# ROUGH EDITED COPY

# SILC Strategic Planning Retreat Part 1

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**>>** Hello, everyone.

**>>** We are missing Glen, Mindy, and Theresa.

>> Yvonne: I don't know if Glenn was coming based on our conversation.

Sounded like Theresa was. She has family obligations so she might pop in and out.

Mindy will probably be here.

Sometimes she's got a lot going on running from place‑to‑place.

Let's get started.

We are not voting on anything, correct?

We don't need to establish a quorum.

I'm going hand it over to Regina.

Do we have participants with us who are not ‑‑ let's see ‑‑ looks like we have a captioner and Toi Bogan.

Would you like to introduce yourself, or no?

**>>** Toi is the other interpreter then the people on the screen.

>> Jan: I'm Jan.

Janet Timbs was on this council and unfortunately left the office for office of great start.

I have stepped into the role of a number of Janet's councils and associations she was on until we decide who our replacements will be.

>> Yvonne: Thank you.

The way we work with ore members is we want you to be active participants in our discussion.

Please chime in.

**>>** Jan: Thank you.

That's my plan.

I have within be the department over 30 years.

When I retired, I retired as an assistant superintendent, former transition counselor, former special Ed teacher, former ISD director.

This is something I have always been active in.

I'm a quick learner, but I will spend a lot of time listening and participating, providing input anyway I can.

>> Yvonne: Thank you.

**>>** Jan: Thank you.

**>>** Welcome Jan.

**>>** Thank you.

>> Yvonne: If others join us not on video, I will chime in to let people know who is online with us.

Other than that, take it away, Regina.

**>>** Regina: Thank you.

We are connecting and right on time.

I'm going to go through, again, as the agenda, in a minute about what process we are going through and how strategic planning in a virtual environment works.

The first thing I want us to do is a connection to why it is you all are here.

The primary objective today is to center ourselves around our purpose, why we exist, what structure we are governing under getting into dreaming about how we might manifest a future state for ourselves.

In order to start there, I would like to start with your, which becomes our why.

I'm going to go around and call your name as I see it on my camera.

One of the things I'm going to do is, I know we would prefer to look at each other.

I'm going to share my screen, share the instructions, then take it down so your faces and our faces are front and center.

The question is, why did you say yes when asked to join this board?

What was it that you thought it was going to be like and how it was going to contribute to your life.

I'm not going to use a timer.

I want you to self‑regulate.

I don't want you to take more than a minute, 45 seconds is ideal.

Take a minute to late your thoughts.

I'm going start with Stephanie.

Remember to take yourself off mute.

**>>** Stephanie: Hi, everyone.

I would say that I said yes to this opportunity for a few reasons.

Number one, I am a person with a disability, and I saw this council as something instrumental in our state that could help serve fellow individuals with disabilities.

I wanted to be a part of that.

Also, I really felt like I could do some work to help get more visible in the community and I wanted to be a part of that as well.

**>>** Regina: Thank you.

Jan, you are next.

**>>** Jan: There's two Jan’s, which Jan?

**>>** Regina: Lampman.

**>>** Jan: A lot of people get left on the margins.

For me, it's always been about, sort of, I don't know, social justice some people say.

For me it's that everyone has value, we all have value and need to bring that value to the table, right?

As a mom of someone with a disability and a person who has just lived my whole life helping, walking alongside, being a good ally, I wanted to continue that work.

**>>** Regina: Great, thank you.

Yvonne, you are next:

>> Yvonne: Jan, that resonates with me, too.

I have always been the person to stick up for the person being picked on.

I have a sister with disabilities.

She's never been able to speak.

As a child it bothered me that people would stare at her.

She figured it out and started waving at people when she was old enough to figure out, they were staring.

When you think about how much we verbalize our feelings, you know, when we are frustrated, sad, angry, happy, questioning life we call someone or see someone, and we talk about it.

She's never been able to do that.

I am blown away at the strength this woman has at 53 now.

She has to internalize everything.

She has some sign language, but it's very limited.

She can't have conversations via sign, but she has learned to get her point across of what she needs.

Just growing up with her taught me everybody deserves to be valued and to get what they want in this life.

I want to be part of that solution.

To be back with the disability movement, which was my career path and I kind of stepped away for a while.

I was super excited to be back and part of this.

That's what brings me.

**>>** Regina: Thank you.

Mark, you are next.

Mark Pierce.

**>>** Mark: Good morning, Regina.

Thank you for calling on me.

Why am I here, the list got longer and longer and longer.

I kept writing more things.

I appreciate everybody's input in sharing.

To start off, I ended up on the board because the original person that was supposed to be a CIO director on the council was not able to join.

Me being a military guy, I said that I would do it for the network.

I got on the board.

As time went on, I found out that I appreciated the board because, or the council because it looked at things from a higher view.

As a CIO director, most of you look at just our community, but we don't look at the state or the nation.

I have a lot of values here and I see other people with disabilities like myself being involved and having a voice.

One of the reasons I'm here is because I grew up during a tough time and many times, like when you first went into talking about the race, people of color are not included.

I can sit around all day long talking about we are not included; we are not included but am I willing to be a part of being included.

So, as a person of color, I feel as though, and I take it on myself that I need to be at the table.

If something goes awry or if you don't understand to my level of understanding, to state that to the group and let it be heard as a voice.

I guess finally, I just love being here.

I'm hoping that what I had to the council and the strategic plan will be helpful.

**>>** Regina: Thank you.

Allen.

>> Allen: Good morning, everyone.

I refer to myself as newly injured person living with a disability.

Although my injury was about 11 years ago.

I have learned a lot in that time.

I think one of the main reasons, kind of like Mark was talking about is inclusion.

Living with a disability can present so many different challenges.

I live in the U.P.

I represent, you know, everyone in that area.

It's a unique area geographically.

It's location and unique situations we have up north.

Yeah, I just want to be part of this group to represent the individuals that identify and live with a disability.

**>>** Regina: Thank you.

Thank you very much.

Jan Weckstein.

**>>** Jan: Hello, again.

From a personal standpoint, this is an opportunity to create a bond working with others and not let a missing piece go by with the department not being represented.

One thing that I didn't mention is I grew up in the world of special education.

My mom was a special Ed teacher, and I had a sister with a disability, who is no longer with us.

It's an opportunity to participate.

I have always had, keep your eye on the ball.

This is a wonderful opportunity to be able to do that.

I appreciate being a participant of this group.

**>>** Regina: Thank you.

Will, you are next.

**>>** Will: I live with a disability every day.

I also have autism to ADHD.

I'm also a social worker.

I work with adults with disabilities in Oakland County.

The one thing I think we need is I see a lack of services.

I see a lack of this organization doesn't know what this organization is doing.

I think part of it is knowing how to make that better, the network better.

The other thing is there's a lot in social security clearance.

It's not a lot of resources for them.

I told the PCP the condition I have.

Doesn't surprise me.

The condition I have affects about one or two in every two or three million people.

It's really, really rare.

You learn early on how to advocate for yourself.

**>>** Regina: Thank you, Will.

I appreciate that.

Jamia?

>> Jamia: Good morning, everyone.

My reason for being here, actually, I was introduced to this board from a friend of mine in elementary served on the developmental disabilities council.

I became interested.

I didn't know it actually existed.

I went on the Michigan state website and started looking through the boards.

At the time I was in law school.

My reason for going to law school is represent individuals with disabilities and I have a disability as well.

My mother advocated for me in the education system and being independent and so forth.

I have friends and families with disabilities as well.

I just want to be a resource.

A lot of people come to me for advice and how to do this and that and how to navigate their lives and become full‑fledge participated individual of society.

I just want to bridge the gap and be resourceful.

**>>** Regina: Thank you.

Thank you so much.

Is your name Addison?

**>>** Addison: If you are talking to me, yes.

**>>** Regina: Okay.

Addison, you are next.

**>>** Addison: My name is Bill Addison.

I was told I would be on this council by sue, who hired me four and a half years ago.

Sue's idea of putting me on this council was good.

I was hired to be the emphasis of internal controls for MRS programs.

She thought I would be a good fit on this counsel.

That's kind of the lens I would be looking through the things we do here.

Tina, the current director continued with that.

I'm here to aid, assist, provide council from compliance and internal controls.

**>>** Regina: Thank you so much.

Bill, if you want me to call you Bill or Addison, I'm going to assume the name on your screen is what you want me to call you.

If you want to change that, there's a little three dots above your picture and you can change your name.

I'm going to be respectful and call you what you are telling me you would like me to call you.

**>>** Addison: I'll have to think about that for a while.

**>>** Regina: Steve, you are next.

You are on mute, Steve.

Sorry.

>> Steve: Thank you for that.

I'm the youngest of three kids.

My sister has a disability without eardrum.

I didn't realize my mother was a fierce and still is, social justice warrior.

She is the reason there's a special education program in the school district.

She fought in the early, early '70s to get my sister a proper education.

I had an incredible role model with my mom growing up and social justice is run through my system.

Growing up as a gay male, I know what it feels like to be marginalized and not included.

I watched my brother and sister at the hand of kids tortured and excluded.

This runs through my blood.

It's a privilege to be able to have a job in this field.

Reflecting back on other jobs working for HUD and public housing.

It's a common thread running through what I have done in my life or my life's work.

I was the sole director, worked at SILC.

I was a previous councilmember for six years.

I'm in my wheelhouse with this council.

It's a privilege to serve people with disabilities in this state.

**>>** Thank you.

Thank you.

Theresa, you are next.

I believe I'm skipping Bethany because Bethany is a closed caption volunteer, correct?

Yes?

Another screen on mine says captioner so I'm skipping that person.

Now Theresa.

Theresa, if you are speaking ‑‑ oh, okay.

I'm going to have to wait.

Great.

One of our observations, today is really an opportunity for us to gather the resources we have in this room and begin looking to the future.

I want you all to observe the passion in this room, the motivation in this room, the skill set in this room, the perspective in this room, the diversity in this room and the commonalities in this room.

