

## Board of Vocational Rehabilitation (BVR)

June 14, 2023

### Meeting Held Via ZOOM and DHS Hillview Plaza/Conference Room

**MEMBERS PRESENT:** Vicki Stewart, Eric Weiss, Cole Uecker, Brad Konechne, Lisa Merchen, Jennifer Trenhaile, Joe Vetch, Bill McEntaffer, and Jonathan Englund.

**MEMBERS ABSENT:** Jolleen Laverdure, Kevin Barber, and Chris Olson. **OTHERS PRESENT:** Brooke Lusk, Bernie Grimme, Jordan Trumbo, Katie Gran, Kim Ludwig, Kristy Jackson, Christy Cap, Donna Leslie, and Colette Wagoner. The interpreters were Julie Paluch and Krista Gunderson.

**OPENING ACTIONS:** Cole Uecker, Chairperson called the meeting to order at 9:02 AM. He welcomed everyone and thanked them for attending. Staff confirmed that a quorum was present. Cole explained with meeting virtually, voting will be conducted by roll call, each voting member will be asked for their reply of yes, no, or abstain.

Approval of Agenda: Cole asked if there were any changes to the agenda. **MOTION TO APPROVE THE AGENDA AS DISSEMINATED – MADE (M), SECONDED (S) AND CARRIED (C).** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None.

Review/Approval of Meeting Minutes: Cole asked for changes/additions to the Board's March meeting minutes. There were none. **MOTION TO APPROVE THE MARCH 2, 2023, MEETING MINUTES AS DISSEMINATED, MSC.** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None. Cole asked if there were any changes to the minutes of the Executive Committee meeting, **MOTION TO APPROVE THE MAY 8<sup>TH</sup> EXECUTIVE COMMITTEE MEETING MINUTES, MSC.** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None.

**PUBLIC COMMENT:** Cole invited public comment. Brooke inquired about the status of member appointments or reappointments. Eric thanked Brooke for continuing to attend meetings and provide input. This board as well as other boards/councils are patiently waiting for the Governor to make appointments. This could become an issue at the end of June with several more members terming off and additional members seeking reappointment. Bill stated the Workforce Development Council is also waiting for action to be taken on appointments/reappointments.

Next, Colette shared information on the Statewide Independent Living Council's Facebook page. She encouraged members to forward announcements, training events and other disability related information that could be posted to it. Members were also asked to like and share the page. Nominations for the Champion of Independent Living Services Award are due on June 23<sup>rd</sup>. Colette noted that the Youth Leadership Forum

(YLF) promotional video will be available soon and once it is finalized it will be shared with members.

**ANNOUNCEMENTS:** Cole invited announcements. Vicki announced that events will take place in Sioux Falls on July 26 celebrating the 33<sup>rd</sup> anniversary of the Americans with Disabilities Act (ADA). She encouraged members to attend if in town. Information will be forwarded to staff which will be shared with members. Cole spoke about the gathering and cookout held in Kyle. Disability Rights SD partnered with VR and other providers to host this community gathering which had a good turnout. Cole encouraged members to let others know about upcoming events, especially if there is the ability to collaborate/partner with hosting events.

**DIVISION DIRECTOR'S COMMENTS & UPDATES:** Comments: Eric welcomed everyone and thanked them for attending. Quarterly Data Report: This information was created several years ago at the request of a member. The report provides information on total applications, eligibilities, total served and closed case data for the agency. He referenced the most recent quarter 2022 3<sup>rd</sup> Quarter (January 1, 2023 – March 31, 2023) data. The number of applications for VR services has been increasing steadily since 2020, a positive trend. A focus for the Division has been on delivery of services and outcomes. Priorities have included engaging the public, engaging current participants, improving provider capacity, and improving participant success rate.

Before proceeding a question was asked about the need for interpreters. Staff was asked to try to reach the missing member and inquire about their ability to attend.

