




ANNUAL REPORT

The Annual Report captures activities led by and participated in by council members throughout the fiscal year. New projects are noted, and interesting facts are spotlighted.

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FY2019 Annual Report

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Annual Highlights

The 2019 Fiscal Year was a busy, but good year for the Prince George's Provider Council (PGPC). The two most important cornerstones that the council focused on in 2019 and continues to focus on is Advocacy and leadership. It really involves self-advocates with intellectual and developmental disabilities, families, caregivers and DSP's passionately telling their story, the challenges they face and the opportunities they see for more inclusion and integration in their communities. Leadership involved initiatives that engaged our local and state representatives to fight for funding that supported our programs to provide services to individuals with disabilities and agency staff wages.

A summary of the highlights which contributed to our work and accomplishments are detailed within this report.

County Supplement

We are pleased that the County continued to provide funding for the supplemental funding to the providers supporting Prince George's County residents with intellectual and developmental disabilities for the third year. Testimony was provided at the County Executive's hearing regarding our need for the continuation of this important resource to the provider community. In addition, members provided a briefing to the Health, Human Services and Education Committee of the County Council regarding the importance of the supplements there were a number of new Council members.

During this year, the Provider Council attempted to contract out the fiscal aspects of our supplemental grant from the County. A request for proposal was issued and interviews held. A firm was selected and began working during the year. However, this did not work out and later in the fiscal year the Council moved the administrative function of the grant back to Resource Connections.



Message from our Chairman

On behalf of the Provider Council of Prince George's County I want to thank our families, caregivers, and all stakeholders for your support. The Provider Council wishes everyone a happy and prosperous New Year!!

As we look back on 2019, as a council we have made great strides in supporting and advocating for individuals with developmental and intellectual disabilities within Prince George's County, as well as supporting agency Direct Support Professionals (DSP's).

[Click to read more](#)

--Ron Vaughn

Annual Highlights, cont.

Executive Committee

Our newly formed Executive Committee had a busy year managing a variety of issues related to structure, policies and procedures for the PGPC. This allowed for more time at the membership meeting to be allocated to informational sessions.

Education Committee

The newly formed Education Committee began a collaborative process of meeting with representative of the Prince George's College directed toward the development of courses and a program for those who have exited from high school (both credit and non-credit). The group also began a new and enhanced relationship with the staff of the Prince George's County Special Education Department which we had allowed to dwindle over the past year or two.

Fiscal Committee

The Fiscal Committee was developed in response to the continuing number of changes that the system was undergoing to keep members aware of the fiscal impact on these changes and to provide an opportunity for those in the fiscal arena to share concerns and questions. During this first year the committee focused primarily on:

- reporting requirement for participants in the Prince George's Supplement program;
- staffing challenges for finance/accounting staff in the developmental disabilities field (pay levels, tight labor market, etc.); and
- the process for the CTC refunds to individuals for 2013 overpayments.

We anticipate an even more active committee this year as the Developmental Disabilities Administration moves forward on the transition to a new system.

Training Consortium

The Training Consortium which was initiated at the end of the last fiscal year sponsored 4 Best Practices Training Sessions on areas of interest and need of the members. These included:

- Investigations in August 2018;
- Person Centered Thinking in November (2 sessions one for Direct Support Professionals and the other for Administrative staff);
- Plans of Correction in February 2019;
- Quality Assurance Plan Development in May 2019.



Figure 1: Photo from Person Centered Thinking Session

All were free to staff from member agencies and were also opened to non-member agency staff on a space available basis. These trainings proved to be well received and are definitely continuing into the next fiscal year.



As the fiscal year was coming to an end, the Committee decided to branch off into a subcommittee to work on the re-establishment of a County Wide Individual Rights Committee. The plan is to move forward slowly continue expanding to other members over the course of the next year or so. The group directed efforts toward revising forms, the process for participation and the recruitment of members for the committee.

Website Launch

We had a successful [website](#) launching during the fiscal year and were able to develop a member's only page which includes information related to various actions taken by the membership, the minutes of the Provider Council meetings and the agenda for coming members. Also included on the website is information related to our [members](#) and [announcements](#) and upcoming events of the membership. The website was utilized for advertising and announcing various actions related to the Annual Employment Awards Breakfast.

