

**MINUTES**  
**STATE REHABILITATION COUNCIL**  
**August 4, 2015**

**Attendees:** Joan Bindel, Sherri Clark, Jill Crosser (arrived at 11:34 a.m.), Randell Davis (arrived at 10:50 a.m.), Page Eastin, Pam Fitzsimmons, David Mitchell, Renee Neppl.

**Absent:** Nicole Cleveland, Kathy Joblinske, Gary McDermott, Lori Moore, Deb Samson, James Smith, Jeanne Sorenson, Rosie Thierer, Ed Wallace, Kenda Jochimsen

**IVRS Staff Present:** Vicki Carrington, Michelle Krefft, Matt Coulter, Kelley Rice, Lee Ann Russo, Kathy Slater

**Other Attendees:** Joy Skinner, personal attendant for Randy

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The August 4, 2015, State Rehabilitation Council (SRC) meeting was called to order by Chair Renee Neppl at 10:36 a.m., with introductions. It was determined we did not have a quorum.

**APPROVAL OF MAY 12, 2015, MEETING MINUTES:** Meeting minutes could not be approved as we did not have a majority. Approval of the minutes will take place at the next meeting.

**PUBLIC COMMENT:** None.

**ADMINISTRATOR'S REPORT:** David Mitchell attended a statewide Workforce WIOA conference at Stoney Creek in June, one of the items discussed is the Unified State Plan, addressing how state agencies work together to share common clients. Information about the Iowa NGA Policy Academy, with the tagline *Future Ready Iowa*, was presented. The vision is to prepare individuals for dynamic careers and lifelong learning, meet employer needs, grow family incomes and strengthen communities by aligning education, workforce and economic development resources. A strategy matrix has been developed to focus on action steps to support the project objectives. Much of the thought for these strategies is driven by business needs and how we prepare job candidates to meet those needs. David indicated this is something that has received support from the governor's office. Additional discussions centered on overlapping services provided by various entities, and identifying the service gaps, which will be identified in the State Plan. IVRS is part of a much bigger picture – IWD is the lead in this effort, work groups are forming and IVRS will have representation on all of those committees.

IVRS partnered with IWD and the Disability Employment Initiative to have a disability and training conference August 25-26, 2015. IVRS Business Consultant Michelle Krefft is working on this. As of this meeting date, over 240 people have already registered.

employees with disabilities are earning at least minimum or prevailing wages and benefits. David said this is still a work-in-progress.

Sherri asked when IVRS hopes to implement the proposed CRP payment system. David responded that the hope is October 2015, but that goal may not be realistic. IVRS may need to add an addendum to what we currently do, implementing by January 2016.

Joan Bindel inquired as to the budget impact. Matt conveyed that it was too early to forecast. David added that it is not possible to predict in the short-term, but IVRS will need to assess the impact over time. Sherri noted this discussion started a couple of years ago so it has certainly been a process.

David wrapped up his report by saying that Dr. Groomes' survey analysis has provided good feedback, IVRS has identified areas with a >25% discrepancy between successful and unsuccessful closures and have started an internal work group. IVRS will be going out to talk to field staff and provide training on some of the discrepancies, which is something we haven't done previously. This will tie into the results SRC members see in the surveys.

#### **COMMITTEE REPORTS:**

*Planning and Evaluation:* Dr. Darlene Groomes attended both the sub-committee meeting and the first part of the general meeting by phone. She expressed appreciation for the chance to speak with group. She presented in December 2014 to the SRC as to whether improvement links to IVRS value points. The WIOA legislation asks that we look at where improvement may be needed; IVRS addresses this with the deployment of a customer satisfaction survey. Quality indicators are addressed as follows:

Working Alliance – Questions #1 – 5

Use and Need for Other Services – Questions #8 and 9

Systems and Partnerships – Questions #10 – 15 show IVRS strengths

- Darlene said IVRS needs to add to the number base (responses) to increase the validity of responses. She suggests archiving the process steps as part of IVRS strategic planning efforts so customer satisfaction data can be utilized.
- True quality comes from the working alliance piece of the survey – which assesses how close a job candidate feels to their counselor.
- Results are just half of the year into the survey. It is too early to measure cause (such as Motivational Interviewing), but could look at relationships to find suggested improvement.

