# MISILC Special Council Meeting

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>> JAN LAMPMAN: This is Jan Lampman and would like to call the meeting to order and tonight we have a small agenda and should have a pretty short meeting and I would like to start by thanking everyone for attending this special meeting of the Council and the board. And sorry. That is okay I just lost my agenda but that is okay so why don't we start by having Tracy call the attendance. Well first let me ask if there are any accommodations requests, are there any accommodations requests besides what we've already got with the CART and the interpreters? Seeing no request for accommodation then Tracy if you could do the roll call that would be excellent.

 >> TRACY BROWN: Aaron Andres, present, Frank Animikwam, I don't believe he has joined yet. Glen Ashlock, present. Allen Beauchamp, present. Jamia Davis, present. Stephanie Deible, present. Will Harrison, present. Mindy Kulasa, present. Jan Lampman, present. Theresa Metzmaker, present. And Mark Pierce, I don't believe he has joined yet either. Either way you have a quorum.

 >> JAN LAMPMAN: Okay thank you so much. So, at this point I would like to entertain a motion to approve the consent agenda which is really the only thing on the consent agenda is the agenda for this evening. So, if folks feel that this agenda is if you agree with this agenda, I would accept a motion to accept it.

 >> MINDY KULASA: This is Mindy Kulasa I move we accept the consent agenda as presented this even evening.

 >> AARON ANDRES: Aaron Andres with support.

 >> JAN LAMPMAN: So next on to our new business. And the first order of business is the Executive Director annual evaluation. Do you have the actual document to share? Or the summary to share? Steve?

 >> STEVE LOCKE: Jan, unfortunately I don't. I just have the hard copy that I received.

 >> JAN LAMPMAN: Okay hang on. Oh, shoot, that is right, I think I do. I forget just so you know I prepared it using the actual software program that we did the surveys in and it's a little bit different. So, I have to ‑‑ I'm so sorry.

 >> TRACY BROWN: Jan do you want me to stop sharing.

 >> JAN LAMPMAN: If you could, please. Every time that happens it overrides what I'm trying to do here.

 >> TRACY BROWN: I'm sorry.

 >> JAN LAMPMAN: It's not your fault. There we go. There it is and I want to do it as a document. Then if you can make it so I can share.

 >> TRACY BROWN: You should be able to.

 >> JAN LAMPMAN: Okay, let's see here share the screen. Okay thank you very much. All right, so for Steve's evaluation I'll explain kind of what is on the screen and then we will go through it. But for Steve's evaluation there was a series of questions that had been developed by prior boards. You know, prior year’s annual Council, you know, sessions or whatever. And so, we used the same questions that have been used previously for his evaluation. And the survey was sent to all of the CIL directors all of the members of the Council including the ex officio members and to key partners that work with us. And we got responses from some representation from both the CILs partners and also board members. So, it was a good mix of people who were contributing to the review. The first question was about whether Steve represents the organization positively in public. And he received as you can see above average and exceptional in that area. And then the next one was about being a good role model for the board and staff and again, the responses ranged from average to exceptional with most of the responses being above average and exceptional. Gosh I can't speak tonight. The Executive Director communicates with board and staff. That was really quite similar. You know, it ranged from average to exceptional again with most of the responses being in the exceptional range. The Executive Director provides strategic leadership to the organization and acts on appropriate opportunities for growth and development. And, again, the responses ranged from above average to exceptional.

 And then the Executive Director allocates time and resources that are in alignment with our goals. Again, above average, or exceptional. And then there were there was a space for folks to really make some comments. And so, we you know those comments are captured here. Oh, shoot do you know what and I'm sharing the one that didn't have the goals, Steve. So, hang on. Let me try this again and see if I can find the version. That has Steve's goals. I'm sure this is the one. Let's see here. So sorry about that. There were some really great suggestions from the comments that were made by people who filled out the surveys as far as like some of the things we should be focusing on. Including building relationships with the CILs. And the SILC members and other partners but that continues to be a need and should be a focus for Steve during fiscal year 22‑23. One of the recommendations that came, that I'm not sure who but someone made that was repeated a few different times had to do with Steve really spending time getting to know each of the CILs and getting to know more about them and directors and their goals as organizations so the SILC can better promote the good work they are doing. And so, Steve has agreed that one of his goals this year will be that he will do more outreach with those centers for independent, living and did you want to talk about your thoughts and what your plan was around how to do that.

