

## Final Victory for Campaign to Increase DSP Wages

Wages for direct support professionals (DSPs) are set to increase, following months of advocacy, legislative action and federal approval of amendments to the Family Supports and Community Integration and Habilitation (CIH) Medicaid Waivers. The amendments, which took effect October 1, 2017, provide for an increase in Medicaid Waiver rates that will allow providers to increase DSP wages.

Medicaid reimbursement rates were significantly decreased in 2010, leading to a shortage of qualified and trained workers. Although there was a slight bump in reimbursement rates in 2015, the crisis in attracting quality workers to provide care to people with I/DD and their families continued.

The Arc of Indiana achieved its top legislative priority for the 2017 state legislative session – to secure funding in the state biennial budget to increase wages for DSPs providing Medicaid Waiver Home and Community Based Services. Thanks to the efforts of DSPs, families, self-advocates, providers, and legislators who supported the effort, \$20 million in new funding was provided in the state biennial budget to allow for an increase in Medicaid rates to address the critical issue of DSP wages. A study conducted by INARE, a partner in The Arc's DSP wage campaign, found that this investment could lead to a \$1,700 a year wage increase for DSPs who support some of our most vulnerable Hoosiers.

### The Arc US to Honor Indiana Leaders

State Representative Tim Brown and Senator Luke Kenley will receive The Arc of the United States Catalyst Award for Public Policy Victory of the Year at The Arc's annual Catalyst Awards event on November 3, 2017.

Representative Brown and Senator Kenley will be recognized for their leadership in increasing funding to allow for wage increases for direct support professionals. Legislative



Randy Bell and his community guide, Kevin Solares, a DSP employed at Noble / The Arc of Greater Indianapolis

leaders from New York will also be recognized.

*Representative Brown and Senator Kenley will be recognized for their leadership in increasing funding to allow for wage increases for direct support professionals.*

In announcing the award, The Arc stated:

Each day direct support professionals (DSPs) play a vital role in the lives of people with I/DD and their families ... But increasingly, our community is losing these

vital workers to higher-paying, less demanding jobs. As a result, alarming DSP turnover rates prevail and ongoing shortages of candidates brings stress and anxiety for clients and their families.

In Indiana, the charge for competitive DSP compensation was led by Representative Tim Brown, Chairman of the House Ways and Means Committee and Senator Luke Kenley, Chairman of the Senate Appropriations Committee. Both Chairman Brown and Chairman Kenley have been long-time champions of issues important to people with I/DD. Together they spearheaded the effort to budget \$20 million of state funds, which would draw down another \$40 million of federal dollars, ultimately increasing the hourly wage of DSPs.

Victories like these wouldn't be possible without the support of elected officials being honored with this award. Our hope is that other states will take note of these victories and strive to replicate what they have done. We commend both New York and Indiana for their tireless work to support DSPs and the people they serve.



Representative Tim Brown



Senator Luke Kenley

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## Self-Advocates of Indiana President's Corner

Kelsey Cowley, President  
Self-Advocates of Indiana



As 2017 heads into the last quarter, Self-Advocates of Indiana can look back on a busy year thus far.

On July 14 SAI hosted over 600 self-advocates from around the state at the 2017 Self-Advocates of Indiana Annual Picnic at Hummel Park in Plainfield, IN. Overall, we heard great things about this year's new picnic location. We hope everyone that

attended enjoyed themselves and plans to return next year. We also presented our annual SAI Awards at the picnic. Marie Dausch, Executive Director at New Horizons Rehabilitation was the winner of the 2017 Professional Award. Julie Kyle-Lee, a DSP from Sycamore Services was given the 2017 Ally Award. And I was honored to receive the Self Advocate of the Year Award.

We have continued to be involved in important state and legislative initiatives. We provided testimony to a study committee on Supported Decision Making as an alternative to guardianship and have been working closely with the state on the DDERS case management redesign focusing on the LifeCourse Framework.

Looking forward, we are excited to send three SAI officers to the 2017 National Convention of The Arc in San Diego, CA. The conference is taking place November 1-4 and will give our officers the opportunity to gain knowledge and leadership skills and network with other disability advocates from around the country.

