

**GOLDEN GATE REGIONAL  
CENTER BOARD of DIRECTORS  
MEETING  
Tuesday, March 19<sup>th</sup>, 2024, 5:30 PM**

**Via Zoom Video Conference (see below)  
and  
In-Person at GGRC, 1355 Market Street, Suite 220, San Francisco, CA  
94103**

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- 5:30 pm    **I.    CALL TO ORDER / INTRODUCTIONS** (Jacy Cohen)
- ACTION**                    **II.    CONSENT AGENDA ITEMS** (Jacy Cohen)  
**ACTION**                    A. Agenda  
                                  B. Record of February 20<sup>th</sup>, 2024, Meeting
- 5:40 pm    **III.   PUBLIC COMMENT/ANNOUNCEMENTS** (Jacy Cohen)
- 5:45 pm    **IV.   COMMITTEE REPORTS** (Jacy Cohen)
- A. Finance Committee (Michael Bernick)  
                                  1. Monthly Financial Statement
- V.    State Council on Developmental Disabilities – Update on SCDD Activities**
- 6:05 pm    **VI.    COMMITTEE REPORTS (Continued)**
- ACTION**                    C. Services Committee (David DeLira)  
                                  1. Future Planning Project – Next Steps  
                                  2. Approval of Purchase of Service Guidelines  
                                  3. Board Presentation: Employment Support Services – A  
                                  Provider Panel on Internships, Jobs & DDS Employment Grants  
                                  (Keric Lake, Program Director, Transcen, Jay Frantz, Service  
                                  Manager, Steve Huebner, Associate Director of Workforce  
                                  Development, The ARC SF and Patty Holm, Employment Services  
                                  Manager, AbilityPath)

**ACTION**

- D. Board Operations (Lynn Pulliam)
  - 1. Update on GGRC BOD Candidates Recruitment
  - 2. GGRC's New Bylaws: Discussion and Consideration
  - 3. Board Member Input
  - 4. Presentation of Board Candidates, Brindicy Alcaraz and Marta Guzman
  
- E. Service Provider Advisory Committee
  
- F. Legislative Committee (Edith Arias)
  - 1. Update on Legislative Breakfast Events in the Spring
  - 2. Cal-TASH Legislative Visits

6:35 pm **VII. DIRECTOR'S REPORT** (Eric Zigman)

- 1. Legislative Budget Hearings

7:15 pm **VIII. EXECUTIVE SESSION** (Personnel Issue)

**You must RSVP to attend in-person or to receive the Zoom meeting information. To RSVP or if you have any questions, please contact Aria Alokozai at [aalokozai@ggrc.org](mailto:aalokozai@ggrc.org), or call 415-832-5792.**



# Golden Gate Regional Center

*Supporting Lives of Liberty and Opportunity*

RECORD of March 19<sup>th</sup>, 2024, 5:30 PM  
VIA ZOOM CONFERENCING

PRESIDING: Jacy Cohen

DIRECTORS PRESENT: David DeLira  
Michael LoBue  
Kate O'Connor  
Shirley Poitier

Lynn Pulliam  
Michael Bernick  
Sharon Jones  
Tracy Bullock

DIRECTORS ABSENT: JJ Khin  
Edith Arias

STAFF: Eric Zigman  
Brenda Gonzales  
Lop Hou  
Lisa Rosene

Aria Alokozai  
Ihsan Shagiwal  
Amanda Pyle  
Sean Galvin

GUESTS: Brindicy Alcaraz  
Chris Aguire  
Sheraden Nicholau  
Yasir Ali  
Breeanne Kolster  
Steve Huebner  
Clarissa Kripke

JulieAnn Barry  
Jenica Hadley  
Paloma  
Marta Guzman  
Jeric Lake  
Patty Holm  
Erin Bradrick

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## CALL TO ORDER (Jacy Cohen)

Ms. Cohen called the meeting to order at 5:31 p.m. Welcoming remarks and introductions followed.

## CONSENT AGENDA ITEMS (Jacy Cohen)

### **ACTION A. Agenda**

*The Agenda for today's meeting was approved.*

*M/S/C (Michael Bernick motioned /Lynn Pulliam seconded)*

### **ACTION B. Record of February 20<sup>th</sup>, 2023, Meeting**

*The Record of Meeting of February 20<sup>th</sup>, 2023 was approved.*

*M/S/C (David DeLira motioned/Kate O'Connor seconded)*

## PUBLIC COMMENT / ANNOUNCEMENT

JulieAnn Barry shared that she wants to help people with disabilities.

