



Annual Report

Fiscal Year 2010-11

A summary of the major activity and finances of CDSA July 1, 2010 through June 30, 2011.

A Narrative Review of 2010-11

MEMBERSHIP

During the 2010-11 year, we had a net loss of three service provider members, ending the year with 89. With respite care affiliate providers, we had a net gain of three, ending the year with 10. In both years, CDSA had three supporting consultant members. Thus, we started and ended the year with 101 members. The loss of service provider members reflects the continued pressure of state funding cuts, which are forcing long-time members to end their affiliation with us.

During the year, eight regional caucuses were active, organizing rallies protesting budget cuts, three legislative breakfasts and a variety of other legislative events; hosting numerous visits by candidates, legislators, and legislative staff; and sponsoring community forums that educated people with developmental disabilities and their families about changes in the Lanterman Act and possible impacts. The Los Angeles Caucus had no chair throughout the year.

GOVERNMENT AFFAIRS

The Public Policy Committee tracked a number of issues during the 2010-11 year. These included:

- Wage orders 5 and 15
- Meals and breaks
- Protection of prevailing wage payments
- Employment First policy
- Assembly Select Committee on Workforce Development
- Flexibility language in the 2010 budget trailer bill
- Sunset of the payment reduction
- AB 2702 (2009-10 Budget Trailer Bill)
- Tracking the impact of cuts on service providers
- Adult education funding lawsuit
- Cash flow until a budget is passed
- Funding for ICF wraparound services
- Bureau of State Audits report
- Self-determination
- Respite mileage increase

The committee worked very hard to address many of these issues, as the narrative below describes.

2010-11 Trailer Bill Language

In July 2010, an additional 1.25% cut to payments for services was in the state legislature's budget conference committee. CDSA opposed the 1.25% and urged that the savings be found by cutting \$25 million from the Prevention Program. The budget conference committee reduced the cut to 0.65%.

When the budget was finally approved in October, the service provider payment reduction was, to the surprise of many involved, back at 1.25%, and the trailer bill gave regional centers temporary authority to modify staff requirements for providers.

The 2011-12 Budget

Governor Jerry Brown's initial 2011-12 budget proposed a \$750 million reduction in General Fund expenditures for the DDS budget. This included a little more federal money, continuing the 4.25% rate cut, and another \$533.5 million undefined cut from community services.

After significant lobbying from CDSA and members, the Budget Conference Committee approved a budget and trailer bill for DDS that reduced the cuts from \$533.5 million to \$174 million. Ultimately, only \$79 million came from direct services after the DDS "stakeholder" process that concluded in May.

This amazing reduction was due to California's disability services community, families and CDSA making a lot of noise and rallying people around the idea that the cuts were simply too big. CDSA developed materials and a Facebook page to help people participate in the tremendous grassroots efforts across the state, key CDSA public policy committee members and our lobbyists crunched numbers, analyzed trailer bills, and worked hard to educate legislators and staff.

After failed attempts to get legislative agreement on his "half taxes, half cuts" budget proposal, Governor Brown signed a first-of-its kind majority vote budget in July that assumed \$4 billion in additional revenue for the state. If California's revenue projection is below the \$3 billion mark in December, DDS will have to cut an additional \$100 million from its expenditures effective January 1. CDSA began gearing up immediately to offer alternatives to the trigger cuts, should they happen. From March through June, CDSA was also working hard to clarify and correct significant problems in budget trailer bills. CDSA developed alternative trailer bill language that applies "generally accepted accounting principles" to the allocation of expenditures and focuses on a requirement for 15% administrative costs, rather than specifying 85% of funds received from Regional Centers must be applied to direct services. Fortunately, legislators heeded CDSA's recommendations, making the trailer bill requirement a restriction of administrative expenses to 15%.

