



Connecticut Developmental
Services



Self-Advocate Coordinators' End of Year Report 2023-2024

The following presentation was compiled by:

- **The Self Advocate Coordinators** – Kevin Arce, Natasha Cole, Carol Grabbe, Paige Librandi, Jeremy Powell, Varian Salters and Jossie Torres
- **The Transition Advisors** – Edwin Anderson, Ellen Hadad-Blazys, Tracey Pawlak, Caroline Ecke, Kimberley Butts, Tiffany Haarmann, and Kiene Hannah

Self-Advocate Coordinators at Work

WHO ARE THE SELF-ADVOCATE COORDINATORS

- A voice of the People
- Making a Difference
- Legislatively Supported

WHAT DO THEY DO

- Promote Self Advocacy and Self Direction
- Lead by Example
- Support Regional and State Activities
- Spread the Word!



**Natasha
Cole**



Shaunte Taylor

North



Varian Salters

West



Jossie Torres



April Perez



Kevin Arce

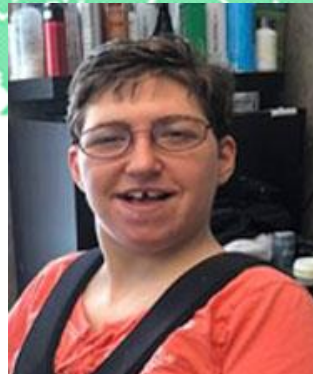
South



Carol Grabbe



**Jeremy
Powell**



Paige Librandi



**Connecticut Developmental
Services**

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This year we have two new Self-Advocate Coordinators

Please welcome April and Shaunte to DDS!



April Perez started in May 2024 and works out of the Danbury office in the West Region, Quality Division. April will focus on Healthy Relationships.

Shaunte Taylor started in May 2024 and works out of the East Hartford office in the North Region, Quality Division. Shaunte will focus on Community Empowerment.

Self-Advocate Coordinators Support the Voices of All the Advocates of DDS

WHERE WE ARE NOW:

WHERE IT ALL BEGAN – 2004

CT LEGISLATURE SUPPORTED DDS IN CREATING 10 STATE POSITIONS TO REPRESENT THE PEOPLE SUPPORTED BY THE DEPARTMENT – CURRENTLY WE ARE PROUD TO ANNOUNCE THAT THE BILL HB 5293 WAS SIGNED BY THE GOVERNOR FOR TWO ADDITIONAL SELF-ADVOCATE COORDINATOR POSITIONS.



The Self-Advocate Coordinators are State Employees.

Self-Advocate Coordinators lead the department in Making A Difference!

Self-Advocate Coordinators
Working together for Change!

WE Are People. Call ME by MY Name!

- Since February 2015, the "WE are people – call ME by MY name" Campaign has asked that everyone be called by their given name.
- The DDS Self-Advocate Coordinators have promoted "People's First Language".
- Self-Advocate Coordinators hope to eliminate the words "client", "patient", "ward", "them", "handicapped", and the "R" word.



TAKE THE PLEDGE!

The Self-Advocate Coordinators have written “The Disability Awareness Pledge” and challenge everyone to take the pledge to reaffirm a commitment to seeing the person and not the disability.

601 pledges reported this year!

All new employees take the pledge with Onboard Training

Over 7260 people have taken the Pledge!

The Self Advocate Coordinators are challenging each one of us to be the change that makes a difference.

Self Advocate Coordinators are promoting all stakeholders to [Take the Pledge](#) and keep it moving forward!



 **TAKE THE
PLEDGE**

**Together, WE can be the
change!**

Take the Pledge

Disability Awareness/People First Language Pledge I PLEDGE:

To advocate and accept my responsibility to be respectful to the individuals I work with and for.

To RESPECT and treat all individuals equally.

To Call each person by their name and refer to them as “INDIVIDUALS/PEOPLE” and stop using the word “CLIENT”

To Support self-advocacy and stand up for individuals’ human rights.

To be an advocate for “No More R Word” in my workplace and everywhere I go.

To Assist and make sure that each person that I work with can make their own choices, be part of a community of their choice, and feel accepted to be themselves.

I will use People First Language, which means seeing THE person NOT the disability, using words and terms that are easier for people to understand.

To be an ambassador for Self Advocates, Speak up for People First Language, and Be the voice for change that makes peoples’ lives happen!

To the best of my ability, I solemnly swear to live by this pledge.

A Year of Transition



In July 2023 self-determination joined individual family support. With this change, the self-advocate coordinators were asked to choose a division to represent.

- **INDIVIDUAL FAMILY SUPPORT:** VARIAN SALTERS, JOSSIE TORRES, CAROL GRABBE
- **PRIVATE:** KEVIN ARCE, JEREMY POWELL
- **QUALITY:** SHAUNTE TAYLOR, APRIL PEREZ, PAIGE LIBRANDI.
- **HEALTH SERVICES:** NATASHA COLE

Self Advocacy



Kevin's Focus Area



Self Advocacy



We Self-Advocate Coordinators have done many groups and events for Self-advocacy.



We have attended events on self-advocacy, such as, CTFSN, New Provider Training and AT&ME, and gave presentations revolving around said topic.



We have also given Onboard trainings to our newest workers to spread the word on respectful language with self-advocacy.

Self Advocacy



We facilitated 204 Self-Advocacy groups all over the state of Connecticut with a total of approximately 2,753 participants all throughout the Fiscal year.



We Self-Advocate Coordinators have also gotten 601 participants to sign the respectful language pledge this Fiscal year.



We have also completed 9 success stories in total, accounting the success of individuals, including our own Self-Advocate Coordinators.

*Data in fiscal year 2023 was based on 10 self advocate coordinators while fiscal year 2024 is based on 6 self advocate coordinators

Total Number of Participants in Self Advocacy Groups





Take the Pledge



Living the Mission



Success Stories

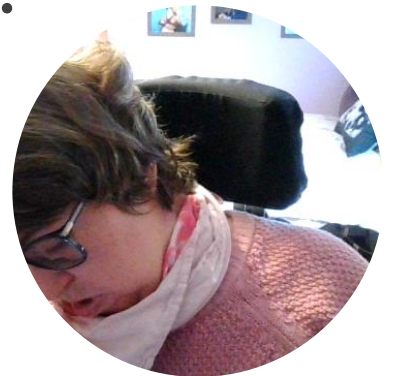


Monthly FAB Topics

Advocates Corner

Self-Advocate Coordinators
continue to update and share
news on our website.