Jacy Cohen shared that she would like to hold the May Board meeting in-person so that the Board Members meet each other and share a meal together. Jacy added that coming in person would be strongly encouraged but not mandatory.

### **Finance Committee (Lop Hou for Michael Bernick)**

#### **Monthly Financial Statement: [Financial Status as of January 31, 24]**

Lop Hou reported that GGRC has received its E-1 Contract Budget Allocations which, in sum, provide the following DDS funding for Fiscal Year 2023-2024:

#### **Operations:**

After seven months of operations, year to date expenditures are under budget by 10.1%. All operations funds are expected to be fully expensed for the fiscal year over the normal course of operations.

#### **Purchase of Services (POS) Excluding CPP:**

After seven months of operations, year to date POS expenditures are under budget by 5.3%. While this will fluctuate as caseloads increase and as services are provided throughout the year, the current estimated projected surplus is approximately \$6.0 million for the fiscal year.

#### **Community Resource Development Plan (CRDP) Funding**

Placement funds have been allocated and are being used, however, funds related to any start-up projects have yet to be approved and allocated by DDS.

#### **State Council on Developmental Disabilities Update on SCDD Activities:**

Sheraden Nicholau, SCDD Regional Manager shared SCDD updates and timely information on events, trainings and opportunities including the following:

#### **Supported Decision Making -Technical Assistance Program Grants and Contracts**

#### **Grants:**

The Council has a total of \$3,000,000 available to fund a maximum of five (5) SDM-TAP grant projects in two (2) areas of implementation: professional and family/individual. The Council will consider all proposal submissions and choose one (1) or more, but no more than five (5), with a minimum award of \$150,000 and a maximum award of \$800,000 per application that will not exceed the full \$3,000,000 budgeted amount.

The intended outcome is to increase awareness and successful implementation of SDM statewide, especially in underserved communities.

**Family/Individual Implementation** SCDD is seeking grantees to train and support implementation of Supported Decision Making (SDM) among families/individuals within these five (5) focus areas: Educational Services, Financial Services, Intellectual/Developmental Disabilities (I/DD) Services, Legal/Judicial Services, and Medical/Healthcare Services.

**Professional Implementation** SCDD is seeking grantees to train and support implementation of Supported Decision Making (SDM) among professionals within one (1) or more of five (5) focus areas: Educational Services, Financial Services, Intellectual/Developmental Disabilities (I/DD) Services, Legal/Judicial Services, and Medical/Healthcare Services. The Council understands that the final list of approved projects may not address all five (5) of the targeted focus areas.

SDM-TAP Grants Deadline: April 22, 2024  
<https://scdd.ca.gov/sdm-tap-grants-and-contracts/>

Contracts:

The Supported Decision-Making Technical Assistance Program (SDM-TAP) is excited to announce the following contracts are open for submissions and welcomes all prospective bidders to submit bids before the submission deadline of April 19, 2024 at 12pm PST.

[SDM-TAP Warmline Services \(no-cost, non-emergency phone services\)](#)

Create and operate a warmline assistance center to answer questions and connect users with resources to assist with implementation of Supported Decision-Making.

[SDM-TAP Branding & Advertising Coordination Services](#)

Create a branding guide for SDM-TAP and manage usage by SDM-TAP partners and funding recipients in all public communication. Coordinate marketing efforts for all SDM-TAP funding recipients. <https://scdd.ca.gov/sdm-tap-grants-and-contracts/>

Upcoming statewide trainings in English and Spanish: <https://scdd.ca.gov/scdd-trainings/>  
April and May trainings include IEP strategies (10a: April 1 & 15 in English, April 8 & 22 in Spanish), understanding ed evaluations (10a: April 29 in English, May 6 in Spanish), and mental health self-care (10a: May 13 in English, May 20 in Spanish). Same link for all:  
<https://us02web.zoom.us/j/88327113155?pwd=OEhsc09BNkM4V0FSVEJpYjlkQU5YQT09#success>  
Meeting ID# 883-2711-3155. Password 2024

March 27<sup>th</sup>: Statewide Self-Advocacy Network Virtual Developmental Disabilities Awareness Panel on self-advocacy and family advocacy relationships and resources @ 3:30p – 530p  
[https://us02web.zoom.us/webinar/register/WN\\_nuYjmy6sRf-k4ZVaY0Iueg#/registration](https://us02web.zoom.us/webinar/register/WN_nuYjmy6sRf-k4ZVaY0Iueg#/registration)

Upcoming Webinars: 2 webinars in Fair Housing Rights for Californians with Disabilities, offered by SCDD and CA Civil Rights Dept. 4/16 and 4/25, 11a – 1230p

Self-Determination Statewide Orientations (coming up offered in English, Spanish, & Tagalog):  
<https://scdd.ca.gov/sdp-orientation/>

Upcoming SCDD Council and Committee Meetings: <https://scdd.ca.gov/scddcalendar/>

[Read posts and submit your advocacy story to the statewide blog, StoryTellers:](#)  
<https://scdd.ca.gov/scdd-communications-blog/>

**Services Committee (David DeLira)**

David DeLira shared the following report from the Services Committee:

Future Planning Projects

- Summary of Caring Futures by Julia Ballantyne of the ARC.

