



35 YEARS  
Councils on  
Developmental Disabilities



# ANNUAL REPORT 2006



## DD Councils: Celebrating 35 years of Service

In 2006, DD Councils proudly celebrated their 35<sup>th</sup> birthday. Since its beginning, DD Councils have been national and local leaders in advocating for systems change through public policy and by supporting or enhancing inclusive services and supports within local communities with and on behalf of people with developmental disabilities and their families. Many of the transformations that Councils have influenced came about in troubled economic times or in environments that were not favorable to social change.

Challenging situations call for strong leadership and commitment, and the Councils have proven themselves as an enduring influence throughout the past 35 years by introducing accessible housing initiatives, supporting rural accessible transportation initiatives, introducing novel employment and self-employment projects, promoting inclusive child-care centers, funding leadership development and advocacy for self-advocates and family members, and backing hundreds of other small and large scale ventures. The projects vary because they respond to the unique needs of each state and territory.

This Annual Report documents just a few of the Councils' achievements during the 2006 birthday year. Although very different in content because the projects are responsive to the uniqueness of each state and territory, there are several similarities. They are driven by the mission and values of the DD Act, they are timely and relevant, and they demonstrate the Councils' purpose: systems change, advocacy and capacity building resulting in the independence, self-sufficiency, productivity, inclusion and independence of children and adults with developmental disabilities.

The NACDD extends our wishes to the 55 State and Territorial Member Councils and looks forward to another 35 years of achievement.

**Karen Flippo**  
Chief Executive Officer

## Inside this Issue

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Councils on Developmental Disabilities — 35 Years of Service	2
• Employment	6
• Education	8
• Child Care	9
• Housing	10
• Transportation	12
• Health	14
• Recreation	15
• Formal/Informal Supports	16
• Quality Assurance	18
• Cross-Cutting Activities	20
NACDD	22
• Public Policy	22
• Council Services	24
• Technical Assistance	25
• Letter from the President	26
• NACDD's Board and Staff	27
• Financial Statements	28

## 1970: Councils established

This year, 2006, marked the 35th anniversary of the State Councils on Developmental Disabilities. Sometimes it is easy to forget how things were just a few short years ago and to realize how far we have come as a society in just three and a half decades. Just what was the state of disability rights in the early 1970s?

- **Community Living?** *The U.S. District Court for the Middle District of Alabama ruled that people in residential state schools and institutions had a constitutional right "to receive such individual treatment as (would) give them a realistic opportunity to be cured or to improve his or her mental condition." People with disabilities could no longer be locked away in "custodial institutions" without treatment or education. (1971)\**
- **Education?** *The U.S. District Court for the District of Columbia, in Mills v. Board of Education, ruled that the District of Columbia could not exclude disabled children from the public schools. (1972)\**
- **Transportation?** *Congress passed the Urban Mass Transportation Assistance Act, stating "that elderly and handicapped persons have the same right as other persons to utilize mass transportation facilities and services." (1970)\**
- **Employment?** *The Fair Labor Standard Act of 1938 was amended to bring people with disabilities other than blindness into the sheltered workshop system. This eventually led to the establishment of an enormous sheltered workshop system for people with cognitive and developmental disabilities. (1971)\**
- **Independence/Self-determination?** *The Center for Independent Living (CIL) was founded in Berkeley, California. The CIL sparked the worldwide independent living movement. (1972)\**
- **Definition of Developmental Disabilities?** *The Developmental Disabilities Services and Facilities Construction Amendments are passed. They contain the first legal definition of developmental disabilities and authorize grants for services and facilities for the rehabilitation of people with developmental disabilities and state "DD Councils." (1970)\**

(\*Edited excerpts from [A Chronology of the Disability Rights Movements](http://www.sfsu.edu/~dprc/chronology/chron70s.html), 1970-1979, San Francisco State University, [www.sfsu.edu/~dprc/chronology/chron70s.html](http://www.sfsu.edu/~dprc/chronology/chron70s.html).)

Change was in the air. Led by advocates, a change in public attitudes and government policy began to slowly emerge. The shift eventually would move away from a medical model that formed the basis of disability policy in the 1960s and 1970s to a new perspective on disability issues, one with a civil rights orientation. Instead of focusing on impairments of the individual, the movement led to a recognition of societal barriers to inclusion and an emphasis on removing obstacles that inhibit individuals from full participation in the community. The Councils on Developmental Disabilities played an important role in this transition.

In 1970, Congress recognized the importance of strengthening the States' efforts to improve services for people with developmental disabilities. To address that goal, Congress established and funded a Council in each state and U. S. territory under the 1970 reauthorization of the Developmental Disabilities Assistance and Bill of Rights Act (DD Act). The DD Act is legislation with a rich human service legacy and a long history of bipartisan Congressional support.

All programs authorized under the DD Act are administered by the Administration on Developmental Disabilities (ADD). ADD falls under the federal Department of Health and Human Services (HHS) and its Administration on Children and Families (ACF). State Councils are uniquely composed of individuals with developmental disabilities, parents and family members of people with developmental disabilities as the membership majority working along side a smaller number of representatives of state agencies that administer funds under Federal laws related to individuals with disabilities and local/nongovernmental agencies. Members of a Council are appointed by the State Governor.

Originally authorized in 1963, last reauthorized in 2000, and scheduled to be reauthorized in 2007, the DD Act focuses on the needs of our most vulnerable United States citizens – the estimated 4.5 million individuals with developmental disabilities. The DD Act ensures that individuals with developmental disabilities and their families participate in the design of and have access to culturally competent services, supports and other assistance and opportunities that promote independence, productivity, integration and inclusion in the community. The State and Territorial Councils on Developmental Disabilities (DD) work to implement the DD Act by undertaking a wide range of advocacy, capacity building, and systemic change activities directed at changing attitudes and improving access to quality community services and individualized supports for children and adults with disabilities and their families. Their work allows individuals with developmental disabilities to exercise self-determination and live in their communities.

In this annual report, NACDD wishes to recognize the contributions of the State and territorial Councils on Developmental Disabilities to enriching the lives of people with developmental disabilities over the last 35 years. They have worked to secure opportunities for people to live, work and play in their communities; to own their own homes; to attend their neighborhood schools; to secure real jobs with competitive pay; to own their own businesses; to make their own decisions; and, to have resources available to assist with implementing these decisions.

The Councils promote a consumer and family centered system of services and supports for individuals with developmental disabilities. They focus their efforts on several areas of importance: employment, education, childcare, housing, transportation, health, recreation, formal and informal supports, quality assurance, and cross-cutting activities that address one or more of these areas. In the following pages, you will find just a few examples of many creative and important projects sponsored by Councils to address these goals.