I think when we hear other people's motivation for being at this table, it becomes very critical to trust one another, rely on one another, listen to one another, and make sure that we have the inclusion of these voices.

At the outset, all ideas might not be prioritized on to the plan.

We are going to make sure that all ideas have been heard and we understand why some ideas float to the top and some ideas don't.

As long as we are including and listening and hearing and valuing, then we can say because of our collective experience, because of our collective shared understanding of what we want the future to be, we have come to the best decision that this group can possibly come to.

Okay?

If we exclude any voice, we don't listen to any voice, we can be assured we have not made good decisions.

Does that all make sense to you?

Okay.

I'm going share my screen again.

I want to just kind of make a marker on the map.

Where are we and what exactly are we doing today?

You have all seen the full phases of this strategic plan.

Today, we are affirming who it is we are, what governing responsibilities we have and identify how we test those assumptions with the community we serve, stake holders, funders, whoever mandates us so we can determine our future stake.

Today is about level setting, understanding where we have come and start to explore where we might go.

We are here, scheduled to be here until about 2:00.

I'm going to give you a break five minutes as close to the hour as I can get.

In the meantime, if you need to do anything, please feel free.

We recognize we are all in our homes, we are caregivers of humans and four‑legged or feathered friends.

All of them have needs and want to sit on our laps.

We are going to accommodate that.

I hope you came with whatever beverage is comfortable to you, whatever snacks are comfortable to you.

We are not going to, in this environment because we are all together for a bit, if you are hungry, I want you to eat.

If you are thirsty, I want you to drink.

Be as comfortable as you want.

If you are ‑‑ if you dressed up for today, I hope the next break you put sweats on.

Be comfortable and willing to connect.

Does that make sense to you?

Okay.

I'm going stop sharing and actually turn the conversation over to Steve and Yvonne.

Your agenda identifies that we are going to be gathering some common language, which means you all have had different pieces and parts of an orientation of what it is the council does, why you have a 501(c)3 and this other stuff.

We are creating a common understanding.

Steve and Yvonne are going to kind of set that common understanding so when we create a future vision, it is firmly rooted within what we are legally obligated and regulated and ethically mandated to do.

Any questions about any of that?

Okay.

Steve, I hand it over to you.

**>>** Thank you, Regina.

A little history on SILC.

It was created by the federal government in the early '90s and modelled after independent living design which game it to people with disabilities.

As federal funding flowed into states for the independent living programs, the federal government wanted to have consumer control over the funds that flowed into the state and have a voice in the development of the state plan for independent living, cl is our three‑year plan we developed with the network.

In order for a state to receive title 7 are part B funding, they have to have an autonomous statewide living council established by the governor.

Ours was created in '92.

The council is a governor appointed council made up of a majority of people with disabilities who are neither state nor CIL employees.

The majority of the general membership ‑‑ people with disabilities neither state nor CIL employees.

Once the council was established, the council here in Michigan decided that they wanted to have employees provide administrative functions for the council.

Because the council itself as a governor employee ul could not get an EIN number.

They decided to start a nonprofit.

There are several SILCs across the country with that model.

The majority have that.

The other is to use state employees to provide administrative functions.

Here in Michigan, they decided not to do that.

The nonprofit was established.

What I want to share with you is the actual articles and corporation because it describes very accurately what the 501(c)3 ‑‑ including the making of distributions to organizations that qualify as exempt organizations under 501(c)3 of the IRS code.

Within these limitations, a specific purpose of the corporation provides administrative services to the Michigan state independent council, a council established by the executive order of the state of Michigan at the time.

Empower the individual's abilities to employment, self‑sufficiency, independence, inclusion, and integration in society and to develop and support a statewide network of centers for independent living.

Other services are to provide administrative and judiciary services for other nonprofit organizations and engage in charitable activities of disabled persons.

You can see in that statement it is not exclusively, though primarily to provide the services to the council.

It allows the 501(c)3 to engage in other activities such as resource development, fund raising, providing administrative services to other nonprofit organizations.

Going forward, the council's activities are really focused on what is an estate plan for independent living.

The 501(c)3 is providing that service to the council, but outward looking in other activity, nonprofit allow to engage in.

Moving forward, it is really a valuable tool in the tool belt.

The other activities that are non‑profit can engage in outside the statewide plan for independent living.

I know that was a mouthful but are there questions or thoughts or ideas around how those two separate entities, but also joined at the hip based on the articles of corporation.

Regina ‑‑

**>>** I know I struggle with auditory learning and not being able to see it.

Could you read from the articles of corporation the sentence and read it slowly, the sentence or the sentences, take it slowly and read them slowly that matter the most to you that feel like they are giving clear guidance to you?

**>>** Steve: Can everyone see?

**>>** Yes.

**>>** Steve: Okay, great.

I would say, there's a couple sentences in here ‑‑ the specific purposes of the corporation are to provide administrative and fiduciary services to Michigan SILC to empower individuals with disabilities to maximize employment, economic self‑sufficiency, independence, inclusion, and integration into society and develop and support a statewide network of centers for independent living.

For me, that is the heart and soul of what the nonprofit created.

The last sentence, you know, the ability of the non‑profit corporation to engage in services to other non‑profit organizations and to engage in essentially fund-raising activities for the council.

**>>** Regina: Just a clarification, the first sentence is standard language within all 501(c)3 corporations.

They are not customized to you.

That is a governing statement, so you know that's how we all live by.

The sentence that Steve read is a sentence that was customized for you that does provide you direct guidance on what you were designed and formed to do.

Make sense?

Okay.

Actually, the last sentence, half of it is standard language.

The other half, which actually says the SILC is customized to you.

When we look and say what am I to gather from that, that core sentence in the middle is providing you guidance.

You may, you don't have to, you can screen shot this if you think you want it readily available to you for the rest of the day.

If you have a snipping tool or whatever you want.

If you want to capture this, take your phone, take a picture of the screen.

I just want, if you need this, I want you to have it available to you.

Actually, I'm going to do the same thing because I think I'm going to want it.

Yvonne, while people are doing that, what do you have that you might want to share?

**>>** Yvonne: One, you are on the board of directors of the non‑profit corporation.

I think Steve, you know, summarized it well.

I see, hearing this out loud is opportunity for us.

I appreciate Bill Addison is here and can help keep us on track to make sure we are, you know, thinking broadly and strategically but also keep in my requirements and what we can and can't do.

I think it's a gray area and it's unique.

We are very unique because we have these two entities.

I'm excited to see what we come up with for it.

**>>** Regina: Steve, you mentioned a couple times in passing.

I want to make sure we have an understanding of how this strategic plan can be used.

You have talked about amending the three‑year plan.

Can you talk about that process and your council may be, again, we are creating shared understanding.

I want to be really deliberate here in understanding the path.

Can you talk about that plan and how we might go about amending it and what should be included in that plan?

**>>** Steve: Sure.

The plan is created by getting feedback from the disability community across the state.

What are the most urgent needs?

We do town halls.

We do surveys.

We do in‑person meetings to gather that information from around the state with our focus groups.

That really becomes the basis for the state plan.

Then we sit down with the CIL network and start crafting the three‑year plan based on the input we received from the disability community and our stakeholders from around the state.

As we create the plan, once it's approved by the federal government and we get into the plan, we don't live in a static environment, it is a fluid environment.

Over three years, things can change, funding changes, objectives and goals might change requiring an amendment.

There are two types that can be done, a technical amendment and what they call a substantial amendment where funding may change or there's a major portion of the CIL that is going to be modified which would trigger a modification to it, drafting it, putting it out for public review for a 30‑day period and holding a public hearing prior to submitting it for approval.

There are two paths for amending the CIL.

Based on the material changes to it will determine what path you go down.

The strategic planning, we are doing here, of course, is steeped in the spill or what a future spill may look like as well as ideas from the council and stakeholders on what are non‑profit could also potentially be engaging in.

Of course, always with the voice of people with disabilities at the forefront guiding us and leading us in this process.

**>>** Regina: Thank you.

One last question, this is a big one.

You have laid out what our role is.

We need the opposite.

What is not our role?

**>>** Yvonne: Steve, can you pull up the page with the law and authorities, the duties and the choose?

**>>** Steve: Can everyone see my screen?

**>>** Yvonne: I just want, in a practical experience.

Amend the spill, but it will be amended to include what we come up with in our strategic plan.

Whatever is in the strategic plan becomes part of the spill, which is the plan for independent living.

**>>** Is there a way to make it bigger?

**>>** Yvonne: Yep.

That guides in how the funding screens come together.

Does that part make sense of how this process feeds into that one?

Okay.

Is that better, Will?

**>>** Steve: Can everyone see that, okay?

**>>** Yeah.

**>>** Steve: There are what they call duties and authorities of every SILC.

The duties of each SILC are required.

These are must dos.

I'll read through them quickly.

Set forth in 705CD.

The SILC shall develop in accordance with guidelines of the administrator.

Monitor, review and evaluate the implementation of a SPIL.

The SILC shall meet regularly and make sure all meetings are open to the public and advanced notice is provided.

SILC shad submit to the administrator as they may request and keep such records and afford such access to such records as the administrator finds necessary to verify the information in such reports.

The SILC shall coordinate activities with other entities in the state and provide services similar to or complimentary to independent living services such as provision of long‑term community‑based services and supports.

In carrying out the duties in this section, SILC may provide contact information for the nearest CIL.

That's important to note.

The SILC is not a service‑providing agency.

We can provide information and referral to people who call SILC directly and we refer them to the CIL in their service area.

The SILC in conjunction with DSE, Michigan rehab services provide services for council.

The DSE shall prepare a plan for the provision of resources including staff and personnel that are necessary and sufficient to carry out the functions of CIL.

This goes through the funding part of it.

Again, this is just about the resource plan which is SILCs budget which we negotiate on an annual basis.

Better serve individuals with disabilities.

The SILC shall consistent with state law, supervise and evaluate its staff to carry out functions under this section.

Those are the required federal duties of each SILC.

The authorities were flushed out in 2014.