In November 2015, Darlene will be interviewing staff again regarding high-performance within the organization. How does moving towards “systems thinking” build value within IVRS? She will compare data and show the initial perception of high-performance and hopes to see a different perception one year later. This is about value analysis, making improvements, comparing data. IVRS Leadership team can discuss action steps as part of the Unified State Plan. She hopes satisfaction data will show how IVRS can adapt this info their workforce plan/unified plan. Darlene believes there is a big-picture possibility for the information gleaned from the surveys.

**FINANCIAL OVERVIEW:** Matt looks for anomalies and finds it good that IVRS' position is stable and predictable – and has been for several months. The case service expense projection has fluctuated only within a range of 0.6% over five months. Matt and Jeff Haight have a detailed spreadsheet they review monthly. He said this narrow range of change is an astounding number when considering the fluidity of case services. These predictable patterns provide confidence that IVRS is managed properly.

The personnel projection of \$19,459,265 is a significant number. IVRS is trying to limit carry over dollars, but it is challenging due to the constraints of limiting the size of government. We are at capacity right now, which is why we have a carry forward. The utilization of some technologies have enabled us to try to reclassify some positions; e.g. not needing a clerk typist but needing a rehab assistant.

Other highlights of the financial report: The wait list is down a bit; authorizations will begin to drop off towards the end of summer as services transition to the new federal fiscal year. In some cases, job candidates did not utilize services authorized so these authorizations are cancelled. We've received status quo funding (same SFY15 and SFY16).

Cumulative successful closures are running above last year – June 2015 shows 1600+ cases closed successfully, which is very good.

Third-party cooperative arrangement expenses are slightly higher than last year and this is deliberate as IVRS is entering into more contracts with other entities.

IVRS incurred a large expenditure involving the purchase of computers for staff. Page asked about what happens to the old ones. Matt said the hard drives are wiped clean; some will go to state surplus, some to job clubs. There are strict rules regarding how to dispose of them as they can't be sold to employees. Items for sale are posted to a state website where they are sold to the general public. Renee asked if there was a "kickback" to IVRS and Matt responded no – the money goes back to the state general fund.

We are very short of the Pre-Employment Transition Services (PETS) goal of 15% of our resources devoted to this weekly, which would be every staff member spending six hours/week in schools. IVRS will need to change service delivery. Schools are also under the same guidelines to provide greater transition services.

Matt concluded by noting that IVRS serves around 12,000 individuals at any one time, and approximately 20,000 a year, adding that this isn't a static group of people. IVRS' goal is to have over 2,000 people employed by the end of FFY 15 (Sept. 30).

David offered an opportunity for questions. Joan Bindel asked – The overall IVRS budget is just over \$62 million. Where does the rest of the money come from? Matt stated the rest comes from Disability Determination Services (DDS), the IVRS Bureau that conducts SSA adjudication for lowans. It is a \$25M program. Joan also inquired as to whether DDS oversight is part of SRC responsibility? Matt responded no, as IVRS

- The Risk/Reward will vary greatly among companies/employers – seek out a company’s Return on Investment. Publicly-held companies are about stakeholder return and there may be less interest in the quality of work life for employees and more of a focus on how they make money, but it really depends on the manager. Nonprofits generally do not stray from their mission. In Government – the Risk/Reward is compliance, which may have a negative impact on service.
- Focus on satisfying employees, address misinformation received in referrals. Not addressing that will result in less satisfied job candidates.
- Don’t focus only on large employers. In rural parts of the state, some want to stay in a location in which they know everyone. Small employers can be a good investment. It may hurt IVRS effectiveness if we focus only on large employers or a certain amount of pay.
- Local businesses have competition from foreign companies and noted that small employers can’t pay competitively. Bob suggested IVRS can maximize skills and minimize costs with the in-the-place training model as trends show employers are consistently moving towards in-the-place training. This model is appealing to businesses in rural locations and lessens risk to the employer.

Bob concluded by saying IVRS is in the business of “marketing” people we have trained, prepared and follow up with. IVRS can create a vehicle that helps employers to keep and retain employees. The word “disability” can scare hiring managers and front-line supervisors. It is hard to get to a company’s management team since hiring tasks are generally pushed to an HR manager. The best job development takes place after hours – and social networks are good resources for IVRS and for clients. Social networks can be champions and decision makers, and help to overcome the timing issue regarding job need and the availability of potential employees. If a person has talent, disability won’t matter. He provided the example of the Waterloo Hy-Vee store in which they have told him, “We hire for attitude, then train for talent.” An IVRS advantage is the ability to help with selection, onboarding and development costs for an employer.