Connect and Learn!



EDUCATION

FUN, **A**DVOCACY AND **B**RAINPOWER



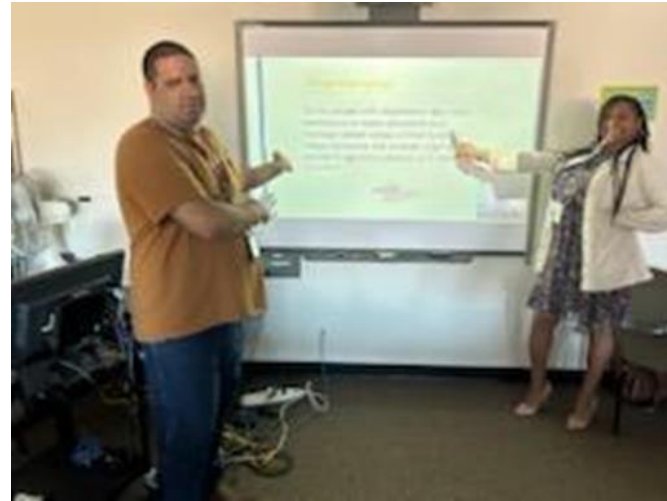
Every month the self-advocate coordinators collaborate in FAB topic work groups. These groups provide monthly resources that are posted on our website. The information assists Self Advocacy groups that are looking for ideas.

- *Budgeting/ Money Management
- *Quality of Life
- *Voting
- *Rights and Diversity

- *Emergency Preparedness
- *Physical and Mental Health
- *Relaxation
- *Community Relationships
- *Aging

EDUCATION

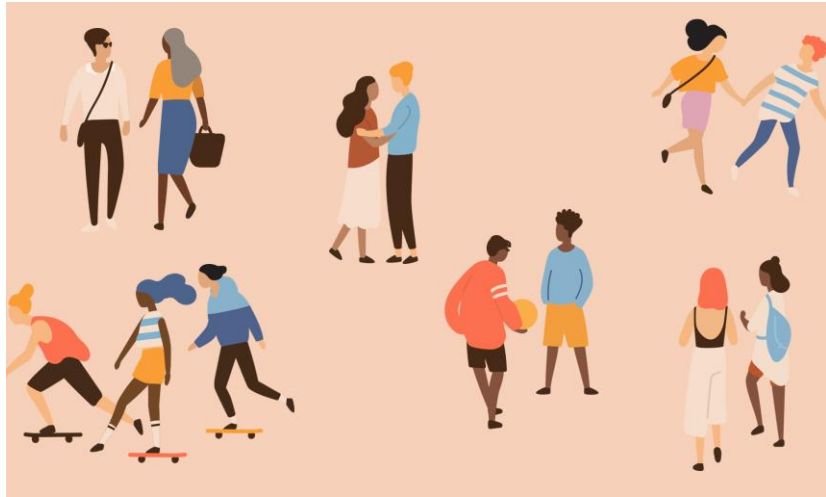
Self-Advocate Coordinators Promote Knowledge of Human Rights, Self-Advocacy and Self-Determination that **Educate** new hires in onboard training.



Self-Advocates are Trained to Promote Informed Decision Making.



Healthy Relationships



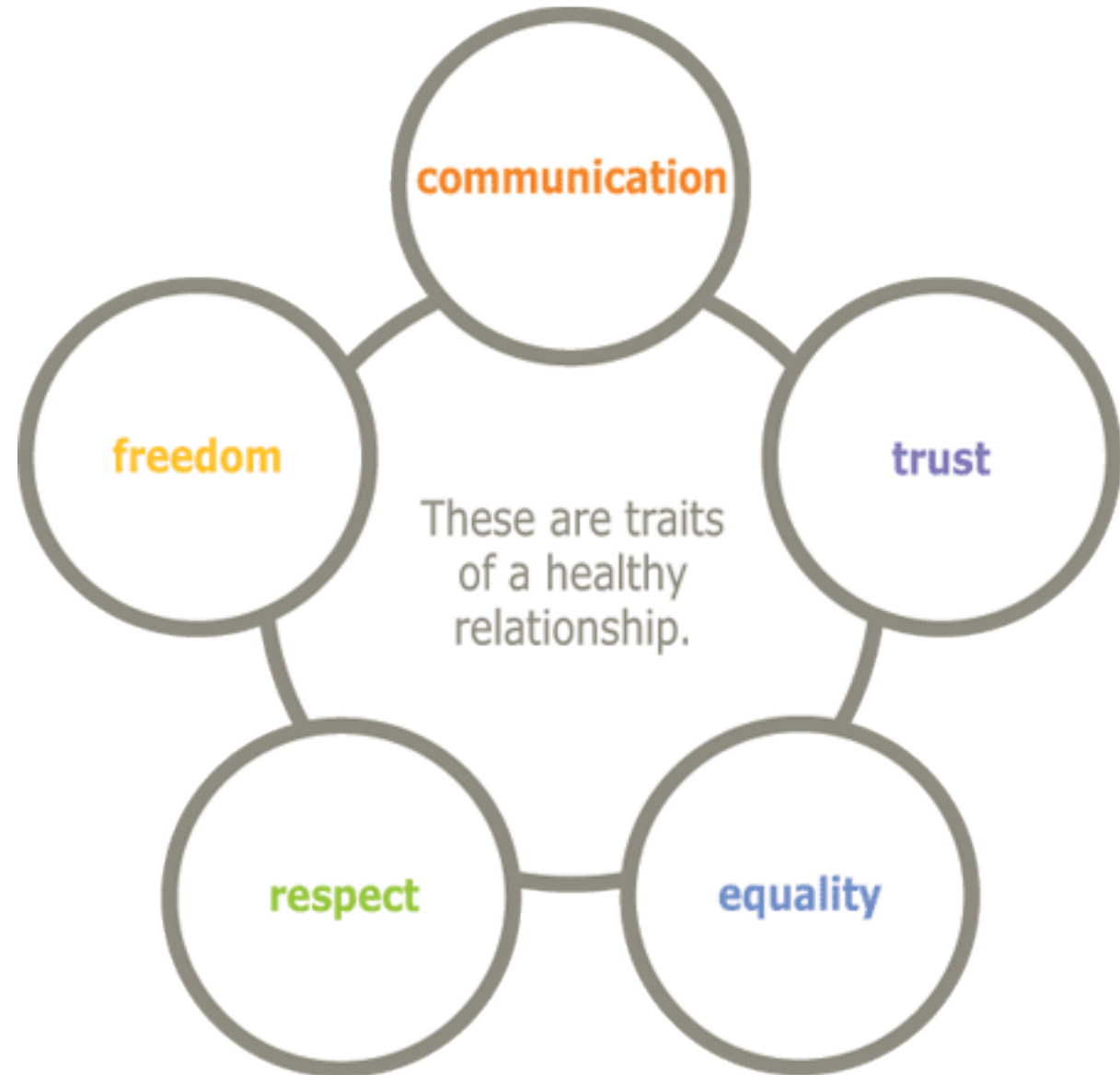
RESPECT
ACCEPTANCE
TRUST
PATIENCE
CARING
COMMUNICATION
LAUGHTER
BOUNDARIES
EXPRESS
COMFORTABLE
ENCOURAGEMENT
COLLABORATE
UNDERSTAND
CONSIDERATE
HEALTHY
RELATIONSHIPS
LOVE
APPRECIATION
VALIDATION
VALUE
LISTEN
EMPOWERING