Also, please make sure to join us for our annual conference on November 15 at 502 East Event Centre in Carmel, IN. This year we are partnering with The Arc of Indiana for The Arc of Indiana & SAI Conference, Impact Awards Luncheon and Annual Meetings. The conference will feature Sharon Lewis, a national expert in disability policy; and comedian, YouTube star, and author Zach Anner. There will also be workshops with information for families, self-advocates, direct support professionals, and disability advocates. SAI's annual meeting and board elections will take place on this day as well, so please attend and represent your region and SAI chapter.

We hope to see you at the conference!

## Mark Hublar Featured in Southern Indiana Business Magazine



Southern Indiana self-advocate, Mark Hublar, was recently featured on the cover of Southern Indiana Business magazine. Mark is a professional speaker and shares his story across the country. He is also a member of Self-Advocates of Indiana Speakers Bureau and works for The Arc of Indiana's My Life My Choice program and Career Counseling Information and Referral (CCIR) program. To book Mark or another Speakers Bureau member to speak to your organization or group, visit [www.saind.org/speakers-bureau](http://www.saind.org/speakers-bureau) or call SAI Administrator Amanda Circle at 317-977-2375.

## A View from My Window

Hosted by Michelle Fischer

The Arc of Indiana welcomes you to listen in to *A View from My Window*, our podcast hosted by Michelle Fischer.

Visit [www.arcind.org/podcasts](http://www.arcind.org/podcasts) to listen to the latest edition and past broadcasts of *A View from My Window*, including these recent shows:

A View into The Arc Master Trust II

A View into The Arc Advocacy Network with Jill Smith

A View into What's New at Self-Advocates of Indiana

A View into Indiana's ABLE Program

**Like** *A View from My Window* with Michelle Fischer on Facebook

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## STAY CONNECTED STAY INFORMED



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*A View From My Window* with Michelle Fischer  
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Kim Dodson

## Executive Director's Column

Over the past few months The Arc has asked you numerous times to step up and tell your personal stories to members of Congress, to help us defeat attempts to block grant and cut Medicaid and repeal the Affordable Care Act (ACA). Every time we asked, you delivered. I recognize that it can be hard to tell your most personal and intimate stories about family hardship and finances. I know all too well the emotional stories of families whose children have life-threatening conditions that will be devastatingly impacted should the ACA be altered and states be faced with block grants or per capita funding – these things keep me up at night. Thank you for being willing to share your stories and help so many others who face the same issues as you.

As I write this column at the end of September, yet another attempt to repeal what is commonly referred to as ObamaCare and cut Medicaid has been stopped thanks to the efforts of families, people with disabilities, those who provide supports and services, and advocates across the country. The efforts of Congress to this point have been more about politics than policy, more about votes than people.

As someone who has been immersed in public policy and politics her whole career, this is the type of politics that sickens me. In general, I believe the majority of those who serve in office do so with the best of intentions. They serve because they truly want to make the world a better place for generations to come. Only a few actually play games or serve as a means to receive affirmation and control those they supposedly represent. What is happening in our capital is the politics

I've tried to convince others doesn't exist, but sadly it exists today.

What does give me hope, however, is seeing how people and organizations have come together over the last several months – organizations who strongly care about the health of people with disabilities and the assistance they need to live fuller lives. These groups are united around the message that repeal of the ACA and cutting Medicaid would be devastating for the people they care about. Rather than focusing on differences, organizations which may not agree on everything are rallying together on something they *do* agree on. We have proven yet again that there is real power in numbers!

In spite of how ugly politics can sometimes get, we have certainly shown that grassroots advocacy is alive and well, and it can get things done. There is no doubt that we will need to continue to strategize, unify and speak out in the months

and years ahead, but I am optimistic that together we *can* achieve.

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Thank you for all you have done and all that I know you will continue to do. Your voice is powerful, and I am so thankful you are willing to use it to help so many others.