These are authorities that SILC's can engage in.

These are not musts.

These are optional.

If a SILC wants to engage in these authorities, it has to be part of the state plan for independent living.

We have to intentionally include them to engage.

What are the authorities?

The SILC may conduct ‑‑ conduct resource development activities to support the activities described in the SPIL or support the decision of I.L. services.

Three, perform functions consistent with this part and comparable to functions describing the act.

In undertaking the duties and authorities, the SILC shall coordinate with the CILs to avoid conflicting or overlapping.

Two, not engage in activities that constitute the direct provision of IL services to individuals including the core services.

Three, comply with federal prohibitions against lobbying.

**>>** If you were to summarize that to someone without reading it, which I'm glad you read it, what would you say are authorities or the things we could do?

How would you summarize?

**>>** Engaging in advocacy.

Typically, at our level in the systems advocacy, fund raising activities.

**>>** Regina: You know, advocacy could be lots of things, right?

It could be we are working on a statewide project.

It could be we are working with a particular CIL on a pilot project impacting all people of the state.

It could be that we applied for a grant.

It could be, like you said, fund raising.

I think the piece that I read in here that's really important is it's all in partnership with our CILs.

Expressing to us as needs.

The CILs and people with disabilities that are representing our communities.

I think it gives us a lot of room to do some really cool stuff.

One of the messages when I met individually with councilmembers was, I don't understand what it is we are doing.

How are we making a difference?

I think this processes that opportunity for us to zero in on, this is what we do.

This is how my why applies to the SILC and how we are going make a difference in people's lives.

When we met with ACL, federal Regina, not Regina on the call today, Steve and I were, we talked about strategic planning and this authority section is what she referred us to, to, I guess, reassure us we are able to have our own goals in addition to what's required of us.

Mark.

**>>** Mark Pierce: This is mark.

What are the things we are not supposed to do?

One said not engage in direct IL services for the person.

That is a do not, if I understand that correct.

That would be one of the notes.

Simply meaning that your CILs are out there to do that service and we learn different ways of facilitating that service and the council, unless you are IL that will play out.

I don't know who would get a person on the council that could offer IL services to a person.

It sounds like they are directing all of them type of services to CILs.

**>>** Regina: Definitely.

It makes perfect sense.

Yeah.

We are going to go into small breakouts.

I want you to process what it is you just learned or remembered.

In orientation, we probably learned this, right?

But we may have forgotten it.

The small groups are, I would like you to discuss what understanding you all gained and what additional questions of clarification around your role, responsibility, your boundaries, what's inside, what's outside and come back with at least one question of clarification.

If you come back with ten, that's okay.

I want you to come back with at least one question of clarification.

We are going put you in breakout rooms for ten minutes.

We are going to come back.

We are going to gauge ‑‑ how about we do this?

Ten minutes.

When we come back in ten minutes, we are going right to break for five minutes.

I want to keep my promises.

Then we'll come back and start processing out those questions of clarification.

Are those instructions clear?

Great.

Tracy is going to put you into breakout rooms of about five people each.

These are your questions; the screen is going to disappear in your breakout room.

Remember your two questions are, what did I learn or what do I remember?

What do I now understand?

What additional questions might we have?

Okay?

**>>** Regina: Okay.

Are we all back now.

**>>** Yvonne: Thank you, Lisa for being here.

**>>** Lisa: I'm double‑dutying.

I'm at the hairdresser and double processing.

**>>** Yvonne: That is commitment.

**>>** Regina: I promised you all a five‑minute break.

I going to keep my promises.

Please be back at 11:10.

**>>** Regina: I hope it was okay to share that.

Okay.

If you are back, turn your cameras on.

**>>** Yvonne: This went very fast.

**>>** Regina: Yes, it did.

I want to be respectful.

Is it okay I played music, or would you prefer that I not?

**>>** It was good.

**>>** Regina: Okay, great.

I think there were three groups that met.

Who would like to go first with their one question?

What we'll do is just keep going round and round, letting each group ask one question until all the questions have been asked and answered.

Who would like to go first?

**>>** Steve: This is Steve.

I'll go first.

I was with Stephanie, Jan, and Lisa.

We talked about how do we better communicate with and coordinate with other entities around the state.

We talked about the disability community being fragmented.

A lot of entities not knowing about other entities and what it is they are doing, which is really a focus this council is doing state‑level coordination with other entities to avoid duplication of service and have a stronger and more unified voice for people with disabilities throughout the state and actually, throughout the nation.

**>>** Regina: I want to clarify.

It sounds like the question you are asking right now is a question that might get answered in the strategic plan.

Can you clarify that question one more time?

Just say it one more time so I can capture it.

**>>** Steve: How do we better coordinate and communicate with other disability entities here in the state of Michigan?

**>>** Regina: Great.

**>>** Steve: To better serve persons with disabilities.

**>>** Regina: Your question is not what our authority is, but a strategic conversation about improvement?

**>>** Steve: Mm‑hmm.

**>>** Regina: I'm going to put that on the parking lot, okay?

It's not really a question we can answer right now.

Is that correct?

**>>** Steve: Yes.

**>>** Regina: Who else might have a question.

**>>** Yvonne: Bill are you representing us?

Is that what we agreed?

**>>** Bill: I don't know if that's what we agreed on.

You put the mute button on the wrong place in this zoom.

Our question is, how do we modify, internally, such things at the accounting system to now account for expenditures to ensure they are chargeable to our federal ward?

Right now, this organization is only funded by one federal ward.

Anytime you go from one federal award to two federal awards, you look at things such as compliance for both awards.

What is compliance for each award?

How do you separate the cost for each award?

Now, when you have two awards, we are required to have a cost allocation plan.

The cost allocation plan for ACL usually requires rates.

When we step into another federal funding source, the parameters of the accounting systems are widened considerably.

**>>** Regina: So, again, because that was a lot of technical language for me, I want to make sure from a five fingers up means I 100% understood everything he said to I got nothing out of that and anything in between, as long as it's not the middle finger.

Choose your fingers and let's make sure we understand before we go ahead what Bill just said.

Show me?

**>>** Bill: I hope I get all fives.

On my side of the screen, I'm having a problem, but go ahead.

**>>** Regina: Will captured a small percentage of that.

Could you rephrase it in more simple language.

**>>** Bill: A little background first.

Right now, we deal with one federal funding source.

Okay?

If we elect to provide service for another funding source, we would be required to modify our accounting system.

Those modifications would include an accounting for not only the programs we deal with now, but accounting and ensuring compliance with the new program requirements.

It will automatically require us to seek and get and obtain a cost allocation plan or I'm sorry, a cost allocation rate from our federal funding source ACL.

**>>** Regina: So, Bill, if we decide to do that, we are talking about ensuring that ‑‑ so one way to look at that is, well, if you do that, you have to pay more taxes.

Right?

You have to do more work, but we are getting paid for that work?

Right?

It's an awareness that our internal operations right change, but not necessarily prevention or awarding or a steer clear of.

It's an observation of lots of things have lots of ramifications.

**>>** Bill: Absolutely.

When we look at the environment internally what we are looking at is the most simplistic environment because we have one federal funding source.

When you step into the second one, the requirements expand considerably.

**>>** Regina: Okay.

**>>** Yvonne: I heard you say, if we create another funding source, whether it's federal or not, that's going to trigger having to create this process, right?

**>>** Bill: That is correct.

**>>** Yvonne: When we spit the allocations regardless of the other source, we have to have this allocation process.

**>>** Bill: That's right, yes.

**>>** Yvonne: The broader question is how are we going pay for this?

Where is this money coming from.

**>>** Bill: The first time you will have a challenge, the challenge is going to say, right now it's easy.

Everything we expend appears to be chargeable to this.

Now we have two of them.

How do we ensure all the expenditures are chargeable to the federal ward we currently have.

**>>** Regina: Bill, you are being presumptuous, right?

**>>** Bill: That is correct.

**>>** Regina: This body says we are going to do something that would require more money.

**>>** Bill: Maybe I take that back.

I guess there's another challenge before that.

That is, I'm not challenging we are what doing, we have to document it to federal regulations.

By having a strategic plan by itself, if you were audited by a federal auditor, the first thing they say is, what's the benefit to our program to have a strategic plan?

We would have to say, we have a strategic plan.

The reason we have it and chargeable are these things.

That's what we are going to have to be able to say if we get audited by an external organization.

Any of them.

I think before we go to a separate funding source, we have to say, okay, are we positive and can document that these expenditures for this project for strategic planning are chargeable to a federal ward?

Clearly, if you have a spectrum of charging these costs some of our program, some of our entities clearly would not be allowed to do this because their federal regulations are so strict, it does not include strategic planning.

You are going to do these mechanical things and there's no reason for a strategic plan.

The other end says a strategic plan could fit well in the type of human services you are providing.

It's a spectrum of items.

We have to make sure if we do that, we charge expenditures for this and fits into our federal program.

**>>** Regina: Okay.

Will, where are you now?

You went from here, what is your number now?

**>>** Bill: You are back to being my best friend now.

**>>** Regina: What other questions do we have?

There's another group out there.

**>>** Mark: Our group was a relatively young group.

One of the questions was do we have the strategic planning?

What do we have now?

I referred to them SILP that we have in place that we monitor.

I believe they learned that piece.

One of the questions that came out was resources that increase our knowledge and make us more effective as a councilmember, outside of what we have in our council right now.

Am I saying that right?

I'm talking to Allen.

He posed that.

**>>** Allen: That's perfect Mark.

**>>** Mark: Thank you.

That was our question we had.

**>>** Regina: That sounds like a question we can answer right now, right?

**>>** Yvonne: That's something we certainly are working on in our council is making the meetings more educational and conversational and bringing in other people, things like that.

I think part of our strategic plan could be the development of councilmembers.

Allen, I might be putting words in your mouth, but the message I hear is I don't get what I'm supposed to be doing and how it is helping the broader community.

I think part of that is the SILC has, in the past, I have only been around for a couple years so saying in the past doesn't mean a lot.