Healthy Relationships

Self-Advocate Coordinators continue to co-teach 33 healthy relationships classes each year with Planned Parenthood.

They also educate people in the community with disabilities in their self-advocacy groups, at CTFSN workshops, FAB topic groups, and in recreation.



Collaboration with Planned Parenthood of Southern New England and CT Developmental Services Healthy Relationship Series

The Self Advocate coordinators, along with Planned Parenthood of Southern New England, teach individuals about safe and meaningful relationships.

- The classes are held virtually all year long – Fall, Winter, and Spring.
- The information that is taught in the classes is simplified and easy to understand.
- Over **100** individuals have taken the course.
- All individuals who attend all classes get a certificate.



Planned Parenthood of Southern New England



Connecticut Developmental Services



New Provider Orientation

- Three times a year the Self Advocate Coordinators regionally rotate teaching the New Provider training.
- We teach new providers about the DDS mission.
- We talk about how important it is to take the people first language pledge.
- Seeing us for our abilities and not our disabilities.



AT & Me

The AT & ME classes provide a backpack of technology equipment that individuals get to keep. The equipment includes a Chromebook, iPhone, hot spot for wireless internet connection, and wireless headphones. The Self Advocate Coordinators educate individuals with disabilities on how to set up and use the equipment fostering independence for everyone that participates!



AT & Me Facts

The Self-Advocate Coordinators teamed up with the Assistive Technology Division to assist in training individuals statewide on using the assistive technology that they receive in their backpacks.

Self-Advocate Coordinators Promote AT & ME

Over 250 individuals have been supported within the State of Connecticut through the DDS AT&ME program this fiscal year.

Self-Advocate Coordinators in each region have been actively engaged in classes regularly within 8 area offices serving individuals in 169 different towns.

The Self-Advocate Coordinators will continue classes until the current contract ends in January 2025.



ADA/Assistive Technology



ADA – Assistive Technology

- **Self Advocate Coordinators create and present power points that educate people with disabilities:**

- Self-Advocacy Groups
- FAB topic groups
- Connecticut Family Support Network
- Americans with Disability Act
- Human Rights
- Voting and Accessibility Laws
- Train individuals using Assistive Technology



Assistive Technology – Finding What Works For You!

DDS Self-Advocate coordinators promote using the lending library at UCP of Eastern Connecticut. Offering assistive technology options enabling people to borrow equipment to see what technology works best for them.



Self-Advocates spread the word using the seven core steps in all that they do.
These steps help support people take more control of their lives
and encourage them to feel valued and respected.