## **MARYLAND -- Project Income**

Project Income is a collaboration of 11 Howard and Anne Arundel County agencies that assist people with developmental disabilities to obtain individually designed employment opportunities and to have greater control over their employment supports. Project Income, an initiative funded by the Maryland DD Council, assisted 4 individuals this year to either start their own business or begin planning to do so. There are 23 participants who are in various stages of customized self-employment or have found jobs of their choosing. Since 2001, a total of 468 people have been trained on customized employment by Project Income's consultants and agency representatives. Another aspect of the project piloted a modified Child Care Assistant training program at Howard Community College. The success of this pilot has inspired Anne Arundel and Howard County Community Colleges to explore additional opportunities for including individuals with developmental disabilities. Project Income is forging the way for customized employment by modeling strategies that promote and support workforce inclusion.

## **ILLINOIS -- EmployAlliance Partnership**

EmployAlliance represents an unprecedented partnership between the business community and the special education/rehabilitation community in the western suburbs of Chicago. The mission of EmployAlliance WSCCIF is to establish partnerships with businesses and assist them in recruiting and maintaining a qualified and diverse workforce. Through an investment from the Illinois Council on Developmental Disabilities, EmployAlliance developed active networks of job developers in Chicago and the western suburbs, Rockford, and Bloomington/Normal. These networks fostered collaboration among job developers and high school vocational coordinators through monthly meetings designed for sharing of job leads and discussing current partnerships with local employers. EmployAlliance networks continue to match business workforce needs with qualified job seekers with developmental disabilities. This project has exceeded its target. In 4 ½ years, 174 businesses hired 350 people with developmental disabilities.

## **OHIO -- Project SEARCH**

Project SEARCH is a high school transition program whose mission is to serve people with disabilities through innovative workforce and career development. The outcome has been competitive non-traditional employment for many high school transitions students in various fields including, dental schools, hospitals, commercial banks, and the city parks and recreation department for the city of Cincinnati. Project SEARCH is designed to maximize the skills and talents of people with disabilities while simultaneously providing business benefits. The project works to ensure that people with disabilities are treated fairly with regard to employment issues including hiring, disciplinary actions, and opportunities for career development. Currently, six Project SEARCH expansion programs have been funded through the council and Ohio DD Council funding will assist in the statewide expansion of Project SEARCH to other planned sites in the future.

## Making a Difference in Individual Lives

### A Business of My Own

Kansas is a rural state and frequently there are few opportunities for people to work in their home town. The Kansas Council on DD will provide up to \$10,000 to an individual with a developmental disability to start their own business. The person must be the owner of the business and must develop a business plan with the assistance a small business center at one of the state universities.

Anthony, a young adult with a developmental disability, used the Council grant to expand his home business. When Anthony was in third grade, he saw a video about honey bees and asked his parents if he could get a hive to add to the family farm. Anthony developed his interest into a successful business and now has over 70 hives. Anthony was selling his honey, honey straws, honey BBQ sauce, and salad dressings at local farmers markets, but he wanted to expand and offer his products over the internet. Anthony applied to the Kansas DD Council for a small business grant to construct a website and now, at age 19, has a successful online business called Anthony's Beehive ([www.AnthonysBeehive.com](http://www.AnthonysBeehive.com)). Customers anywhere in the world can purchase Anthony's products which now include lip balms, lotions and beeswax candles. Anthony was honored in New York City as a Young Entrepreneur of the Year by the National Foundation for Teaching Entrepreneurship. Anthony looks forward to hiring others with disabilities when he opens a store to sell his products.



## **MASSACHUSETTS --Special Education Collaboration Project**

The Special Education Collaboration Project, funded by the Massachusetts DD Council, brings diverse stakeholders together to develop statewide policies and practices that enhance the educational potential and inclusion of children with developmental disabilities. This unique partnership includes participants from 34 statewide organizations and agencies representing parents, advocates, state education officials, the legislature, post-secondary institutions, school administrators, teachers unions and human service agencies.

The collaboration has established an important connection between the numerous entities responsible for education services and has led to significant improvements in the continuum of supports from secondary education to the adult service system. Among its many successes, the project worked to establish a policy to maintain initiation of transition requirements at age 14 rather than age 16, and reached consensus to maintain measurable short-term objectives in student IEPs. These requirements had been eliminated under the most recent reauthorization of IDEA. As a result, more than 12,000 students now have Individual Education Plans that will enhance their educational achievement and successful transition to adulthood.

The partnership also successfully advocated for legislation to address the limitations on students with disabilities who fail MCAS, the state mandated test for high school graduation, and was instrumental in the passage of the children's Autism Medicaid Waiver, legislation that directs the state to apply for a Medicaid waiver to serve children with Autism Spectrum Disorder in their homes and communities. The project also worked with policy-makers to establish a separate line item in the state budget to develop pilot programs focusing on concurrent enrollment at community colleges for students with developmental disabilities. These efforts resulted in securing over \$4 million dollars in new funding.

## **NEW YORK -- Inclusive Service Learning Programs**

The New York State Education Department (SED) is carrying out the final year of a three year DD Planning Council grant to implement inclusive service learning programs within multiple school districts. By establishing or building on existing peer mentoring models (e.g. Best Buddies, Cornell Cooperative Extension, 4H etc.), over the course of the grant, over 450 students with and without disabilities have been trained and paired to engage in service learning and reflection activities. Activities provide community service experience and link directly with the student's academic curricula. SED has provided training to over 500 district staff on how to implement inclusive strategies and DD Planning Council funds have been used to provide incentive grants to participating school districts to implement inclusive service learning activities. SED is currently working on an inclusive service learning manual for use by other schools interested in including students with disabilities in service learning activities.

## ILLINOIS — Social Inclusion Project

Easter Seals of Metropolitan Chicago developed the Social Inclusion Project (SIP) under a 3 year investment from The Illinois Council on DD. SIP implemented an inclusion model at two child care centers serving young children with developmental disabilities and then worked with partner centers to replicate the model. Partner centers received training for parents and teachers, as well as ongoing consultative services from specialists and technical assistance. Access to technical assistance was critical to the success of classrooms moving to inclusion. Teachers learned to adapt curriculum using universal design and became more knowledgeable about how to support children with specific disabilities. An unplanned result was that teachers became adept at observing children who were having difficulties with developmental issues, and so children who would benefit from early intervention assessment and services are being identified earlier. Linkages to the early childhood system and the public schools were strengthened to provide seamless services and supports to children. Each classroom now has a resource manual with pull out materials to assist teachers with inclusion. The project director is taking lessons from SIP to an Easter Seal child care center in Rockford, and to a Curriculum Planning Committee at National Easter Seals which is developing modules on inclusive child care.