It's been narrow.

Now we are trying to broaden that.

I think part of our strategic planning goal could be a goal for councilmembers.

Before COVID, we talked about meeting at different CIL locations and having more in‑person time together which I think would have built that community quicker than we are able to now.

Am I getting at what you are talking about, Allen?

Yeah?

Okay.

**>>** Allen: Yeah.

You are always welcome to come up north to meet.

**>>** Yvonne: I want to. I do. Definitely.

**>>** Mark: I would like to add one more thing.

We said the sphere we have is very conducive to learning and freedom of speech for councilmembers no matter what level they are at.

I do want to commend the leadership in that area.

**>>** Regina: Thank you.

One of the things I want to ‑‑ I would say back to Bill's point about what is the purpose of a strategic plan?

I think, Yvonne, you said the word which was COVID.

COVID changed everything.

We need to recognize at least from a strategic vision point of view, how those changes not only impacted our work but impacted and accentuated and reviewed the challenges the people we are trying to help and serve face.

Even recognizing how to be out in front of that to be true advocates for how the world has changed and in the next pandemic, how would this council behave differently, more proactively to help mitigate some of those disparities we saw in the last year.

**>>** Yvonne: It's interesting you say that because COVID, you know, we all bring that up now.

Just the one word represents so much.

COVID is one of the reasons this discussion started.

We were presented with an opportunity to advocate for people with disabilities to be prioritized in getting vaccinated.

When we reached out to the federal government to talk about, hey, this isn't technically in our SPIL, how do we do this?

The answer was if it's not in your SPIL you can't do it.

That's ridiculous.

It doesn't make sense.

We have gotten a more tempered response than that.

That started this dialogue of, wait a second.

We have to make sure we have goals that can accommodate things that happen and allows this council to make decisions that are in real time that have real impact for the people that we are representing.

So COVID really led to the idea of let's think strategically and re‑evaluate where we are at.

**>>** Regina: Okay.

Awesome.

Okay.

Does anybody have any other questions?

Okay.

We are moving on.

Tracy, we are going back into breakouts in a minute.

I'm going to share my screen.

We are going to begin to talk about our mission and our vision.

I have in front of you your mission.

A mission statement examines and communicates to everyone else why you exist.

What is your purpose?

That is what a mission statement is.

What is our purpose?

A vision statement, which is a statement that we are going to explore next is what occurs in the world when you have fulfilled your mission?

What does it look like when you have succeeded in your mission?

You have two parts.

Mission and vision.

One is why we exist, two is what happens to the world because of our existence?

The first thing that I would like you to do in small groups, again, you might want to take a screen shot of this, have this in front of you.

What we are doing is we are exploring our interpretation of this mission.

How I want you to explore that is I want you, the instructions are at the top of your screen, as a group, come up with three words that you find most important to your mission.

Then, I want you to define these words as it relates to your work.

I don't care what webster says.

I care what you all define that word to mean for you.

Does that make sense to you?

You are going to go out into breakouts.

It's going to be ‑‑ I'm going to give you, it's 11:29.

I'm giving you ten minutes.

This is a big conversation.

When we look farther down the road to our strategic plan, the words that you choose and the meaning that you pack into those words will help you achieve those goals, come to those goals.

Ten minutes, which we'll come back at 11:40.

I will be sharing my screen and charting the definitions of the words you have chosen.

Tracy, ten minutes in breakout rooms.

Please choose three words that you find the most important in your mission statement and define them.

I'll see you back in ten minutes.

**>>** Jamia: Sorry, I pushed the leave room button by mistake.

**>>** Regina: I think we are all back, right?

Yep.

Okay.

Who would like to go first?

I'm going to chart so we capture your words.

Who was in room one, if you remember?

**>>** Jan: Steve, we were in room one, right?

**>>** Steve: The first time, so I'm going to say again.

**>>** Jan: Our words were independent.

We said they have a great way of describing that, which is the ability to make decisions about yourself and to access the things you need to access to do the things you want to do.

The important word we agreed on, but we had conversation about, you know, it is much more than participation, it's access, inclusion, and integration.

You can be moving through community and someone can say you are participating, but not part of community.

You are moving through instead of part of.

**>>** Regina: Was one of your words participate?

**>>** Jan: Was I going too fast?

Do I talk too fast?

**>>** Regina: No, I type too slow.

**>>** Jan: Participate is about access, inclusion, and integration, we feel it is a good word.

We feel there is a danger of that word not being strong enough.

You can be moving through community instead of being part of, right?

That was just some conversation we had.

Then, as for the third word, I'm just going to say this, there might be two.

Community, I think, obviously because it's the end goal, to be a part of this thing, this thing we call community, which is all the things that cause us to want to be together as a society or culture.

From the standpoint, I'm just going say this because I got the floor, you let me do it.

From the standpoint of the work of this body, of the council, the word network is a very important and strong word.

We were just talking in the last session about how often there isn't a lot of knowledge about us.

There isn't a lot of knowledge about resources available for people with disabilities.

The various organizations and groups don't always work together or know about each other.

That's also a strong word.

It's networking, connecting and being together and sharing information and sharing resources.

**>>** Regina: Perfect.

Thank you.

Okay.

Who is next?

**>>** Mark: Our group had an in‑depth conversation.

The word that resonated strong with us is the word community.

Until the pandemic, community took on a different look.

We believe that community was virtual, and it crossed the county lines.

We kept looking at the pandemic, there was a lot of breakage and different definitions equated to the vaccine and how people were handling it.

Making sure a person had a seat at the table with the right tools and resources.

Man, I have to say, I know we are stuck with a word, but I think it's only going to play out this way.

Participation in community.

I mean, I like the way Jan put it, you could be there or just going through, but you are not in it.

I kind of believe we have to stay with that participation in the community.

That's what the group agreed on.

There was a third word we went back and forth on it.

I think the two words were independently and disability.

I'm going to say we want to be there ‑‑ do we want to be identified as a person with a disability or just at the table as a person?

I'll leave it at that.

**>>** Regina: Mark, did your group define independently or disability at all?

**>>** Mark: We didn't have enough time.

We got ready to do that part.

We had a minute and it said we have to go.

We are hoping somebody else would finish that out.

**>>** Regina: Okay.

**>>** Mark: It is.

**>>** Stephanie: When talking disability, the one thing that was said is it's important to recognize that invisible disabilities as well as visible.

**>>** Mark: Okay. Good.

**>>** Jamia: I would add being able to make timeless decisions without pressure.

**>>** Mark: Yep.

**>>** Regina: I got it. I'll fix it. That's how you spell autonomous.

**>>** Mark: I'm looking at my notes, it doesn't look like yours.

**>>** Regina: Let's put this one up here. Is it independent or independently?

**>>** Mark: Let me look. Independently.

**>>** Regina: Okay. Last group.

**>>** Yvonne: Anybody want to talk? I took notes.

**>>** Will: I'll start the conversation.

A lot of words focus on independence.

We talked about what it looks like for a person with disabilities.

It's choices that people that don't have disabilities are.

An example might be a person who decides they want to do things others think is harmful like smoking or drinking.

When someone doesn't ‑‑ oh, you can't do that.

Are they able to use determination to have control over their life?

Sometimes it's not a healthy thing, be that's another conversation.

What does independent really look like?

You have control or you have control, and someone says you don't.

**>>** Mark: Independently, there's a lot of definitions that go with it.

**>>** Oftentimes we give people choice in limited, frivolous kind of way and write the other stuff as treatment plans like you have a treatment plan for obesity and smoking cessation.

We don't do to people who don't have disabilities and we chalk it up as providers as well.

That's our liability.

We have to do this to you.

We have to help you because you are making bad choices when people make bad choices every day.

They are just not in the system.

That's great, Will.

You want to keep going?

**>>** Will: That's what I had.

Someone else can speak up.

Allen.

Anyone want to comment on that?

**>>** Allen: I had participate fully was another of ours.

Participating fully, to me and the group means you are included.

Inclusion.

You are able to fully participate in activities, community, also employment.

**>>** Regina: What was the last word?

What was the last word? Community and what?

**>>** Allen: Participate in community and activities.

**>>** We talked about, you know, inclusion and accessibility are good for all of us whether we have a disability or not, we all benefit from it.

It makes communities better as a whole, not just people with disabilities.

The other word I think under independently that Jan in our group brought up was confidence.

I like that word.

I think it talks about having the confidence to make your own decisions.

What does that look like?

How do we ensure people feel confident about that?

She also talked about life skills as being, you know, part of building that confidence.

**>>** Regina: What did you observe about the work that is connected to your mission?

**>>** Jan: This is Jan speaking.

To add, we spoke about community also.

To segway into what you just said, I think although we may have all phrased it different ways, we have common themes in what we said.

When we spoke of community, we talked about community embedded in a lot of areas, one being bringing people together to advocate and support and provide resources.

So, I think something that I'm observing, we are all saying many of the same things, just in different ways.

There are some common themes there.

**>>** Regina: Great.

Well done.

I think the common definitions, these kinds of conversations as they, even a board conversation at a ‑‑ every January, what are the most important words in our mission and how do we define them and how have the definitions changed over the last year helps us remain committed and grounded in our work.

Again, these words are embedded in your reason for existing, your purpose.

We have defined it.

We all have a shared understanding of what we exist and what we are supposed to be doing.

I'm going bring these words back to you when we get into goal setting.

These are ingredients to your cake mix.

These are puzzle pieces that you are putting together.

This is thread that you are weaving together to form your next picture.

Don't forget these.

Does anyone have any kind of thoughts about this exercise before we move on to vision?

**>>** I have a question.

Things came up that aren't identified in the mission such as the network and the way we define community.

Do we need to, at some point, go back and revisit or mission or can we capture it in the strategic plan and build it from the bottom up?

**>>** Steve: This is Steve.

We had the same information.

We came up with powerful words not included in the mission statement, inclusion, access.

We think the mission statement can be broader and be stronger than what it is right now.

Yeah, our group had the same conversation.