- Funded by the CA Department of Aging, the program is a collaboration between The ARC of CA and the University of Chicago, Illinois. A survey revealed an overwhelming need for support and help with future planning for families with individuals with disabilities.
- “Future Now” is a six-week program currently offered in Spanish and English. Its focus is person/family-centered and is adapted to a virtual format. The classes are offered at various times and dates with 60 people per class. A workbook is completed throughout the course that provides a comprehensive planning guide and resource.
- “Self-Care Matters” is a two-week program currently offered in Spanish and English. It connects with other parents and caregivers who share the challenges of prioritizing themselves. It provides ten healthy and balanced life methods while learning to integrate health and wellness strategies.
- Other resources provided include a webinar that is accessible through The ARC of CA, a Spanish website called “Futures Y Esperanza”, as well as a resource library.
- Finally, a request was made by the Committee to have programs and resources available to the Cantonese-speaking community. Ms. Ballantyne stated that it was possible, however, it may take up to a month to implement.

David also shared a report on Future Planning Listening Sessions; The next Session will be for individuals served that will be completed by May 29<sup>th</sup> and facilitated by Alex Madrid, GGRC Housing Specialist. These sessions will be in English, Spanish, Chinese and possibly Tagalog. Then after that Session will be for GGRC Social Workers completed by May 29<sup>th</sup>, virtually for Marin office and San Mateo office and in person in San Francisco office.

Amanda shared updates about GGRC website redesign and an opportunity for individuals, family members, board members and community members to participate in focus groups regarding website marketing and branding. There will be an Online survey that will be shared with GGRC, the Service Providers and Board members to identify the best day of the week for participating in the focus group. These focus groups are intended to be small (10-12 people) and the goal is to complete them by the end of April. This information will be shared on the state council’s website and our Social Media platforms to get diverse groups of people to participate in the focus groups.

Q and A followed.

#### **ACTION - Approval of Purchase of Service Guidelines**

Lisa shared information and background on the Purchase of Services Guideline as well as the recent changes that were shared with the Board for review. Lisa also shared that each individual served will receive a copy of the Purchase of Service Guidelines in their preferred language.

Lisa spoke about the changes in details in the following pages/sections of the POS Guidelines.

- page 12 under section V, paragraph - Non-medical therapies.
- page 14 section E, Music Therapy
- page 22 under section C. Socialization/Recreation
- page 23 under section “Per Welfare & Institutions...”
- page 24 under section B. Camping - The paragraph “For minor..” has been omitted from

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After discussion and questions and answers, David Delira asked for a motion to approve the above changes to the Purchase of Services Guidelines. There were no further discussions and the Board unanimously voted to approve the Purchase of Services Guidelines.

*MSC (Michael LoBue motioned/ Shirley Poitier seconded)*

Board Panel: “Employment Support Services – A Provider Panel on Internships, Jobs & DDS Employment Grants, Jeric Lake, Program Director, Transcen; Jay Frantz, Service Manager, Steve Huebner, Associate Director of Workforce Development, The ARC SF; and Patty Holm, Employment Services Manager, AbilityPath; and moderated by Eric Zigman, GGRC Executive Director).

Sean Galvin shared a brief presentation on the following data on Competitive Integrated Employment (CIE), Paid Internship Program (PIP) and DDS grants.

- Competitive Integrated Employment (CIE) significantly increased in the year 2022-2023 increased (from 63 to 133).
- The Paid Internship Program (PIP) had 174 individuals prior to pandemic and those number have gone up to 189 individuals.
- The DDS Employment grants: Stanford School of Medicine receives grants to conduct research with regards to training for job coaches and job developers as well (as employers). Stanford had many signups in their training for Direct Support Professionals. One of their challenges is with getting more employers to sign up. Stanford is looking for additional grants to continue their research.

Sean added that we are looking to add new vendors to increase employment options for interested individuals and exploring pathways to recruit job developers and job coaches to increase support for people to receive employment opportunities, paid internships, and Competitive Integrated Employments.