The final result of the two trailer bills related to Developmental Services, SB 74 (passed on March 24) and AB 104 (passed on June 30) were:

- Electronic billing requirements for all providers
- Expansion of the existing 4.25% rate reduction to vendors previously exempted as "usual and customary" rate programs

- Requirement of a financial review/audit for vendors receiving \$250,000/\$500,000 from regional centers
- Transparency requirements that include web posting of contract awards, vendor information, and vendor audits
- A new Annual Family Program Fee
- New half-day billing requirements if a consumer is present less than 65% of the program day (CDSA advocated against the original proposal of attendance for 75% of the program day, highlighting circumstances out of a providers control were often the cause of early departures)
- Required assessment of services consumers receive for SLS if the cost exceeds 125% of the state average.

The legislative relationships forged and strengthened by the 2010-11 budget fight will be of value to CDSA members for years to come.

Labor Standards Issue

Throughout the 2010-11 year, the Department of Labor Standards and Enforcement raised issues for CDSA members. In July 2010, presenters at DLSE training events who didn't understand piece rates asserted that no one could be paid less than 50% of minimum wage. Mixing of terminology and lack of specifics on regulations alarmed many CDSA members. This was resolved by a memo from DDS stating that:

- Service providers should follow US Department of Labor policies.
- There is no authority to fine providers who pay a consumer \$1.00 or less per hour.
- Providers can pay newly placed consumers a training rate.

Deputy Labor Commissioners working on license renewals started to require a letter of "good standing" from DDS and special review of any program paying people less than \$1 per hour. In most cases, agencies addressed concerns and received their licenses. In San Diego, however, the \$1 per hour became a requirement for license renewal.

CDSA met in San Diego with representatives from the Department of Rehabilitation, DDS, and San Diego Regional Center. They agreed with CDSA that this seems to be philosophical position with no written regulation to support it.

CDSA sent two letters to the Division of Labor Standards Enforcement office to help us understand the process and material used to establish what seems to be a new minimum wage policy.--There isn't consistency on this across the state, and CDSA continues to work in a collaborative manner for resolution.

Employment First

The Employment First Committee (created by AB 287) and its subcommittees met throughout the year to develop an Employment First policy and report, which will form the basis for legislation. CDSA members participating in committee meetings felt the draft document sought an unattainable outcome and failed to reflect that not all working age adults and youths can be fully integrated.

CDSA supports the expansion of job opportunities but does not support the Employment First policy statement as written. The process must address the barriers to employment, counter

current and future legislation that eliminates jobs in fields that employ persons with developmental disabilities, honor the IPP, and acknowledge that inevitable, future cuts to an already devastated system will further limit opportunities for employment in California.

CDSA formulated and offered an alternative Employment First policy statement to the Assembly Health Committee based on these principles. We continue to work with legislators and staff to incorporate CDSA's statement into the Employment First bill that will result from this process.

Audit of Regional Centers

In August 2010, the Bureau of State Audits released its report on regional centers, which recommended that regional centers document general procedures and supporting documents for payments, rate setting, vendor selection, contracting and evaluation of proposals. The report also recommended that DDS should follow its newly established fiscal audit procedures (for biennial fiscal audits) of regional centers by reviewing a representative sample of negotiated rates, ensuring compliance with the 2008 rate freeze, reviewing vendor selection documentation, and reviewing the documentation for a representative sample of purchase-of-service contracts. In addition, the report recommended ensuring that regional center employees have a safe avenue for reporting suspected improprieties.

The Bureau of State Audits report included statistics that illustrated the need for structural and procedural change.

- Some 15-25% of providers report that they have either experienced or witnessed retaliation against providers for raising issues,
- Almost 27% of providers of little or no confidence that the regional centers have the ability to match the needs of consumers with the appropriate service/vendor
- Almost 37% of providers have no confidence in the ability of regional centers to respond to vendor complaints in a fair manner.
- An amazing 54% of regional center employees fear retaliation if they raise issues about misbehavior.
- Regional centers don't differentiate between various contracting methods. Sole source, directed procurement, open bid and other form of contracting have their own purposes and procedures as a matter of law, yet there aren't clear, transparent procedures nor is there identification of the type of contracting.