Eric spoke about other key points. The employment rate for the third quarter of 2022 program year for the Division was 41% (the success rate or percentage of participants that receive services that are successful in achieving their employment outcome). This quarter's data reflected that over 24% of those served were under the age of 19, and thirty-six percent of these were under the age of 25 (over 60% of the people served were youth with disabilities under the age of 25). Over 13% were Native Americans, and over half of the participants served had a cognitive disability and another third had mental illness (identified primary disability). A question was asked whether these numbers are normal or are some numbers showing above normal/below normal. Eric indicated that the number of youth under the age of 25 served has grown over the years.

Budget: June 30<sup>th</sup> is the end of the state fiscal year. Eric talked about the earned program revenue generated by the Social Security Reimbursement funds. This gain in revenue, along with numbers of participants being served being down has resulted in a downturn in expenditures. Work was done to track and forecast expenditures. As of April, it looked like the Division was on track to expend all federal funds, however

during the month of May expenditures were down. This could mean reverting federal funds, and the Division will continue to work on this. Work has been done to avoid the need to revert funds as program initiatives have been implemented to enhance services and outreach efforts which will continue. A question was asked about any limitations on the expenditure of federal funds. It was noted that Social Security Reimbursement funds are allowable to be used for any program under the Rehabilitation Act.

Eric shared information about the reallocation process. Historically, the Division has requested additional funds. However, in the last few years the Division has not requested funds and has had to revert funds. Last year, there were 22 VR agencies that released funds in the amount of \$330 million and 15 VR agencies requested funds in the amount of \$87 million, leaving a significant portion of VR funds not being utilized. The Rehabilitation Services Administration (RSA) has increased its emphasis on training and the provision of technical assistance in terms of use of funds.

**STRIVE:** Kristy Jackson, Career Programs Coordinator, Southwest Technical College, was introduced. Strive is a special education program focused on building the skills of young adults needed to be successful in college. The program helps students transition to post-secondary education programs. Strive is for students ages 18-21 whose IEP and post-secondary goals include college or career training programs. Students earn college credit; college coursework meets the general education requirements of most certificate or associate programs at Southeast Tech.

Local school districts typically pay Teachwell Strive tuition on behalf of students, and VR may cover the cost of college tuition and books. Students with disabilities are assisted with adjusting to campus life and manage a schedule that includes college courses, career exploration and life skills lessons. Students are equipped with the skills and resources to attend college while working individually to build social/emotional skills and the ability to self-advocate. Students are there from 8-3 during the regular school day. Students take classes with Southeast Technical Institute part time earning credit and the remainder of the day involves working through Project Skills, exploring assistive technology, and work in small group on various activities, i.e., executive functioning, self-advocacy, social skills, budgeting.

STRIVE works with students on obtaining stackable credentials, work experience, earning certificates and/or college credits. Kristy provided examples of student stories and their accomplishments. Teachwell/STRIVE will be moving to a larger space and staff will be providing faculty training this next year. Seven students participated last year and there are four students who signed up to start in the fall. School districts provide transportation for the students to Southeast Tech. The students come from Brandon Valley, Sioux Falls Public and Harrisburg. Activities can be focused on the

students' interest area which consist of meeting with individuals working in the area of interest, touring employment environments, and job shadowing.

Members thanked Kristy for the information. It was noted that a new video will be available soon and it will shared with members. Members were encouraged to share the video and refer students, family members, and others to her and the program to learn more.

**DIVISION'S STATE PLAN UPDATES:** Bernie reported that RSA disseminated new instructions for the State Plan last month. A list of the Division's sections to the State Plan was presented. The list outlined the status of each section and who is working on each one. The sections will be shared with the Consumer Services Committee as working drafts and then they will share with the full Board for additional comment/input. Bernie reviewed the projected timelines including completion date for drafting sections, presenting the State Plan for public comment, and uploading the information to RSA via a portal. The effective date for the State Plan will be July 1, 2024. The Division's section is part of the State's Unified State Plan. The Unified State Plan has sections needing to be completed by the Department of Labor and Regulation and the Division of Service to the Blind and Visually Impaired.