Seven partner agencies now have the capacity to serve children with developmental disabilities. Twenty separate sites in Chicago, primarily in low-income, multi-ethnic neighborhoods, have now enrolled 105 children with developmental disabilities.

## CALIFORNIA — Creating Inclusive Environments in Preschools

The California State Council on DD continues to increase inclusive educational opportunities from birth to adulthood through "**Creating Inclusive Environments in Private and Public Preschools,**" the latest technical assistance grant to Kids Included Together (KIT). A goal was to offer families increased choice and flexibility by providing inclusion training/technical assistance to a diverse range of early childhood programs. This project accomplished that goal by serving 26 programs, including faith-based programs, corporate child development programs, Indian Reservation Child Care Centers, for-profit programs, and college and university based child development centers. In 2006, 159 children with a diverse range of disabilities and needs were served by an equally diverse range of preschools that received inclusion training and technical assistance.

## **VIRGINIA - Transportation and Housing Alliance Toolkit**

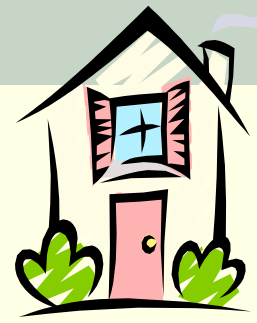
The Virginia Board for People with Disabilities awarded a Transportation and Housing Alliance (THA) grant to the Thomas Jefferson Planning District Commission (TJPDC) in June 2004. The overarching goal of this initiative was to bring planning, housing and transportation experts together with stakeholders and advocates to develop a *THA Toolkit* that could be used by localities when assessing and planning for the transportation and housing needs of people with disabilities in coordination with land use.

At the Governor's Housing Conference in November, 2006, the THA Toolkit was featured in two breakout sessions that garnered great interest and acclaim. The Toolkit links high tech capabilities to analyze and map an array of census data using GIS technology with practical and user friendly assessment checklists. This resource provides localities and Planning Districts with new tools for coordinated, need-based planning and growth. The Toolkit is undergoing field testing and is being praised for its innovation and potential applications that exceed original expectations. To build on the success of this initiative, at its December 2006 meeting, the Virginia Board requested that TJPDC submit a continuation proposal to spread awareness and use of this innovative housing and transportation planning and coordination "THA Toolkit" to other regions of the state.

## **CALIFORNIA – New Homes in the Community**

During 2005 and 2006, California State Council's Area Board VII was integrally involved in planning and implementing the closure of Agnews State Developmental Center. Volunteer board members and staff served on a number of committees and work groups preparing a detailed plan for the closure, working toward legislation needed for innovative community service options, and assuring that the needs of each individual were met as they transitioned into the community. In order to meet the special needs of Agnews residents, new residential models such as the Family Teaching Home and Extended Family Home were developed. In addition, special negotiated rate homes are being developed to meet the specific needs of three or four individuals. Stability has long been an issue in the community, so establishing a permanent stock of housing was an important objective. Specialized residential care for adults with health conditions requiring intensive support was an early objective that has required legislation, acquiring property and modifying homes. These homes are expected to open in early summer 2007.

## Making a Difference in Individual Lives



### The WISH Housing Trust

About five years ago, WCDD provided start-up funding for WISH: Wisconsin Initiatives in Sustainable Housing, Inc. Through the WISH, parents can ensure that their son or daughter will live in the family home after the parents pass away.

Velda Donas and her daughter Rommey have lived in the same home for three decades. Velda provides personal care and support to her daughter, since she requires 24-hour care. As Velda nears retirement she wondered how she could continue to provide for Rommey at home and still maintain the home as she ages. One of her biggest worries was that she wouldn't be able to afford to stay in her home. Velda has worried about this all of her parental life. She often asked, "How are we going to manage?" She worried that Rommey would have to go to a residential apartment by herself and they would be separated.

Then, Velda heard about the WISH trust fund. She learned that she and Rommey could continue to live in their home while both age. This can happen because the home is put into a trust and the nonprofit WISH becomes the owner of the home. In exchange, WISH provides all of the management and maintenance of the home. WISH takes on the financial responsibilities and stress of home ownership that often force families out of their homes. WISH assumes all of the risks for budgeting to take care of the home, and there is no cost to Velda for joining the trust. When Velda and Rommey no longer live in the home, the home will become available to another person with disabilities. WISH has given Velda and Rommey peace of mind instead of fear of the future.

### Leaving an Institution, Moving into a New Home

All of the residents who moved out of the Agnews State Developmental Center in California are touching in their own way, as they flourish and thrive in a smaller, more personalized and varied environment. However, one resident was especially dear as a long time member of Area Board VII and a Governor-appointed member of the State DD Council since 2003. For over a year, she had visited homes, but was unwilling to move to any of them. In fact, she became very emotional at the thought of moving from Agnews where she had lived for over 15 years. Finally, just after her 75th birthday, she saw a home that pleased her. At that point, she wanted to move immediately, and some advocacy was needed to accelerate the transition process. During her first few days, a visitor noticed her in the kitchen, reviewing with staff her likes and dislikes regarding meals. She now has her own room with modifications to suit her needs and preferences. She enjoys bowling and shopping across the street from her home. She visits the ATM where she does her banking. She occasionally goes to Reno with friends where she enjoys the shows, and she recently took great delight in showing off her home to other Council members.

## MISSOURI – Rural Transportation

The Missouri Planning Council for DD supported a rural community in Missouri in its efforts to build an inclusive transportation system that would allow individuals with disabilities to go where they wanted to go and when they wanted to go. The project required a plan to sustain the system with local support in order to obtain the ongoing funding. The rural community of Kirksville was able to use the Council's funds to access a federal transportation program and expand their program to a larger area of the county. They have succeeded in obtaining an ongoing commitment for local funds and many private citizens support the effort. More significantly, they used this project to assist in passing a county mill tax levy which in turn committed a portion of the taxes levied for ongoing support to the transportation system. This project will be a foundation for future efforts of the Council in building additional transportation systems across rural sections of the state.