## Celebrating Chapters of The Arc

The following stories exemplify how programs and services provided through local chapters and organizational members of The Arc enrich the lives of people with developmental disabilities and their families.

### Bi-County Services The Arc in Adams and Wells Counties



Bi-County Services' self-advocate group takes pride in ensuring their peers know what to do when they believe that they are not being treated fairly or find obstacles have unnecessarily been placed in the way of achieving their dreams. The group meets twice a month to plan and discuss their many charitable based activities and community projects.

### Insights Consulting Organizational Member of The Arc



Insights believes that by focusing on what people CAN do, the individuals they serve are empowered to move forward toward a greater sense of accomplishment and quality of life. Their mission includes not only changing the lives of the people they support, but also impacting the lives of their employees. Riley, a DSP for Insights, is actively seeking her Master's Degree so she can continue in a career supporting people like Taylor, who has absolutely captured her heart.

### Stone Belt Arc The Arc in Monroe County



Since leaving high school a few years ago, Julia and Shawnie are enjoying life in the Bloomington community. With support from their families, they developed and carried out a plan to share an apartment. Julia has a job in Stone Belt's manufacturing program assembling medical products, and Shawnie is a lunch room supervisor at an elementary school. Both women participate in Stone Belt's Lifelong Learning program where Julia has found a

creative outlet through art classes and Shawnie enjoys dance class as a way to connect with close friends.

### The Arc Northwest Indiana The Arc in Lake, Porter and LaPorte Counties



Paul Jones, who has received services and supports from The Arc Northwest Indiana for 27 years, is most proud of "being on his own" and working as an employee of Little Caesars. In addition to his work, Paul shares an apartment with a friend, ushers at his church, and enjoys bike riding. Most of all, he will say, "Being out in the 'real world' makes me feel real happy."



# Lt. Governor Suzanne Crouch to Lead Task Force to Assess I/DD Services and Supports

The Task Force for Assessment of Services and Supports for People with Intellectual and Developmental Disabilities, established by HEA 1102 in the 2017 session of the Indiana General Assembly, will be led by Lieutenant Governor Suzanne Crouch, a champion on issues important to people with disabilities and their families.

A broad assessment of I/DD services has not taken place since 1997, when the 317 Commission

was established to create a comprehensive plan for services during the time state-run institutions were closing and services were shifting to home and community based supports.

Other task force members include The Arc of Indiana Executive Director Kim Dodson and INARF CEO Steve Cook, representing providers of services to people with disabilities. Other key stakeholders include two family

representatives, two self advocates, two providers of services and representatives of the state agencies who run programs or play a role in the life of someone with a disability.

The task force is expected to begin meeting early this fall and will host meetings around the state. Each meeting will include a listening session for members of the public to provide input regarding services and support to people with disabilities. At this writing, meeting dates and locations have not been established. Be sure to subscribe to

The Arc of Indiana E-Newsletter at [www.arcind.org/get-involved/sign-up](http://www.arcind.org/get-involved/sign-up) and follow us on social media for updates. The task force's comprehensive report is due no later than November 1, 2018.

With many new discussions taking place regarding the Workforce Investment Opportunity Act and the federal Home and Community Based Services Rule, it is timely to bring together a broad group of stakeholders to help Indiana plan for the future of services and supports for people with I/DD.



Self-Advocates of Indiana President Kelsey Cowley and Lt. Governor Suzanne Crouch

## Indiana Moves to “Order of Selection” for Vocational Rehabilitation Services

Indiana has received federal approval to implement a process called “order of selection” for Indiana’s Vocational Rehabilitation (VR) program. This means that individuals with the most significant disabilities will be prioritized to receive VR services. Individuals who had an Individualized Plan for Employment (IPE) in place prior to August 1 will continue to receive services. Individuals who applied or who were found to be eligible for VR services, but who did not yet have an IPE in place, are subject to the order of selection.

The change is taking place, according to VR, due to federal requirements that state VR agencies implement an order of selection when it anticipates that it will not have sufficient fiscal or personnel resources to fully serve all eligible individuals. Part of the issue is a shortage of VR counselors to effectively move people through the VR process.