Colette spoke to the Goals and Strategies section, drafted by the Consumer Services Committee. The committee reviewed information consisting of what is currently outlined in the State Plan, findings from the Comprehensive Statewide Needs Assessment, and public input received from other meetings. The committee developed five goals and strategies for each based upon this information. This document was shared with the full Board. Bernie noted the draft documents will be posted on the Division's website for additional input and will be shared during public meetings for input which will be held later in the year. Cole added that it is important for members to review this information and provide feedback to ensure we as a state are meeting the needs of persons with disabilities.

## **BREAK**

**VOCATIONAL REHABILITATION (VR) PROGRAM INITIATIVES:** Bernie spoke to work conducted by private for-profit providers (those who provide job coaching, job development and job placement). He explained that audit requirements changed contracts a few years ago with private providers. Providers are required to register as a business with the Secretary of State, must have a tax id number, insurance, business name. Contracts were issued to 11 private providers which will be effective July 1, 2023, for three years.

Kim Ludwig spoke to two documents (Employment Skills Program/ESP and Job Coaching) developed for staff to utilize with businesses: She developed these one-page resources for vocational rehabilitation (VR) counselors and other staff to utilize when discussing services with businesses. She explained that job coaching is an employment retention support service that's available for job seekers with disabilities who may require more individualized support when starting a new job. Job coaching benefits businesses by having an employment specialist on-site to work one-on-one with a new employee to provide training while learning essential tasks. ESP is designed to provide job seekers with disabilities who have limited work experience with an opportunity to experience career opportunities, develop skills, and build a positive work history. ESP provides temporary paid work experience, providing up to 250 hours. The one-page resources provide an overview of services and explain the processes for businesses to receive the services. Both resources have been utilized by VR staff, and the Division has received positive feedback. She provided examples of how the resources were utilized.

Katie Gran spoke to the Summer Pre Employment Transition Services (ETS) Camps. DRS approved funding for 18 summer camps, committing approximately \$149,000 to the camps. Three ILC camps had to be cancelled (2/no students, 1/no staff), 15 camps are scheduled in June and July. The following are hosting camps: Mitchell School, Sioux Falls (Teachwell), Aberdeen, Huron, Watertown, Brookings, Sioux Falls (ILC), Mitchell (ILC), Center for Disabilities will host a camp via Zoom, Rapid City (CSD), Milbank School, Rapid City (BHSSC), Lakota Teach and St. Joseph's Indian School (Oyate Circle). Some students expressed disinterest due to scheduling conflicts with DLR's Passport Camps. Some camps might be rescheduled and offering students stipends for participation.

Youth Leadership Forum (YLF) was held June 4-8 in Aberdeen at Northern State University and hosted by Transition Services Liaison Project (TSLP). YLF brings students with disabilities together from across the state to learn from each other and successful adults with disabilities who are recognized as leaders and role models. Students learn more about their disability, how to analyze their strengths and weaknesses, learn about disability laws, their Individual Education Program (IEP), and much more. This year's theme was "Find Your Place in the Circle of Life." There were 42 students with disabilities who attended as delegates with more students/adults with disabilities serving as team leaders, assistant team leaders, mentors, the event's MC, and videographer. There were multiple presenters available again this year. Max Sevier performed Native American dances and Scott Moore spoke on getting involved in local politics. Returning presenters were Chaz Kellam from Pittsburg, Pennsylvania, who helped get the attendees excited about being there, talked about his experiences of living with a disability, the importance of learning and understanding about one's disability, and led team building exercises. Safe Harbor staff returned to give a presentation to attendees about staying safe on social media. Students volunteered at

the Salvation Army, Boys & Girls Club, KO Lee Public Library, Safe Harbor, and Aberdeen Area Senior Center learning a variety of employment related tasks while learning the importance of being active in one's community. There were several opportunities for students to learn from statewide agencies about available services. Agency staff represented VR, DLR, DakotaLink, Independent Living Choices, SD Parent Connection, Community Service Providers, SD Benefits Specialist, CSD, and Disability Rights SD. The students had opportunities to participate in fun activities at Wylie's Park and the Red Rooster coffee house. The Richard L Hicks Awards Ceremony was available via live stream for those unable to attend in person.