**>>** Yvonne: Okay.

**>>** Jan: The word network is in the statement.

It's the mission of the independent living network. It's part of our name.

**>>** Steve: Yes.

**>>** Jan: That's a powerful place for a word to be.

**>>** Regina: Right.

A question you are all posing, and I believe it goes back to the strategic planning committee, but the question I believe you would like your strategic planning committee to answer is based on the feedback that has been received today, do you want to rephrase or edit your mission?

Is this correct?

Okay.

**>>** Mark: Hey, Steve, this is Mark. How long have we had that as a mission statement?

**>>** Steve: It got modified when writing the curve spill.

**>>** Mark: Did we modify it?

**>>** Steve: Yvonne, do you remember that?

**>>** Yvonne: If we changed the mission, we would have had more dialogue around it. I remember the writing process. It became the mission of the SPIL.

Maybe that somehow became the mission of the council?

**>>** Steve: Yeah, because the mission statement of SPIL was a lot longer, included more of the terminology that is found in the rehab act.

**>>** Mark: Okay.

**>>** Steve: As far as defining independent living.

**>>** Yvonne: Maybe it's not the same mission as the SPIL.

Maybe they should be separate things.

**>>** Stephanie: One thing I noticed with this conversation, the mission we talked about and kind of took the words from isn't the mission that's listed on our website for the council.

There are two different missions going on.

**>>** Yvonne: Good observation.

**>>** Mark: Excellent.

**>>** Yvonne: Yes.

**>>** Mark: The mission of independent living network.

I didn't bring that up, but that speaks to the CILs because you guys, as a councilmember I can't do independent living services.

Right off the bat it's saying this is going to the CILs.

This is their mission.

The SPIL is that Michiganders with disabilities live independently.

Right off the bat, it speaks to the CILs.

We need to talk about this more and add more picture or vision to what we want to happen.

**>>** Regina: Great. Thank you. Go ahead.

**>>** Stephanie: I guess one of my questions now is, are we talking specifically about the mission of the SPIL or the mission or the council and/or both?

**>>** I think they should be one in the same.

I'm going see if there's a mismatch of what we are working on today.

I will get it sorted out.

**>>** Regina: Are they significantly different?

**>>** Steve: The one that SILC had prior to me arriving here three years ago was different. It was more lengthy and more detailed. We did a simplification process during the writing of the SPIL. Let me gather those historical documents to get it to the team for our meeting on Monday.

**>>** Regina: Yvonne, this is the one on the website?

**>>** Yvonne: Yes.

**>>** Jan: It says we do it through consumer control. It implies we are providing service and support. That's what the SILs do, not what we do.

We really do need to decide and fix what is on our website.

**>>** Regina: Right.

If I are ‑‑ if I are to look at, you don't have some of the words even in this one that you all feel are important to the mission.

Okay.

We are going to do the same exercise with the vision.

Remember, the mission is why we exist.

The vision is what actually occurs when we have done our job.

Are you all communicating that ten minutes was not enough time for you?

**>>** Yvonne: It was okay.

**>>** Mark: I had to pop popcorn, so it put me two minutes off.

I guess five minutes is enough.

**>>** Regina: Okay.

I'm recognizing, would you like to take a break now or take a break in ten minutes? Take it now? All right. We'll take it now. This time, I'm going to play a video. I'm going to share my screen and play a video while you are gone. Come back at 12:08, please.

**>>** Regina: When you are back, turn your camera on so I know we are all joined. Thank you. Sorry, I had something else going. All right. We are going to go into another breakout session. The instructions are the same.

This is your vision statement. Your vision statement is your aspiration, what the world looks like because of you, because of your work. Hopefully, this is the, do you only have one vision statement? Or do we run into the same problem that it's ‑‑ that we are not sure which we are looking at? Are we sure?

**>>** Yvonne: A thing on the website just isn't included.

I don't know.

**>>** Regina: We have some of the words you were hoping for in this one.

Let's begin to think about the words that are most important to us.

Again, you are going choose three. Define them. Again, we are going to be in ten minutes. Breakout for ten minutes. We are going to come back at 12:20.

I'll remind you halfway through where we are. We'll see you back in ten minutes.

**>>** Regina: Hello.

Hello.

Welcome back. How was that conversation?

Will?

It was okay?

**>>** Will: We have more questions than answers.

**>>** Regina: That's okay.

That's what this process is all about. Okay. I'm going to take notes again and take them transparently. Who would like to go first?

**>>** I'm going to refer to the two Jan's about the awesome conversation we had around the words we chose.

**>>** Jan: I guess I'll start.

I focused on change because what I mentioned is change is hard for people.

Change can be perceived as negative.

You don't know what you don't know until you know it and see it is okay.

To me, change can be an opportunity.

Champion change is an opportunity.

Actually, Jan mentioned, and I like this, an action word.

An opportunity to champion change in an appropriate way.

Makes things happen. I think change is an opportunity to make a difference.

**>>** Regina: It certainly identified that change is required.

While change is negative, it's necessary because things are not, okay?

Okay. What other word did you come up with?

**>>** Citizen. The word citizen.

Jan relayed a great story about this in the history of people with disabilities.

Many people with disabilities lost their citizenship and rights that come with citizenship when you look at the history of disability in this country.

Many people were institutionalized.

Many people had other people making decisions for them and not allowing them to have full independence over the ‑‑

**>>** Mean literally people lost rights that are promised in the institution it's not just like, oh, you know.

It's huge.

**>>** Regina: Great. What else?

**>>** Steve: We talked about the word champion and whether it can be tucked under the other one. Champion, being the agent to increase opportunity.

**>>** Regina: Great. Would someone else like to go?

**>>** Jamia: This is ja Jamia. We picked champion. We spoke about leading the SILC leading the disability community.

**>>** Regina: Okay.

**>>** Jamia: I guess that includes efforts with the CILs. Another word we picked was communities. Let me know if I'm going too fast.

**>>** Regina: I got you.

**>>** Jamia: It would include all people regardless of age, disability, race, citizenship, and non-citizenship because it would be everyone working together in one accord. Systemic and you may want to help me out with this one but systemic meaning like grass roots efforts, you know, working from the legislative standpoint and other disability groups.

**>>** Yvonne: I think that's fair.

We know what systemic means until you have to define it. Basically, just the difference between service providing and the local work that the CILs already do versus statewide helps everybody broadly. Yeah, you got it, Jamia.

**>>** Jamia: Thank you.

**>>** Regina: Last group.

**>>** Yvonne: Mark was in our group as well, so you have a visual.

**>>** Stephanie: We thought this was broad and could be improved or further defined. We also talked about the word change. Our thoughts were similar to what has already been or is already on the screen. One thing we talked about is what does change really mean? Is there a way that that can be further explained because it was previously stated, change is a lot of times considered a negative thing. Do we want it in our vision to be considered a positive thing and is there a better way to word or support that?

We didn't get all the way through our conversation but that was kind of the basis of where we started.

We also talked about systematic as well.

We talked about ‑‑ other group members can jump in here but really, we talked about the systematic piece really defined and should we refer back to CILs to make sure they are aligned. The last kind of word we reflected on ‑‑ inclusive.

**>>** Regina: Hold on.

Can I reflect what you just said accurately?

**>>** Stephanie: Yeah. Does anyone in our group want to jump in and add to that?

**>>** Will: It's too broad.

I know it's supposed to be broad, but how do we accomplish it in SPIL?

The SPIL is a narrow focus and that's fine. I'm not sure how to incorporate that.

**>>** Regina: How do we incorporate a SPIL into the division?

**>>** Will: Division into the SPIL.

**>>** Other way around.

**>>** Will: Yeah.

**>>** Regina: Got it. Thank you

**>>** Stephanie: The last thing ‑‑ oh, go ahead, sorry.

**>>** Regina: Go ahead.

**>>** Stephanie: The last thing we talked about was inclusive and we talked about that meaning, again, like we did with the mission that people of all backgrounds and abilities have a seat at the table where their ideas and things can be heard as well as have access to the resources and things, they need to be able to live their lives.

**>>** Regina: Okay. Will, you said you had more questions than answers.

Were there other questions besides the fact of how to incorporate the vision into the CIL?

**>>** Will: I think that's the biggest question. Would you guys agree?

Stephanie? Okay.

**>>** Regina: Okay. What are you coming away with from those two conversations? Do you have more clarity on your purpose or less?

**>>** Mark: This is Mark.

I guess there is more clarity, a few more options to service or speak for Michiganders, per se. Our vision spoke to inclusion, but we singled out Michigan citizens. I just want, is that vision speaking to it when you pull out a group of people. I'm just talking, I don't know if this resonates with anyone.

To say we are looking at Michigan citizens, how does that affect people in the U.P. and their service with CILs? We have a lot of people in our state that are not a citizen. I just wanted to put that out there. Maybe I need a little more clarity on that piece.

**>>** Regina: Sorry, Mark.

Just to clarify, while the word inclusion is in there, you actually felt there was language that was exclusive.

**>>** Mark: Yes. That's just the way when I read it quickly. I didn't talk a ton about. I don't know if anybody else feels that way.

**>>** Regina: Jan?

**>>** Jan: I identified it differently. If you are a citizen, you are born here or whatever, you have your citizenship. That's political citizenship, right? I think of citizenship in the world, in the ‑‑ I think of it more as being members of each other. If you live in Michigan, you are a Michigander, unless you don't like the word and you are the other word. You are a citizen of the world. You are a citizen of the community. You are a citizen.

When I think about citizenship, Mark, that ice what I'm thinking about. It would be very exclusive if we are talking about just people with that piece of paper, right?

**>>** Mark: Yeah. Just a thought. If I don't have the paper, do I feel excluded?

**>>** Stephanie: That goes back to what our group was struggling with.

We felt there were a lot of different ways this statement could be interpreted. That's why we were struggling with the words. There were so many words that you can interpret in so many different ways. The way you interpret it changes the way you internalize the vision.