The Public Policy Committee identified two areas for possible legislation related to the audit of regional centers: standardizing the whistleblower protection across regional centers and DDS auditing of the IPP process. These were not pursued because of the large number of bills the association had to respond to.

Legislation

CDSA had a full plate of legislation this past year. The association started out supporting five bills, opposing eight bills and watching another 12 bills. It later committed to supporting two additional bills.

Thanks to strong grassroots efforts, good turnouts at hearings, and effective lobbying, CDSA did well at blunting the impact of the bills it opposed. Efforts focused on five bills:

AB 350 (Solorio) – The original bill required new contractors for food service, window washing, landscaping services, and licensed security to hire the workers of the previous contractor rather than bringing their own employees onto the job. The author dropped landscaping services and exempted disability service providers with food service contracts as long as no more than 200 workers with the organization are working in food service. CDSA provided language that clearly exempts federal set aside contracts (these contracts are not competitively bid and are therefore not part of the market in which AB 350 operates) and does not allow workers in those contracts to be counted towards the 200 worker cap.

AB 508 (Swanson) – The bill provides a 10% bid preference for any organization seeking a recycling or waste management contract with local governments that agrees to hire workers from the previous contract. This bill has become a two-year bill and our lobbyists continue to work with the author's office on exception language.

AB 889 (Ammiano) – This bill intends to specially regulate the wages, hours, and working conditions of domestic work employees. CDSA secured an amendment that exempts any person who is employed by an organization vendored through a Regional Center or DDS.

AB 1244 (Chesbro) – This bill re-names the self-directed services program and makes minor changes, without resolving the central obstacle to successful implementation – a workable methodology to determine an individual budget for persons who wish to enroll in the program. It also creates a statewide vendor contract for financial management services and a new bargaining unit managed by the Department of Developmental Services for self-directed service workers. Due to the strong grassroots effort by CDSA members and others, our lobbyists had the backup they needed to stop this bill in committee. AB 1244 is officially ineligible for further action until January 2012.

SB 411 (Price) – The Home Care Service Act of 2011 would provide for the licensure and regulation of home care organizations, as defined by the State Department of Public Health, with a huge cost impact on Respite, SLS and ILS providers. CDSA lobbyists secured an exemption.

CDSA opposed three additional bills that did not require intensive lobbying or grassroots efforts:

AB 10 (Alejo) – This bill would increase the minimum wage, as of January 1, 2012, to not less than \$8.50 per hour and would provide for an automatic adjustment each January 1, using the California Consumer Price Index. It also would prohibit the Industrial Welfare Commission from adjusting the minimum wage downward and from adjusting the minimum wage upward if the average percentage of inflation for the previous year. The bill went into suspense.

AB 170 (Jeffries) – This bill would state the intent of the Legislature to enact legislation that would divide the Inland Regional Center, which serves Riverside and San Bernardino counties, into two separate regional centers that independently serve their respective communities.

AB 899 (Yamada) – This bill, like SB 411, would enact the Home Care Services Act of 2011 and would provide for the licensure and regulation of home care organizations, as defined, by the State Department of Social Services. The bill would impose various licensure requirements on a home care organization and would also impose a civil penalty on an individual or entity that operates a home care organization without a license and establishes the Home Care Organization Fund, in which all money in the fund is continuously appropriated to DSS for the purpose of carrying out the act.

CDSA invested minimal resources in the bills we supported, writing letters of support for the following bills. At the time of this report, SB 161 had passed the Assembly and looked to be headed to the Governor for signature, SB 770 was tied up with similar political issues that prevented AB 171 from moving forward and evolved into SB 946 (Steinberg) that was passed and awaits the Governor's signature. ~~The legislature also passed SCR 29 was also passed by the legislature, and~~ CDSA's remaining "SUPPORT" bills failed to make it out of their house of origin.