## TEXAS – Just Transportation Alliance

Public service agencies that are charged with serving all citizens frequently do not recognize the benefits of including people with disabilities in planning and governing processes. The Texas Council for DD funds a number of projects that provide support to Texans with developmental disabilities to enable them to identify and remove barriers that are preventing full inclusion in their communities. One of these projects, the Just Transportation Alliance (JTA), supports the meaningful participation of self-advocates and other disability advocates in ongoing Regional Service Planning efforts in East Texas (14 counties), Houston-Galveston (16 counties) and the Dallas-Fort Worth Metroplex. In 2006, 501 people in transportation were trained, and there was an increase in the participation, leadership, and effectiveness of self-advocates in the Texas Department of Transportation (TxDOT) Regional Service Planning process. Individuals involved with this process work to improve the quantity and quality of transportation services by developing solutions to barriers that have been identified. Examples of advances that have been made include:

- The East Texas Just Transportation Alliance (ETJTA) adopted a "people-first, barrier-free regional transportation system" as the region's primary public transportation priority.
- The San Antonio JTA was successful in addressing concerns about route elimination and achieved restoration of 9 routes to the operational plan after it had been announced that these routes had been targeted for elimination. Eliminating the routes would have decreased the number of Paratransit-eligible individuals from 300 to 12.
- The Houston Transportation Partnership developed services to expand a rider-choice program used by persons with disabilities and seniors. The project also helped Harris County secure an additional \$700,000 in federal funding, in addition to the \$260,000 from TxDOT 5310.

The American Public Transportation Association awarded JTA a Transit Coalition Grant-Building Award. In addition, JTA was the only Texas participant in the Harvard Civil Rights Project Forum on Transportation Equity.

## Making a Difference in Individual Lives

There is No Transportation Out Here! —

One Person Can Make a Difference

When the issue of transportation for people with disabilities in Wisconsin's most rural areas arises, a common response is that "there is no transportation out here" to be made accessible and affordable. Not content with that response, Lisa Gilson and her mother, Carol, received a grassroots grant from the Wisconsin Council on DD to work on increasing the availability of transportation in a very rural part of Northern Wisconsin (Minocqua). Lisa, the president of People First-Wisconsin and no stranger to advocacy, spent a year talking to various civic groups about how the lack of transportation for individuals with cognitive disabilities prevents them from getting jobs and being involved with the community. Because of Lisa's work, the local taxi company decided to provide subsidized rides for individuals with disabilities. Local businesses caught on to this idea and started to donate money to the subsidized cab fund. The local United Way started making donations to the fund. Because of Lisa's work to increase "transportation 24-7" as she calls it, any person with a disability in Minocqua now pays a \$1 a ride and has transportation available anytime that the cab company is operating.



## **OHIO — Regional Dental Replication Project**

Lack of access to dental care has often been cited as Ohio's foremost health care need. With Council funds, the Community Action Organization (CAO) Center for Dental Wellness began rendering oral health care to individuals with developmental disabilities, minorities and the underserved in 2001. A regional coalition of social services providers, healthcare professionals, MR/DD programs, individuals with disabilities and their families has helped increase access to the program. This coalition has evolved into a standing advisory committee to the project, offering patient referrals, consultations, and technical assistance to project staff, as well as monitoring and evaluation of the project's progress. Seeing patients two days a week, the center has treated over 700 patients with special needs in the five-plus years of operation. In its final year of Council funding, the center's outreach efforts will lead to the treatment at least 160 new patients with disabilities each year.

## **KENTUCKY — The Preservice Health Training Project**

The Preservice Health Training Project was funded by a grant from the Kentucky DD Council and was developed by the Human Development Institute (HDI) in collaboration with families, consumers, medical, nursing, and allied health faculty from Kentucky's major universities. This training curriculum has focused on the communication and interviewing skills of medical and dental personnel that are critical to serving children and adults with developmental disabilities. This training consists of interactive, web-based modules that include presentations of Virtual Patients (case studies) built into a web-based delivery format. The curriculum can be infused into existing medicine, nursing, dental, and allied health course work in Kentucky universities and colleges. A women's health module is currently under development. For the 2005-2006 academic year, over 567 students across ten different schools or programs (including medicine, nurse practitioner, undergraduate nursing, physician assistant, and dental programs) participated in one or more of the Preservice Health Training modules. The Preservice Health Training Project was chosen by Dr. Lee Todd, President of the University of Kentucky, as a Commonwealth Collaborative, a highly selective and unique honor given to initiatives that have the potential for significant statewide impact upon the quality of life of Kentucky citizens.

## **CALIFORNIA — Community Inclusion Initiative**

Through the California Council's Community Inclusion Initiative, the City Parks, Recreation and Community Services Department of Redwood City, California, has become fully inclusive for ALL department programs and services. The Department has also changed their marketing techniques to the public regarding inclusion services, updated training manuals for newly hired staff and ensured that all current staff are fully trained on the inclusion model.

To date 176 residents ranging in age from 8 to 85 have been included in recreation programs. The City has also become the "go-to" location to provide Bay Area inclusion advice and resources for individuals, agencies and communities.

## **NEBRASKA — Wellness Initiatives of Nebraska**

Health education and fitness classes offered in community settings often offer little opportunity for persons with developmental disabilities to participate. Wellness Initiatives of Nebraska implemented a program funded by the Nebraska DD Council to increase the inclusion of people with disabilities in community fitness programs and to identify and train support staff willing to commit to improving the physical fitness levels of the persons they serve. Training was provided to community health and fitness trainers as well as support TP staff and persons with disabilities. A mentorship program using YMCA fitness trainers was initiated. Presentations around the state and a newsletter also helped to raise the awareness of over 400 individuals with disabilities and service providers of the importance of healthy lifestyle choices.

Although the grant focused on training, they also reported some personal outcomes for individuals who benefited from the new interest and skills around fitness and nutrition. One service provider in Northeast Nebraska instituted a walking program which involved mapping walking miles across the United States. Once participants met that goal they decided to map a visit to every state. The "walking map" is prominently displayed in their central office so individuals can keep updated on their progress.

**MISSOURI – Transitioning from an Institution to the Community**

The Missouri Planning Council for DD supported a project that provided technical assistance to the state as they transitioned people from a large state ICF/MR institution to the community. The project focused on a small number of individuals that were identified as the most difficult to support in the community. This project allowed the Council to act on their belief that all individuals can be supported in the community. The project provided ongoing technical assistance to state administrators, the state transition team, and community providers. Several training opportunities were offered to case managers, direct care staff and community providers to assist them in dealing with difficult behaviors, supporting medically fragile and other individuals, and examining new business models.