**>>** Mark: Yeah.

**>>** Addison: Not long ago, we had to have vision statements. We had the same struggle you brought up. We removed citizenship and we removed Michiganders. It's intended for everybody. I guess I can understand where you are coming from on this one.

**>>** Mark: Yeah.

You know, after going through implicit bias training, trying to understand how the people feel, there are people out there that really struggle with anything that leads to being a citizen.

I don't feel that way.

I'm trying to think of a person with a disability that read our vision, do we want them to feel included.

I don't know if this is the time to talk about it.

I just think we need to think about it from that perspective.

Everybody doesn't have the same understanding of language as we do.

**>>** Regina: Mark, this is the perfect time to talk about it.

This is strategy. These things guide our strategy. I want to pull into the room, I think it's Lisa. Is that who is chatting in the chat box?

**>>** Lisa: Yes, that was me.

**>>** Regina: Do you want to speak your words?

**>>** Lisa: Sure. There was a question of how to make, sometimes, the comment about change, you know, felt negative. I guess, you know, I think over the last several years in rehabilitation we have a lot of change with WIOA.

A lot of that has been uncomfortable.

It's been uncomfortable for practitioners, it's uncomfortable for partners. That change has to happen. With that, there have been a lot of positive outcomes. Positive change is uncomfortable but with that can come growth. I think that's, you know, if we are complacent, if you will, that's my word, it doesn't mean you are, or if we are comfortable, we don't push ourselves to make change. When things are presented to us that don't feel comfortable and you have to change, when we get through it and to the other side, you see that change. You can say, okay, that was an effort, but it was worth it. I think I just missed regarding the comment about the SPIL it spoke to me. How do you operationalize the mission and the SPIL as far as actions.

How do they connect? We have state plans. Like the SPIL, but they are different. How do we make those goals? How does that ‑‑ how does that operationalize in daily activities? I have to say, I agree with Jan's comment about citizenship, but Mark, you raise a point especially given the climate of where we are in our culture, citizenship. Back in the old days, I don't know, when I was in elementary, you got a citizenship award. It was about being a good participant in your community, doing something where, you know, a good deed or whatever. I think today, it's looked at differently. I think that's important to say that. Thank you.

**>>** Steve: This is Steve.

I think this speaks to us wanting to revisit this along with our mission.

I whipped out my handy the sawyer us. Perhaps the word resident.

We could word hit it to be bigger and more inclusive.

I can see it in both ways but in a politically charged atmosphere that we are in, you have to look at the environment we are in and be fluent to be inclusive in our statements.

**>>** Mark: At the same time, I don't want to put the CILC in harm's way either. If money is dedicated for just citizens, that's one thing.

But Bill did mention, he said you take that citizen piece out, we are supposed to reach the underserved and unserved.

**>>** Addison: Regardless, Mark.

**>>** Mark: That's what we do as a CIL. I feel comfortable saying citizen.

I served in military 20 years in the Marine Corps. I have the bells and whistles; I have the T‑shirt. I feel great. There's another group out there that may not feel great. Maybe we can look at words that are more inclusive that help. Jan, I welcome your comment, too.

**>>** Jan: The thing I was thinking about, I get it. I understand the word citizen has different con notations, you either get it or you don't.

I think, though, because words are powerful, we want to use a word that speaks to the fact that there's lots of people who have had not just people with disabilities, but lots of people. People of color, people who don't have a piece of paper that says they are a U.S. citizen, people who have disabilities who had basic human rights stripped of them that don't allow them to be fully contributing members. That's the piece, the only reason that word was strong for me. I, you know, my sister lived in a place where she was never going to be able to vote because she lived in an institution and people in institutions don't get to vote. Now she's in the community. She's probably not going to get to vote if certain laws are enacted that are out there. We can't get her a photo ID. She's going to pretty soon, again, not be able to vote. For me, it's about not the word citizenship, but what you get by being that a member of that. Do you know what I mean?

**>>** Regina: Yeah.

I want to be clear; we are not going word hit as a committee because all of you would be incredibly frustrated. We'll do that with a very small group.

These words are going to be embraced by all of you, we are not moving ahead without you, but we are also not going to do it as a collective. Our next task is to do some dreaming. Based on all your understanding of your mission and your vision, when you think about all of the work that you should do, I want to be very clear, I'm not asking you what you could do, but if your dreaming, I want you to really resonate on the word should. If you are going to fulfill the ideas within your mission and your vision, what are you obligated to do?

We are going to have to prioritize a list, no doubt. We can't possibly do all that we should be doing. We have to prioritize based on funding, impact, you know, all of those things. Should is a much narrower word than could. Right?

Could is the entire landscape. Should narrows that so we really could start with a list that means something in terms of the people that we serve. That's our next activity. I am proposing. I know you like the small groups. I want to check in and make sure that you want to have this conversation in a small group, or would you prefer to brainstorm as a collective whole? Raise your hand if you want breakouts. Raise your hand if you want the collective whole.

Okay. I want to ensure that you all know that I think this is coming from my perspective. I'm not in your world. I have never written a SPIL. I believe that regardless of whatever goal you all determine that there are strategies and actions that can be smart and smart meaning specific, measurable, achievable, realistic, and timely.

Those strategies can go into your SPIL even if your goals, your what you want to achieve by those actions, if that goal doesn't belong in your SPIL, the strategies can. Is that a true statement? Am I coming from the right perspective?

**>>** Mark: I think you are. I remember hearing this a few years back.

I guess Steve is going to comment on that but having a way of enacting things and getting things done is crucial to bringing value to our council.

**>>** Regina: Okay.

**>>** Yvonne: I think from a practical standpoint, some of these are council driven and council measurements, it also helps us define expectations of Steve as his boss. Then he knows, am I doing a good job and we know we can say yes you are or here are scenarios to work on.

**>>** Regina: Okay. Good? On the same page? Say yes. Okay. Again, I'm going to share my screen so you can see what I'm typing. Make sure that I'm typing what you are saying. Sometimes I think I am. Sometimes I'm not. You have to call me out. When we ask ourselves based on our understanding of our mission and our vision and we look to the future, what are the things that we should be doing? Some of the things we identify might be things we are already doing we just need to do more of them. That's great. We can say increase. More whatever. Some of the things we might believe we should be doing we are not yet, and we need to make sure we capture those. I'm ready to type when you are ready to brainstorm.

**>>** Steve: This is Steve. What came to mind when you were talking that I wrote down. What we should be doing is amplifying the voice of the disability community to increase access inclusion and self‑determination.

**>>** Regina: One of the things I'm struggling with, Steve, is your voice is low and my keys are loud. Amplifying the voice of ‑‑

**>>** Steve: The disability community to increase access, increase self‑determination.

**>>** Regina: Thank you.

Now, from your perspective, I want to get a bunch of ideas on the paper.

We can go back and say, you know what Steve? That one doesn't float my boat.

I would rank that lower. We are going to do that in the data collection anyway. This strategic planning committee is going to kind of make sure that the information we are collecting, the information we are affirming is very solid and then we are going come back and go, we believe these things rank really high. Our community thinks these things rank really high. We are going continue to craft goals around this. Okay? I just wanted to let you know, just because it is going ‑‑ I like this one, by the way. Just because it is going on the list does not mean it stays on the list. Okay? Someone else?

**>>** Jan: This is Jan Weckstein. An example of that is this is a great dream. An example is what Jan, the other Jan brought up as to her family member in the photo ID. I just read a couple articles recently, the secretary of state just announced that they are going to permanently keep doors shut and appointments only to go into the secretary of state's office. I also read another article in the last few days the secretary of state is looking at the possibility of obtaining photo IDs virtually. There's a great example, to me, of amplifying the voice of the disability community to encourage advocacy and encourage something like that happening.

**>>** Regina: What else?

**>>** Mark: Jan, thank you for sharing that. A dream for me would be that the council would be in the know of obstacles that keep people with disabilities from inclusion. When I say be in the know, I don't know if that's a data base or something that speaks so when we go to the legislatures or we say something people would know this council has the support or would know where to go to find out what the obstacles are. To me, the ID card, gosh, we are still talking about that. This ID card thing has been around for years. I think it's important. It comes out. It shouldn't be just a conversation. It should be a strategic way of saying this particular agency or system that we have, systemic system, holds back these many people with disabilities from this type of inclusion. I really would like to nail that down. Maybe somebody else can say it a little better.

**>>** Regina: How am I doing? Let me know if I say it wrong who else?

**>>** Yvonne: One of the things, this may be too narrow, but I want the CILs to find value in the SILC. Whatever we bring brings value to them in the work they do every day. You have SIL, put CIL because SIL is a thing.

**>>** Stephanie: I would love to see the CIL and the SILC work together like collaborating more. People know about and be in the community more. People know about the SILC in the community more. I think the leadership of the SILC has made great strides in trying to connect us with the CILs more and having conversations with directors and doing things to add to our meetings as far as conversations and educational opportunities. Just increasing those things.

**>>** Steve: This is Steve. To piggyback on what Stephanie said, it's said CILs, and SILCs are the best kept secret in this state and around the nation.

It's really under tapped resource by the disability community and increasing awareness of SILC and CILs throughout the state and what they can bring to people with disabilities in this state.

**>>** Yvonne: I see this changing, but I would like to see more. When other advocacy groups, the ageing community or disability are thinking, and they have to call the CIL. We are at the forefront of their process of getting started or including us. You wrote that so much better than I said it. Thank you.

**>>** Regina: I get paid the big bucks for that. What else?

**>>** Addison: This is Bill Addison. I would go up a couple lines. Put the CILs and MRS ‑‑ go up one line. Yep. CILs and MRS find great value.

**>>** Lisa: Can we say VR since we have two VR agencies.

**>>** Addison: I knew you would say something, Lisa.

**>>** Lisa: I knew you knew I would.

**>>** Regina: I'm going to do a bit of formatting.

**>>** Lisa: This is Lisa.

I guess I think the CILs have a huge empowerment opportunity because, you know, you don't have to be associated with any entity or agency that has regulations and policies and, you know, reasons why you can work with them or you can't, for whatever reason. I think the CILs, and SILC have amazing opportunity and empowerment. I would like to see them, and somebody may have said it better than I am, but to be a go‑to for information and referral.

