources and supports.

25. SB 1052- Education (Grall)

HB 1279- Education (Kincart Jonsson)

Expand tuition waivers, restrict admissions, tighten service providers requirements, and revise funding and financial aid rules in Florida’s public postsecondary education system.

26. HB 1069- Background Screenings (Trabulsky)

SB 1168- Background Screenings (Grall)

Expand disqualifications for background screenings and require the Agency for Health Care Administration to handle eligibility reviews for criminal history checks in the Care Provider Background Screening Clearinghouse.

27. HB 1097- Health Insurer Accountability (Berfield)

Require additional accountability measures for health insurers and managed care plans, including new claim dispute processes, payment and notification requirements, and expanded credentialing and ownership disclosure obligations.

28. SB 1116- Crimes Evidencing Prejudice (Rodriguez)

HB 1535- Crimes Evidencing Prejudice Against Disabled Adults (Weinberger)

Requires reclassifying penalties for crimes committed with prejudice based on the victim being a disabled adult.

29. HB 1117- Offenses Evidencing Prejudice (Rosenwald)

SB 1388- Offenses Evidencing Prejudice (Smith)

Expands hate crime protections to include gender, gender identify and broadened disability classifications for offenses evidencing prejudice.

30. HB 1121- Aging and Disability Services (Rizo)

SB 1630- Aging and Disability Services (Grall)

Enhance and streamline services for Florida's aging and disabled populations by restructuring enrollment processes, revising agency responsibilities, and creating new support programs.

31. HB 1193- Residential Living Arrangements (Long)

SB 1238- Residential Living Arrangements (Harrell)

Redefines and reorganizes regulatory requirements for community residences and recovery communities, establishing updated definitions, licensing criteria and zoning standards.

32. HB 1201- Student Health and Safety (Mooney Jr.)

SB 0186- Student Health and Safety (Garcia)

Expand Department of Health's educational program on epilepsy and revise requirements for schools to support students with seizure disorders.

33. HB 1229- Residential Homes for Medically or Technologically Dependent Children (Oliver)

SB 1438- Agency for Health Care Administration (Harrell)

Establish a new licensure framework for medically complex children's homes under chapter 400.

34. HB 1261- Medicaid Reimbursement for Private Duty Nursing Services (Oliver)

SB 0648- Medicaid Reimbursement for Private Duty Nursing Services (Bradley)

Define a new pediatric continuing care integrated community and require Medicaid managed care plans to reimburse private duty nursing services at established or higher rates without reductions based on shared services.

35. HB 1295- Memory Care (Greco)

SB 1630- Aging and Disability Services (Grall)

Expand and strengthen requirement for memory care providers while establishing the Florida Alzheimer's Center of Excellence to coordinate resources for persons with dementia and their caregivers.

36. HB 1453- State Medicaid Program

SB 1758- Public Assistance (Gaetz)

SB 1760- Health Care Coverage (Brodeur)

Enhance the Florida Medicaid program by establishing mandatory work requirements for able-bodied adults, expanding coverage options, increasing oversight, and integrating dental services in certain regions.

37. SB 7018- Child Welfare (Committee bill by Children, Families and Elder Affairs)

Expand the definition of visitor, remove the pilot program aspect and enhance mentor training and benefits for the Step into Success Program, and require best practices to be collected and shared under the community-based care model.



Florida Developmental Disabilities Council, Inc.
Financial Reporting

For the period ending December 31, 2025

Table of Contents

Budget vs. Actual
Profit and Loss by Class

Florida Developmental Disabilities Council, Inc.