Update on funded 18-21 programs: Harrisburg, EDEC, and Mitchell school districts recently finished their 3<sup>rd</sup> year hosting an 18-21 program. Sisseton finished their 2<sup>nd</sup> year and Douglas and CORE Educational Cooperative finished their 1<sup>st</sup> year of grant funding. A total of 31 students were served by these programs.

Status on Project SEARCH: The Aberdeen site had 6 participants, 1 student is employed, and the others are searching for employment. This site is going into a Hiatus status as previously discussed due to staff shortages and wanting to support more students. The Brookings site had 7 participants, 4 are currently employed, with the others are actively searching for employment. BHSSC in Rapid and Sturgis had 7 participants, 3 are in employment status, and 3 are working and VR is waiting for documentation, and 1 student's case has been closed successfully. Sioux Falls School District had two students dropped due to medical issues and two students are employed. Teachwell (SF) has 4 participants searching for employment. The Yankton site is still planning to start in the Fall.

SD Transition Activities for Students document. Katie shared her screen displaying the "Transition Timeline" document. This resource provides suggested transition activities for students to help prepare them for a successful transition from high school to the adult world. It provides an age range, suggested activities, and areas to check if the activity has been started, finished, or not needed. It includes resources and contact information and an area to include members' names involved with the student and their contact information. This resource will be forwarded to share with members.

Jordan Trumbo spoke to the work on the Sarah Digital Software, automated digital program, which will be rolled out to all district offices. The committee will continue working on the utilization of this software and identify best practices. Self-Employment Policy: Jordan is working with field staff on updating this policy and the procedures. Training on this topic for staff will be held in September, and staff from the Center for Self-Employment will present during the Fall Conference. The Division was approved to hire additional staff with the Deaf Services Program. Hailey Bowers will become the Deaf Services Specialist. She is a certified interpreter, and she will be a good fit having knowledge of the deaf community. This will free up some of Shana's time to allow her

more time to focus on training. Shana's position will evolve with identified training needs.

**STAFF UPDATE:** National Disability Employment Awareness Month (NDEAM): <https://www.dol.gov/agencies/odep/initiatives/ndeam>. The US Department of Labor's Office of Disability Employment Policy announced the 2023 Theme: "Advancing Access and Equity". NDEAM celebrates the contributions of America's workers with disabilities past and present. The above link will have a poster and other resources available soon. Anyone can order off the site directly, and the items are free. Staff is compiling a list of events of all the scheduled NDEAM events. The list will contain the community, date, location, speaker, and topics. Once the list is finalized it will be shared with board/council members.

Governor's Awards Update: Nominations for the seven award categories were due on May 5<sup>th</sup>. There was a total of forty-two nominations submitted. The Governor's Awards Review Committee (representatives from the BVR, B/SBVI and SILC) met yesterday (June 13<sup>th</sup>) to review the nominations. The committee is tasked with identifying a recommendation for a recipient for each category. The committee's recommendations will be forwarded to the Governor for her consideration and selection.

The committee meeting went well, discussion included reviewers' comments about what stood out about a given recipient, activities that went above and beyond the call of the person's duties or an employer's responsibilities. The reviewers selected a recipient for each of the 7 award categories. The recommended recipients are forwarded to the Division and Department Secretary and then forwarded to the Governor for final review and selection.

The reviewers have been asked NOT to discuss the selection outcomes. Once we hear from the Governor's office, work will start to coordinate a date for the ceremony and reception and communicate with the recipients and their nominators. The event is typically scheduled in September or October. The reviewers were also asked for feedback regarding the process or the event. Cole spoke to the discussion of generating more awareness regarding the awards, the possibility of obtaining time on Keloland Living or something similar. The hope would be to gain live news coverage of the awards ceremony. Another idea was the possibility of having a school bring students in to observe the ceremony to increase attendance, status, and exposure of the event. This might be an activity to hand off to the Public Awareness Committee.

