

# 4<sup>th</sup> Annual Retreat Report

## Vermont State Rehabilitation Council

Thursday, December 8, 2011

9:30 am – 3:30 pm

Union Institute & University – Vermont Agricultural Business & Education Center  
40 University Way, Brattleboro, VT 05301 – Pole Barn

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The Retreat was a success. Four states were represented on the panel: Maine, Massachusetts, New Hampshire and Vermont. Retreat topics focused on four areas of interest: Recruitment, Relationship with the State Agency, Committee/Organizational Structure and Continued Communication. Discussions on all four topics were lively and informative. The Retreat attendees and panel participants were formed into four small focus groups and assigned one of the Retreat topics. This report provides a concise summary of the focus group discussions and resulting action plan.

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### Retreat Goals:

- Outline for 2012 Work Plan
- Develop Ideas for Improvement for VT SRC and New England SRC's
- Enhance Future Communication between SRC's

### Retreat Panel Participants:

- **Maine:** Drew Bolduc, Exiting SRC Chair/VR Employment Specialist
- **Maine:** Jan Avery, Chair SRC/ Parent Federation Information Training Specialist
- **Massachusetts:** Emeka Nwokeji, Director of Consumer Involvement
- **Massachusetts:** Nick Kaltsas, Chair SRC/ Elder and Disability Law Attorney
- **New Hampshire:** Joan Holleran, VR Administrator
- **Vermont:** P. Neal Meier, Ph.D., Chair SRC/Director Alumnae Relations & Veterans/Military Affairs, Union Institute & University

### Retreat Facilitator:

- **Terri O'Shea** – O'Shea Training and Consulting: Sixteen years of experience in training, facilitation, and organizational development. Member of the Vermont Society of Training and Development. B.A. in Speech Communication and Anthropology from State University of New York at Buffalo. M.S. in Industrial Psychology from California State University at Long Beach.

### Topic Areas:

- **Recruitment**
- **Relationship with the State Agency**
- **Committee/Organizational Structure**
- **Continued Communication**

### **Recruitment:**

Business member recruitment was the focus of this discussion. In order to facilitate business member recruitment the following actions are recommended:

- Peer Recruitment: Business members who are current or past SRC members will be approached to assist in recruitment of their peers.
- Secure list of disability friendly employers/businesses from Hugh Bradshaw.
- Identify and compile a list of the employers/businesses that are the best fit for membership on the SRC.
- Develop invitation letter to business member from SRC Chair and Director of VR.
- Invite the best fit employers/businesses to SRC meetings.
- Make invited employer/business member a priority agenda item.
- Answer the Question: Why should I as a business member become part of the SRC?
- Research how VT SRC can become a member of the VT Businesses for Social Responsibility.
- Discuss adjunct member status for business members.

### **Relationship with the State Agency:**

- Visit all regional offices.
- SRC members to attend new counselor training.
- Governor's council, SILC and SRC to meet at least twice a year – once before legislator meeting and once after.
- SRC Chair and Vice-Chair to attend leadership development/training.
- Maintaining the position of SRC Coordinator versus an administrative assistant.

### **Committee/Organizational Structure:**

- Discuss addition of an elected Treasurer position on SRC.
- Reduce duplication of efforts and strengthen collaboration by integrating inter-council meetings (DBVISRC/SILC/VILC) into existing VT SRC meeting schedule. Do not add additional meetings.
- Enhance cost effectiveness and availability of members by utilizing video conferencing regularly for SRC meetings.
- Schedule on-going interstate SRC meetings.
- Discuss conversion of one full SRC meeting to a business member focused meeting.
- Discuss addition of an ad hoc AOE subcommittee for topic specific agenda.

### **Continued Communication:**

- Maintain on-going communication between all 7 SRCs (CT, MA, ME, NH, NY, RI, VT).
- Set up and distribute a contact information list of all 7 SRCs members.
- Discuss set up of a web based communication portal ie: Facebook, LinkedIn etc.
- Discuss development of a SRC Regional Coalition and its budgetary requirements.
- Addition of links to regional SRCs on respective websites.
- Development of a SRC Regional Coalition website.
- Schedule a quarterly Regional SRC phone conference for SRC chairs.