Accrual Basis

Budget vs. Actuals

October - December, 2025

	TOTAL	
	ACTUAL	BUDGET
Income		
4101 Grant ADD	849,196.42	
Total Income	\$849,196.42	\$0.00
GROSS PROFIT	\$849,196.42	\$0.00
Expenses		
6000 Program Expense		
6010 Access to Services		
6010.1 ASK Steering Committee & Research	140.26	50,000.01
6010.2 ASK Personas & Journey Mapping Expert Contact Dev	33,489.95	50,000.01
6010.3 ASK Web-Based Platform and Training	50,000.01	
Total 6010 Access to Services	33,630.21	150,000.03
6020 Home & Comm Based Del System		
6020.1 Best Practices in Case Management	206,469.00	56,250.00
6020.2 Researching Provider Solutions		63,000.00
6020.3 Measuring Service Quality		56,250.00
6020.4 Behavioral Therapist Shortage	17,438.56	75,000.00
6020.5 Dual Diag Targeted Disparity	22,480.84	56,250.00
6020.6 First Responder Training		37,497.51
Total 6020 Home & Comm Based Del System	246,388.40	344,247.51
6030 Aging Caregivers TF		
6030.1 Aging Caregivers Roadmap Initiative	0.00	50,000.01
Total 6030 Aging Caregivers TF	0.00	50,000.01
6040 Self Advocacy Leadership		
6040.1 Partners In Policymaking Coordinator	16,250.00	16,250.01
6040.2 SAL TF Travel/Supports	60,867.28	37,500.00
6040.3 Florida SAND	44,803.72	75,000.00
6040.4 Partners In Policy Curriculum Strand Travel	9,507.20	16,108.80
Total 6040 Self Advocacy Leadership	131,428.20	144,858.81
6050 Broad Systems Change/Emerging Needs		15,027.75
6060 25 Advocacy & Communications		
6060.1 Communications	18,887.32	37,500.00
6060.2 State Plan Goal Related (Easy Read, Sp Trans)	320.00	7,500.00
6060.3 Public Policy / Legislative Education	13,000.00	9,999.99
Total 6060 25 Advocacy & Communications	32,207.32	54,999.99
6071 Task Force Travel/Misc		1,250.01
Total 6000 Program Expense	443,654.13	760,384.11
9000 Administrative		
9001 Computer Expenses	19,574.54	21,909.75
9002 Dues	310.25	6,249.99
9003 Education/Training	309.28	1,250.01
9004 Insurance - General	3,626.82	
9004.1 Property - Crime - General/Professional Liability		1,756.26

Florida Developmental Disabilities Council, Inc.

Accrual Basis

Budget vs. Actuals

October - December, 2025

	TOTAL	
	ACTUAL	BUDGET
9004.2 Umbrella	327.51	
9004.3 Cyber Security	375.00	
9004.4 D & O and Employment Liability	1,488.24	
9004.5 State of FL Policies	102.24	
9400 ERISA	191.25	
Total 9004 Insurance - General	3,626.82	4,240.50
9005 Office Expenses		
9005.1 Bank Charges	1,182.52	562.50
9005.2 Supplies & Expense	1,863.49	3,255.00
Total 9005 Office Expenses	3,046.01	3,817.50
9006 Payroll		
9006.1 Wages	214,740.59	225,121.50
9006.2 Payroll Taxes	16,256.33	17,319.24
9601 Payroll Processing Fee	587.49	
9604 Workers Comp Insurance	382.74	
Total 9006 Payroll	230,996.92	243,410.97
9007 Benefits		
9007.1 STD, LTD and Life	1,193.38	1,078.74
9007.2 Retirement	10,034.45	11,185.74
9007.3 Health Insurance	858.91	8,943.75
9007.4 Dental Insurance	351.84	434.01
9007.5 AFLAC	2,058.84	2,079.99
Total 9007 Benefits	14,497.42	23,722.23
9008 Professional Fees		
9008.1 Legal Fees	0.00	7,500.00
9008.2 HR Consultant	5,000.00	5,000.01
9008.3 Consultant	68,241.29	63,468.00
9008.4 Accounting	16,500.00	19,250.01
9802 Audit & 990	7,500.00	6,249.99
Total 9008 Professional Fees	97,241.29	101,468.01
9009 Postage	47.67	875.01
9010 Employee Morale	53.95	375.00
9020 Rent	22,216.74	
9020.1 Building Rent	15,481.50	
9020.2 Equipment Rental	2,420.14	1,500.00
Total 9020 Rent	24,636.88	16,981.50
9023 Telephone	1,174.05	1,749.99
9060 Travel Allocation		
9060.1 Council Meeting/Other - Members & Staff	1,557.85	27,999.99
9060.2 Member Travel - Other	0.00	1,374.99
9060.3 Travel Staff	0.00	1,374.99
9060.4 Travel Conference	2,574.98	3,750.00

Florida Developmental Disabilities Council, Inc.

