



State Rehabilitation Council

to the



Bureau of Rehabilitation Services

Minutes

March 13, 2013 - AM

Strategic Planning Meeting w/

Laurel Forst, Facilitator

Hamden, CT

Attendance:

Present

SRC Members: Jim Quick, Chair; Ellen Econs, Vice-Chair; Tom Boudreau, Secretary; Jan Hasenjager, Treasurer; Marisel Mandry, Michele Fontaine, Roberta Hurley, Warren Stamp & Larry Robinson.

BRS Staff: Evelyn Oliver Knight

Excused

SRC Members: Mary Pierson Keating

Absent

Tanisha Minnis & George Narvaez

Jim chaired the meeting. He called the meeting to order shortly after 9:30 PM. Introductions were completed with today's meeting having a full agenda that includes a facilitator, Laurel Forst of Coaching and Consulting.

Laurel began the morning with an ice breaker and multiple groups of two.

A. An ice breaker occurred that looked at three questions:

1. A little known fact?
2. What you need to be effective on the SRC?
3. What is your greatest strength?

Reflections of the groups: regarding questions - the questions made people get more personal, people enjoyed the new energy and thoughts; icebreaker shows that others have competing influences outside of the SRC but that there is commonality.

There are common elements; we are people that can increase communication between each other. Larry shared a quick song that he wrote down and sang – (the group wanted to ensure that it be added to notes): “I am you and you are me together we are the SRC...”

B. A Code of conduct was discussed

- Active participation
- Sticking to the SRC agenda
- Degrees of confidentiality
- Keep within the agenda and some degree of order unless deviation is agreed upon.
- Items for discussion may be placed in the “parking lot”
- Too many voices can be difficult and one person at a time speaking
- Compassion to one another/Respect is noted

C. Strengths of the Council

- Evelyn’s impact is very positive

- The diversity of the group
- Advocacy
- Influence – able to give feed back into important areas.
- History with a committee that does have a stronger knowledge of what BRS does – which makes it easier to work together.
- Many on the committee have a connection/experience with BRS (composition of the committee has consumers).
- Knowledge and being informed
- Dedication
- Compassion due to having an experience or working with others who have the services in their lives.
- People feel free to ask questions.

D. Break out session

Discussing the challenges

Group One

- Change is slow – effort in and everyone wants change back.
- Hard to be motivated and consumers feel the same issues.
- The results are slow when recommendations are presented, however there are layers related to making recommendations moving forward.

Group Two

- Fiscal constraints/budget limitations – with BRS.
- Meeting the people and bring it back to the personal level – frustration of not being able to make the change while seeing the problem.
- Frustration of meeting an under-served population.

Group Three

- The “cycle” of Macro with the economy through to the Micro of the consumer.
- Measuring the impact of decisions we make as SRC when there are limited resources – to have biggest bang for the buck.

- Both fiscal and personal loss with a “Brain Drain”.
- How to develop better community and connectivity.
- Communication and time lines related to projects.

There was a discussion as to the survey that was completed by the SRC. (A noted ACTION ITEM is a follow up for the survey from Jim to Evelyn). The results will be forwarded to Amy so that it can be shared with others. It was noted there is a difference between implementation verses consideration.

It was brought up that there are challenges with certain committees – in particular legislation/policy and planning group could be addressing this (such as looking at the results of the survey or other documents and then reporting to the group).

(A noted ACTION ITEM: discuss specific issues to try and look at organizing the agenda to have the committees be formed).

Discussing desired outcomes

Group One

- Ensure the voices of consumers are heard.
- Recruiting business professionals on BRS.
- Be a positive influence on BRS Skills.
- Enhancing and implementing services.

Group Two

- Have outcomes – actually do some actions and truly see them happen.

Group Three

- Define ways to measure outcomes and progress.
- Better increase of communication between all layers.

- Improve morale for counselors – consumers are very frustrated as well.
- Building connectivity and community of SRC with BRS/CRP/Consumer.

Final task – had to choose only:

It was discussed that “having goals and making them measurable” was needed. It was shared that there already is a mechanism that the SRC does this in the annual report. It defines the current committee’s goals and measures ...

E. Looking at Definitions

- Mission should be addressed of what is the purpose of the council
- Vision should be emotive and inspirational
- Values should be the beliefs
- Goals should describe the finish line
- Strategies is the road map
- SWOT – strengths/weaknesses/Opportunities/Threats

Reviewed mission statements from other companies for comparison ...

“Mission” discussion - many people shared elements such as:

You are the voice of the consumer;

The consumers are the people with disabilities;

Improve the services – to ultimately gain employment;

Work evaluation, equipment needs, vehicle modifications, on the job training etc.

Looking for or maintaining a job/vocational rehabilitation; and to have direct impact to BRS.

Discussed modifying the Mission Statement and resulted in:

The mission of the SRC is to provide assessment, advice and recommendations to the BRS and others on behalf of the consumers seeking vocational rehabilitation. We review the coordination and effectiveness of programs and strategies which promote community-based competitive employment for persons with disabilities.

F. Reviewing the Strategic Plan

We discussed the above Mission. It was agreed that we were going to review the sections of vision, values, principles, at another time.

- Discussing goals and clarifying the different ones
Some questions:

Perhaps update the goals – ones there are from 7/21/2010;

Should goals be prioritized and look at the goals of the strategic plan. It was agreed that the goals of the annual report were considered adequate and could be placed into our current strategic plan. They are:

1. To assess the effectiveness and delivery of vocational services provided by BRS to individuals with disabilities.
2. To improve the coordination of vocational services among BRS, state agencies and public and private entities for the benefit of BRC consumers.
3. To make recommendations to BRS, the Governor, the RSA, and others for developing and improving strategies for the employment of, and vocational services for individuals with disabilities.

The committees need to address steps they will take regarding the goals as defined in the Annual Report.

The strategic plan then needs to address the goals – we will need another meeting to address these into the strategic plan with some work groups and committees – set for 3/28th 12:30 -3 at CVH.

G. Committees were discussed:

- New members and committees assigned.

Laurel's section concluded.