 >> STEVE LOCKE: Yeah absolutely thank you Jan and because we have less community events during the winter months I was going to do a lunch and learn series with the differ CIL directors around the state and go and spend a couple hours with them and have lunch at their center and find out more about their center and sit and get to know what is happening at their centers and how that feeds up into our next SPIL. In doing these one-on-one sessions with the CIL directors and really having more engagement on a one-on-one basis and really building those relationships on a one-on-one basis. I'm real excited about that. You know, and once spring and summer comes around, we will start getting in the community events and it's inclusive of the CIL events that are happening around the state as well. I'm really excited to continue to support the outreach on a statewide level that we have been doing on a one-on-one basis with the CIL directors over the winter months.

 >> JAN LAMPMAN: Thank you. The other thing that was mentioned by a couple of different individuals had to do with the work that Steve did along with some of the rest of us when the CILs and MRS were struggling with the rate changes. And struggling with feeling the CILs were honestly struggling with feeling valued by MRS and being heard and listened to. And so, there were a few comments about that whole process. And, again, one of the comments was of course, that it was very appreciated, right, and that it did help improve some of the relationships and bring back some of the feelings of wanting to work together. But that also the Centers for Independent Living the CILs really want to feel more like equal partners at the table so that is one of the things that Steve is really going to work on connecting with them. There are going to be other advocacy needs like that, right. There are going to be other times in the future when something is happening that puts CILs or the work of independent living in jeopardy and we as a SILC will have to be ready to mobilize so we want to make sure we've got those good relationships built. And so, Steve is really going to work on that.

 And then also the other big goal was going to be of course it's always part of, you know, making sure that the SPIL gets implemented, but originally we were thinking we would be writing a SPIL right now but we have an extra year to do that but we are still asking that Steve you know, keep that momentum we've already started going. I think having an extra year to write the SPIL just gives us a chance to really do an excellent and outstanding job on that. And so that was another one of his goals.

 So, Steve I didn't know if you wanted to speak to that, any of the ideas or thoughts you have about that.

 >> STEVE LOCKE: No, you really covered that, Jan. And I think that those are excellent goals going forward. I really want to kind of continue on the same SPIL writing path that we've been on. This will give us more opportunity to get more robust and detailed information from the disability community and the public at large to inform those SPIL goals and objectives going forward so I'm excited about this opportunity. And I don't think that it's going to be time wasted whatsoever.

 >> JAN LAMPMAN: Okay, very good. So, the recommendation in terms of do we keep you in the room when we do this? We do, don't we? Steve? Sorry, I have to ask a technical question.

 >> STEVE LOCKE: You can do whatever you want, Jan.

 >> JAN LAMPMAN: Okay you were in the room last year when we did it so I will leave you in the room. The recommendation is that we provide Steve with the maximum wage increase we put into our budget. And this is due to two things. One a combination of his progress on the strategic goals of our organization in the last year. The implementation of the current SPIL goals and also that rebuilding of relationships with the centers for independent living. When I think about, when I first came on this Council, you know, how Steve you know wasn't really necessarily even being invited sometimes, you know, to those meetings of the directors or you know if he was invited he would get a little piece of agenda and then they would kind of move on or whatever and there was just like that, just not a sense of being, you know, a cohesive team together. And now things have just improved and changed so much, and we've got CIL directors coming to try to, you know, develop a symbiotic relationship between their PR people and Steve has done really good work in terms of building those relationships. And so, in combination with the good work that has been done and the cost of living as it continues to rise, the recommendation is to give the maximum amount that we budgeted which, Steve or Stephanie what was the percentage that we put in the budget? Just so that if someone makes a motion, they know what the percentage is.