**Fall Conference:** Plans are progressing with the Fall Conference (October 23-25) to be held at the Ramkota Hotel & Conference Center in Pierre. Presenters will include Rachel Simon (advocating as a family member), Chris Downey (accessibility/universal access), Josh Davies (ethics), Maria Crowley (TBI), Dr. Jodi Owen (working with

participants with Mental health/chemical dependency/criminal backgrounds; address boundaries/safety considerations) and Kyle Walker (Ethical Dilemmas, Case File Documentation, Counseling Practices and Client Engagement).

Breakout sessions will include presenters from SD Parent Connection, Division of Developmental Disabilities and Division of Behavioral Health. Registration information will be coming towards the end of July. If members are interested in attending, please let staff know. All expenses will be covered through the staff support agreement (registration fee, hotel, mileage). To date, three BVR members have indicated an interest in attending (Jonathan, Vicki, and Jolleen). If you are interested in attending, please let staff know.

**Budget:** There have been limited expenditures within the BVR expense line items through the month of April (the contract started January 1<sup>st</sup>). Again, expenses are tracked separately for the BVR and SILC in terms of meeting expenses, member travel, and strategic planning expenditures. The month of May reflected a few expenses i.e., Zoom license renewal and outgoing member gifts. Expected Expenses will be coming in the upcoming months for the Governor's Awards Ceremony and NDEAM events and member expenses to attend the Fall Conference.

## **LUNCH BREAK:**

**EMPLOYER PARTNERSHIPS:** Kim introduced Donna Leslie, South Dakota Retailers Association (SDRA), and Denise Wieker, Horton, Inc. Denise explained that Horton Inc., is a manufacturing business based in Britton, South Dakota. It is worldwide with offices in the United States, Germany and China. Overall, there are 550+ employees with 120 based in Britton. Denise met Kim through the Aberdeen Society of Human Resource Management meetings. The relationship grew from conversations starting with staffing needs with Britton being such a small community and being 60 miles away from Aberdeen. Denise has worked with VR staff to fill vacancies, explore accommodation solutions, and job coaching needs. Horton Inc. must also enforce Section 503 regulations because it is a government contractor. This includes taking affirmative action to recruit, hire, promote and retain individuals with disabilities.

Donna introduced herself as the policy director for SDRA and explained that she works on legislative and regulatory issues. As a business that provides services for other businesses, a major component of work is advocating for businesses and providing information and resources. SDRA was founded 126 years ago, it is a statewide trade organization with a membership of over 4,000 SD businesses (over 139 business categories). SDRA provides information, education and training, tracks legislation, conducts employment law seminars, disseminates the Retail Prophet magazine and a



monthly newsletter. SDRA developed a relationship with VR staff shortly after the passage of the ADA in 1990.

In 2015, SDRA was awarded grant funds through the Office of Disability Employment Policy to conduct a pilot program educating businesses on the ADA. This included Title I employment practices of recruitment, hiring/firing practices, and reasonable accommodations. Information and training have been provided in terms of Title III aspects regarding public accommodations.

SDRA and Horton Inc, work in partnership with VR and DLR to meet the business community's workforce needs across the state. Persons with disabilities have been overlooked in years past, and businesses are recognizing the need to expand the potential employee pool. Businesses are recognizing the importance of having an employee base who reflects their customer base. Employers are making a conscious effort to have more inclusive hiring practices and the need to update outdated policies. Employers and employees are approaching VR for assistance with examining accommodation needs, reconfiguring office/business space which makes it more accessible for employees and customers.

Questions seem to arise more in the summer months about service animals. Training and information have been disseminated regarding the definition of a service animal, questions that can be asked of a person utilizing a service animal and providing disability etiquette/awareness training.