Patty Holm shared that AbilityPath provides Competitive Integrated Employment services, Tailored Day services, pre-employment, employment program, paid internship development (and other supports) in San Mateo and San Jose. AbilityPath has about 100 participants working independently or in groups. AbilityPath’s greatest success is the development of different internship programs (i.e. office internships), providing flexibility of programs with part time employment in a wide variety of programs where people participate in person or virtually. One of the challenges for the AbilityPath is recruiting and retaining staff. In order to retain staff, AbilityPath has increased wages, has success in internship and offers college tuition reimbursement and opportunities for growth. Patty shared that the Abilitypath is very participant-focused and has several programs to help getting the voices of people served such as Board of Directors program, an employment committee, care giver and family’s satisfaction surveys and quality of life assessment data (that help form and shape the new program and change the existing programs). There is also a peer Advisory Committee where participants are elected to talk about what’s working within the agency and share the results with the Manager to help improve the program. Person-centered profiles are kept as living documents and are updated regularly as information becomes available which helps with any changes needed in participants programing needs.

Steve Huebner shared that The Arc of San Francisco operates in San Francisco, Marin, South Bay and East Bay and provides PIP and employment services. One current program is with Cal Academy of Sciences with four interns. In Marin, there is an internship with Indian Valley College of Organic Farming. In terms of numbers, the Arc of San Francisco has 237 participants in Competitive

Employment in Bay Area. Steve added that maintaining partnerships with group sites and maintaining jobs during the Pandemic are some of the successes of their organization. Some of the challenges of Arc SF is that the big tech companies do not hire as much and so they are partnering with smaller organizations to help individuals find jobs. Steve added that low wages had been an issue for retaining experienced employees such as Job Developers. To incorporate voices of people served in the processes, Steve added that they invite people-served to take part in the interview process and conduct annual survey, and work with their Client Advocacy Committee.

Eric commented that job developers work with employers to create or find jobs for people we service and match them with what people are interested in doing. He added that there has never been a rate for job development but in the new rate setting methodology, we will have a separate rate for Job Developers. Eric emphasized the need for full implementation of the Provider Rate Methodology that was supposed to happen this July but has been proposed to be delayed for another year to the Governors next Budget.

Jeric Lake shared that Transcen Inc. a small organization providing services in San Francisco and East Bay Area with RCEB on customized employment serving 25 individuals. Transcen has recently started offering Paid Internship Programs and will be working with their first client soon. Jeric added that their greatest success is their unique approach towards supported and customized employments where they don't go for the posted jobs but find jobs that fit the skills sets of the individuals. The greatest challenge for Transcen is with regards to completing paperwork and obtaining authorization for the services. Jeric added that he has recently joined the organization and staffing has not been a major issue so far. Jeric also shared that everything Transcen does have a person-centered approach and include varieties of tools to help with finding jobs as well as support in terms of achieving goals, hopes and dreams. In addition, Jeric invites people-served to participate in interviews when hiring staff that would be working with those individuals to help involve them in the selection process.

Q & A followed.

### **Board Operations Committee (Lynn Pulliam)**

#### **Update on GGRC Board of Directors Candidates Recruitment:**

Lynn shared that in the process of recruiting new Board members, she reviews GGRC Board of Directors' composition which indicates gender, ethnicity, geographic location, and any gaps we might have for the Board and makes sure the committee fill those gaps. Lynn is also working on a Board Welcome Letter and new Application form.

#### **GGRC's New Bylaws: Discussion and Considerations:**

Lynn shared the Bylaws were revised by the Bylaws Ad Hoc Committee and was presented to the Board Operations Committee for review and approval. The Board Operations Committee and the Executive Committee approved the new Restated Bylaws and presented it to the full Board for any comments or questions. The Committee received and discussed questions from Michael LoBue and forwarded them to Erin Bradrick, GGRC's Board Attorney, who will be addressing those questions today.

Erin Bradrick addressed Michael LoBue's questions as follows:

- The new Board terms have been changed from a 3-year term to 1- year term for all Board members. If a director resigns from their position as Director in the middle of their term, the Board will have a choice to either reduce the number of authorized Directors within the



range provided in the Bylaws, or if Board would like to fill the vacancy, they can either elect someone to fill the vacancy and complete the partial term until the next election.