 >> STEVE LOCKE: It was 5% Jan the cost of living that raised that the state employees got this year.

 >> JAN LAMPMAN: Yep, so I would like to entertain a motion that you know based on his performance over the past year and the cost of living that Steve be provided with a 5% increase this year. So, if anybody would like to make such a motion that would be great or if you have a different motion you would like to make or if you would like some discussion.

 >> MINDY KULASA: This is Mindy Kulasa. I would like some discussion. Given the high level of Steve's performance as indicated in the evaluations, was there any ‑‑ it sounds like the five percent was basically a cost-of-living adjustment. Is there any room in the budget for a merit increase% percentage?

 >> JAN LAMPMAN: Stephanie and Stephanie you spoke to the budget and put 5% in and is there wiggle room if the board were to choose something different.

 >> STEVE LOCKE: Jan and Mindy this is Steve. We put in for a maximum of 5% based on the cost-of-living increase that the state employees get and that is what we negotiated with MRS and BSBP. I want to say the Council's hands are not tied. You are an independent autonomous Council, and you can do what you want to do. But I do want to bring you back to the good faith negotiations that we had with MRS and BSBP. And take that into consideration. Perhaps going forward with a future budget negotiation. But I would just probably advise you in good faith that, that was the maximum budget we had negotiated for this time around. And so, I would leave you with that.

 >> JAN LAMPMAN: I appreciate what you have to say, Mindy. And I do think that as we move forward, we need to take that into consideration when we are working on budgets for sure.

 >> STEPHANIE DEIBLE: I would echo what Steve just said because it's what we negotiated with MRS and BSBP. I think that's what we should stick with. But I also think that going forward it's something to think about leaving some wiggle room in there.

 >> JAN LAMPMAN: Yeah.

 >> MINDY KULASA: When you have such a high performing individual, it's nice to be able to recognize that when you're looking at merit increases. So that's the only reason I raised the point. So, I understand completely. And I'll be around next year to remind you to put a merit increase in there, man.

 >> JAN LAMPMAN: Thank you. Any other discussion? And if not, I would love to hear a motion from the floor.

 >> JAMIA DAVIS: This is Jamia Davis I move for the 5% increase.

 >> JAN LAMPMAN: Thank you do we have a second

 >> GLEN ASHLOCK: This is Glenn Ashlock and I second.

 >> JAN LAMPMAN: Thank you, Glen and Tracy can you call the vote, please.

 >> TRACY BROWN: Sure. Aaron Andres, yes. Animikwam, yes. Glen Ashlock, yes. Allen Beauchamp, yes. Jamia Davis, yes. Stephanie Deible, yes. Will Harrison, yes. Mindy Kulasa, aye. Theresa Metzmaker, yes. Motion carried.

 >> JAN LAMPMAN: Thank you. And then the next item on our agenda as soon as I ‑‑ putting it up for us Tracy. There we go.

 >> TRACY BROWN: There is the agenda.

 >> JAN LAMPMAN: Thank you so then the next item on the agenda is this is kind of cool, so it's related to a memo of understanding for emergency preparedness. And so, Steve, can you explain to all of us what this is about? And what action you're requesting of us this evening?