As part of our public comments regarding the change, The Arc of Indiana noted, “The Arc of Indiana has a deep commitment to help people with I/DD have access to jobs and

careers. When we talk with families and self-advocates, jobs are the top priority of what they want in order to have as much independence as they can. The services available from VR play a critical role in assisting people with disabilities entering the workforce. For that reason and certainly others, The Arc of Indiana is concerned about the impact of implementing order of selection in Indiana.”

*Individuals with the most significant disabilities will be prioritized to receive VR services.*

The Arc will continue its efforts to work towards a solution that will allow people of all disabilities to receive vocational rehabilitation services. Efforts are also being made to open and improve new avenues for employment services for people with disabilities, including the department of work force development. Watch for information and updates on our website, our weekly e-newsletter, and in future issues of *The Arc New in Indiana*.

## #JOINOURFIGHT

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## DDRS Begins Roll Out of New Approach to Person Centered Planning for Medicaid Waiver Recipients

Just over a year ago, the Division of Disability and Rehabilitative Services (DDRS) opened a dialogue on the need for transformation in how Indiana provides services and supports to its citizens with intellectual and developmental disabilities. Since then, they've consulted with self-advocates, families, case managers, providers, and other stakeholders to better understand the collective vision for services and supports for Hoosiers with disabilities and what we can do, as a community, to transform the approach to move toward supporting individuals and families in a more holistic way.

The goal is to look toward not only what supports are available through the Medicaid Waiver and other services, but also to look at family goals for loved ones and the individual goals of people with disabilities, and build a framework of supports that

over time transitions individuals towards achieving those goals.

As a first step, DDRS focused its initial efforts on Person Centered Planning (PCP) and case management. These areas were targeted due to the central role both play in supporting individuals and families.

Using feedback from stakeholders, recommendations from the Case Management Innovation Group and resources from the National Community of Practice for Supporting Families, the Bureau of Developmental Disabilities Services (BDDS) will begin introducing changes to the PCP approach through trainings and other information sharing over the next several months. The new approach is heavily influenced by the LifeCourse Framework developed through the National Community of Practice for Supporting Families, which builds on traditional PCP tools and thinking to move towards

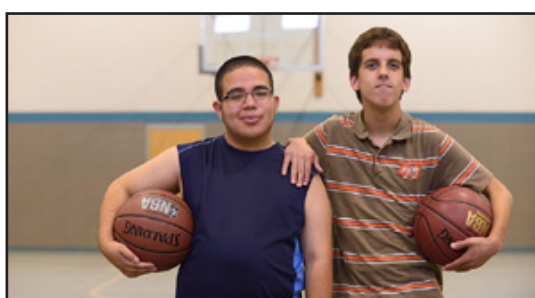
a more meaningful approach to planning for individuals and their families. For more information on the LifeCourse Framework, please visit [www.lifecoursetools.com](http://www.lifecoursetools.com).

The new approach will begin phasing in on January 1, 2018 for individuals on the Family Supports Waiver (FSW) and the Community Integration and Habilitation (CIH) Waiver based on their annual date, by request of the individual or team member, or when an update to the plan is needed. These changes will also include adjustments to how case management services are currently delivered to better align with changes to the PCP approach. Specifically, DDRS is working on the following activities to reflect changes to PCP and case management:

- Updating policies, procedures and guidance related to PCP and case management

- Conducting statewide trainings to provide concrete, face-to-face learning opportunities regarding PCP and the role of case management
- Providing regular updates to stakeholders on progress toward new PCP implementation to ensure transparency and up to date information

DDRS recently implemented specialized training for case managers and BDDS staff geared toward the unique and critical role case managers play in supporting individuals receiving Medicaid Waiver services. BDDS will host a similar series of trainings open to additional stakeholders in late fall. Notice for these training opportunities will be available by mid-October. For more information on this initiative, please visit [www.in.gov/fssa/ddrs/5437.htm](http://www.in.gov/fssa/ddrs/5437.htm).