Seven Core Steps

Self-Direction

Community Companion Home

Supportive Housing

Individualized Home Support

Assistive Technology

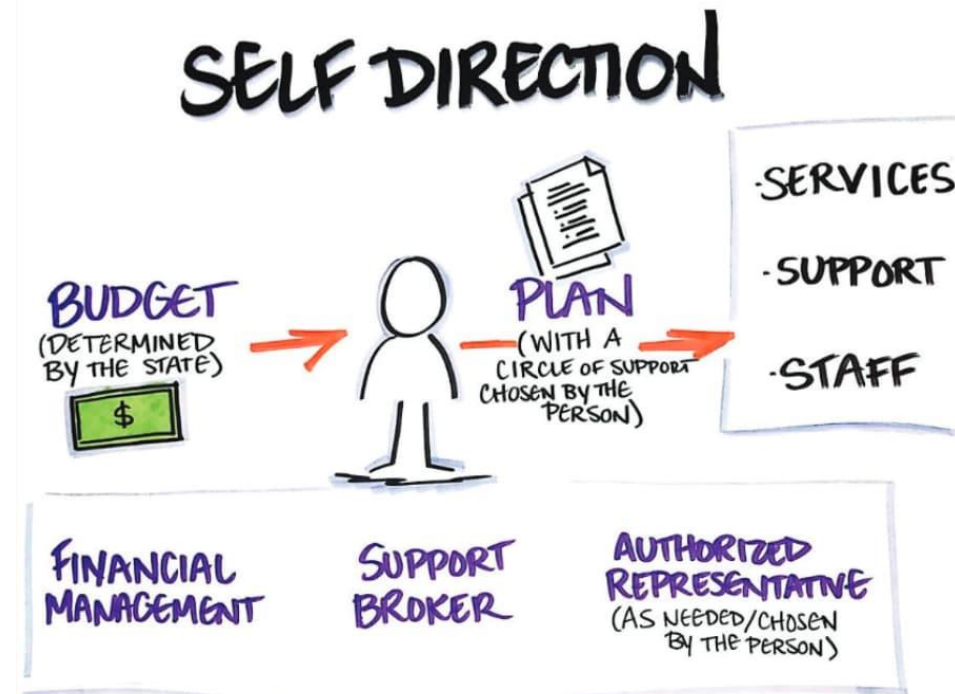
Remote Supports

Employment

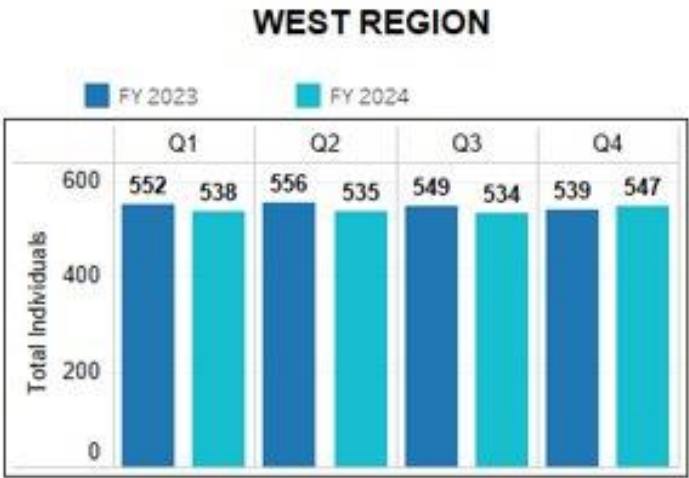
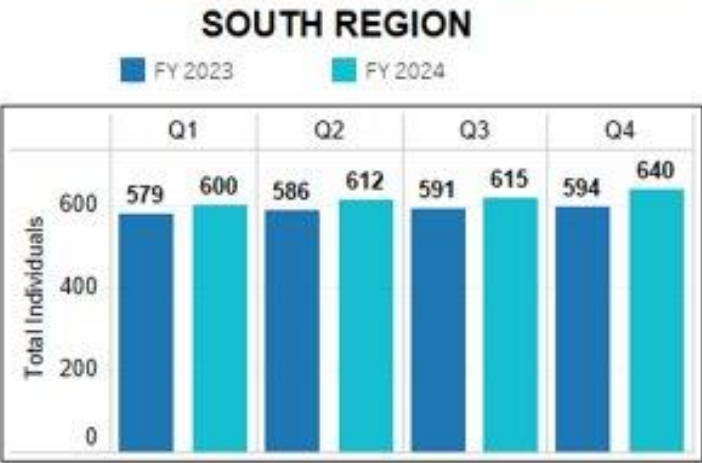
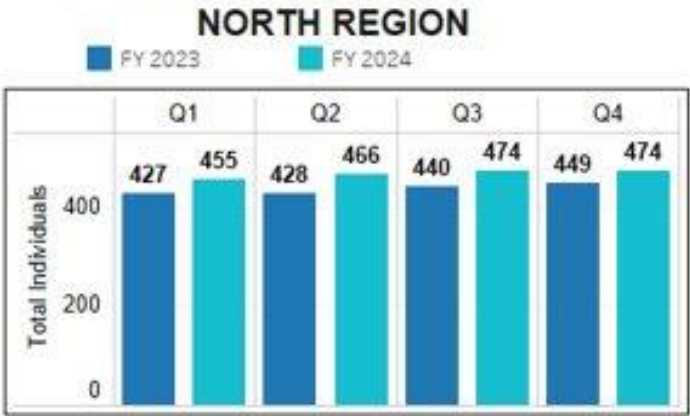
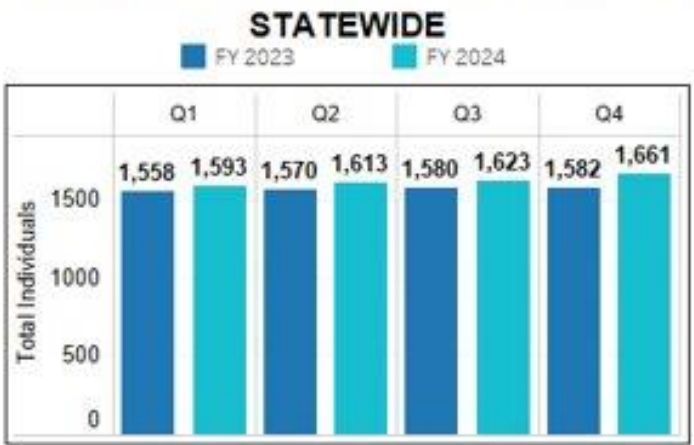


Self-Determination/ Self-Direction

Varian's Focus Area



Number of Individuals Who Self-Direct Residential Supports



Information gathered from M.I.R.

Comparison of Individuals who Self Direct Residential Supports for the Last Two Years

From the 2023 Fiscal Year to the 2024 Fiscal Year, both Statewide and Regional numbers have increased.

The Self Advocate Coordinators promote Self Determination and Self Direction in all that they do.

Self Determination/Self Direction 2023–2024

- We have about **2,110** people Self-Directing their services.
- Self Advocate Coordinators did **20** presentations on Self Determination.
- **6 of 9** current Self Advocate Coordinators use Self-Directed Services.
- **1** Self Advocate Coordinator hired a new Direct Support Professional.
- Teaching each other & our advocates how to connect meaningfully even though we may not see each other in person.
- Self Advocate Coordinators created **12** Virtual Bulletin Boards; and presented **12** CTFSN presentations this year to approximately **100** people.
- The Self-Advocates collaborated with Deloitte on 11/16 to discuss our STEP initiative.

Welcome to the New Transition Advisors!