AB 171 (Beall) – This bill would require health care service plan contracts and health insurance policies to provide coverage for the screening, diagnosis and behavioral services treatment of autism spectrum disorders.

SB 166 (Steinberg) – This bill would require health care service plan contracts and health insurance policies to also provide coverage for behavioral intervention therapy, as defined, for pervasive developmental disorder or autism.

SB 453 (Correa) – The bill is intended to better address harassment & bullying in K-12 education, providing administrators new tools to better identify and deal with bullying.

SB 743 (Emmerson) – This bill would transfer up to \$2 Billion from the General Fund, in the form of loans, and appropriate the same amount from the Federal Trust Fund, to the Medical Providers Interim Payment Fund for each fiscal year in which these payments are necessary.

SCR 29 (Pavley) – SCR 29 would designate April 2011 as California Autism Awareness Month, would affirm the Legislature's commitment to the important issues related to autism spectrum disorders (ASDs) and includes a nod to the "work of all nonprofit organizations that are contributing to the well-being of individuals with autism and their families."

Late in the legislative season, two additional bills emerged that CDSA supported.

SB 161 (Huff) – This bill would authorize school employee volunteers to provide emergency medical assistance to students with epilepsy.

SB 770 (Steinberg) – This bill was gutted and amended into a bill that is very similar to AB 171, requiring insurance plans to cover behavioral health treatments for individuals with autism spectrum disorders.

This year legislation came at CDSA fast and furious. To help set the direction for the association, the Public Policy Committee worked hard to understand all of the bills and their potential impacts on providers and the people we serve. Their work enabled our Government Affairs team to effectively educate legislators and give members the tools and information needed to rally their troops, communicate with policymakers and ultimately mitigate the potential negative effects of CDSA's "priority oppose" bills.

THE CARI CONTRACT MANAGEMENT PROGRAM

(CARI stands for the California Alliance of Rehabilitation Industries)

The CARI contract management program started the year with 54 contracts representing \$173,812 business and ended the year with 51 contracts representing \$173,297. During the year, staff helped secure 3 state contracts for participants in the CARI program. Thirty agencies now work with CARI.

To help business managers cost out contract opportunities the CARI Committee developed and distributed a bid costing worksheet.

CARI started working with NPACT America, a Florida firm that specializes in drug and alcohol testing, to identify contract opportunities for NPACT America products that would be assembled and distributed by CARI participants.

DYNAMIC SOLUTIONS, INCORPORATED

Dynamic Solutions continued managing an insurance pool for the State Compensation Insurance Fund, which provided a majority of the company's income. Dynamic Solutions stopped operating an insurance brokerage after its broker resigned. After two full years in which Dynamic Solutions pursued a business plan to sell insurance to service providers, the departing broker's recommendation was to pursue a different market.

EXTERNAL COMMUNICATIONS

The Institute increased outreach to persons with developmental disabilities and their families through development of a Facebook page that provides updates on legislation, stories and articles of interest to families and administration actions affecting consumers. The PR Committee completed work on basic documents that describe service provider industry and CDSA, for use in communications with the public.

INTERNAL COMMUNICATIONS

CDSA reformatted and focused its legislative updates and action alerts to make them more eye-catching and reader-friendly. CDSA continued distribution of the "First of the Month" newsletter, which goes to all e-mail addresses provided by member organizations. The newsletter is a summary of current issues and activities. Articles are kept short, with links to additional information, forms, and resources.

MEETINGS

CDSA held its Annual Meeting September 7-9, at the Sheraton Downtown LA. The Annual Meeting had 86 paid full- or one-day registrants, 11 complimentary registrations, and four exhibitors. A new element of the meeting was a reception for legislators that featured exhibits by member agencies in Los Angeles.

On January 26, the South Policy Meeting at San Gabriel Valley Training Center in La Puente drew 55 attendees, and 46 people attended the North Policy Meeting at the CDSA Office on January 27.