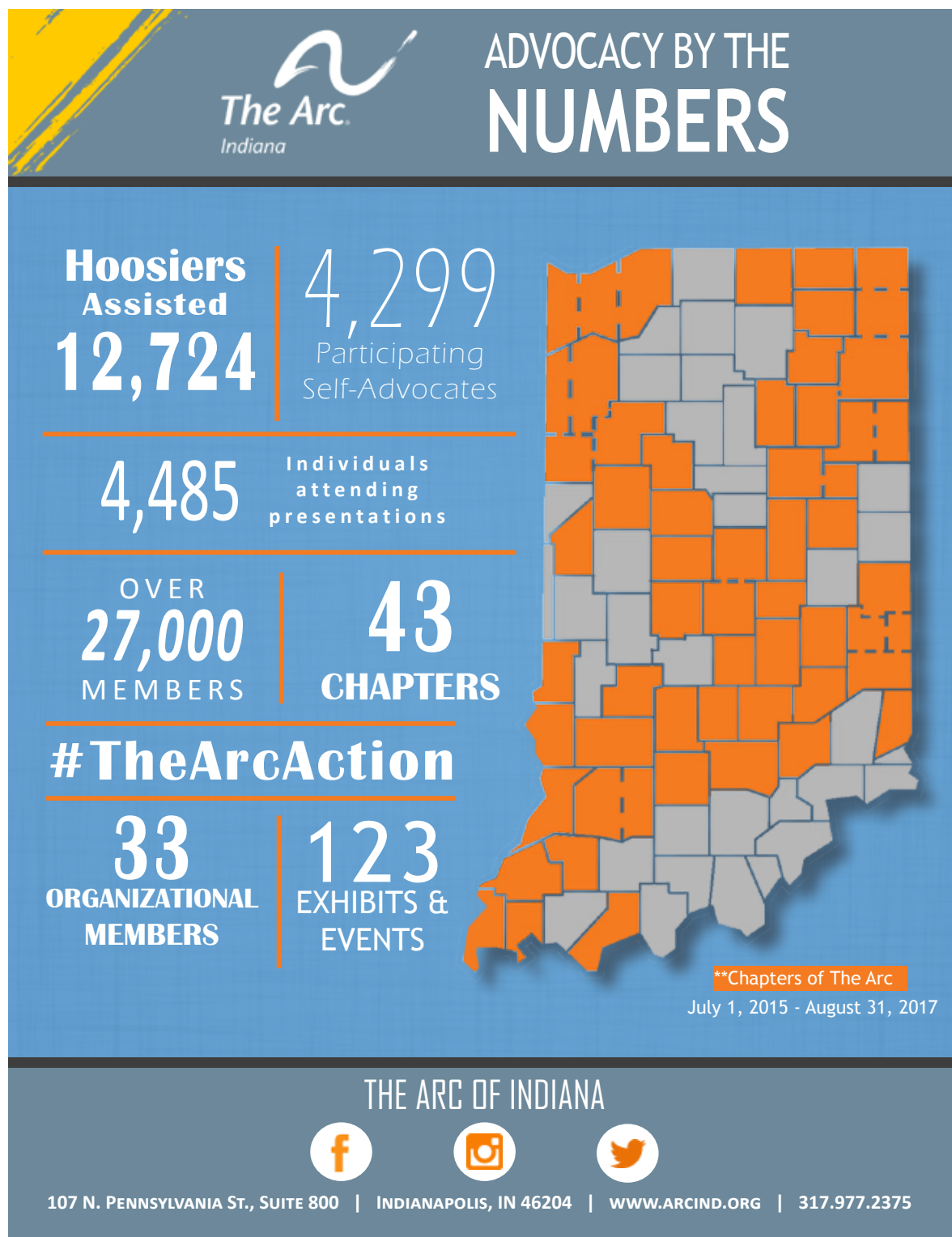
## Making a Difference #TheArcAction

The Arc Advocacy Network provides information, referral, advocacy, and support regarding:

- Government programs, including Medicaid, Medicaid Waivers, SSI and Vocational Rehabilitation
- Employment
- Navigating Health Insurance
- Natural and Community Supports
- Guardianship and Alternatives
- Community Living Options
- Self Advocacy and Self-Advocates of Indiana

Between July 1, 2015 and August 31, 2017, The Arc assisted over 12,720 Hoosiers through The Arc Advocacy Network. We presented and exhibited at over 123 events and connected with nearly 4,300 self advocates who joined in various events and activities. Over 4,480 individuals attended presentations conducted by The Arc Advocacy Network.