 >> STEVE LOCKE: Yes, I would love to. So, this is an initiative that the Council supported about a year and a half ago when you authorized us to write a letter of support to the Michigan public health institute for emergency preparedness for the aging population and people with disabilities. So, this grant really targets those populations, and we wrote a letter of support. And the CILs are actually a target of this grant and training the CILs and leaving them with a tool kit is one of the products that's going to come out of this grant. One of our members of our emergency preparedness team from the Red Cross who has since left the Red Cross has been replaced by Dr. Fayana Richards from MPHI. And we are now working with her. And she is spearheading this grant now. What they have approached SILC with is a memorandum of understanding as this grant is carried out that SILC provides technical assistance to this effort in the amount of about $20,000 in a grant form that we would bill against at the Executive Director rate. So, this is what they proposed to us. There is $20,000 on the table. For the Council to consider as a new revenue source for SILC to bill its time against when we engage in technical assistance for emergency preparedness with this MPHI grant. I suspect that there may be some wiggle room in this grant on how that $20,000 is accessed. There may be the possibility that we could subcontract with some of the CILs. I don't know about that yet. I'm just talking out loud. This is more a general format. And it creates a third source of potential revenue for our nonprofit agency. Right now, our two sources of revenue are from MRS and from BSBP in the form of our state/Federal grants. This would be a potential third source of revenue to offset those other two sources of revenue, which could potentially free up some line items for us. For example, if some of my time is billed against this new MOU, it could potentially free up money for another Council member to go to SILC Congress sometime this year. So, I'm just saying that there are some fungibility this grants to you as a Council if we decided to enter into this MOU with MPHI for emergency preparedness, for people who are in the aging population and the disability population and of course you already supported a letter of support for this grant. So, I'm bringing this back full circle to you. For you to give a thumbs up or a thumbs down to for us to enter into this general memorandum of understanding.

 >> JAN LAMPMAN: Thank you, Steve. I see Aaron you have your hand up.

 >> AARON ANDRES: Yes. I just wondered if this was ‑‑ before I left the Council in 2020, we had talked about this with I believe Mark was heading this up. And this is a continuation of that same emergency preparedness gathering or what? Just fill me in with some of the background.

 >> JAN LAMPMAN: Excellent question Aaron can you explain how this interfaces with our SPIL goal?

 >> STEVE LOCKE: Yes. Thank you, Jan, and Aaron. This is Steve. Aaron, we went back to when Lisa was on the Council back in 2017 and we found those five pillars that a former Council had created around emergency preparedness. And we brought those into our current work. And we are using those five pillars as part of our work. So, this grant I don't want to say it's part of what happened way back then, Aaron. This is a new opportunity that came to us within really the last year and a half. But it is certainly a continuation of the emergency preparedness work that the previous Councils have done.

 >> AARON ANDRES: Okay thank you.

 >> JAN LAMPMAN: Excellent. What other questions do Council members or, yeah, do Council members have about this possibility?

 >> GLEN ASHLOCK: Any concern Steve you will have time to do that?

 >> STEVE LOCKE: That's a great question, Glen. I really think that, you know, our emergency preparedness team meets on a monthly basis already for an hour once every month. I think the work that I do with Dr. Fayana Richards could be billable. And, again, they're trying to be very generous with this MOU. And the money and we will kind of work through how we go about this reimbursement process, what that looks like. I mean just within the past two weeks we negotiated what the rate was going to be and how that department of the State of Michigan is going to be able to process those vendor requests. So, it's kind of a fluid situation. So, we are kind of working through it as we go. And I'm not sure if I answered your question, or not, or if I just muddied up the waters.

 >> JAN LAMPMAN: This is Jan and I do have a question too Steve. You were talking about how could potentially we could potentially with this MOU subcontract to some of the centers but the we had off set right, if we had funds that from our other grants or other two funding sources that we weren't now needing to use, we could also do some work with the CILs like for example the around emergency preparedness or maybe even add some money to the youth leadership work that we are planning to do; is that correct?

 >> STEVE LOCKE: It is. I mean, so we have ‑‑ if you accept this MOU, we have a $20,000 pot of money we did not expect to have as of October 1st. And as I bill my time against that, that's time I'm not billing against our two grant funding sources which frees that money up to shift around to those other line items for sure. And we can do budget adjustments as the Council deems necessary as we move forward through time.

 >> JAN LAMPMAN: Okay.

 >> STEPHANIE DEIBLE: Steve that was going to be my next question about budget adjustments so is that going to be a fluid conversation that we have if this is accepted?