The March 15-16 Legislative Affairs Conference at the Citizen Hotel in Sacramento drew 69 registrants from member agencies and 12 people who brought the perspective of consumers and family members. This was the first time persons with developmental disabilities and family members were a part of legislative visits during the meeting.

The Leadership Retreat on April 26-27 involved 23 members, five staff members and a lobbyist. It was held at the CDSA Office.

YORK LAWSUIT AGAINST CDSA

On May 27, 2009, CDSA was served with a lawsuit filed in Superior Court of California, Sacramento, for damages, alleging two causes of defamation, unfair business practices, and conspiracy. Keith York is the plaintiff, and the defendants are California Disabilities Services Association, Andrea Gallippi (an employee of CDSA), Janet Richmond (lawyer on retainer for CDSA), NCI Affiliates, Achievement House, Crystal Nevosh (Executive Director of NCI Affiliates and Achievement House), Comerford, Inc., Integrated Meal Management, and Ryan Comerford. The suit seeks judgment against the defendants for: damage to reputation, general and non-economic damages, past and future income loss, prejudgment interest, punitive damages, and costs of the suit.

This case has continued throughout the year. CDSA has coverage through three insurance policies, and three law firms have been involved in the defense. The CDSA Board approved providing a defense to former CDSA counsel Jan Richmond, a fellow defendant in the case. Lawyers have deposed some participants in the case, but more depositions remain.

CDSA LAWSUIT ON RETROACTIVE CUT

Governor Schwarzenegger signed SB 853, which imposed a new 1.25% reduction in payments for services to persons with developmental disabilities, on October 19, 2010, but language in the bill said the reduction would be in place beginning from July 1, 2010, and DDS followed that date. CDSA did not believe that the bill gave the department the authority to retroactively reduce payments and viewed this as a violation of contracts. On November 3, CDSA joined with several other plaintiffs to file a complaint against DDS and the 21 regional centers in Sacramento County Superior Court.

On April 15, Judge Lloyd Connelly ruled against CDSA and the other plaintiffs. The Court maintained that the use of the date "July 1, 2010" in the bill showed legislative intent that the reduction should be retroactive to that date. The Court addressed the constitutional claim under the Contracts clause with three conclusions:

- There was no interference with contracts, relying heavily on the fact that there is no direct contract between the State of California and providers, but rather the contracts were between Regional Centers and providers.
- If there was interference, the degree of interference was not "substantial," both as a percentage and as \$6 Million out of a \$2 Billion POS budget.
- If there was interference that was substantial, the Court found that the State DOES have the inherent authority to reduce payments (even retroactively) under its "police power" to protect the public health, safety, and welfare.

As a trial Court opinion, this ruling will not be published and cannot be cited as precedent.

PERSONNEL AND CONSULTANTS

The staff of CDSA is made up Office Manager Melissa Smith, Membership Manager Jim Scott, Government Affairs Director Amy Wall, Assistant Executive Director Andrea Gallippi, and Executive Director Chris Rice. Amy Wall started with CDSA in November, 2011. Arlene Bennett, who served as a part-time temporary clerk for CARI renewals, left CDSA in July 2010. Lisa Bramasco, who served as the Dynamic Solutions account executive left in August, 2010.

Futures Explored provided bookkeeping services, delivered by Will Sanford and Lindsey Smith. CDSA received legislative advocacy services from Dwight Hansen (Hansen & Associates) and Carl London (Rose and Kindel). Dynamic Solutions contracted with Aon Risk Services for safety education and support from Alex Michon and Rob Esparza. During the year, CDSA made use of Prout Levangie for legal consultations.

Financials

The audited financials are not yet available and will be presented after approval. They will be part of the final version of this annual report.

CDSA YEAR-END COMPARISON

This is a comparison of the end of June financials for CDSA alone and does not reflect year-end gain or loss for the California Disability Services Institute or Dynamic Solutions, Inc.