The Arc Advocacy Network is here to help. Call us at 317-977-2375, 800-382-9100 or email us at [thearc@arcind.org](mailto:thearc@arcind.org)



Trainees for the Association of University Centers on Disabilities (AUCD) deliver letters gathered by The Arc of the United States from families, self-advocates, and concerned citizens to the Senate Finance Committee prior to their hearing on the Graham-Cassidy proposal on September 25, 2017.

## Health Care, Medicaid Protected - Again

Over the last several months, The Arc worked nonstop, along with other disability organizations, to defeat efforts to repeal and replace the Affordable Care Act (ACA) and threats to Medicaid. Peter Berns, CEO of The Arc, said, "The victors in this battle are the advocates across the country who made clear that the disability community staunchly opposes legislation that includes per capita caps or block granting of Medicaid. We thank all the advocates who rallied together and would not be ignored when the civil rights of people with disabilities were at stake. We also thank the Members of Congress who joined us in opposing this bill. This year, we've fought multiple health care proposals that threatened the health and well-being of people with disabilities. While we celebrate this victory, we remain vigilant and ready to oppose future threats to Medicaid put forward by Congress."





## The Arc Master Trust Celebrates 29 Years of Service

The Arc Master Trust will proudly celebrate the 29<sup>th</sup> anniversary of its founding on October 24, 2017. Throughout those 29 years, its goal has been to provide trust services that will enhance individuals' lives with integrity and reliability at an affordable price.

Trust I, the original type of special needs trust, allows parents or other people to give money or leave an inheritance to an individual without impacting eligibility for programs like Medicaid, Medicaid waivers and SSI.

A few years after Trust I was established, a law was passed that allowed people who have disabilities to save their own money without impacting benefits. The Arc quickly added Trust II to its services. Trust II, a self-settled or first party special needs trust, was the first financial option that allowed someone to save beyond their resource limit for Medicaid and SSI without losing those benefits. Many trust clients use Trust II as a savings account that they can use not only for disability related expenses, but also for personal items, entertainment, vacations and more.

Since 1988, The Arc Master Trust has administered trusts for more than 7,000 Hoosiers across the state. Led by Trust Director Melissa Justice, the trust staff works hard to provide outstanding customer service to its clients who count on them to quickly respond to their needs while keeping up-to-date on rules and regulations regarding their benefits.

If you would like to learn more about The Arc Master Trust I or II, visit [www.thearctrust.org](http://www.thearctrust.org)



Melissa Justice

*Since 1988, The Arc Master Trust has administered trusts for more than 7,000 Hoosiers across the state.*



Jill Ginn

or contact Assistant Trust Director Jill Ginn at 317-977-2375 or [jginn@arcind.org](mailto:jginn@arcind.org). Jill travels Indiana, meeting with families, individuals and organizations to provide group training or individual discussions about trusts.

## EGTI Announces New Program

ERSKINE GREEN Training Institute A PROGRAM OF THE ARC OF INDIANA FOUNDATION  
Creating employment opportunities for people with disabilities

[www.erskingreeninstitute.org](http://www.erskingreeninstitute.org)

The Arc's Erskine Green Training Institute (EGTI) launched a new 10-week healthcare support training program, **Supply Chain: Inventory Distribution**, on October 16, 2017. Students accepted into this program train at IU Health Ball Memorial Hospital. The position encompasses several different skills areas including:

- Utilizing a hand-held scanner to document medical and non-medical supplies required
- Counting current quantity of supplies and reading product labels to determine quantity needed
- Locating and gathering the correct amount of supplies needed from the supply warehouse
- Stocking supplies within each area by utilizing a supply cart
- Keeping the warehouse organized and maintaining inventory in an assigned location

The first class filled quickly with four accepted students. Two ses-

sions will be offered in 2018—one beginning January 8 (Session 1, 2018) and the second beginning July 30 (Session 3, 2018). Due to the anticipated popularity of the program, interested candidates are encouraged to apply as soon as possible.