 >> STEVE LOCKE: Yes. And it should be. It should always be a fluid conversation with the Council as, you know, as we bill against it, the frequency or infrequency that we are accessing that money you should know about that on a quarterly basis and what that looks like. And how that's affecting our regular budget and what is being left on the table and how we can shift that between line items that is a conversation for the executive committee and the Council as a whole as we kind of move through this new situation.

 >> AARON ANDRES: Steve, so this pot of money just isn't supposed to be solely used for emergency preparedness is what I'm hearing it's used for a multitude of avenues.

 >> STEVE LOCKE: Yes, Aaron. It's to be used for providing technical assistance to the efforts of this grant from SILC. Yes. In whatever way we end up defining that with MPHI. And all of our collaborators here on the SILC side of it. And the Council will be apprised of that and doing approvals along the way. This is general acceptance; we can bill expenses against as we contribute time towards this grant effort that runs parallel to our SPIL goal.

 >> AARON ANDRES: Okay thank you.

 >> LISA KISIEL: This is Lisa Kisiel from BSBP. Is there a line item in the budget already for emergency preparedness? So, when you speak about billing against this grant so to say because that would be restrictive funds, correct? You can't just bill anything against that. It would have to be specifically related to emergency preparedness. So, I'm just trying to understand how that would unless you have a line item in the current SILC budget would BSBP and MRS that speaks to emergency preparedness? Is that what I'm hearing?

 >> STEVE LOCKE: And Lisa we do not have a line item for emergency preparedness in our budget. We have our SPIL support line item. But the majority of that is going to outreach. So truly most of the expenditures towards the SPIL objectives and goals are my time and Tracy's time. So, you're going to find it in the wage line item. So instead of billing those wages towards MRS or BSBP, we would bill some of those hours towards this MOU instead if that makes sense.

 >> LISA KISIEL: It does that is what I was searching for.

 >> JAN LAMPMAN: So, then Lisa this is Jan what we could then do is we could then if we are seeing that we've got extra money and on the wage line we can move it to another line where we need it right for SPIL support.

 >> LISA KISIEL: No, I understand how you do that. It's called fungible.

 >> AARON ANDRES: Thank you for the further explanation.

 >> LISA KISIEL: But I also want to ask a critical question, right. So, and I don't think this is a bad thing. I just want to be clear. So we just ‑‑ I would think that we would want to ensure that all of the things that we have agreed to do, right, on the budget side of BSBP, MRS and I am no budget person so just bear with me that this wouldn't ‑‑ that you would want to be very clear about how this assists us as I hear you saying in meeting our goals and objectives in the SPIL and other places. Do you know what I mean? You would not want to take on a responsibility and then overextend if that makes sense.

 >> STEVE LOCKE: Yes, Lisa that makes absolute sense and Dr. Fayana Richards and I had this same conversation and talked about how this grants objectives and goals run parallel to what our SILC our SPIL goal and objective is. And if they are going to allow me to bill my time against this grant for what we have been doing all along I'm going to do that and free up that money for MRS and BSBP grant then we can shift that around as needed. You know, through grant amendments or budget amendments as needed.

 >> LISA KISIEL: Have you reviewed this other than today with I don't know if Addison is on this call but has the DSUs or DSEs been involved in that conversation?

 >> STEVE LOCKE: This MOU has been out there for a couple of weeks for people to review and we've not heard anything back from anyone about it yet.

 >> LISA KISIEL: Okay that means it's in my box somewhere from my trip to Ireland and I have not got to it yet.

 >> JAN LAMPMAN: Uh‑huh, Lisa. What other questions or discussion would people like to have related to this MOU? I don't see any hands up so at this point we need to I would like to entertain a motion if somebody would like to make a motion whether to accept or not accept the MOU.

 >> MINDY KULASA:

 >> FRANK ANIMIKWAM: This is Frank Animikwam go ahead Mindy, you can take it I second.