While the Council is delighted that 20 of the individuals involved in the project actually transitioned into the community and several more are well along in the process, the systems change in practice and policy are the real outcomes. The project arranged for providers to have ongoing conversations with top state administrators which led to increased reimbursement rates with more financial decisions made at the local level, increased up-front funding for start-up costs, and shorter timeframes for budget and service decisions that were circumventing transition. The project also dealt with and demonstrated better transition practices for individuals who were being transitioned twice with the first transition being to a psychiatric facility. The project led to serious discussions with the public administrators who were hesitant to allow their ward to make this transition. The project also helped providers look at new business models that were more focused on the individual's needs rather than filling a "slot" in a three bed group home. Several new providers were brought into the process and some small providers were supported in expanding their services. Several of the individuals were taught to self-direct and are now assisting in developing and implementing their individual plan. Some Council members provided further assistance by participating in a mentoring project that helped connect the movers to their community so that they are a part of the community, not just living in the community. Several members even agreed to become part of one resident's microboard. The Council is now looking at a follow up project that will bring additional service models into the state, including companion homes or shared living arrangements. They are publishing success stories to help additional families, residents, providers, direct care staff, and providers rethink current attitudes and practices and look at new community options.

**TENNESSEE – Project Conexión**

Project Conexión was developed to strengthen ties of Hispanic individuals with disabilities to services in the Nashville community. Prior to Project Conexión, Hispanic individuals with disabilities were markedly underserved. The most frequent service needs were health care services, financial assistance, health insurance information, general information and referral services, employment, and legal counseling. Through Project Conexión, a bilingual Disability Community Outreach Worker was situated in a local community center. This resulted in the provision of information and referral services to 177 Hispanic clients over a year compared to 80 individuals who received similar services over the prior 2.5 years. Project Conexión will continue as part of the Disability Pathfinder program, supported by both the Vanderbilt Kennedy University Center for Excellence in Developmental Disabilities and the Tennessee Council on Developmental Disabilities.

## **LOUISIANA — Assistance following Hurricanes Katrina & Rita**

In the aftermath of the devastation and disruption caused by Hurricanes Katrina and Rita, the Louisiana Developmental Disabilities Council responded to the overwhelming needs of individuals with disabilities and their families in every region of the state. The Council directly provided information and referral services, established a Katrina/Rita assistance website and coordinated an emergency relief program through 13 agencies funded by the Council throughout the state. These relief services, provided to thousands of individuals with disabilities and their families in the wake of the storms, included: location, identification and assessment of individuals with disabilities in shelters throughout the state; solicitation, location and delivery of supplies, equipment, clothing, furniture, etc.; provision of information and referral and peer-to-peer support; and, individual and systems advocacy on issues ranging from the lack of appropriate and accessible housing to the loss of Medicaid waiver supports to the loss of educational services. This assistance has continued past the end of the fiscal year as the need for assistance remains and will for years to come.

## **SOUTH DAKOTA — College of Direct Support**

The shift to more inclusive community supports has impacted the roles and expectations of direct support professionals and the role and responsibilities of front-line supervisors. In addition to meeting people's basic health, safety and care needs, the responsibilities of direct support professionals include assisting people to develop and achieve their own personal goals, including helping people balance risks with choices and connect with peers and friends. The South Dakota DD Council has provided a grant to provide internet based training for direct support professionals and supervisors that is top-notch, personalized to South Dakota, continuously updated, and available on a cost-effective basis. The training, available through the College of Direct Support, allows learners to participate at the times and places that are best for them. Whenever and wherever they participate, learners receive the same consistent, high quality training that has undergone rigorous review by nationally recognized content and training experts. The College of Frontline Supervision has also been made available through this grant. This training curriculum gives agency supervisors the tools and knowledge to enable them to work with direct support professionals in evolving the community system towards increased personal control and choice of supports. As of November 2006, there were 2,689 learners (34 are people receiving services) enrolled in the College curriculum.

## **MARYLAND — Family Net Works**

The Maryland DD Council's Family NETWorks project includes a comprehensive website, list serve, trainings, and small grants that support inclusion. The Family NETWorks website (<http://www.family-networks.org/>) provides current information and events, connects users to resources on a wide range of topics, and networks parents through the Family NET Works list serve. The list serve is a vital part of the project, connecting parents with others for encouragement and support. The Council has received letters from families that as a result of knowledge gathered from the site and from supports of those on the list serve, have been able to successfully advocate for such things as accessible playgrounds, inclusive childcare, and accessible transportation. The Council has also awarded support grants to parent groups through the Family NET Works project, generally \$500-1,000 each. The funds have provided training focused on topics such as education rights, transition, and supporting friendships for children in inclusive settings. The Maryland DD Council has collaborated with other disability groups to bring the "Journey to Inclusion" training series to several counties across the state. The series highlights systematically the issues that effect inclusion across the lifespan such as; defining inclusion, education and modifications, friendship, behavior, transition, employment, college, and housing. The Family NET Works project continues to receive positive feedback that it has helped families get connected, understand current issues and find needed supports.

## **OKLAHOMA — Direct Support Staff**

During the last two years, staff and Committee members of the Oklahoma DD Council have worked to find ways to encourage direct support staff to stay in the field, despite long hours and dismal pay. This fiscal year, the Council is helping to develop college credit for direct support staff through collaboration with Tulsa Community College. The goals are to encourage staff to earn an Associates Degree in Developmental Disabilities, create a professional career ladder for direct support professionals, and retain highly-qualified professional workers in the direct support field. The Council has also funded stipends for Masters in Social Work candidates who participate with organizations that serve individuals with disabilities during their practicum to encourage more Social Workers to enter the field. In the future, the Council will extend this same opportunity to professionals in other fields, such as Occupational Therapists, Physical Therapists, and Mental Health interns who seek to work with people with a dual diagnosis of mental health and cognitive disabilities.

## **NORTH CAROLINA — NC Disability Action Network**

The North Carolina Disability Action Network (NC DAN), a project of the North Carolina Council on DD, has supported the grassroots efforts of North Carolinians with disabilities in the following ways:

- Coalition Building — established a coalition of more than 800 individuals in 78 North Carolina counties and collaborated with more than 20 grassroots organizations led by people with disabilities;
- Communication — developed the beginnings of an accessible communication system to disseminate information from and about grassroots efforts;
- Information & Education — sponsored, co-sponsored, advertised and linked individuals to opportunities that increased knowledge of disability issues and enhanced advocacy skills to address those issues;
- Community Action — Linked individuals with disabilities to local or state committees, boards, task forces or advisory groups; recruited NC DAN members to attend local and statewide community forums and public policy meetings; supported rallies and other efforts to promote specific legislative issues; and
- Collaboration — developed collaborative efforts with local and statewide grassroots groups and initiatives led by people with disabilities to carry out the activities listed above.