Page remarked that IVRS Business Consultant Michelle Krefft was an effective rehabilitation counselor who was selected as Counselor of the Year, had a high number of successful closures and is now translating those skills to her work making inroads with businesses.

Bob also complimented Pam on how well Pella treats its employees.

Renee asked if Bob believes it is a top-down mindset to hire people with disabilities. Bob feels that outside of government, there are fewer hierarchal organizations and that champions can work around employment barriers.

Joan asked how she can be a champion in the workplace. Bob said that when he was in a hiring capacity, he received large stacks of applications. If Joan were to call and say “I’d like you to consider this person,” that personal reference can mean more than a certificate and degree.

best way is to get supervisors onboard first. Not everyone is onboard, so this is an ongoing process.

Additional group discussion involved business partnerships. Dr. Stensrud suggested building on middle skills jobs. He offered an idea about transition students, bringing business into the schools to seek out those students in 9<sup>th</sup> grade; perhaps have a Career Day concept day. Pam said that at Pella Corp., there aren't enough employees to fill all of the jobs they have. They are encountering situations where students aren't able to pass applicant testing. Dr. Stensrud said schools have professional development days – have IVRS staff go out to business and find out what skills are needed, then convey that need to teachers, who can help to develop those skills. Michelle shared that when she worked at the IVRS Mason City office, they would hold career days in which teachers would go to businesses to learn what applicable skills need to be taught to ensure employment success. She said it is also important to cultivate successful mentors who are working.

**FY15 STATE PLAN UPDATE:** Lee Ann said the VR State plan has been delayed as they work on the Unified State Plan with IVRS key partners. The Unified State plan is a work in progress.

Lee Ann discussed independent living as this is a topic she believes SRC hasn't previously received information about. She has replaced Tomoko Yajima, who retired in April. There are 6 Centers for Independent Living (CIL). IVRS oversees the money. Lee Ann asked that Kathy Slater send out the newly revised map IVRS has created.

The Independent Living program is for those who are unable to work, but wish to avoid institutional living. IVRS has had a wait list since 2011 (95 on list), 17 people are currently being served. A new IVRS person has recently been promoted to assist in this area, Robert Hendrickson. His time will be allocated to 50% Independent Living, 50% Assistive Technology.

[Randy Davis left meeting at 1:25 p.m.]

**CAP REPORT:** Page presented a brief oral report, and will provide an annual report in November. Calls from IVRS job candidates have slowed since the last SRC meeting as systemic issues have been addressed. Accessibility studies continue, about ten remain, mostly in the northeast Iowa area.

Page feels there is a good relationship between IVRS and CAP. She emphasized that CAP can be a good resource, even if IVRS and CAP don't always agree.

She is creating a video for IVRS and Iowa Dept. for the Blind, with a sign language interpreter, voice and captioning that explains services available to them through VR. They are doing this since IVRS has indicated they would like to assist underserved populations. She hopes to use social networking to spread this message as opposed to trying to physically travel across the state and slowly get the word out. Page's goal is for the video to be timeless as there is a significant cost to produce. The video can be utilized on the IVRS website and the Dept. of Human Rights site.

**RENEE REMINDED EVERYONE TO NOTE THESE 2016 SRC MEETING DATES:**  
March 22, March 23-Legislative Reception, June 7, September 13, and December 6.

**FINAL CLOSING COMMENTS:**

David reminded the group of the impact of federal legislation – federal sequestration is still in place, so the federal budget must continue to decrease. It is anticipated we will receive status quo funding or a decrease.

Joan said SRC needs to ensure member attendance remains high. This may necessitate members reaching out to each other to ensure people are in attendance.

A motion for meeting adjournment was made by Joan; motion was seconded by Renee; all were in favor.

The meeting adjourned at 2:06 p.m.

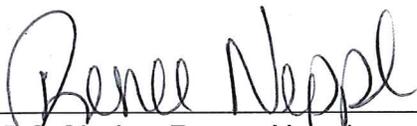
**ADDENDUM – NOMINATING COMMITTEE:**

Approval of a Nominating Committee was not noted on the agenda, nor was a quorum present to vote for a committee. Therefore, a vote for members who volunteered for this task took place via a paper vote. Please refer to Attachment 1 for a recording of SRC member votes on the Nominating Committee, which includes Joan Bindel, Page Eastin, Pam Fitzsimmons and Renee Neppel. This group will present their slate of candidates to vote for Chair and Vice-Chair at the November 10, 2015, meeting. Terms of office are one year, with a two-year term limit. The newly selected officers will assume their duties at the March 2016 SRC meeting.