	2009-10	2010-11
Income		
Member Dues	\$ 563,786	\$ 539,308
CARI	166,818	154,530
Dynamic Solutions	176,402	111,509
Meetings	51,814	27,275
Other	25,245	70,686
Total Income CDSA	<u>\$ 984,065</u>	<u>\$ 903,308</u>
Expense		
Personnel	\$ 383,927	\$ 403,984
Office Exp	164,109	168,783
Professional Services	65,962	56,305
Public Affairs	295,367	248,758
Meetings	42,984	21,632
Other	37,087	10,634
Total Exp CDSA	<u>\$ 989,436</u>	<u>\$ 910,096</u>
Net Income	<u>\$ (5,371)</u>	<u>\$ (6,788)</u>

Comments on Income

CDSA saw a decline of income of approximately \$81,000 from 2009-10 to 2010-11. It was the third year in which income declined. The most significant loss of income came from a payment reduction by the State Compensation Insurance Fund to Dynamic Solutions. In August, to cope with this reduction in income, Dynamic Solutions ended its two-year venture in operating an insurance brokerage, which had not proved profitable. This allowed it to provide more of its income from the

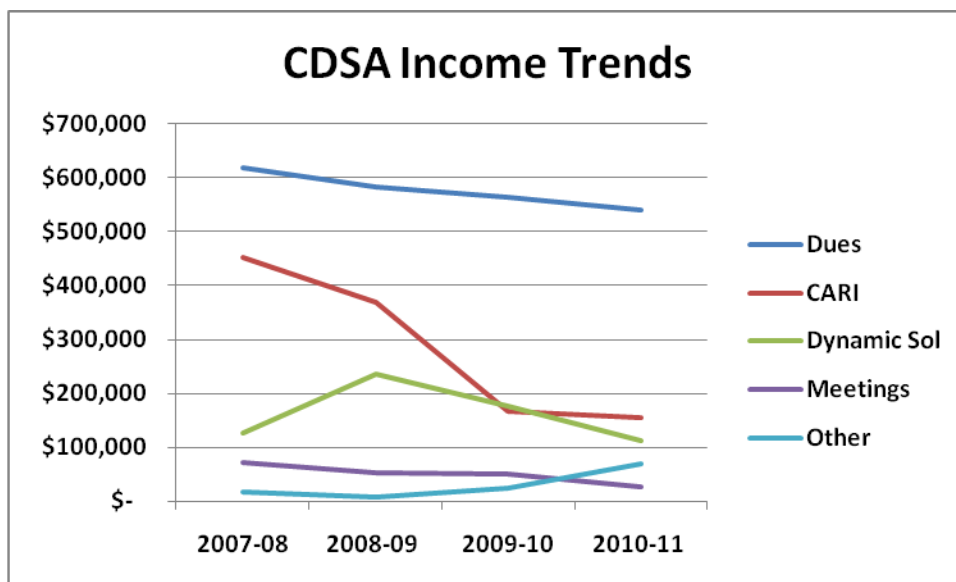
SCIF insurance pool to support CDSA operations. Even with this adjustment, Dynamic Solutions support for CDSA declined by nearly \$65,000.

CDSA also saw a decline in membership dues of \$24,500. While total membership remained the same, new members did not pay as much in dues as departing members, particularly in the case of respite affiliate members.

CARI contract management fee income declined by nearly \$12,300, due to reduction of scope in contracts, temporary suspensions, and a few lost contracts. However, CARI also picked up new contracts, almost balancing its contract losses.

Looked at from the viewpoint of CDSA income, it appears that conference income has declined. However, all meetings except the Legislative Affairs Conference were transferred to the California Disability Services Institute, where income covered expenses. Thus, net income is reflected for more than half of total conference activity, and meeting expense is similarly reduced.

The significant area of income growth appears to be “Other Income.” This increase reflects donations for the lawsuit CDSA filed on the retroactive rate cut. Donations fell \$9,000 short of covering expenses for the suit.