While NC DAN has successfully supported grassroots efforts, its members desire to continue building a coalition, beyond Council funding, with an organization firmly rooted in the grassroots disability community. The North Carolina Council on DD fully supports the initiative in its desire to become an independent, disability community-directed organization.

## MINNESOTA, SOUTH DAKOTA — Partners in Policymaking®

*Partners in Policymaking*® (<http://www.partnersinpolicymaking.com>) is an innovative program created by the Minnesota Council on Developmental Disabilities to teach parents and self-advocates the power of advocacy to change the way people with disabilities are supported, viewed, taught, live and work. During the past two decades, Partners graduates have advocated for change at local, state and national levels.

The South Dakota DD Council has hosted the *Partners in Policymaking*® program in South Dakota for 15 years. Each year, graduates of the program are surveyed about their advocacy efforts. During the past year, 3 past graduates ran for state legislator positions, 3 were elected or re-elected to the position of Mayor for their communities, and 10 reported being involved in state level boards and commissions. Each person reported that this action or participation was directly related to the training that they received through the Partners program.

### Making a Difference in Individual Lives

#### My Life – Going Far

The TASH project continues to assist individuals with developmental disabilities and their families who are interested in participating in the Developmental Disabilities Administration's self-direction waiver, New Directions. My Life–Going FAR helps identify peer mentors and provides training regarding the waiver, person centered planning, and budgeting. During the past year, project staff have participated in creating and presenting workshops for support brokers and resource coordinators. To attract more enrollees, the project will conduct additional outreach to educate interested individuals and families about self-directing their services and the waiver.

Jacqueline Speciner is more in control of her future than ever before. The New Directions waiver has offered her the opportunity to create a support system where she makes the final decisions. Jacqueline received guidance from the My Life–Going FAR project in applying for the waiver. She attended conferences and was provided specialized trainings by the project that taught her how to write a plan that was specific to her wants and needs. Jacqueline chose her own "circle of friends" and hired staff to provide her with the support she needs. She assigns staff responsibilities, regulates their salaries and raises, and even sends them for additional training. Through the waiver, Jacqueline created her own budget and selected a fiscal management service to oversee her finances. With support from My Life–Going FAR and the New Directions waiver, Jacqueline is living on her own, making decisions that best suit her preferences and receiving shared support from people she trusts.



***“My Life–Going FAR and the New Directions waiver have given me full control...it is one of the most positive things that has ever happened to me in my whole 48 years!” ~ Jacqueline Speciner ~***

## **OREGON — "Sister's Keeper"**

In 2006, initiatives of the Oregon Council on DD reached more than 100 million members of the public. The bulk of those contacts are attributable to a feature story, "Sister's Keeper," which ran in the March 2006 issue of Reader's Digest, which claims 100 million readers in 39 countries. The story was about Jeff and Molly Daly, Oregon siblings who were separated as children when Molly was sent to the now defunct Fairview Training Center. This was once a large institution in Oregon for people with developmental disabilities. The Council worked closely with Jeff Daly and his wife, Cindy, in passing legislation to help people reconnect with family members who were sent to institutions. Council staff members also acted as consultants and were interviewed for a documentary, "Where's Molly," which tells the Daly's story and is scheduled for release in 2007.

## **CONNECTICUT — "Able Lives - Building Inclusive Communities"**

The Connecticut Council continued a multiyear initiative with CT Public Television (CPTV) to promote the full inclusion of all people with disabilities in community life. "Able Lives" is changing the mindsets of youth, decision-makers, the business community and legislators. The ten episode half-hour TV series "Able Lives," was produced in conjunction with a dozen partners including the Department of Mental Retardation, Birth To Three and the Department of Education. This multimedia initiative included the TV series and series repeats, pre-promotion on CPTV and CPTV's website, cross-promotion and vignettes on WNPR, Connecticut's public radio station, and monthly promotion in "Connecticut Magazine" and "What's On CPTV Guide." The total gross impressions that individual episodes and supporting TV and radio public education elements accumulated was more than one (1) million viewers per episode. Most importantly, "Able Lives" reached 1.2 million 12-17 year olds and the radio ads reached 2 million people aged 35 and older.

CPTV presented "Able Lives" in a keynote presentation at the national conference of the National Association of Councils on Developmental Disabilities. The Americans with Disabilities Act Coalition of Connecticut awarded CPTV its "President's Award." "Able Lives" has been nominated for a number of New England Emmys. The CT Council has applied to the U.S. Patent Office to register "Able Lives" as a trademark of the CT Council on Developmental Disabilities and the CT Council is exploring using "Able Lives" in a weekly marketing campaign to change public perceptions about people living with disabilities.

## Documenting Progress

There has been tremendous progress in the area of disability rights over the past 35 years. The Minnesota Governor's Council on Developmental Disabilities has been carefully documenting these changes in a remarkable resource called *Parallels in Time*. In addition, a public opinion poll that spans 45 years documents the changes in attitudes of the general public toward people with disabilities over this time period. To read more about the journey of people with disabilities and the progress that has been made over the last 35 years and more, visit the website of the Minnesota Governor's Council on Developmental Disabilities at [www.mncdd.org/index.html](http://www.mncdd.org/index.html).

### MINNESOTA — PARALLELS IN TIME, PART 2

In October 2006, the Minnesota Governor's Council on Developmental Disabilities released [Parallels in Time, Part 2](#), a continuation of the History of Disabilities that is contained in the original *Parallels in Time* and covers the time period from 1950 to the present. This period is comprised of a series of significant changes in the perceptions and perspectives about disability, the types of services and supports available to people with developmental disabilities and families, and how these services and supports were delivered.

Each of the major aspects of a person's life — home, learning/education, and employment are presented by decade with images, photos, history, and stories that reflect and represent the reality of this period in our history.

*Parallels in Time, Part 2* has also been included as a Learning Method and supplemental reading source for a course entitled Disability Rights: History and Current Trends that will be first taught Spring semester 2007 at Metropolitan State University.

## The National Association of Councils on Developmental Disabilities (NACDD)

The National Association of Councils on Developmental Disabilities (NACDD) is a member-driven, nonpartisan organization that is the national voice of the state and territorial Councils on Developmental Disabilities. The active participation of its member Councils is the vital force that drives NACDD, keeping it current and responsive to the changing needs of its constituent Councils. NACDD assists Councils with their role as advocates for systems change by educating the public and Congress about issues of importance to people with developmental disabilities and their families and by working with other disability organizations that have a similar vision to achieve common goals. NACDD also provides its member Councils with information, training, and opportunities for networking and sharing resources via conferences, teleconferences and a website ([www.nacdd.org](http://www.nacdd.org)). NACDD provides individualized technical support to member Councils through a technical assistance contract of the Administration on Developmental Disabilities.