 >> JAN LAMPMAN: Okay Frank.

 >> MINDY KULASA: I was just going to say the same thing. This is Mindy Kulasa. I provide a motion on the floor to accept this MOU as presented.

 >> JAN LAMPMAN: Do have a second.

 >> FRANK ANIMIKWAM: This is Frank Animikwam and I second.

 >> JAN LAMPMAN: Thank you we have a motion that has been presented and a second. If there is no further discussion, we can call the vote. Okay seeing none Tracy do you want to call the vote, please.

 >> TRACY BROWN: Aaron Andres, yes. Frank Animikwam, yes. Glen Ashlock, yes. Allen Beauchamp, yes. Jamia Davis, Jon I wonder.

 >> TRACY BROWN: She is muted.

 >> MINDY KULASA: She is on mute

 >> TRACY BROWN: Stephanie Deible, yes. Will Harrison, yes. Mindy Kulasa, yes. Theresa Metzmaker, yes. Motion carried.

 >> JAN LAMPMAN: Thank you and thank you Theresa for coming on. Okay and then the final item on our agenda is just an update on where we are with the personnel handbook. There are some you know changes that the committee has been working on and so I don't know who Steve were you thinking was going to give that report you?

 >> STEVE LOCKE: I can go ahead and do that, yes. Tracy if you're able to share that section. So, we have a personnel handbook for the employees. And I was remiss in my duties last year when we got rid of our formal office and Tracy, and I started working from home. There have been some expenses that we've incurred not being in the office. When we did have an office, employees were given an allowance towards cell phone usage and also home Internet because it was required for them to have some sort of connectivity from home and within the office. Now that we are pretty much permanently or long‑term home based instead of changing all of that language in the employee handbook that talked about allowances, Federal allowances, all of this stuff, we wanted to add a simple blurb in here under a new section called home-based employment. And the blurb states in the event SILC dissolves its formal workplace and employee is home based on a long‑term and/or permanent basis the word basis should be in there SILC may reimburse 100% of employees reasonable costs for cellular phone, Internet services and costs for home based reasonable accommodations. SILC phone lines and extensions will be forwarded to employees cell phones for all business calls. I know there was a little bit of back and forth and I know Jamia and Stephanie you had talked about a little bit of finessing of the language recently in e‑mails in the past few days so I would like to open up the floor on the discussion of the language. Any tweaks, modifications, or questions that you might have around this? Just as a caveat, this is Steve, I did look at the implications of the cost of this. If you were to approve this, based on the reimbursement that I'm currently getting and that Tracy is currently getting, this would add probably maybe 1500 to the budget across an entire fiscal year.

 >> AARON ANDRES: The question is do we have room for that? Second question is when I was reading through the e‑mails, I saw where Jamia had went over and added language in here is this with Jamia's added language or not?

 >> STEVE LOCKE: Jamia does this reflect the language that you sent or was there another modification that you had suggested for this particular language?

 >> JAMIA DAVIS: There was it was saying in the event that SILC ‑‑ let me actually pull it up for you. One second, I'm sorry.

 >> STEVE LOCKE: I'm sorry Jamia I apologize for that.

 >> JAMIA DAVIS: No problem. I'm pulling up the e‑mail that I sent. Okay for the in the event SILC dissolves its formal office space and employee workspace becomes home based on a long‑term and/or permanent duration. So, I just switched the language up a little bit and put it was just like a little grammar in the sentence.

 >> STEVE LOCKE: Perfect. We will add that in there Jamia. Thank you so much for catching that.

 >> JAMIA DAVIS: No problem.

 >> AARON ANDRES: And my second question was about do we have that in the budget and budgeted for the budget.