Edwin Anderson – April 2024

Tiffany Haarmann – April 2024

Kiene Hannah – April 2024

Tracey Pawlak – May 2024

Caroline Ecke – June 2024

Housing

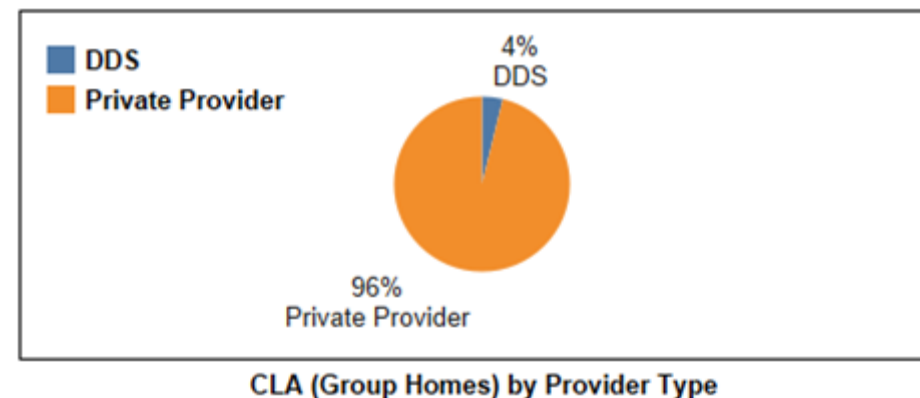
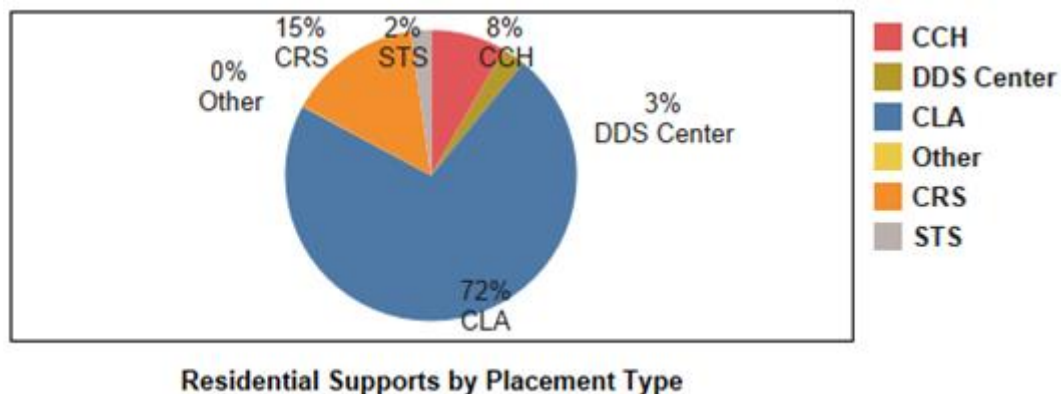
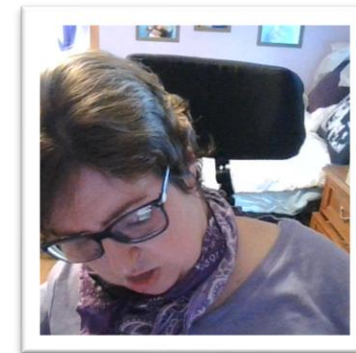


Paige's
Focus Area



STATEWIDE HOUSING

Where People Live and How They Are Supported



Throughout the state of Connecticut, we have individuals who also receive supports through residential placement through CCH, DDS Center, CLA, CRS, STS, and other.

CLA (Group homes) comprise 72% of those placements with 96% of those being a private provider and only 4% being DDS.

Note: individuals living in their family or own home with supports have one or more of the following services to include: shared living, companion service, respite service, in home supports, behavioral supports and personal supports. *information gathered from MIRS*



- 1980's: Community-based Apartment Supports Begin (1986)
- 2007: Cluster Supports Begin. (2007)
- 2015: Specialty Housing Apartment Supports Begin. (*Ojakian Commons, Simsbury*)
- 2015: Supportive Housing Proposal to DDS
- 2016: IDASH Funding.
- 2022: *Low Income Housing Tax Credits Funding*



HOUSING

Funding: Opportunity Zones

Opportunity Index:

- Employment Accessibility
- Job Growth
- Retail Concentration
- Poverty Rate/Crime Rate

Opportunity Characteristics (15 Points) – Promotes diverse housing opportunities in municipalities with defined opportunity characteristics, including better outcomes in education, greater employment opportunities and economic health.

Sub-Category	Maximum Points
Municipalities with Less Assisted and Deed Restricted Housing	6
Development Located in Area of Opportunity	9

DDS Supportive Housing

Standard Features

- Affordable
- Rental Assistance
- Permanent (age in place)
- Integrated
- Minimum Size Development
- On-site Support Services
- Smart Home Technology

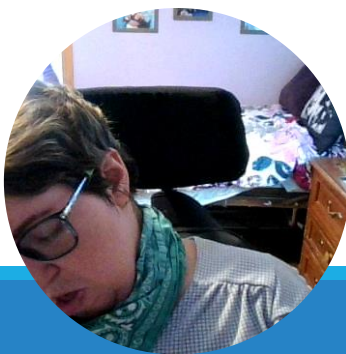
Other Optional Features

- Enhanced Accessibility
- Activity/Social Spaces for all Residents
- Inclusive on-site Social Activities
- Healthy Meal Program
- Collaborative Design Process
- What's next: Electric vehicle charging stations, autism-friendly design features, personalized AI assistants, and more...

Funding: Cross-Agency Collaboration

Alignment of Funding Components

- Capital (9% LIHTC via CHFA)
- Rental Assistance Packages/RAP's (DOH)
- Service \$ (DDS)



Supportive Housing Growth in CT for People with IDD 2024

	Funding Awarded	Town	Developer	Provider	Projected opening
1	YES	Canton	Regan	Favarh	February 2021
2	YES	Hartford	Chrysalis	HARC	December 2021
3	YES	Bloomfield	Regan	Favarh	August 2022
4	YES	Torrington	Penrose	LARC	September 2022
5	YES	W. Hartford	Trout Brook	CRI	October 2022
6	YES	New London	ECHO	Arc E. CT	July 2023
7	YES	Orange	Gyroscope	Midstate Arc	July 2024
8	YES	Farmington	Metro Realty	Favarh	2024
9	YES	Hartford	Penrose	Turning Leaf	2025
10	YES	New Haven	Giordano	Midstate Arc	2025
11	YES	New Britain	Winn Companies	CCARC	2025
12	YES	W. Hartford	Troutbrook	CRI	2026
13	YES	Naugatuck	Pennerose	ISIS	2026
14	YES	Cheshire	Metro Realty	Arc of Southington	2026
15	YES	Farmington	Metro Realty	Favarh	2026