The question was asked of Donna and Denise of what advice they would provide to a person with a disability preparing for employment. Responses included that employers want to hear that a person is reliable, will show up when scheduled, and someone who shows initiative. A person with a disability could share examples of how they overcame obstacles to reduce any potential hesitations a potential employer might have. An applicant could assist a perspective employer to feel more comfortable by explaining how they would perform a job duty, explain what is needed if an accommodation is needed to do the work, and the person with a disability should be prepared to answer how they would perform tasks/duties. This could also help the person with a disability struggling with the decision to disclose or not, and hopefully alleviate any fear a potential employer might have.

Donna and Denise were thanked for their time and sharing information with members. Both expressed their appreciation of the partnership developed with VR and look forward to future activities or events to partner with.

**SOUTH DAKOTA BUSINESS RESOURCE NETWORK UPDATES:** Kim explained that Catherine Greseth has resigned her position with the Workforce Diversity Network

(WDN) of the Black Hills. And, that WDN changed its name to Workplace Diversity Network. Catherine's last day is tomorrow therefore she is not available for today's meeting. The Division will provide support to WDN and its board of directors during this time of transition.

Kim turned it over to Vicki, in her role as Director of the Employment Disability Resources (formerly known as Business Network Resource). Vicki spoke about being in this position for 7 years and her former positions have all been in the disability field since college. EDR has a board of directors with 15 members from various industries. As a result of strategic planning the decision was made to "Rebrand". The Sioux Falls Business Resource Network changed its name to Employment Disability Resources (EDR) a few months ago. EDR's mission and vision statements were updated to reflect the need to provide education, awareness, and resources to promote employment and inclusion of people with disabilities. EDR's target audiences are employers/businesses, job providers and job seekers. Educational efforts include presentations addressing disability etiquette, inclusion, recruitment, and retention of employees with disabilities. The utilization of employee/employer panels are very successful in raising awareness, addressing questions, and promoting these individuals as contacts/resources for employers or employees with questions. Examples of available resources provided to audiences include conducting ADA assessments, providing linkages to interpreter services, and offering information/resources about job accommodations, on the job coaching, service animals, and available tax incentives. EDR is heavily involved with activities involving youth with disabilities. Vicki partners with VR staff, employers, and providers to educate youth about the world of work. Activities involve hosting mock interviews, providing disability disclosure resources, and promoting volunteer activities. In July they will be hosting their first mentoring sessions with youth who are VR participants. Vicki has been involved with Let's Talk Work events, Catch the Wave events, YLF and other events involving youth with disabilities. EDR also provides and promotes community activities which are designed to break down attitudinal barriers and stereotypes. Vicki ended with extending an invitation to members to explore their new website located at <https://edrsd.org>, Facebook page <https://www.facebook.com/EmploymentDisabilityResources> or contacting her with questions.

**STATEWIDE INDEPENDENT LIVING COUNCIL (SILC) UPDATE:** Eric stated that this is a reoccurring agenda item for the BVR. In order for a state to receive independent living grant funds from the Administration for Community Living (ACL) each state must have an established SILC. The SILC is responsible for developing and monitoring the State Plan for Independent Living. The SILC met last on April 6<sup>th</sup> via Zoom. The agenda has standing agenda items, i.e., CIL updates, Division IL Specialist update, and SPIL update. The SILC submitted a SPIL amendment at the direction of ACL which had minor changes, i.e., extending the plan out one year, and updating WRIL's

director and SILC Chairperson's names. The 2025-2027 SPIL will be due next summer. The agenda also included a presentation on the Community Health Worker Collaboration of South Dakota by Ben Tiensvold and a cultural awareness/sensitivity presentation conducted by Wayne Weston. The next meeting will be held June 29<sup>th</sup>. The agenda contains the regular standing agenda items, an update on SD Deaf Resources and Outreach Program (formerly known as CSD) and a presentation by Susan Ray Degges, North Dakota State University. Susan will speak about considerations for home modifications to support independent living and enhanced well-being. He reminder members of the Boards/Commission's website portal which can be found at <https://boardsandcommissions.sd.gov>.