New Relationship Building

This year as we worked to develop a working relationship with the newly elected County Executive, we were honored to have the Deputy Chief Administration for Health, Human Services and Education meet with us and begin a dialogue regarding issues related to the services in the County for residents with intellectual and developmental disabilities. This initial meeting has led to an ongoing working relationship.

Employment Awards Breakfast



The highlight of the year was again our Annual Employment Awards Breakfast in October as part of the National Disabilities Employment Month with over 200 in attendance. The theme for this year's event was **PATHWAY TO EMPLOYMENT** which showcased the many ways to people can travel to their employment goals. This year, for the first time we invited individual employees who were self-employed to have showcase their items which were for sale. Five individuals who are self-employed were able to present their talents and work. In addition, we took the opportunity to acknowledge the support of various Direct Support Professionals and to thank the many employers with whom we partner. The wonderful support of the Developmental Disabilities Administration, several County Council members and others made this a very successful event.

We also invited three individuals to be our keynote speakers who spoke about their pathways to employment and all gave important information to the audience about their goals for employment, some of the bumps along the way and what some of their future dreams would be. Those in attendance were inspired by the messages from Desmond Allen supported by NHSS, Kevin Jamison supported by Ardmore, and Lorainne Savadge supported by MCC;

Chairman's Message, cont.

I applaud the important progress made by provider agencies regarding the planning necessary to engage in systems change which we believe will result in significant improvement in outcomes that will increase employment, community inclusion and self-advocacy. The council is very impressed with our providers as it relates to the depth of interagency collaboration taking place in Prince George's County. The providers have developed workgroups that focuses on the following initiatives:

- Education
- Staff Training
- Finance
- Community Inclusion
- Employment Recognition
- Local & State Legislative Issues
- Council Membership
- Individual Rights

We believe that this type of cross-agency collaboration is needed in order to obtain meaningful and positive systems change within Prince George's County and the State of Maryland. We also believe the time is right to fully engage our stakeholders, which will lead to activities and system changes to create significant improvements in creating an environment in which Prince Georgians with disabilities are competitively employed and engaged in integrated settings throughout Prince George's County.



recipients of the direct support from our provider members are. We were honored to have Deputy Secretary of the Developmental Disabilities Administration Bernard Simons; Secretary of the Department of Disabilities Carol Beatty and several local County Council members and their staff in attendance. Individual employees, businesses and Direct Support Professionals received acknowledgement for their accomplishments and partnerships. Thanks to the great support from members of the County Council for sponsorship our event was the most successful yet.

Membership

Sustaining our membership was an important goal of the Provider Council in Fiscal Year 2018. This goal was helped by the successful work of the New Member Committee which provided an excellent orientation to new members and or executive/administrative staff new to member agencies. This proved to be an excellent way to quickly involve them and provide quick tips on issues of importance or in response to questions.

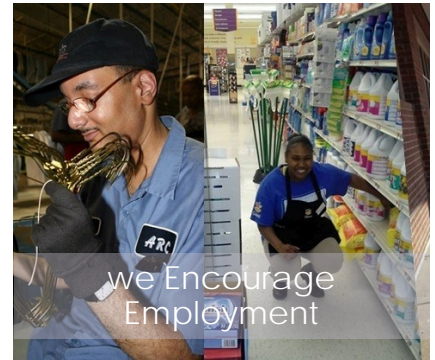
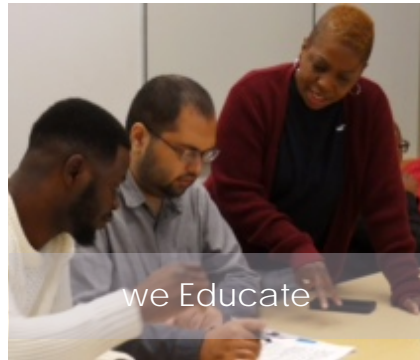
We recognized the challenges with members' schedules and provided the option for members to call in to membership meetings when not able to attend in person. This has resulted to be a benefit for the members.