Accrual Basis

Budget vs. Actuals

October - December, 2025

	TOTAL	
	ACTUAL	BUDGET
Total 9060 Travel Allocation	4,132.83	34,499.97
9070 Board Development		1,500.00
Total 9000 Administrative	399,647.91	462,050.43
Total Expenses	\$843,302.04	\$1,222,434.54
NET OPERATING INCOME	\$5,894.38	\$ -1,222,434.54
NET INCOME	\$5,894.38	\$ -1,222,434.54

Florida Developmental Disabilities Council, Inc.

Accrual Basis

Profit and Loss by Class

October - December, 2025

	2501	TOTAL
Income		
4101 Grant ADD	849,196.42	\$849,196.42
Total Income	\$849,196.42	\$849,196.42
GROSS PROFIT	\$849,196.42	\$849,196.42
Expenses		
6000 Program Expense		\$0.00
6010 Access to Services		\$0.00
6010.1 ASK Steering Committee & Research	140.26	\$140.26
6010.2 ASK Personas & Journey Mapping Expert Contact Dev	33,489.95	\$33,489.95
Total 6010 Access to Services	33,630.21	\$33,630.21
6020 Home & Comm Based Del System		\$0.00
6020.1 Best Practices in Case Management	206,469.00	\$206,469.00
6020.4 Behavioral Therapist Shortage	17,438.56	\$17,438.56
6020.5 Dual Diag Targeted Disparity	22,480.84	\$22,480.84
Total 6020 Home & Comm Based Del System	246,388.40	\$246,388.40
6040 Self Advocacy Leadership		\$0.00
6040.1 Partners In Policymaking Coordinator	16,250.00	\$16,250.00
6040.2 SAL TF Travel/Supports	60,867.28	\$60,867.28
6040.3 Florida SAND	44,803.72	\$44,803.72
6040.4 Partners In Policy Curriculum Strand Travel	9,507.20	\$9,507.20
Total 6040 Self Advocacy Leadership	131,428.20	\$131,428.20
6060 25 Advocacy & Communications		\$0.00
6060.1 Communications	18,887.32	\$18,887.32
6060.2 State Plan Goal Related (Easy Read, Sp Trans)	320.00	\$320.00
6060.3 Public Policy / Legislative Education	13,000.00	\$13,000.00
Total 6060 25 Advocacy & Communications	32,207.32	\$32,207.32
Total 6000 Program Expense	443,654.13	\$443,654.13
9000 Administrative		\$0.00
9001 Computer Expenses	19,574.54	\$19,574.54
9002 Dues	310.25	\$310.25
9003 Education/Training	309.28	\$309.28
9004 Insurance - General	3,626.82	\$3,626.82
9005 Office Expenses		\$0.00
9005.1 Bank Charges	1,182.52	\$1,182.52
9005.2 Supplies & Expense	1,863.49	\$1,863.49
Total 9005 Office Expenses	3,046.01	\$3,046.01
9006 Payroll		\$0.00
9006.1 Wages	214,740.59	\$214,740.59
9006.2 Payroll Taxes	16,256.33	\$16,256.33
Total 9006 Payroll	230,996.92	\$230,996.92
9007 Benefits		\$0.00
9007.1 STD, LTD and Life	1,193.38	\$1,193.38
9007.2 Retirement	10,034.45	\$10,034.45

Florida Developmental Disabilities Council, Inc.