As the chart above demonstrates, the income trends for CDSA have been negative for several years. While CARI income seems to have leveled out, membership dues and SCIF payments (through Dynamic Solutions) seem to be on a consistent downward trend. The one area where we can have an impact is on membership. The Membership Committee and Business Advisory Team are working analyzing the best course of action to improve membership development in the 2011-12 year.

Comments on Expense

Personnel costs increased by \$20,000, with the addition of a Government Affairs Director and the departure of a part-time insurance broker. Office operating expenses increased by \$4,700, with increases in rent, insurance, long distance, and depreciation that were mostly offset by reduced

equipment rental and printing costs. The \$9,600 reduction in professional services reflects reduced costs for audit, legal, and IT services.

The reduction in public affairs reflects reduced contracts for lobbying services from both firms. This line also reflects payment of \$48,000 for the lawsuit on the retroactive rate cut. The reduction in "other expenses" is less significant than it seems. It includes a reduction in staff travel. However, it also reflects a reassignment of travel for meetings to that cost line, and a \$9,600 pass-through payment to a CARI contract holder, which a state agency needed to pay via credit card.

Expense reductions have kept an approximate pace with income reduction over the past four years. This will continue in 2012 with a move to less costly office space. However, once that reduction occurs, additional cuts will be more difficult.

SUMMARY OF INCOME SOURCES

The service provider members pay 0.16% of expenses listed on their 990 as annual dues, with a cap of \$9,200 and a minimum of \$350. Respite care affiliate members pay \$450 per year. Supporting members (consultants) pay \$500. A third of our member organizations (and a few non-member organizations) participate in CARI, paying 3% of work contract income to CARI. The State Compensation Insurance Fund pays a fee based on the commissions and total payroll of the participants in the pool. Meetings income has been kept to a minimum, but that may need to change.

2010-11 Leadership

Structure and Governance

California Disability Services Association (CDSA) is a 501(c)(6) nonprofit with two related organizations: California Disability Services Institute, a 501(c)(3) nonprofit, and Dynamic Solutions Incorporated (DSI), a wholly owned for-profit subsidiary. Each of these organizations has a board, with final authority resting in the CDSA board.

The CDSA Board oversees a range of services provided to members through the two related organizations, several committees, and staff. In 2010-11, the major activities of CDSA were government affairs, membership services, and contract management (the fee-based CARI program). The Institute focused on training and education. DSI earned income from a State Workers Comp Insurance Fund pool.

The CDSA Board has nine elected members and an appointed executive director. The CDSA membership elects the Directors and Officers onto the CDSA Board. Directors are elected for two-year terms and can serve two consecutive terms. Each year, a Vice President is elected to serve a four year term, serving in a different officer chair each year.

The California Disability Services Institute (the Institute) Board elects its own nine board members, with the exception of the CDSA Immediate Past President, who serves a one-year term. The Institute has nine members, serving staggered two-year terms. The Institute Board elects its officers annually.

The CDSA Board appoints members to the Dynamic Solutions, Incorporated Board for three-year terms. There are seven positions on the Dynamic Solutions Board, and five are currently filled. The Board elects its officers annually.

CDSA Board of Directors

President	Patty Enger	PathPoint
President-Elect/Treasurer	Ron Killingsworth	Porterville Sheltered Workshop
Vice-President	Sylvia Anderson	ISS
Immediate Past-President	Carl Ochsner	WTC, Inc. and Affiliated Programs
Executive Director	Chris Rice	California Disability Services Association
At-large Director	Joyce Hearn	OCARC (now OCAAC)
At-large Director	Wendy Rogina	VIP, Inc.
At-large Director	Sam Seaton	Pride Industries
At-large Director	Liz Sutton	North Bay Industries
At-large Director	Kirby Wohlander	Toward Maximum Independence

Institute Board of Directors

President	Nancy Batterman	Employment & Community Options
Director	Pam Jensen	Ukiah Valley Association for Habilitation
Director	George Molano	HOPE Services
Director	Carl Ochsner	WTC, Inc. and Affiliated Programs
Director	Fred Robinson	Arc Ventura County, Inc.
Director	Will Sanford	Futures Explored, Inc./VTE/A.L.I.V.E
Director	Cheryl Whiting-Wright	Jessar Inc. dba Rite Start
Director	Kirby Wohlander	Toward Maximum Independence, Inc.
Director	Vic Wursten	PRIDE Industries