Enhancement of the Provider Council Work

As the Council has grown and developed, it has become more important to the group that enhancement of communication, the development of additional structure and most importantly to enhance professional growth and development of our members and member agencies take place. All of this was accomplished through our regular monthly meetings, often with guest speakers who provided important information as well as new opportunities for our members. The Council members see the need for continued efforts to enhance the service delivery system in the County along with support for the membership as the state-wide system continues to transition through new systemic processes. Members continued to be involved in a variety of events such as DD Day at the Legislature in Annapolis where we were involved with a large audience learning about new legislative issues and visiting our

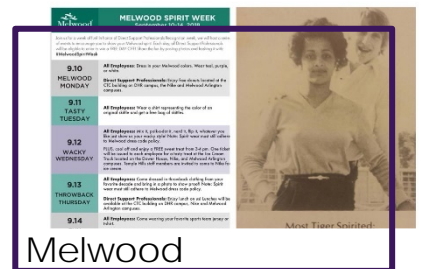
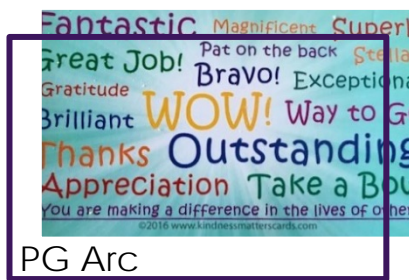
elected officials to share with them what we see as important. Of utmost important this year was the effort to gain passage of legislation passing the State minimum wage legislation to \$15 over a period of time with an enhancement for the direct support staff in our field. This was hard-fought battle was successful although not quite at the figures we were hoping for. Members also participated in two Transitioning Youth Fair.

Figure 2: Photos capturing a few activities involving PGPC members



New committees enhanced the work of the Provider Council and led to continued involvement of more of the members in the actual work of the Council that resulted in stronger relationships with increased collaboration for a stronger service system in Prince George's County.

As a member organization where many of our leaders understand through personal experience, the dedication and hard work that goes into being a Direct Support Professional (DSP). We know that they are the backbone of our agencies and without them, we would not be able to provide services. Most of our members had important programs and activities to honor the work of their DSPs the week of National DSP week, held every September. Below, are a few creative ways some member organizations celebrated. Read more by clicking the agency name.





As we reached the end of the fiscal year, the Council decided to form another committee—the Community Inclusion Committee—directed toward promoting opportunities for members to jointly look at issues related to successfully supporting options for those we support to more fully participate in the communities of their choice. This committee began by identifying barriers to the accomplishment of this goal and will then begin to resolve these barriers. This committee presents an excellent opportunity for collaboration among member agencies and it promotes our work related to our vision -- ***Leading the Way to Inclusion.***

Wrap Up

Our June membership meeting was again directed toward a celebration of accomplishment of the year and the selection of new officers to lead the Prince George’s Provider Council at a potluck networking breakfast. Selected as officers to lead the group were: Sequaya Tasker, Chairperson; Rob Baynard as Vice Chair; Norma Israel as Secretary; and Yung Kim as Treasurer. They were joined by the following members of the Executive Committee: Benita Hunt; Clarissa Mitchell; Janice Stallworth; Kiara Briggs; Latesha Balam, Rick Callahan, Ron Vaughn; and Terra Guillard.

We see the future as bright but not without challenges. However, we look forward to our future with a firm belief that we have an important role to play in the many upcoming changes. It is our hope that the committee structure we now have in place will be helpful to the membership as all try to tract the many systems changes, new initiatives and even structural changes directed toward enhancing the lives of those we support. We will continue to focus on our overall goals to promote a quality service system for Prince George’s County residents and expand opportunities to those individuals we support; and work collaboratively with our colleagues promoting skill development, support and friendship which enhancing community inclusion and accountability. In addition, we look forward to 2020 when the Americans with Disabilities Act (ADA) is 30 years old and to celebrating with disability advocates across the country as well as in Prince George’s County. While we have much to celebrate, there is still much left to accomplish to assure full access in all walks of life for everyone.

Membership





The Council continues to work on new initiatives that supports our agencies as well as providing continuous education surrounding the disability community. We look forward to a future of opportunities and sustainable results in communities we serve, and we are excited about maintaining and expanding our partnerships in the coming year.