Accrual Basis

Profit and Loss by Class

October - December, 2025

	2501	TOTAL
9007.3 Health Insurance	858.91	\$858.91
9007.4 Dental Insurance	351.84	\$351.84
9007.5 AFLAC	2,058.84	\$2,058.84
Total 9007 Benefits	14,497.42	\$14,497.42
9008 Professional Fees		\$0.00
9008.2 HR Consultant	5,000.00	\$5,000.00
9008.3 Consultant	68,241.29	\$68,241.29
9008.4 Accounting	16,500.00	\$16,500.00
9802 Audit & 990	7,500.00	\$7,500.00
Total 9008 Professional Fees	97,241.29	\$97,241.29
9009 Postage	47.67	\$47.67
9010 Employee Morale	53.95	\$53.95
9020 Rent	22,216.74	\$22,216.74
9020.2 Equipment Rental	2,420.14	\$2,420.14
Total 9020 Rent	24,636.88	\$24,636.88
9023 Telephone	1,174.05	\$1,174.05
9060 Travel Allocation		\$0.00
9060.1 Council Meeting/Other - Members & Staff	1,557.85	\$1,557.85
9060.4 Travel Conference	2,574.98	\$2,574.98
Total 9060 Travel Allocation	4,132.83	\$4,132.83
Total 9000 Administrative	399,647.91	\$399,647.91
Total Expenses	\$843,302.04	\$843,302.04
NET OPERATING INCOME	\$5,894.38	\$5,894.38
NET INCOME	\$5,894.38	\$5,894.38



BYLAWS

ARTICLE I: TITLE

The Florida Developmental Disabilities Council, Inc. (herein and after referred to as the "Council"), is established with respect to the state's participation in the Developmental Disabilities Program in accordance with the provisions of the Developmental Disabilities Assistance and Bill of Rights Act, P.L.106-402 Final Rule, 45 CFR Part 1386 (42 U.S.C. 15001, et. seq.), and subsequent federal laws and regulations.

ARTICLE II: PURPOSE

- A. The purpose of the Council is to engage in advocacy, capacity building, and systemic change activities that contribute to a coordinated, person- and family-centered, person- and family-directed, comprehensive system of community services and individualized supports that enable individuals with intellectual and developmental disabilities to exercise self-determination, be independent, and be integrated and included in all facets of community life. To this purpose, the duties of the Council are:
 1. To advocate on behalf of persons with intellectual and developmental disabilities.
 2. To advise the executive and legislative branches of government and the private sector on programs, policies, and proposed legislation about current and potential services for persons with intellectual and developmental disabilities and their families.
 3. To develop, implement, and revise as necessary a state plan that meets the needs of persons with intellectual and developmental disabilities and their families.
 4. To coordinate and cooperate with agencies responsible for the provision of services to this population and to advise such agencies about the developmental disabilities program goals, objectives and priorities.

ARTICLE III: MEMBERSHIP

- A. The Council shall be composed of twenty-six (26) members appointed by the Governor to serve, as prescribed by the laws and regulations authorizing the Council.
 1. The membership of the Council shall be geographically representative of the state and reflect the diversity of the state with respect to race and ethnicity.
- B. The Council must maintain the following representation of individuals with intellectual and developmental disabilities:

15 Citizen Members comprised of:

1. Eight (8) individuals with developmental disabilities
 2. Seven (7) Parents/Guardians/Immediate Relatives of individuals with a developmental disability with a mentally impairing condition and cannot advocate for themselves.
 3. Members in this paragraph (B) shall not be employees of a State agency that receives funds or provides services with federal funds from the Developmental Disabilities Act, nor managing employees of any other entity that receives funds or provides services under the Act, nor persons with an ownership or control interest with respect to such an entity.
- C. The Council must include in its membership representatives of relevant state entities, including:
1. The state agencies that administer funds under the Rehabilitation Act of 1973 (Department of Education, Division of Vocational Rehabilitation); , Individuals with Disabilities Education Act (Department of Education, Bureau of Exceptional Education and Student Services); Older American Act (Department of Elder Affairs); and Title V (Department of Health, Childrens Medical Services); TitleXIX of the Social Security Act (Agency for Health Care Administration and the state Developmental Disabilities agency (Agency for Persons with Disabilities). These representatives must have sufficient authority to engage in policy planning and implementation on behalf of their agency.
 2. The University Centers for Excellence in Developmental Disabilities Education, Research, and Service: University of Miami Mailman Center and the University of South Florida, Florida Center for Inclusive Communities.
 3. The state protection and advocacy system: Disability Rights Florida, Inc.
 4. Local and nongovernmental agencies that provide services to individuals with intellectual and developmental disabilities.
 5. Private nonprofit groups concerned with services for individuals with intellectual and developmental disabilities.
- D. If the gubernatorial-appointed representative from a state agency or University Center of Excellence in Developmental Disabilities Education, Research, and Service or the state protection and advocacy system is the agency director, an appointed designee who can vote in his/her absence is permitted. Should the agency director wish to appoint a designee to act on his/her behalf, he/she must notify the Executive Director with the name and title of the designee.
- E. Membership on the Council shall be by appointment for a term as specified by the Governor.
1. A member may be appointed to a second successive term.
 2. Any member desiring to resign from the Council shall submit his or her resignation in writing to the Council Chair and the Executive Director of the Council who will forward a copy to the Governor.
 3. A vacancy created when a Council member resigns will not be counted toward quorum until the Governor appoints a member to fill the vacancy.

4. If not otherwise removed by the Governor for cause or by resignation, members continue to serve until his/her successor is appointed by the Governor.
 5. The Council will submit recommendations to the Governor for reappointments and new appointments.
- F. The Executive Committee will review the attendance of Council members at least annually. Unless determined justified, the Executive Committee will determine the appropriate action for absences of twenty-five percent or more of regularly scheduled Council, committee, and task force meetings.
- G. If a member violates the Council Bylaws, Code of Ethics and Decorum policy, Conflict of Interest policy or takes other actions to the detriment of the Council and/or the mission of the Council, his/her membership will be reviewed by the Executive Committee at a regular or specially called Executive Committee meeting. The issue shall be placed on the agenda of the Executive Committee meeting by the Council Chair after at least ten (10) working days prior written notice is given to the Council member, assuring appropriate accommodations are made, if needed. The Executive Committee will determine the action to be taken, if any, up to and including recommending termination of the membership.
- If the Executive Committee votes to recommend termination of membership for cause, a letter conveying this recommendation shall be forwarded to the Governor, which shall explain cause of action, unless the Council member shall, within fifteen (15) working days after the vote of the Executive Committee, write a written request to the Council Chair for a full hearing by the Council. If this request is made the matter shall be placed on the Council agenda and heard at the next regularly scheduled Council meeting or, at the option of the Council Chair, at any specially called Council meeting.
- H. No Council, committee or task force member shall provide any goods, services or representation to the Council for compensation during the term of the member's appointment.

I. Conflict of Interest

1. A conflict of interest exists when:
 - a) a member has a personal or professional interest that influences the independence of his or her judgment to the point that it tends to lead to the disregard of his or her public duty or interest; and/or
 - b) a member fails to adhere to the requirements set forth in the Conflict of Interest policy.
2. Council, Committee, and Task Force members shall avoid conflicts of interest or potential conflicts of interest in regard to Council activities.
3. Should a conflict of interest arise, a member must declare his/her conflict of interest and recuse him or herself from voting related to the issue. The Chair will have discretion to determine if a member with a conflict of interest will need to leave the room during the discussion.

If the issue is policy-related, the member may offer information on the issue but shall not advocate or attempt to influence the decision. The member will then leave the meeting for the balance of the discussion and voting on the issue.

If the issue is related to Council funding or any other non-policy-related issue, a member must leave the room and recuse him or herself from any discussion, deliberation, and/or vote regarding the matter.