Employment

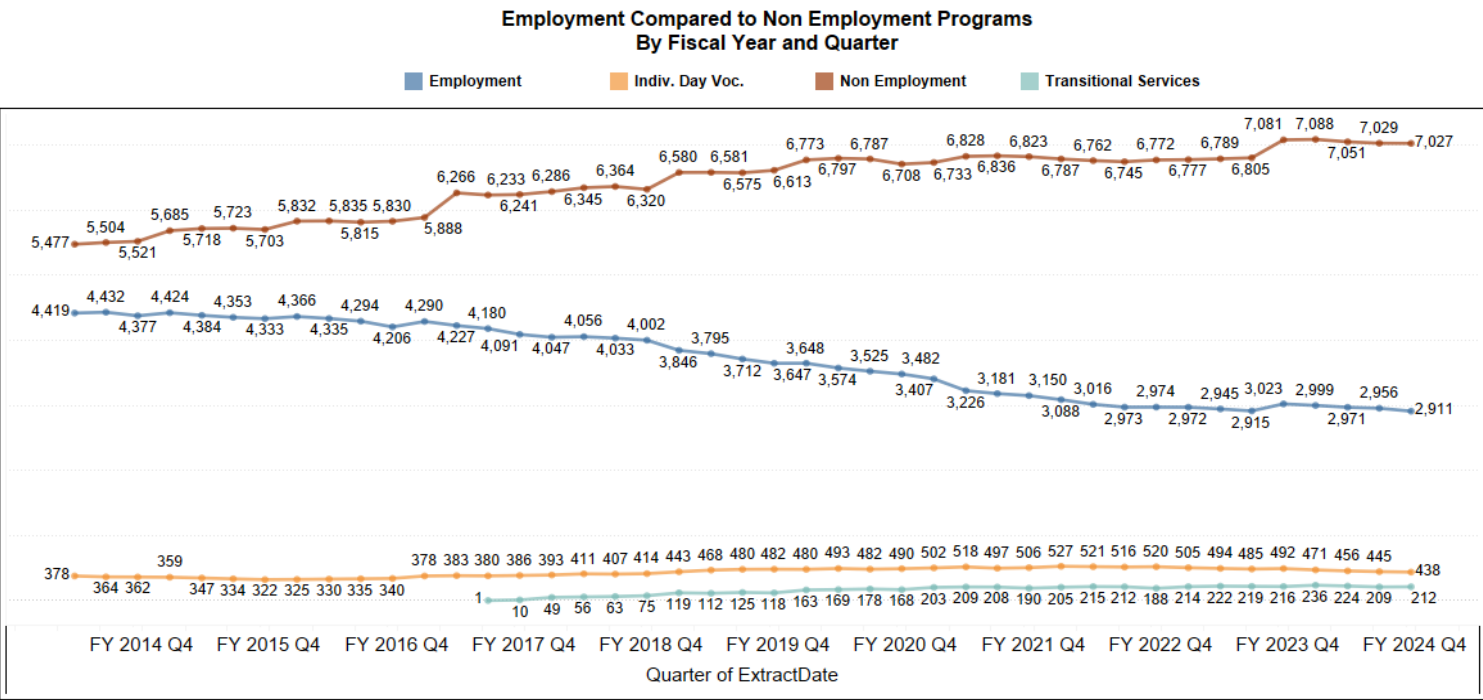
Jossie's Focus Area



Over the Past Decade

Day Programs- Comparison of Employment vs Non-Employment Programs

The Self Advocate Coordinators continue to promote employment and real work for real pay



NOTE: Employment Programs consist of the following program types: Individuals Supported Employment, Competitive Employment, and Group Supported Employment. Non-Employment Programs consist of the following program types: Pre-Vocational, Day Service Options, Individualized Day(except IDV & IDG) , Small Enterprise and Senior Supports. Transitional Services consists of Transitional Services Day and Transitional Services Hourly. Individualized Day Vocational consists of IDV and IDG.

The data does not include Other placement types not included in the descriptions above.
These are primary day placements and do not include the non-primary day program information. ... *Information gathered from M.I.R.*

Employment

*Finding Your Voice and
Shaping Your Future*

Self-Advocate Coordinators:

- are involved with Project SEARCH.
- promote employment, in virtual and in-person, self-advocacy groups.
- encouraged and share resources for disability job training.
- provide educational articles on employment opportunities.
- share how to prepare for interviews.



Employment

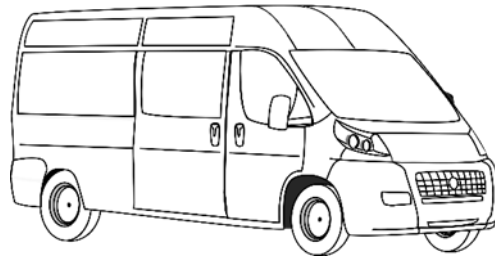
Self-Advocate Coordinators:

- promote employment on virtual bulletin boards on the Advocate's Corner.
- support Employment First through being part of the planning of the Association of People Supporting Employment First (APSE) conference.
- support and attend employment resource fairs, Disability Awareness Employment summits, and in-person and virtual conferences.
- are working with employment workforce committees.

CT is an Employment First Initiative state.



Transportation



Self-Advocates Educate People in the Community how to become more Independent using the following Transportation Options:

Transportation

DDS Help Line

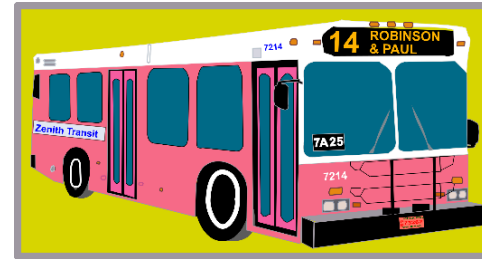
- Individuals who receive DDS services can call the DDS Help Line at (860) 418-6000 or toll-free at (866) 737-0330 to learn about transportation options, including bus, vans, and transit.
- Encompass Program: This program from M7 Ride provides assistive rides for eligible residents in specific areas of Greater Hartford.
- Eastern Connecticut Transportation Consortium: This organization can help with transportation for doctor's visits, physical therapy, and more.
- Steps to obtain a driver license.

Transportation Work Group

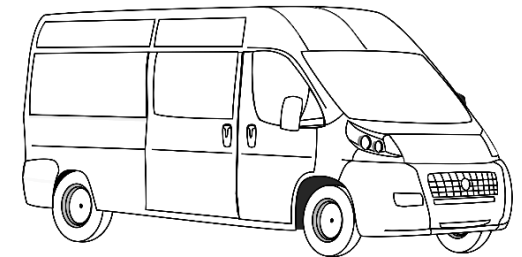
DDS Self-Advocates participate in a Transportation Subgroup

This group creates strategies that improve transportation options for people with disabilities addressing the following sub-topics:

- TRAINING
- TRANSPORTATION RESOURCES
- AGENCY PROVIDED TRANSPORTATION
- PUBLIC TRANSPORTATION
- PRIVATE TRANSPORTATION



UBER



Public Safety/Internet Safety

Jeremy's Focus Area



Public Safety

The Self-Advocate Coordinators taught statewide Self Advocacy groups on how to be aware of their surroundings while using public transportation.