No matter what your disability. That’s so huge. In VR, I'm serving individuals who want to become employed. I'm serving older individuals who want to be independent. I can't serve just anyone. You know?

**>>** Regina: Did I say that right?

**>>** Lisa: I can't see what you wrote.

**>>** Regina: The CILs and SILC have opportunity and responsibility to empower.

**>>** Lisa: Yes, that's true, empower. Yeah. That's fine for now. Inform.

I'm trying to find my words.

**>>** Mark: I think inform is a better word.

**>>** Lisa: Okay. Empower, inform.

**>>** Mark: Sounds like the person can come to the SILC and the SIL as they are. There are no qualifiers except them saying I feel as though I have been discriminated and I have a disability.

**>>** Lisa: Or I have a disability and I don't know what to do.

**>>** Mark: They have a disability and don't know what to do.

**>>** Lisa: I have a family member in a nursing home, and I don't know what to do.

**>>** Mark: That's what we have been thinking. The best kept secret. We are tired of being a secret. We would love to be known. To say that, I guess, we have to figure out a better outreach plan. Immediately, I go to that mode.

**>>** Lisa: Right. Yep.

**>>** Mark: Right.

**>>** Regina: Is there anything you are currently doing to keep on the list?

Maybe do it the same but are there dreams about maintaining current activities?

**>>** Lisa: This is Lisa again, then I'll be done. I think continuing to advocate and to, you know, focus, that's a better word on the core values that the independent living movement has been a part of for so long.

**>>** Yvonne: I think Steve has worked really hard on this, along with Tracy.

That is transparency and something that's been mentioned, but inclusiveness. I want to continue in that direction.

**>>** Mark: This is Mark. I would have to say I want us to keep looking for solutions. You know? I think that's what we have to impress over the past year and a half. We do it very well. We are constantly looking for solutions and answers. Keeping that mind set is something I think is crucial to the value of the CIL.

**>>** Yvonne: Under things we are already doing, I don't think this qualifies but is under SPIL is the served, underserved, diversity. I don't know what the actual words are for the goal but making sure that is really a focused effort on our part.

**>>** Steve: This is Steve. I would like to see us continue down the path of continuing to diversify and empower councilmembers. We need to have people from underserved and unserved populations on our council by empowerment, I mean informed. Very well informed, very active councilmembers who are actively engaging in the work of the council and who speak every time at our council meetings. When I was on council many, many years ago, we would have a couple strong voices that would dominate the conversation. By default, the rest of the council would simply allow them to speak with them even though they may not have totally agreed with what was being said. We need to have strong, empowered, informed councilmembers that represent the diverse section of the disability community council. I know that was kind of a word salad.

**>>** Regina: I think I got it. So, what I wrote was diversify and empower through information our councilmembers seek return on investment for diverse membership. I'm going to ‑‑ I want ‑‑ what I wrote and maybe what I had in my head were different. There is a recognition that we can be diverse, and we can say we are inclusive, but if there's no return on investment that addresses the disparity, why am I here? I'm perpetuating a system that isn't built for me. We really do need to identify that ROI for the disparity to bring people in and go I am heard, and my voice does matter because change is occurring because of what I'm saying.

**>>** Steve: Yes. Thank you.

**>>** Yvonne: Again, I could use your help word Smithing, but deeper is not only heard, but leading. My personal goal is that I want to ‑‑ who are the next people who are going to be our executive team and how do we prepare them, so they feel confident and able to do the work and not feel intimidated.

Then they just kind of sit back.

**>>** Mark: Yeah, this is Mark. I want to put something tangible out there.

Can the, as a dreamer, stay under that umbrella, can the council be responsible for what is called a young youth leadership academy? Can we take on that piece? I know it's been sitting in our things to do for years. Some type of academy identifying folks with disabilities or whatever audience or population they come from. Where they can learn some of these skills.

**>>** Regina: Great. This list will continue to evolve. We are not done with it. It's time for a break. It is 1:05 on my watch.

**>>** Yvonne: That went so fast.

**>>** Regina: I'm glad. Hopefully, that means this isn't painful. It's 1:06 now, come back at 1:11 and I'll find a good song.

**>>** Regina: Welcome back. Been a good day so far? Good. One of the lovely things about having a strategic planning committee is they can do all the things we didn't have time to do today. Okay? Even though we are not getting through all the agenda and you can probably see we are a bit behind, I think the quality of conversation you are having is going to guide their work and, of course, all of their work is going to be affirmed by the group as a whole, okay? I just want to make sure all of you are aware of that and feel comfortable in that. Just for clarification, if you are on the strategic planning committee, raise your hand. Okay. You have advocates in the room that are going to be speaking. They have been inside your discussions in the breakouts, they are hearing it all. They will be able to inform their guidance based on that. The last big conversation that's going to be very important for you is a conversation about your organizational values. You don't have any.

Not that ‑‑ at least written down. You obviously operate consistently with unwritten values, values that haven't been agreed upon and values that haven't been defined. When we do that work, when we identify values that are, that we all agree on and we all understand the definitions of what we need when we talk about that value, it helps us decide faster. It helps us test some of the decisions we are making, and we can say does this decision meet this value?

If it does, we can have more confidence and clarity in why we are doing it.

I believe that values are a critical part of any organization, mission, vision, values. Those are the core tenants that help guide every decision, conversation, action, program, whatever it is.

If we can be very clear about these, then everything can fall into place.

I'm going share my screen. Tracy, we are going to go into small groups here in a minute. That was your dream slide. I don't know if I showed it to you. Isn't it pretty? Values are described as core ethics or principles that the organization will abide by no matter what. We have a value of inclusion. We have a value of inclusivity. If this, whatever we are doing doesn't meet that value, we are not doing it or we are going to change the way we do it. These values inspire, they guide, and they help design operations and culture. I have created or identified a small list of values. If you were to google values, you would find hundreds. Here are some that fit organizational culture. I don't want you to be limited to these words. You might have other words. When we finalize your mission and your vision, you all may say we are not really going to duplicate all those words. If a word or a value is embedded in our mission or our vision, then these are other. I want to be clear when we finally finish word Smithing all of this that we are going to ensure that the words that matter are where they belong. Some of you may say, we have talked about inclusion all day today. I know Regina and the strategic planning committee are going to ensure that inclusion is somewhere. Or you might say, you know what? Now that I'm thinking about it, I think inclusion should be a core value, doesn't really belong anywhere else. You have that flexibility and that permission to do whatever you feel necessary to do. Your instructions are to name three values. You also have to define these words, webster is not going to do it for us. We need our own. You, as a committee, you as a small breakout room are going to identify three values that you find essential to your work.

Make sure they are defined the way you believe they should define.

Then we are going to come back and, again, do that same exercise.

What words did you pick and what were your definitions? We are going to be in ‑‑ this is a big conversation. I'm giving you 15 minutes, not ten.

15 minutes to really home in, narrow in on the three words that belong in your values. Okay?

**>>** Yvonne: They can be from this list or any other word we come up with, right?

**>>** Regina: Any word you come up with. This was a primer, this list, to have something to work on.

**>>** Yvonne: They are fantastic words.

**>>** Regina: 15 minutes. We'll be back at 1:33.

**>>** Regina: Home stretch, everybody. How was that conversation?

**>>** Yvonne: Good.

**>>** Regina. Yeah?

**>>** Jan: Super fun conversation. That was fun.

**>>** Regina: Yeah. Hi, puppy. Who wants to start? Let's do group one.

What were the three values you came up with?

**>>** Yvonne: I don't know what group we were in.

**>>** Regina: Yvonne, go for it.

**>>** Yvonne: You are not going to like us. We had a discussion of are the values operating for the council or for the people we are there to serve?

We kind of mixed and matched those.

**>>** Regina: The answer is your values as a council.

**>>** Yvonne: Then I can narrow it down. We talked of boldness. Boldness.

Then equality. Diversity. Commitment to customers. There were others, but those are the ones we talked about. Do you guys agree? Steve, Mark, and Lisa were in my group.

**>>** Steve: The other was choice. Lisa asked for me to post it in the chat.

I put it there.

**>>** Yvonne: We loved his definition of choice. I'm not sure if it were going to fit or not. It's a great definition.

**>>** Regina: A point about zoom, the chat in your breakout room is not captured here. We don't get to see it.

**>>** Yvonne: I see it.

**>>** Lisa: Is it Regina?

**>>** Regina: Yes.

**>>** Lisa: I think if you post it to everybody.

**>>** Regina: Not in the breakout room. If you post it to everyone while in the main room, they can see it.

**>>** Lisa: Sorry.

**>>** Yvonne: Mark shared it. By boldness, if you want us to define, we talked about councilmembers feeling informed, empowered, feeling like in between meetings since we only meet quarterly, that they know what to do and be bold about it. Writing e‑mails or saying I'm a councilmember and these are our values and sharing in between meetings that they feel, I don't know, Mark, do you want to add to that? It was your word. It was just a great word.

**>>** Mark: I look at the vision for the council, I think boldness. I want that value felt across the state. If a person were to contact a councilmember, they know exactly what that councilmember will do. You know? They will speak or be that voice for their issue then refer them to a CIL to help them through it. That's from a leadership perspective and adding value. Yeah. I just get excited about that because at the state level, that's the only way you can show your leadership is by letting people know you are the leader. You are willing to make statements about key issues concerning the state. Then people gravitate to you because you have so much passion for it. That's what I'm looking at.

**>>** Regina: Thank you. Do you want to discuss your definition of equality and diversity?

**>>** Yvonne: Just briefly.

We talked about, for diversity, just about all types of disabilities.

Within the community, there can be some pull of oh, my disability is worse and making sure that all disabilities have value and are represented along with all the other types of diversity, too. I think Lisa said, all sorts of things. That was a nice way to capture it. Our discussion was about diversity and disability and that's important and everyone's voice matters regardless of, I don't know, I hate severity or visibility of your disability, but they are all important.