**The next SRC meeting is scheduled for Tuesday, November 10, 2015,** in Des Moines at the Jessie Parker Building, Knudsen Room, from 10:30 a.m. until 3 p.m., with committee meetings beginning at 9:30 a.m.

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Meeting minutes approved by the Council on this date:

November 10, 2015

  
\_\_\_\_\_  
SRC Chair – Renee Neppel

**Slater, Kathleen [DVRs]**

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**From:** Slater, Kathleen [DVRs]  
**Sent:** Monday, September 21, 2015 10:19 AM  
**To:** Samson, Deb [IDOE]; Eastin, Page [DHR]; Gary McDermott; Jeanne Sorenson; 'Jill Crosser'; Joan Bindel; Kathy Joblinske; Lori Moore; 'Nepl, Renee'; Nicole Cleveland; Pam Fitzsimmons; Randell Davis; Sherri Clark; Thierer, Rosemary [IDA]; Wallace, Edward [IWD]  
**Cc:** Mitchell, David [DVRs]; Jochimsen, Kenda [DVRs]; Coulter, Matthew [DVRs]; Rice, Kelley [DVRs]; Russo, Lee Ann [DVRs]; Smith, James [DVRs]  
**Subject:** TIME SENSITIVE! VOTE FOR SRC NOMINATING COMMITTEE  
**Attachments:** SRC Nominating Committee Vote.docx  
**Importance:** High

The form to vote for the SRC Nominating Committee is attached. Non-voting SRC members have been Cc'd in this message, fyi only. This must be returned by next Monday, 9/28/15. Please let me know if you have any questions. Thanks to all.

*Kathy Slater*

Iowa Vocational Rehabilitation Services  
Planning and Development Team  
510 E. 12<sup>th</sup> Street  
Des Moines, IA 50319  
[Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)  
Phone: 515.281.6731 | Confidential Fax: 515.281.0137

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## NOMINATING COMMITTEE VOTE

Attachment 1

1. Joan Bindel - <b>Voted</b>
2. Sherri Clark - <b>Voted</b>
3. Nicole Cleveland
4. Jill Crosser - <b>Voted</b>
5. Randell Davis - <b>Voted</b>
6. Page Eastin - <b>Voted</b>
7. Pam Fitzsimmons - <b>Voted</b>
8. Kathy Joblinske - <b>Voted</b>
9. Gary McDermott
10. Lori Moore - <b>Voted</b>
11. Renee Neppi - <b>Voted</b>
12. Deb Samson
James Smith - Non-voting member
13. Jeanne Sorenson
14. Rosemary Thierer - <b>Voted</b>
15. Ed Wallace

10 Votes Recorded for Nominating Committee



## STATE REHABILITATION COUNCIL (SRC) NOMINATING COMMITTEE

The below members of SRC have volunteered to serve as the Nominating Committee. They will bring to the November 2015 meeting possible candidates for the position of Chair and Vice Chair, at which time a vote will take place by the SRC for the officer positions suggested by the Nominating Committee.

Please vote below for each Individual who wishes to serve on the Nominating Committee:

JOAN BINDEL	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Abstain
PAGE EASTIN	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
PAM FITZSIMMONS	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
RENEE NEPPL	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

By signing below, I attest:

- I am an appointed, voting member of the State Rehabilitation Council;
- This document represents my vote for the Nominating Committee;
- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE:

Joan M. Bindel

SIGN YOUR NAME HERE:

Joan M. Bindel

Return signed voting form to Kathleen Slater no later than Monday, September 28, 2015.

Send by Fax: 515-281-0137

Scan and send by E-mail to: [Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)

Send by U.S. Mail:

ATTN: Kathleen Slater  
Iowa Vocational Rehabilitation Services - PDT  
510 E. 12<sup>th</sup> Street  
Des Moines, IA 50319





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Please vote below for each individual who wishes to serve on the Nominating Committee:

JOAN BINDEL      Yes  No       *JS\**

PAGE EASTIN      Yes  No       *\* added per attached email*

PAM FITZSIMMONS      Yes  No       *JS\**

RENEE NEPPL      Yes  No       *X*

By signing below, I attest:

- I am an appointed, voting member of the State Rehabilitation Council;
- This document represents my vote for the Nominating Committee;
- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE: Jill Crossen