NACDD Work Teams provide the venue by which Council representatives, NACDD staff and Board members work together to provide direction and focus to NACDD's activities. Teams are dedicated to specific missions and participation is open to all Council members and staff. The Public Policy Team discusses current topics of concern at the state and national level and makes recommendations to NACDD's membership regarding the adoption of organizational positions on public policy matters. The Council Services Team develops activities based on the current needs and interests of its member Councils. This has included an annual conference and teleconferences and special meetings organized around timely topics. The following pages describe activities of the Public Policy and Council Services Team in 2006 as well as services provided to the Councils under the Technical Assistance Contract.

### Public Policy

#### Preparing for Reauthorization

The Developmental Disabilities and Bill of Rights Act is the authorizing legislation for the Developmental Disabilities Councils. The "DD Act" communicates clear and strong values, descriptive purposes, blueprints for achieving the Congressional intent of the legislation, and authorizes the funds that allow Councils to operate. Member Councils expect NACDD to protect the basic provisions of the Act, ensure its relevance to people with developmental disabilities and family members, and advocate for funding levels that allow Councils to engage in systems change, advocacy and capacity building for the creation of inclusive communities in each state and territory.

The DD Act is due for reauthorization in 2007. In FY 06, DD Councils through NACDD's Public Policy and Reauthorization Teams continued their thorough review and analysis of the language in the 2000 Reauthorized Act. By the end of the fiscal year, NACDD had completed its draft of the DD Council section of the Act, strengthening language referring to self-determination, simplifying wording to make the document more "user friendly", and reinforcing the outcomes of systems change, advocacy and capacity building. The NACDD draft was circulated to the associations of the Councils' network partners, the Association of University Centers on Disabilities and the National Disability Rights Network. NACDD also reached out to self-advocacy and family advocacy organizations, pledging our support for new language allowing for programs directed by individuals with developmental disabilities and expanding and funding services and supports for family members.

### **Related Policy Work**

NACDD continued its collaborative public policy activities through its active membership in the Consortium for Citizens with Disabilities. Staff advocated on behalf of the Councils to members of the Senate and Health Appropriations Committees for increased funding. NACDD also advocated for passage of the Lifespan Respite Bill and The Combating Autism Act. Staff held briefings on Medicare Part D, Medicaid Funding Shifts, the role of Councils in federal advocacy, and the Deficit Reduction Act. The Legislative Advocacy Weekly (L.A.W) was distributed every week to Member Councils when Congress was in session and copies were archived on the Members Only section of the NACDD website.

Considerable assistance and encouragement were given to individuals and Councils in the form of advocacy training and written and verbal information. These actions are helping to build a cohesive and confident grassroots force in time for the upcoming Reauthorization of the DD Act. NACDD encouraged the use of the Legislative Action Center ([www.nacdd.org](http://www.nacdd.org)) and expanded the number of individuals who have signed up to receive alerts and advisories through the Center. Staff provided other assistance by serving as a resource to Members of Congress or their staff, assisting Councils in crafting a message to their Congressional members, and providing Councils with briefings on the budget, social security, health care and education.

### **Public Policy Conference**

For the third consecutive year, NACDD cosponsored, along with UCP, The Arc, the Association of University Centers on Disabilities, and the American Association of Mental Retardation, a public policy seminar. The timing of the meeting coincided with the introduction of the President's FY07 Budget, and much of the conversation centered on the need for ongoing advocacy for funding of domestic discretionary programs, particularly those associated with developmental disabilities. Over 450 people attended this meeting with 25 Councils represented. On the final day of the conference, advocates traveled to Capitol Hill, met with their Members of Congress and their staff, and discussed the importance of supporting programs for people with disabilities, particularly Medicaid, social security, IDEA, Money Follows the Person, Lifespan Respite, and DD Act Appropriations.

Public Policy is one of the most important services provided by NACDD. The Legislative Agenda and the products and services derived from it are determined by the NACDD Public Policy Team, a group of highly committed and informed Council members and staff. In the past year, the Team was convened by Nebraska State Senator Dennis Byars.

## Council Services

NACDD provides services designed to assist Councils in their efforts to promote the interests and rights of individuals with developmental disabilities and to inform policymakers and the public about the results of these efforts. Information and resources are disseminated to Councils, other advocacy organizations, policymakers and the public via several venues, including conferences, teleconferences, and NACDD's website.

### NACDD Website

NACDD's website can be found at [www.nacdd.org](http://www.nacdd.org). The website provides information about upcoming national events, links to valuable resources for Councils and for people with developmental disabilities, contact information for Councils, including links to their websites, and information derived from the Technical Assistance contract. A Members Only section of the website offers resource material specifically for Council use, including a calendar of Team meetings, reports to the membership and new and past issues of NACDD's public policy newsletter, *L.A.W.*

### Executive Directors' Quarterly Teleconference

In fiscal year 2006, three teleconferences were held to address topics of interest to Council Executive Directors. These topics included

- *Council's Support of Self-advocates* – Jennifer Ondrejka, Executive Director of the Wisconsin DD Council, moderated a discussion on how Councils could best assist self-advocates with advocacy and leadership development and in their role as Council members.
- *Medicaid Reform and Restructuring within States* – Council Executive Directors Eric Jacobson (GA), Susan Pritchard-Green (MO), Debra Dowds (FL), Pat Seybold (KY) and Marilyn Sword (ID) discussed the impact of Medicaid Reform on people with developmental disabilities in their states.
- *Framing the Council's Message* -- Council Executive Director Sheila Romano (IL) and Dan Pooley (CKPR) shared their experience in developing and disseminating a message that resonates with the public and reflects the values and mission of the Council.

### NACDD 2006 Annual Conference

NACDD's 2006 fall conference was hosted by the Pennsylvania, Ohio and West Virginia DD Councils. The conference was held in Pittsburgh, Pennsylvania and the theme was *What's the Point? Currents and Countercurrents*. Individuals from 48 states, Guam and Puerto Rico attended the conference.

## Technical Assistance Contract

### Technical Assistance to Councils

In 2006, 24 Councils received direct assistance through 13 technical assistance plans. The requests included DD Suite installation and training, emergency preparedness, council member orientation and training, facilitation of the planning process for state plans, council member roles and responsibilities, focus group facilitation regarding the state plan, and council retreat facilitation.