**>>** Steve: Yes, we have experienced that within our own disability community. Some folks voiced if it's not a visible disability, it doesn't count.

**>>** Regina: What about quality of commitment to customers?

**>>** Yvonne: We talked of customers being both rehab the CIL and disability community at large. Just finding ways to make sure that we understand what it is we are trying to provide each of our customers and that we are doing that.

Equality, kind of went along with diversity. Steve, I think you said a really good definition of that word when we talked. I think it was you who said that.

**>>** Steve there we go. Something along the lines CIL values the accommodations made with the uniqueness of individuals which promote equal opportunity. Then, I put the other one in the chat to everybody around choice.

It states SILC values the right of informed value to –

>> Regina: I'm not sharing my screen? Sorry.

**>>** Yvonne: No, you are not.

**>>** Regina: That would have been helpful, I apologize. Steve, can you help me finish your statement around equality?

**>>** Steve: That was it.

**>>** Regina: Oh, okay.

**>>** Steve: Equality. The accommodations made for the uniqueness of individuals which promote equal opportunity. It's getting at societal attitudes about equality versus special rights.

**>>** Regina: Okay. All right. Thank you. Next group.

**>>** Jamia: We were group two, me, Jan, Stephanie, and Allen. We came up with quite a few words. We narrow it down to teamwork. We came up with the collaboration between the SILC, the CILs, VRs and MRS and ensuring that the mission and vision and goals of the SPIL are carried out.

**>>** Mark: That should be our mission.

**>>** Jamia: The next word, I chose that teamwork, I believe was Jan's word.

I chose dignity to add to respect just because, you know, people who are in leadership who have disabilities look frowned upon or not respected when they bring ideas to the table. I believe having that dignity and what you bring to the table is important. Allen picked commitment. You know, just being committed to the purpose of why you are here in the workplace for the disability community. If you want, Stephanie, Allen, or Jan, if you want to add anything to what we said or discussed you can feel free.

**>>** Jan: Sorry, I have to unmute. We had a lot of discussion about each of those and we also discussed the fact that this was a much longer discussion and could have used more time. It was hard to narrow it down to three. To me, focusing on the word teamwork because teamwork is important for success and being able to build each other's variety of inner personal skills and personalities and building on each other's strengths. It was ‑‑ we all agreed this could have been a much bigger conversation because I mean, there were all important words and some were missing in the group, also.

**>>** Regina: It could have been its own four‑hour advance. Again, no decisions are being made today. We are starting the conversation to guide the work. We have a great start. We are going to be spending a lot more time together.

**>>** Mark: This is Mark. With the teamwork, I thought Jamia said something about VR and MRS to be part of that piece. If you could add that if that's correct.

**>>** Jamia: Yes.

**>>** Mark: Okay, thank you. In the spirit, it should be VR. BSBP is every part the same as MRS.

**>>** Regina: Tell me what it should say.

**>>** VR. Michigan's VR.

**>>** Regina: Take out MRS?

**>>** That's my recommendation.

**>>** Yvonne: VR is vocational rehab.

**>>** In Michigan you have two. One represents the general VR and one that represents the blindness population, the low incidents population.

**>>** Addison: Why I think this teamwork is so good is the federal model of dispersing services.

**>>** Regina: All right. I see a lot of energy or some energy around this word and this value. Awesome. Are there other words? Did I miss a group?

**>>** Will: You did. Our words were Jan and Bill. We used integrity because of confidence and trust in teamwork. The second word is actually a phrase we used which is all voices. No voice is better than another voice. A final value was continuous learning. What this really shows is every councilmember is committed to learning, but it also shows to the CILs we are not afraid of making changes if we need to. It involves humility and we all have room to grow.

**>>** Yvonne: Allen did you throw your hands in the air over continuous learning or something else? You said something, Allen, we couldn't hear you.

**>>** Regina: You are off mute now.

**>>** Allen: Computer is slow. My wife came home, so I was really happy to see her.

**>>** Yvonne: I have to tell my spouse that's the way to be greeted.

Cheer!

**>>** Regina: I feel like I missed a word. We aren't afraid of making, did you say mistakes?

**>>** Will: We are not afraid of making mistakes. Making changes. I guess that's a better way. Not afraid of making changes. We don't always need to get it right, but we are willing to grow, to learn as we grow and learn as we go, if that makes sense.

**>>** Regina: Awesome. We don't have time to eliminate and merge and craft but I want you to know that all these ideas will find their way into the values and we'll make lots of notes about how those ideas were incorporated into the values. I want to, whether you can remember, I'm going to go back up and slowly go through this document. I'm not going to read the words. My question to you is, have we said anything or lifted any ideas that are incongruent with our state mandate? One question I have or rephrase it another way is, have we gotten ourselves in trouble at all about what we are supposed to be doing? What we are designed to do and this kind of idea of a future direction? I'll just slowly scroll. If I go too fast, let me know. I want to make sure if we are heading in a direction that is going to get us in trouble that we divert now or amend now. Have we accomplished good work today?

Are you excited about your future? Is there anything we need to amend or take off the list? Any idea, concept, direction?

**>>** Addison: This is Bill Addison. Can you send us the entire list so we can look at it more at our leisure?

**>>** Regina: Yeah. Let's talk protocols. Of course, I can. The question is, is that what the committee, right now, without doing any kind of massaging or condensing or discernment, is that what the committee wants to do? I can send it to Steve and Tracy, and they can send it out as notes from today?

They really are very rudimentary, spelling errors, fragments.

I want to make sure that's okay, especially in the whole open meeting thing.

**>>** Yvonne:My preference is we clean it up. We keep this copy as it is but have the raw information. That being said, Bill, you can have whatever you want. Of course. If you are willing to wait, I would appreciate it. If you want it as is, we'll give it to you that way.

**>>** Addison: Either way will work, but I think you are asking a real important question. Now is the time to address any activity we could not charge to the program.

**>>** Yvonne: Yeah. Yeah, I agree.

**>>** How long would it take to clean it up?

**>>** Regina: The committee meets on Monday night. Obviously, I can clean it up, but the committee needs to verify that I have cleaned it up.

**>>** Lisa: By next week you could have it cleaned up?

Yeah?

**>>** Regina: Yes.

**>>** Lisa: This is my administrator coming out. I think it should be cleaned up.

**>>** Regina: I agree.

**>>** I agree with that.

**>>** Regina: The work of the committee is going to take on this task.

Our next big thing is not only are we going to clean this up and the committee will dig deep into that question because we need to test some of our values and our aspirations in terms of future direction with our community stake holders.

We need to make sure that our ‑‑ we have kind of identified this high-level thing, now we want to go out and gather data based on what we have done in the past. Our survey is going to be what do you think of us? How have we been doing? What do we do well? Where do we need to improve. If we were to propose this future vision of ourselves, future programming, future actions, what do you think of those? Do you think those would meet your needs?

The next phase of our strategic plan is taking ideas out to the community. We are not going to do that until the committee is ready. I want you to know, I don't act without authority. The committee is going to say, okay, this is an idea we think we should lift. The next time we meet, we are going to come back and look at all of that data and make sure that as we craft those goals, we are incorporating all of that other feedback, including all of those diverse voices.

**>>** Yvonne: Bill, you had your hand up. Were you going say something?

**>>** Regina: He kicked himself out. We should say bye. I think his hand went up when I said we were going out to the community. Certainly, I think after this conversation I want to be really clear; we are not going to survey the community in any way and rush it. If the strategic planning committee says we want the full council to review the survey before we send it out, then we are not going to be reckless in any way. I just want to be really clear about that. I think that while these ‑‑ I get these ideas are half baked right now and we need to fully flush them out and identify how we might go out and collect information around that. Does that all make sense?

**>>** Yvonne: Yep. Bill might have been waving to sign off.

**>>** Regina: Okay. Good. Because this is the first of many times, we are going to be together over the course of the next month, few months, I think we have a goal of getting a final plan or a final draft plan by Augustish, Septemberish. I want to hear from you about how today went and whether or not you have any advice or counsel for me for next time so I can accommodate needs or, I'm going to say most of you want longer time in breakouts, probably.

I'm glad that you are all verbose. That's great. What feedback do you have for me today?

**>>** Yvonne: I thought it went really well. I can't believe four hours flew by. Really excited about what everybody had to add. I don't know, I felt like the rooms, of course we could talk longer, but at some point, it becomes circular. I thought it was enough time. Just to get started, it's enough time.

**>>** Steve: I enjoyed the breakout sessions. The smaller group. It was more intimate. You could have those free-flowing conversations. I don't know. It really helped with creativity and focus.

**>>** Stephanie: I appreciated the breakout rooms. It gave us the opportunity to interact with everyone.

**>>** Lisa: I appreciated the day. It was very nice. Thanks for being patient with me while I multi‑task my day.

**>>** Steve: I appreciate all of you being willing to spend part of your Saturday on this. It's really a personal sacrifice and demonstrates your commitment. Kudos to all of you.

**>>** Jan: I think it had the side benefit of helping us to get to know each other better, too. As we talk through things like values and what's important.

I love that. I feel like even though ‑‑ because we haven't been able to be together in person. The way we framed it today helped with that piece.

**>>** Regina: I am a firm deliver without good relationships; good decisions cannot be made. When we think of that concept in terms of diversity, inclusion and equity, relationships have to be built to accomplish that.

**>>** Lisa: That's critical. That's great. I'm stealing that.

**>>** Regina: Any areas of improvement?

**>>** Yvonne: Regina could write a book called Reginaisms. I don't know how many times she said stuff, yeah, that. I want to see that book.

**>>** Regina: Okay, awesome. It's 2:00. We ended on time. Thank you for that, I can't do that alone. I'm grateful for all of you. Thank you so much. I can't wait to see you again. Committee, I'll see you Monday night. Enjoy the rest of your day. Enjoy tomorrow. Find ways to replenish yourself every day. Thank you so much for your time. I appreciate it.

**>>** Bye everybody.