- Section 3.03: Erin advised against setting mandatory minimums for Directors who reside in each County given the various requirements for the composition of the Board that already apply under WIC 4622.
- Section 3.09: Erin recommended setting forth policies regarding recruiting new Directors in a separate document.
- Section 3.12(b): Erin explained why the recommended language was crafted and approved by the Board Operations Committee.
- Section 3.13 (b): Erin suggested that we delete the reference to “monthly” Board meetings. That had been in the prior GGRC Bylaws and was left in. Board members. Including the Operations Committee agree with this.
- Section 5.01: the Bylaws states that “Directors who wish to attend committee meetings of which they are not members shall request prior permission to do so from the committee Chair.” It was necessary to change the word “permission” is to change to “notify” for attending committee meetings. Board members agreed with this change as well.

Eric commented that the Executive Committee and the Operations Committee will address the new Board terms policy implementation in April and May’s Board meetings as well as support the Operations Committee in crafting needed Board Resolutions.

Jacy asked for a motion to approve the Restated Board Bylaws with the changes mentioned above. Board members voted to approve the Restated Board Bylaws with eight yes votes and one abstention. There were no further discussions.

*MSC (Michael LoBue motioned/ Kate O’Connor seconded)*

Jacy thanked the Bylaws Ad Hoc Committee and Operations Committee for their excellent work and effort in revising the Bylaws.

Q and A followed

#### Board Members Input

Lynn shared that she would call an Operations Committee meeting for all Board members to attend and solicit feedback and/or questions.

Jacy added that the purpose of this initiative is to find more ways to elicit feedback, not just for sharing any concerns, but also to discuss any other topics and questions which time usually does not allow us to discuss during the regular Board meetings.

#### Presentation of Board Candidates, Brindicy Alcaraz and Marta Guzman:

Lynn presented Brindicy Alcaraz to the Board. Brindicy has taken a course on Emerging Leaders where she receives leadership training. She and advocates for systematic change and for the people with disabilities.

Lynn then presented Marta Guzman to the Board. Marta has management and accounting expertise and is the mother of a person served by GGRC. Lynn shared that both Marta and Brindicic have excellent references.

### **Service Provider Advisory Committee (Kate O’Conner)**

#### **SPAC Update**

Kate shared the Services Provider Advisory Committee have approximately 220 people on their email list served who receive constant update and correspondence on ongoing issues. The discussion topics had been regarding legislative events such as Grassroots Day, updates from Assembly subcommittee meeting on Human Services, collaboration, advocacy, and strong opposition to the proposed budget delay of the rate increase.

### **Legislative Committee/ARCA Report (Eric Zigman for Edith Arias)**

#### **Update on Legislative Event in the Spring:**

Eric spoke about the flyers (artwork by artist at Creativity Explored) for the Legislative Breakfast Events. They are happening on April 19<sup>th</sup> in Marin and May 3<sup>rd</sup> in SSF that will be open for 100-120 people (free of charge) from our community to attend and talk to both local and state Legislators about the needs of the community with regards to provider rates and affordable and accessible housing. Eric added the flyers are almost ready for distribution and that more information about the attendance of Legislators and Elected Official will be shared as soon they are known. Eric also added in addition to Edith Arias, Audrey Dechandendes, former Board Chair, Kate O’Connor, and others are very involved in this planning committee.

Kate added that we are looking for participants and highly encouraged Board members and others to consider attending the events.

#### **Cal-TASH Conference:**

Amanda Pyle shared that this year efforts were made to host the annual Cal-TASH Conference both in English and Spanish and the first day was a breakfast panel which included Amy Westling, Alex Madrid, (GGRC Housing Specialist), and others who talked about housing. The second day was held in Spanish and interpreted in English, and the panel had a number of families members and individuals including Edith Arias and her son who presented. A number of regional center staff also did presentations on HCBS (by Brooke Harland, GGRC Community Engagement Specialist), Using Person-Centered Thinking with Decision Making (by Amanda Pyle), including a presentation on State Council Developmental Disabilities (by Sheraden Nicholau).

### **Director’s Report (Eric Zigman)**

#### **Legislative Budget Hearings:**

Eric reported that the Budget Hearings are in progress, and Thursday 3/21 (starting at 9:00am) is the Senate’s first for interacting with the Governor’s Budget and listening to testimonies. Eric added that Cal-TASH seemed to make an impression on Legislators. Assemblymember Stephanie Nguyen created a letter to not accept the Governor’s proposal to delay the \$1 Billion investment in funding for the Service Providers. As of now 33 Assemblymembers and Senators have signed this letter, and we are hoping to see an increase in support of this letter from other Legislators.

Eric added that he will share the caseload ratio report and historical numbers in next month’s meeting.

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The Board Meeting adjourned to an Executive Session to discuss a personnel issue at 7:20pm.

Respectfully Submitted,  
Aria Alokozai