EGTI's programming is designed for individuals whose academic, social, communication and adaptive skills are affected due to a disability. Most applicants would have received special education services in the K-12 setting and exited their secondary school with a diploma, GED or certificate of completion. EGTI is a certificate program (not an accredited college degree program). Participants may also earn additional industry recognized certifications depending upon the program selected.

For opportunities to discover more about EGTI and its training programs, visit [www.erskingreeninstitute.org](http://www.erskingreeninstitute.org) or plan a trip to Muncie to join a general tour. A presentation and tour is offered monthly—often the last Monday of the month.



# Announcing The Arc of Indiana and SAI Conference, Impact Awards Luncheon and Annual Meeting

Join us for The Arc of Indiana and Self-Advocates of Indiana Conference and Impact Awards Luncheon on Wednesday, November 15, 502 East Event Centre, Carmel, Indiana.

The conference will feature **Sharon Lewis**, a nationally lauded expert in disability policy spanning home and community-based services, education, employment, independent living supports, and person-centered services. Sharon is also mom to three daughters, including one with developmental disabilities.

You do not want to miss our keynote speaker at the Impact Awards Luncheon, comedian **Zach Anner** – author of *If at Birth You Don't Succeed*, YouTube star and guest star of ABC's hit comedy, *Speechless*.

## Conference Schedule

- 8 – 9 am .... Registration / Exhibits Open
- 9 – 9:50 am ..... Opening Plenary featuring Sharon Lewis
- 10 – 10:45 am ..... Breakout Sessions
- 11 – 11:45 am ..... Breakout Sessions
- 12 – 2 pm ..... Impact Awards Luncheon featuring Zach Anner



Sharon Lewis  
Opening Plenary Speaker

## BREAKOUT SESSIONS

### Sharing Your Story

*Learn from chapters of The Arc and family members how individuals and organizations can make an impact by sharing your story through social media, video, and direct communication.*

### Getting to Work

*Explore avenues to employment, from VR and beyond.*

### Community Action and Advocacy

*Gain hands on knowledge from veteran self-advocates on advocating at the local level in your community.*

### Sexual Abuse and Prevention

*Receive critical information on best practices for providers, and knowledge for families and self-advocates on identifying, preventing and approaching the topic of sexual abuse and prevention.*

### The Critical Health Care Debate

*Be informed and get up to date on the critical health care debate and health care topics.*

### Preparing for Life's Transitions

*Equip yourself with information on options and steps to plan for your or your loved one's future, including guardianship, supported decision making, special needs trusts, and ABLE accounts.*

### Recruiting and Keeping Direct Support Professionals

*Join a discussion on the important issue of innovative ways to hire and maintain quality direct support professionals.*

### Connecting to Community

*Delve into person first, LifeCourse planning – known by many names, with the goal to make real life community connections*



Zach Anner  
Impact Awards Luncheon Keynote Speaker

## Registration Information

Registration is available online at [www.arcind.org/conference](http://www.arcind.org/conference). Please register by November 10, 2017.

- Self-Advocates: \$20
- Personal Care Attendants: \$20
- Direct Support Professionals: \$30
- Family Member of Person with a Disability or an Individual Member of The Arc: \$40
- Professional Member of The Arc: \$100
- Professional Non-Member: \$150
- Impact Awards Luncheon only: \$50 per person or \$350 for a table of 8

## Hotel Accommodations

A block of rooms is available for conference guests at Homewood Suites located at 2501 E. 86th St., Indianapolis. To make a reservation, call 317-253-1919.

**Wednesday, November 15, 502 East Event Centre, Carmel, Indiana**  
[www.arcind.org/conference](http://www.arcind.org/conference)