The Self-Advocate Coordinators included tips on being safe while in the community, especially while carrying and handling money.

The Self-Advocate Coordinators presented on safety and general awareness everywhere they go.



Internet Safety



The Self-Advocate Coordinator's taught individuals how to create strong passwords for their electronic devices.

The Self-Advocate Coordinator's include statewide conversations with individuals on phone safety, including scams and unknown numbers.

The Self Advocate Coordinator's presented information on how to be safe while using credit and debit cards for online shopping.

Healthy Living/Special Olympics



Natasha's
Focus Area



Special Olympics

Healthy Living



Self Advocate Coordinator's promoted two trainings sessions on Choking with Linda Rooney.



Self Advocate Coordinator's promoted a training with the nursing department on Smartwatches.



Self Advocate Coordinator's promote Recreation on the first Thursday of every month from 3-4 with Corrine Jackson. Workouts, dancing and healthy eating/living videos.



Special Olympics



- **The Self Advocate Coordinators promoted Special Olympics unified sports summer games and seasonal competitions. The games were held this year at Southern CT State University, Yale and Fairfield University on June 1-2, 2024.**
- **The events were track and field, the mini javelin, speed walking, soccer, swimming, tennis and wheelchair events.**
- **The Self Advocate Coordinator's promote collaboration with DDS and Special Olympics.**
- **The Torrington Advocacy Fit Club**
 - **gained 2 new members.**
 - **celebrated Energy Fitness becoming a SOCT Fit Club destination point and had a 30-minute workout class to earn their pin.**

Aging



Carol's Focus Area



The Self-Advocate Coordinators attended and participated in the Aging Conference.

The conference was in-person on May 8, 2024, at the Keeney Center.

17th annual conference
42 people in attendance



The Theme of the Conference was Aging Matters

Topics Covered were:

- Taking Control Against Fraud
- Building Awareness to Use Technology Safely.

Monica Buckley and Lieutenant Kate Coney were the guest speakers

Aging in Place

- Work with experts
- Create a plan to prevent falls
- Stay mentally active
- Access support services
- Maintain relationships
- Access in home supports



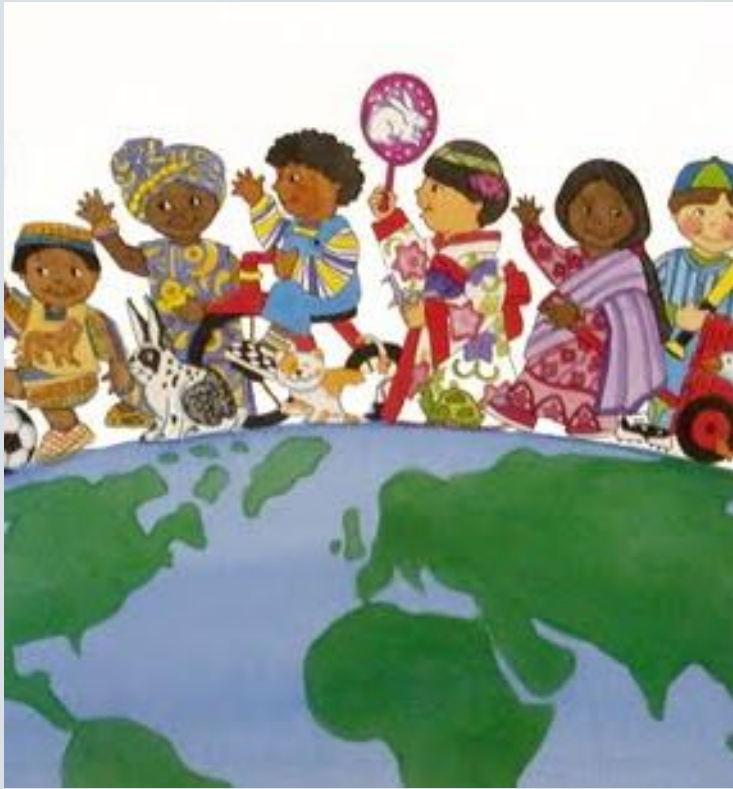
Self-Advocate Coordinators post monthly information on the Advocates Corner that focuses on healthy living to improve the well being of people in the community.

They share educational videos, healthy recipes and exercises for people of all ages and abilities. Many adults (94%) (ARPA surveyed) age 50 and older indicated they had someone they could rely on for help if they are in need of assistance.

[Advocates' Corner – CT.gov](#)



Cultural Competence is an Important Skill for the 21st Century



Self-Advocate Coordinators are all actively involved in their regions DEI sub committees. They add to the newsletter, attend and facilitate meetings, and spread the word in their presentations.



Diversity, Equity, and Inclusion Committees

March 22, 2024, DISABILITY AWARENESS MONTH EVENT— Everyone wore orange statewide. Each region celebrated.

The west region self-advocate coordinators had Brandon McGee, the deputy commissioner of housing, speak at the Juneteenth event. They had great music, entertainment and delicious food.

The south region self-advocate coordinators had guest speaker Aram deKoven, PH.D., as a guest speaker. He talked about the importance of diversity, equity and inclusion.

The north region self-advocate coordinators attend and participate in the DEI sub committee and research resources for DEI.



The Self-Advocate Coordinators join and participate in coffee conversations with Dr. Cheryl Ellis Director of Diversity.



- The information shared in these conversations, centers around Diversity, Equity and Inclusion.
- Covering topics such as women in the workplace, religious holidays, cultural differences, gender identity and more.
- The Self-Advocate Coordinators pass this knowledge on in their self advocacy groups



Leadership

Self-Advocate Coordinators Attend and Participate in
Statewide Regional Conferences.

We lead the department in Making A Difference!

Family and mentoring
leadership in
collaboration
workshops with
CTFSN

Hiring Interview
Committees

Promote
Community
Living Options.