DSI Board of Directors

Chair	Chris Rice	California Disability Services Association
Vice-Chair	David De Leonardis	Crossroads Diversified Services
Corporate Secretary	Will Sanford	Futures Explored, Inc./VTE/A.L.I.V.E
Treasurer	Patty Enger	PathPoint
Director	Lane Ronnow	

CARI Committee

Chair	Ron Killingsworth	Porterville Sheltered Workshop
	Anthony DeSalis	The Arc of San Diego
	John Nash	Porterville Sheltered Workshop
	Joan McKinney	Elwyn California
	Dave Kyle	Bakersfield Arc
	Joe Mitchell	Fontana Rehabilitation Workshop dba ISS

Caucus Steering Committee

Chair, Orange Cnty Caucus	Tim Chervenak	Project Independence
Bay Area Caucus	Mike Huckins	Bay Respite Care
	Maureen Wright	The Respite Inn
Capitol Caucus	Robin Rhoades	Southside Art Center
	Joe Jaquez	Elk Grove Adult Community Training
Central Coast Caucus	Kirk Spry	VTC Enterprises
Central Valley Caucus	Wende Leigh-Ayers	Able Industries (Tulare Co. Training Center)
	Michael Mast	Kings View Work Experience Center
Inland Empire Caucus	Andrea Wells	EXCEED
San Diego Caucus	Bill Mara	TERI, Inc.
Upstate Caucus	Carl Ochsner	WTC, Inc. and Affiliated Programs

Membership Committee

Chair	Sylvia Anderson	Fontana Rehabilitation Workshop dba ISS
	Mike Foster	Shella Care Management Services
	Mike Huckins	Bay Respite Care
	Beth Kahiga	Napa Valley Support Services
	Carl Ochsner	WTC, Inc. and Affiliated Programs
	Fred Robinson	Arc Ventura County, Inc.
	Terri Rowland	Milestones Adult Development Center
	Liz Sutton	North Bay Industries
	Diane Toevs	Respite, Inc.

Nominating Committee

Chair	Ron Killingsworth	Porterville Sheltered Workshop
	Karen Jones	Pomona Valley Workshop
	Liz Sutton	North Bay Industries

Public Policy Committee

Chair	Barbara Maizie	Contra Costa Arc
	Donna Bettencourt	INALLIANCE
	Peter Bowers	Bowers Management Consulting
	Tim Chervenak	Project Independence
	Terry Colborn	Easter Seals Superior California
	Diana DeRodeff	INALLIANCE
	Jacque Dillard-Foss	Strategies to Empower People (STEP)
	Mike Foster	Shella Care Management Services
	Kathryn Hebel	Vocational Visions, Inc.
	Randy Hyatt	San Gabriel Valley Training Center
	Aaron Kitzman	Villa Esperanza Services

Del Lockwood	Shasta County Opportunity Center
Joan McKinney	Elwyn California
John Nash	Porterville Sheltered Workshop
Kevin Rath	Manos Home Care
Dianne Rose	Tri-County Respite Services
Alice Tapley	Yolo Employment Services, Inc.
David Tolliver	Comprehensive Continuum of Services
Maureen Wright	The Respite Inn
Rex Zimmerman	Hope Services

Public Relations Committee

Chair

Cindy Burton	PathPoint
Diana DeRodeff	INALLIANCE
Sandy Doughty	GAR Services
Kathryn Hebel	Vocational Visions, Inc.
Ron Killingsworth	Porterville Sheltered Workshop
Lori Ramirez	Arc Fresno
Diane Toevs	Respite, Inc.
Cami Weaver	Becoming Independent
Shirley Yamano	VIP, Inc.