- J. The members of the Council, its committees and its task forces serve without financial compensation, but they shall be entitled to approved travel or personal care expenses incurred in attending Council meetings and other approved program-related functions.
- K. The conduct of members of the Council shall be in accordance with the policy and procedures of the Developmental Disabilities Council, the Conflict of Interest policy, and the Code of Ethics and Decorum Policy for members of the Florida Developmental Disabilities Council, Inc., which have been duly adopted by the Council and are hereby incorporated into these Bylaws, by reference.

ARTICLE IV: OFFICERS

The officers of the Council are as follows: Chair, Vice Chair, Secretary and Treasurer. The officers are elected by vote of the majority of Council members. Officers will serve for a term of two (2) years. Officers may serve more than one term in an elected position.

A. Duties of the Council Chair:

1. To conduct meetings of the Council and meetings of the Executive Committee.
2. With the Executive Committee, to determine the appointment and termination of task force and committee members as necessary.
3. To ensure that the functions of the Council as described in the DD Act and other pertinent state and federal laws are carried out.
4. To promote the Council's continuous collaborative working relationship with agencies of state government in exercising their responsibilities to persons with intellectual and developmental disabilities.
5. To serve as the official spokesperson for the Council.
6. To provide support and guidance to the Executive Director in interpreting and carrying out Council activities.
7. To lead the Executive Committee in an evaluation of the Executive Director each year, including a competitive compensation package.
8. To encourage active involvement of all Council members.

B. Duties of the Vice Chair:

1. To carry out the duties of the Council Chair in the absence of the Council Chair and to assume the duties of the Council Chair, if that office is vacated, through the remainder of the term.
 2. To assist the Council Chair in monitoring the activities of the Council committees, task forces, and other groups established by the Council.
 3. To oversee revision and review of the Bylaws on at least a biennial basis.
 4. To carry out other duties as delegated by the Council Chair.
- C. Duties of the Treasurer:
1. To chair the Council's Finance Committee.
 2. To develop and submit the annual operating budget in accordance with the upcoming year's federal allotment.
 3. To review the Council's financial statements quarterly and report to the Council on a triannual basis.
 4. To report to the Council the results and recommendations of the annual independent auditor's report.
- D. Duties of the Secretary:
1. To record and maintain the minutes of the meetings of the Executive Committee and the Council, including the recording of all motions, votes and decisions.
 2. To review official Council processes and procedures on an annual basis to ensure compliance with the Florida Public Records Law and Florida Sunshine Law.
 - 3.. To review the Council bylaws, membership and attendance requirements and report to the Council on an annual basis with any recommendations.

ARTICLE V: COMMITTEES

- A. Standing Committees: Standing committees of the Council shall be the Executive Committee, Finance Committee, the State Plan Committee and the Public Policy Committee.
- B. Executive Committee: The Executive Committee shall be comprised of the Council Chair, the Vice-Chair, the Secretary, the Treasurer, one (1) at-large member who is appointed by the Council Chair and two (2) elected at-large members.

At-large members will serve for a term of two (2) years. At-large members may serve more than one term, and may serve more than one term consecutively in either an elected or appointed position.

The Executive Committee's duties shall be:

1. To serve in an overall advisory capacity to the Council in the formulation of policy.

2. To take emergency action on behalf of the Council and to make decisions to maintain the course of business between Council meetings. Any such actions, whether in meetings or conference calls, shall be reported to the full Council for the purpose of vote, approval, or disapproval at the next Council meeting; provided, however, those actions impacting on third parties shall not be affected.
 3. To recommend to the Council the hiring and termination of the Executive Director in accordance with Council policy and procedures and to conduct, review, and approve the annual performance evaluation and remuneration of the Executive Director.
 4. To serve in an advisory capacity to the Executive Director on matters of personnel management and policy. This includes but is not limited to serving as a grievance and appeal body for Council employees, if requested by employees after internal procedures have been followed; developing or revising policies; and approving staffing, salary and benefit recommendations.
 5. To review Council membership recommendations and forward to the full Council and Governor.
 6. To guide Council member development activities.
 7. To serve as an advisory board for matters relating to conflicts of interest, including but not limited to making determinations of whether a conflict exists and what actions to take to address undisclosed conflicts.
 8. The Executive Committee shall function as a Nominating Committee to develop a slate of proposed officers.
- C. The Finance Committee reviews the financial status and monitors expenditures of the Council, reporting its findings to the Council at least three times each year. Furthermore, this committee shall periodically review the Council's fiscal regulations and policies and make recommendations to the Council accordingly. The Finance Committee is also responsible for contracting for an annual audit of the Council's financial status and reporting such status to the full Council.
- Additionally, the Finance Committee provides feedback to the State Plan Committee regarding the assessment of current contractual obligations and applications for continued funding.
- D. The State Plan Committee provides oversight to and ensures the development, implementation, and achievement of the Council's Five-Year State Plan. The responsibilities of the State Plan Committee are specified in the Council's policies.
- E. The State Plan Committee shall be a collective representation of the task forces as established under the State Plan and specified in the Council's policies.
- F. Public Policy Committee is responsible for monitoring the legislative process and approving any modifications to the Council's legislative positions and any additional legislative positions. In the absence of the Public Policy Committee, approval of Council legislative positions may be authorized by two or more of the following: Council Chair, Public Policy Committee Chair, and/or Executive Director.

- G. Appointments: The Council Chair appoints the Chair and members of the standing committees with input from the Executive Director. Committees and task forces shall be comprised of not less than three (3) Council members.

ARTICLE VI: ELECTIONS

- A. Elections shall be held as needed during the last meeting of the federal fiscal year and all elected and appointed members shall begin their terms of office on October 1. The nominating and voting procedures are outlined in the policies.
- B. Voting: If during voting there are an insufficient number of eligible candidates to fill a position, the Executive Committee, acting as the Nominating Committee, will, within 30 days, meet and prepare a slate of one or more nominees to be voted on.
- C. Special Elections: In the event an elected officer (other than the Council Chair) or an elected at-large member resigns or otherwise leaves the Council during his/her term, a special election will be held at the next scheduled full Council meeting.
- D. In the event an appointed at-large member resigns or otherwise leaves the Council during his/her term, the Chair may appoint an at-large member for the remainder of the term.

ARTICLE VII: MEETINGS

- A. The Council shall meet at least three (3) times a year. The Council may call additional meetings as it deems necessary.
- B. Special meetings may be called by the Council Chair. Special meetings may also be called by written application of five (5) members made to the Vice Chair who shall send notices to all members not less than ten (10) working days prior to the meeting stating the purpose(s) of the meeting.
- C. Members are expected to attend Council and assigned committee and/or task force meetings. They shall notify the Executive Director, in writing, as soon as reasonably possible of any absences. Due to the complexity of matters considered by the Council, attendance at meetings is crucial.
- D. A quorum for Council meetings and all standing committees shall be at least forty percent (40%) of the membership. A member must be present to count toward quorum. Once a quorum is established, actions, as applicable, shall be taken by a majority vote of those present.
- E. All meetings of the Council, its committees, and task forces must be noticed and open to the public.
- F. Robert's Rules of Order, most recent edition, shall be followed by the Council in all cases involving parliamentary procedure when such rules do not conflict with the provisions of these Bylaws. The rules may be suspended by a two-thirds (2/3) vote of the voting members present at any meeting of the Council or its committees.

ARTICLE VIII: INDEMNIFICATION

- A. Any person who was or is a party, or is threatened to be made a party, to any threatened, pending, action, suit, or proceeding, whether civil, criminal, administrative, or investigative, by reason that he or she is or was a member, officer, employee, or agent of the Council, or is or was serving at

the request of the Council as a member, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, and the action is related to their service on behalf of the Council, shall be indemnified by the Council, against all expenses (including attorneys' fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him or her in connection with such action, suit, or proceeding, including any appeal thereof. However, no indemnification shall be available to an individual should it be determined that the individual's actions were in bad faith or with malicious purpose or in a manner exhibiting a wanton and willful disregard of human rights, safety or property. The initial determination as to whether an individual's actions are subject to indemnification shall be made by the Executive Committee.