CT Coalition for Aging
and Developmental
Disabilities
Conference

Self-Advocate
Coordinators are
ambassadors for Life
Course Planning

Self-Advocates
facilitate Human
Rights Training



Interviews

This year the Self-Advocate Coordinators participated in 10 interview committees and 2 Qualified Provider interviews

Positions interviewed for:

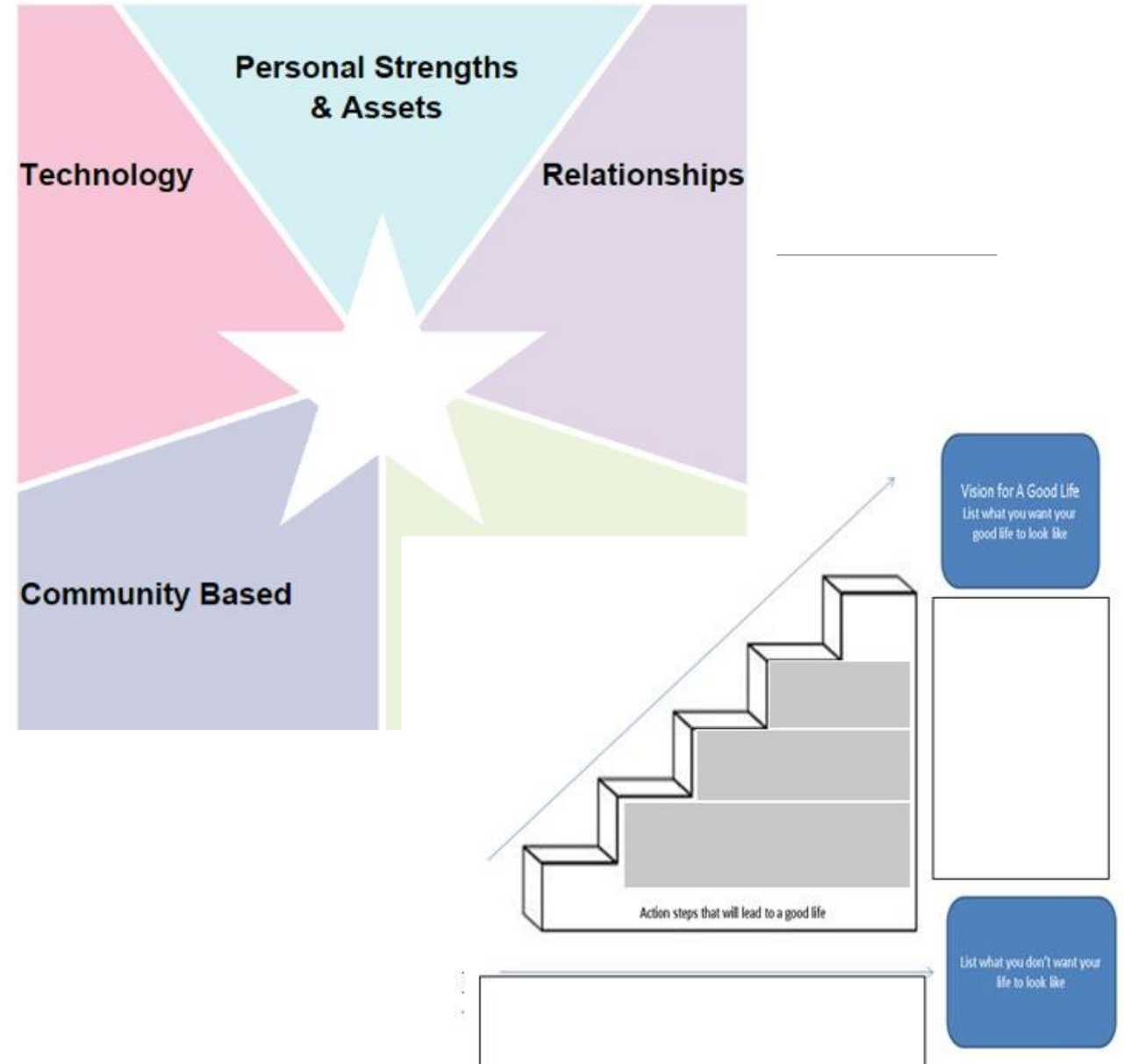
2 Nurse Consultants
Nursing Director
Self-Advocate Coordinator
Resource Management Specialist
Supervising Resource Management Specialist
Case Manager
Resource Compliance Coordinator
Transition Advisor
Office Assistant



Life Course Materials

The Self-Advocate Coordinators integrate the life course materials through out the year.

- ✓ On Board Training
- ✓ Self Advocacy Groups
- ✓ New Provider Training
 - ✓ Youth Leadership Program
- ✓ Divisional Projects



Youth Leadership Forum 2024



Self-advocate coordinators attend and support the youth leadership program as co-counselors. They teach the life course materials to students transitioning from high school. This year **35** delegates completed the program.



Community Activity
Team Building
Co-counselors
Classroom Instruction
Talent Show

Self-Advocate Coordinators Promote Knowledge of Human Rights, Self-Advocacy and Self-Determination to Help Prevent Abuse!



Sexual Abuse Prevention and Awareness Task Force

- Promotion of the month of April as Abuse Awareness Month
- Continuing to spread the word throughout the year to remain active in promotion of awareness of abuse and neglect
- Training and promotion of the Degrees of Mean

SACs together with staff have been training providers and individuals in promoting positive relationships to recognize abuse and neglect

It's Not Ok

The Healthy Relationships Series helps to prevent sexual abuse

Peer 2 Peer Services can allow people to learn from someone else's experiences which may prevent abuse

Moving Forward to the Next Fiscal Year 2024–2025

Goals

- Promote advocates' voices by expanding and developing Self- Advocacy Groups
- Continue working on projects within our divisions
- Continue training newly hired case management staff
- Promote accommodations for our individuals and educate our individuals on their human and basic rights.
- Promoting Youth Leadership Forum – participate, train, role model and support the youth of CT to become great Self-Advocates



Moving Forward to the Next Fiscal Year 2024–2025

- Shaunte has selected "Community Empowerment" as a newly formed Focus Area!
- The self-advocates will finish teaching AT & ME in January
- Training will begin in January for all the self-advocates for IP Buddies.
- The self-advocates will facilitate a staff training for Healthy Relationships.
- The self-advocates will focus on Peer 2 Peer mentoring and employment.
- The Self-Advocates will support the People First Conference.
- The South Region welcomes two new self-advocate coordinators. Alida Starble will be In the Norwich Office, and Shannon Flannery in the Wallingford Office



Varian Salters celebrated **20** years of service as a Self-Advocate Coordinator on

SEPTEMBER 3, 2024





Thank you for attending our presentation!



QUESTIONS &
COMMENTS ARE
WELCOME!