**ELECTION OF OFFICERS:** Cole passed the gavel to Eric, asking him to speak on behalf of the Executive Committee. Eric spoke about the committee's review of current members, i.e., appointments, reappointments, eligibility, and interest of members for the three positions of Chair, Vice Chair, and Member At Large. The proposed slate: Vicki/Member At Large, Jonathan/Vice Chair, and Cole/Chair. All three indicated an interest in serving, if elected. He noted that Kevin chose not to continue in the role as an officer. Nominations will be taken from the floor as each position is addressed.

Eric started with the position of Chairperson. He called for further nominations for the Chairperson's position, two times. Hearing none – **MOTION TO CEASE**

**NOMINATIONS AND ELECT COLE AS CHAIR – MSC.** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None. Members thanked Cole for his work as chairperson and his willingness to continue in the position. Cole thanked everyone for their support and confidence in him.

Eric moved to calling for further nominations for Vice Chair, twice. Hearing none –

**MOTION TO CEASE NOMINATIONS AND ELECT JONATHAN AS VICE**

**CHAIRPERSON – MSC.** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None. Eric moved to calling for further nominations for Member-At-Large, twice.

**MOTION TO CEASE NOMINATIONS AND ELECT VICKI AS MEMBER-AT-LARGE – MSC.** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None. Kevin and Brad were thanked for their service, recognizing each has served in positions for several years. Eric encouraged members to think about serving as an officer with elections held annually. If a member is interested, please reach out to Eric or Colette. Eric turned the meeting back over to Cole.

**HONORING OF OUTGOING MEMBERS:** Cole turned it over to Eric again. Eric recognized Bill, Brad, and Joe as members who will term off the Board the end of June. Each has served two full terms, equaling six years. They were thanked for their willingness to serve, sharing their knowledge, providing guidance, and mentoring new members. Six years is a large commitment as a volunteer member. Eric encouraged

them to attend meetings as they are open meetings. Cole thanked each of them personally for their knowledge, expertise, and time. Colette noted that a thank you gift was purchased for each of them. The gifts were purchased from the Suzi Cappa Art Center as a demonstration of the Board's appreciation. Members were reminded that after a break in service they can submit nominations for consideration to serve again.

**OTHER BUSINESS:** Cole brought up the Governors Review Committee's conversation regarding the importance of raising awareness of the awards and ceremony, i.e., Keloland Living. He asked if there is consideration of utilizing board funds to support these types of activities. This could be referred to the Public Awareness Committee for further consideration and action. After additional discussion, Jennifer encouraged members to be mindful of the local NDEAM events, of which some include a local awards recognition ceremony. October is a very busy month with events. The communities recognize employees with disabilities and employers and the local recipient/winners are forwarded for consideration for the statewide Governors Awards. Jennifer also spoke about Yankton events and utilizing Facebook live for individuals to watch who cannot attend the event. She asked if viewers are tracked with the Governor's Awards event that was livestreamed to see how many individuals take advantage of this. Staff will work with the Public Awareness Committee on these efforts. **MOTION TO ALLOCATE FUNDS IN THE AMOUNT UP TO \$1,500.00 TO PROMOTE THESE TYPES OF ACTIVITIES, I.E., GOVERNOR'S AWARDS, NDEAM EVENTS, LOCAL AWARD CEREMONIES, MSC.**

**CLOSING ACTIONS:** Future Agenda Items: None were mentioned. Scheduling next meeting: Staff will disseminate a doodle poll to identify a meeting date that works for the majority of members to meet in September. Adjourn for the day: Cole asked the outgoing members if they wanted to provide the final action. **BILL MADE A MOTION TO ADJOURN THE MEETING AT 2:20 PM, MOTION SECONDED BY BRAD, MSC.** YEAS: Vicki, Lisa, Joe, Jonathan, Brad, and Bill. NAYS: None.