 >> STEVE LOCKE: This is Steve Aaron I would say absolutely we do. Because this past year I think that we came in under budget by about $38,000. So, we ended up giving, you know, we did not give it back. We just did not expend 38,000 that was in our budget. So, we are probably not going to come close to it and things like our SILC meetings, accommodations, travel, those are always wild cards. We just don't know who is coming to meetings in person. That kind of stuff. So, I would say if I was a betting person, 99.999% we do have it in the budget for it.

 >> AARON ANDRES: Okay.

That was it for me.

 >> JAN LAMPMAN: Okay thank you Aaron. Any other questions about the...so Steve we are asking for a motion to approve this language?

 >> STEVE LOCKE: Yes, please. Take the Council vote to approve any changes to the employee handbook, yeah.

 >> JAN LAMPMAN: So, we are I'm entertaining a motion so if anyone would like to make a motion, I don't know all who was on the committee but certainly one of the committee members can be one of the folks that makes that motion if they would like to.

 >> STEPHANIE DEIBLE: This is Stephanie, and I will make a motion for the home-based employment language in the personnel handbook.

 >> JAN LAMPMAN: Thank you.

 >> AARON ANDRES: Aaron Andres.

 >> JAN LAMPMAN: Aaron Andres supports so thank you if there is no further discussion since we had the questions and discussion before we called the motion then why don't we go ahead and let Tracy call the vote.

 >> TRACY BROWN: Aaron odd, yes. Frank Animikwam, yes. Glen Ashlock, yes. Allen Beauchamp, yes. Jamia Davis, here yes. Stephanie Deible, yes. Will Harrison, yes. Mindy Kulasa, yes. Jan Lampman, yes. Motion carried.

 >> JAN LAMPMAN: Thank you. Okay so that does somebody there is something in the background I'm hearing. Maybe I could take my mute off are there any announcements? Or information that folks would like to share at this time? Seeing none, is there any public comment?

 >> ANNIE URASKY: This is Annie signing. I raised my hand instead of clicking the button. I wanted to give a heads-up division advisory Council has a meeting next Friday from 1‑5. It will be our first in‑person meeting and we will also have a virtual option available. If you can't physically be there or you need an accommodation due to a disability. This will be our first in‑person meeting since the pandemic, so you all are welcome to come if you want. Thank you.

 >> JAN LAMPMAN: Thank you Annie and I can't see everyone on the screen because of the sharing so I did not see you so thank you so much for boldly speaking out. Mindy, I will get you after Steve because his hand was up first, okay.

 >> STEVE LOCKE: Hey I just wanted to remind everybody about the voc community needs assessment survey that is out there. Please spread that around and also our statewide independent plan survey that is out there on survey monkey if you could all spread that around through your networks we are hoping for a lot of responses for a nice, robust goal and objective section of our next SPIL. So, thank you.

 >> LISA KISIEL: Thank you for that Steve and with the CSNA that is as your survey is very integral to the SPIL that comprehensive statewide needs assessment is huge in terms of helping us when we write our VR state plans as well.

 >> JAN LAMPMAN: Mindy, you had your hand up.

 >> MINDY KULASA: Yes, I wanted to mention something that speaks to the importance of developing relationships with legislatures. I am happy to announce that Disability Network Southwest Michigan through its youth advocacy academy has gotten an official declaration, a Senate resolution past that each Thursday of October 21 of each year is going to be disability awareness and education day in the State of Michigan. Unfortunately, it happened just a week or so ago. So, we haven't been able to gear up much to do something about it this year other than a Zoom meeting on our website. But that's exciting that Michigan now has an official disability awareness and education day.

 >> JAN LAMPMAN: Awesome thank you, Mindy. Any other, yes, any other public comment? Seeing none I would entertain a motion to adjourn.

 >> AARON ANDRES: Motion to adjourn.

 >> JAN LAMPMAN: Thank you, Aaron. I know you really enjoy being together but come on.

 >> MINDY KULASA: I will second.

 >> JAN LAMPMAN: Thank you.

 >> STEVE: Thank you everyone.

 >> JAN LAMPMAN: All in favor say aye. Aye. Thank you, we will see you soon.