B. There shall be a right of review of the determination of the Executive Committee as follows:

1. A committee of three individuals shall be selected to review the determination of the Executive Committee as to whether a member, officer, employee or agent of the Council is entitled to indemnification under this Article.
 2. The committee shall consist of one individual selected by the Executive Director, one member selected by the Council and the third selected by those two individuals. In the event that an agreement cannot be reached by those two individuals, the Executive Director and the organization's Attorney will select the third individual.
 3. The committee shall review the circumstances of the civil, criminal, administrative, or investigative matter and determine whether the alleged actions are indemnifiable under these provisions.
- C. Upon being notified of the existence of a civil or criminal action, suit, or proceeding having been brought against a member, officer, employee, or agent of the Council, that individual shall immediately provide that information to the Executive Director. Expenses (including attorneys' fees) incurred in defending a civil or criminal action, suit, or proceeding shall be paid by the Council in advance of the final disposition of such action, suit, or proceeding upon notification of the existence of the action provided that the action is within the scope of this indemnification. Indemnification hereunder shall continue as to a person who has ceased to be a member, officer, employee, or agent and shall inure to the benefit of the heirs, executors, and administrators of such person. The foregoing rights of indemnification shall not be deemed exclusive of any other rights to which any such person may otherwise be entitled apart from these Bylaws. To the extent that it is ultimately determined that the individual is not entitled to indemnification under these provisions, the Council may seek reimbursement of any expenses (including attorney's fees) previously paid.
- D. The Council may authorize the purchase and maintenance of insurance on behalf of any person who is or was a member, officer, employee, or agent of the Council, or is or was serving at the request of the Council as a member, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise against any liability asserted against him or her and incurred by him or her in any such capacity or arising out of his or her status as such, whether or not the Council would have the power to indemnify him or her against such liability under the provisions of these Bylaws.

ARTICLE IX: BYLAWS AMENDMENTS

These Bylaws may be amended at any time by a two-thirds (2/3) vote of the membership of the Council present at a duly called meeting at which a quorum is present; provided, however, that the agenda of the meeting and new wording of the proposed changes are sent to every member at least ten (10) working days before the date of the meeting at which the amendments will be considered. Recommendations for amendment may be developed through any individual member, committee, or task force. The ten (10) working day notice may be waived upon three-quarters (3/4) approval of the total membership if they want to address the changes at the current meeting.



Florida
Developmental
Disabilities
Council, Inc.

2026 STANDING COMMITTEE MEMBERS

"To advocate and promote meaningful participation in all aspects of life for Floridians with developmental disabilities"

State Plan Committee

Jean Sherman, Chair
Staff, Sue Kabot
Tina Cordova
Sarah Goldman
Elly Hagen
Dennis Hart
Yolanda Herrera
Danielle McGill
Carla Mercer
Kali Wilson

Executive Committee

Eddie Hall, Chair
Staff, Valerie Breen
Enrique Escallon, Vice Chair
Dennis Hart, Treasurer
Sarah Goldman, At-Large (Elected)
Elly Hagen, At-Large (Elected)
Yolanda Herrera, At-Large (Appointed)
Arizona Jenkins, At-Large (Appointed)

Public Policy Committee

Sarah Goldman, Chair
Staff, Valerie Breen
Enrique Escallon
Eddie Hall
Yolanda Herrera
Arizona Jenkins
Danielle McGill
Carla Mercer
Lauren Modawell
Charlotte Temple

Finance Committee

Dennis Hart, Chair
Staff, Monica Moye
Caitlyn Clibbon
Enrique Escallon
Andrea Gary
Sarah Goldman
Charlotte Temple
Kali Wilson
Tina Cordova