A Public Policy Round Table was held in Nashville, Tennessee that provided an opportunity for Councils to discuss and review the Council's legislative authority to educate the public and policy makers about issues of importance to people with developmental disabilities.

### Technical Assistance Reports and Teleconferences

Two Technical Assistance Reports, based on data obtained from Councils, were issued in 2006. One report, "Council Staffing," described staffing patterns and staff responsibilities, and a second report, "Informing Policy Makers," presented information about educating state policymakers and legislative bodies about issues related to people with developmental disabilities. A teleconference on "Working with Diverse Populations" was also conducted in 2006.

### Technical Assistance Contract Listserv

The DD Council listserv is a widely utilized resource that provides opportunities for Councils to network with colleagues throughout the country.

### Executive Director and Chairperson Information Guides

A printed information guide and a companion online web-guide were developed to provide Executive Directors with assistance in fulfilling their duties as Chief Executive Officers of Councils on Developmental Disabilities. An information guide was also developed for newly appointed Council Chairpersons. The guide provides resources that may be helpful to individuals as they assume their new duties as Chair of their Councils.

### ADD's Technical Assistance Institute

In 2006, ADD's Technical Assistance Institute was held in Baltimore, Maryland. The event was titled, *Bolder Voices: Building Leaders and Telling Our Stories*. A total of 165 participants attended the Institute.

# Letter from the President

Thank you, thank you, thank you.

I tend to focus on what still needs to be done. The request that I write a letter for the annual report made me stop and review our work over the past year. I'm amazed and in awe, not so much by what we've accomplished, but by the number of people who volunteer their time to help the organization grow and position NACDD to take advantages of emerging opportunities.

The Arizona Council hosted the Executive Directors retreat in December. Though December wasn't everyone's first choice, more than half of the Council's were represented. Those who came with a wish list for the agenda set aside everything to focus on reauthorization. That work, and subsequent work by the Public Policy Team, individuals and small groups, has positioned us to be ready for the anticipated reauthorization of the DD Act. Another result of that meeting was the recommendation to the Board for a marketing campaign to tell the story of Councils. Karen has engaged an agency to design a marketing campaign, including a new brochure describing the work of DD Councils.

The Board continued working on the strategic plan that the previous Board had begun. Members have been discussing efficient, effective methods to conduct the business of NACDD. Contracting with an agency rather than hiring an individual to guide our policy work with Congress on appropriations and reauthorization was new for NACDD. We'll be looking at the differences this made for the organization. The agency has made more contacts and found more opportunities for Councils than we've realized in the past.

The Council Services Team has been busy with plans for the TA Institute, working with the California Council to plan the fall conference in San Diego, and providing oversight for the TA Contract. The Nomination Committee accepted applications, conducted interviews and prepared a slate of candidates for the Board for consideration by the membership.

There are so many people who keep this organization going, moving, thriving. Thank you!

Becky Harker  
NACDD President

## 2006 Board of Directors

### Officers

President — Becky Harker (IA)  
 Vice President — Althea McLuckie (NM)  
 Secretary — Chastity Ross (KY)  
 Treasurer — Diana Zietz (ND)  
 Past President — Eric Jacobson (GA)

### At-Large Directors

Ed Holen (WA)  
 Bill Lynch (OR)  
 Jane Rhys (KS)  
 Jamie Snyder (AZ)  
 Dave Zwyer (OH)  
 Jennifer Ondrejka (WI)  
 Sen. Dennis Byars (NE)

## 2005 Board of Directors

### Officers

President — Eric Jacobson (GA)  
 Vice President — Marilyn Sword (ID)  
 Secretary — Diana Zietz (ND)  
 Treasurer — Pat Putnam (NM)  
 Past President — Patricia Seybold (KY)

### At-Large Directors

Ed Holen (WA)  
 Liz Weintraub (MD)  
 Jane Rhys (KS)  
 Sheila Romano (IL)  
 Sen. Dennis Byars (NE)  
 Deborah Swingley (MT)

## 2006 NACDD Staff

Karen Flippo — Chief Executive Officer  
 Anne Rohall — Director of Government Relations  
 Phyllis Guinivan — Council Services Liaison  
 Pat Brown — Office Manager  
 Sheryl Matney — Technical Assistance Contract Manager  
 BC Farnham — Technical Assistance Program Specialist

**NATIONAL ASSOCIATION OF COUNCILS  
ON DEVELOPMENTAL DISABILITIES**

**STATEMENT OF FINANCIAL POSITION AS OF SEPTEMBER 30, 2006  
WITH SUMMARIZED FINANCIAL INFORMATION FOR 2005**

	<b>ASSETS</b>	
	2006	2005
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$ 304,349	\$ 267,348
Investments	2,778	—
Accounts receivable	66,895	74,290
Employee loan receivable - current portion (Note 6)	2,400	2,400
Prepaid expenses	20,415	-
Total current assets	<b>395,837</b>	<b>344,038</b>
<b>FIXED ASSETS</b>		
Furniture and equipment	13,491	9,841
Less: Accumulated depreciation	(4,576)	(2,243)
Net fixed assets	<b>8,915</b>	<b>7,598</b>
<b>OTHER ASSETS</b>		
Employee loan receivable (Note 6)	4,380	6,780
Deposits	2,500	2,500
Total other assets	6,880	9,280
<b>TOTAL ASSETS</b>	<b>\$ 412,632</b>	<b>\$ 360,916</b>

# Financial Statements

**NATIONAL ASSOCIATION OF COUNCILS  
ON DEVELOPMENTAL DISABILITIES**

**STATEMENT OF FINANCIAL POSITION AS OF SEPTEMBER 30, 2006  
WITH SUMMARIZED FINANCIAL INFORMATION FOR 2005**

**LIABILITIES AND NET ASSETS**

	2006	2005
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$29,300	\$15,001
Accrued salaries and related benefits	11,000	7,449
Deferred income:		
Membership	178,996	223,858
Conference	50,100	—
Other	1,000	—
Total current liabilities	<b>246,308</b>	<b>246,308</b>
<b>LONG-TERM LIABILITIES</b>		
Deposit held in escrow	2,700	2,700
Total liabilities	<b>273,096</b>	<b>249,008</b>
<b>NET ASSETS</b>		
Unrestricted	134,320	107,842
Temporarily restricted (Note 2)	5,216	4,066
Total net assets	139,536	111,908
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 412,632</b>	<b>\$ 360,916</b>







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**[www.NACDD.org](http://www.NACDD.org)**

*NACDD'S mission is to provide support and assistance to member Councils  
in order to promote a consumer and family centered system of services and  
supports for individuals with developmental disabilities.*