SIGN YOUR NAME HERE: [Signature]



**Return signed voting form to Kathleen Slater no later than Monday, September 28, 2015.**

Send by Fax: 515-281-0137

Scan and send by E-mail to: [Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)

Send by U.S. Mail:  
 ATTN: Kathleen Slater  
 Iowa Vocational Rehabilitation Services - PDT  
 510 E. 12<sup>th</sup> Street  
 Des Moines, IA 50319

**Slater, Kathleen [DVRs]**

---

**From:** Jill Crosser <jill@iowaable.org>  
**Sent:** Thursday, September 24, 2015 8:07 AM  
**To:** Slater, Kathleen [DVRs]  
**Subject:** RE: SRC Vote - question

Got ya! Yes, all 4 are fine.

**From:** Slater, Kathleen [DVRs] [mailto:Kathleen.Slater@iowa.gov]  
**Sent:** Wednesday, September 23, 2015 4:27 PM  
**To:** Jill Crosser <jill@iowaable.org>  
**Subject:** RE: SRC Vote - question

In case there is a misunderstanding, this is just for the Nominating Committee, not to actually vote for the Chair/Vice Chair. The Nominating Committee will present their selections of who they nominate for the officer positions at the November meeting, and then we will actually vote for the Chair/Vice Chair from the slate they present. Thanks!

*Kathy Slater*

IVRS Planning and Development Team  
[Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)  
Phone: 515.281.6731 | Confidential Fax: 515.281.0137

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**From:** Jill Crosser [mailto:jill@iowaable.org]  
**Sent:** Wednesday, September 23, 2015 4:22 PM  
**To:** Slater, Kathleen [DVRs]  
**Subject:** Re: SRC Vote - question

Well, not necessarily. I thought you wouldn't appreciate me saying yes to all four. ;)

Jill Crosser, MS, CBIS  
Executive Director  
Iowa Able Foundation  
130 S. Sheldon Ave. Suite 201  
Ames, Iowa 50014  
O: [515-292-2972](tel:515-292-2972) OR [1-888-222-8943](tel:1-888-222-8943)  
F: [515-598-7813](tel:515-598-7813)  
[www.iowaable.org](http://www.iowaable.org)  
[jill@iowaable.org](mailto:jill@iowaable.org)

**WE ARE A FINALIST IN THE "MAKE MY NON PROFIT RUN BETTER" CONTEST!**

**PLEASE VOTE FOR THE IOWA ABLE FOUNDATION as the next round of voting will determine the winners! We have a chance of winning up to a \$15,000 office technology makeover!**



## STATE REHABILITATION COUNCIL (SRC) NOMINATING COMMITTEE

The below members of SRC have volunteered to serve as the Nominating Committee. They will bring to the November 2015 meeting possible candidates for the position of Chair and Vice Chair, at which time a vote will take place by the SRC for the officer positions suggested by the Nominating Committee.

**Please vote below for each individual who wishes to serve on the Nominating Committee:**

JOAN BINDEL	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
PAGE EASTIN	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
PAM FITZSIMMONS	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
RENEE NEPPL	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

By signing below, I attest:

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- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE: Randell W. Davis

SIGN YOUR NAME HERE: Randell W. Davis



**Return signed voting form to Kathleen Slater no later than Monday, September 28, 2015.**

Send by Fax: 515-281-0137

Scan and send by E-mail to: [Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)

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Des Moines, IA 50319

**Slater, Kathleen [DVRS]**

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**From:** Slater, Kathleen [DVRS]  
**Sent:** Thursday, October 15, 2015 3:25 PM  
**To:** 'Randy Davis'  
**Subject:** RE: SRC VOTES STILL NEEDED!

Hi, Randy. I checked with our attorney and she said when you come to the next SRC meeting in November, we'll have you sign a nominating form for documentation and attach to this email. Thank you!

*Kathy Slater*

IVRS Planning and Development Team  
[Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)  
Phone: 515.281.6731 | Confidential Fax: 515.281.0137

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**From:** Randy Davis [mailto:[randy.davis@mahaska.org](mailto:randy.davis@mahaska.org)]  
**Sent:** Monday, October 05, 2015 2:51 PM  
**To:** Slater, Kathleen [DVRS]  
**Subject:** Re: SRC VOTES STILL NEEDED!

I will vote yes on all of people for the nominations committee. Sorry I don't have the computer skills to put my signed statement to that. I hope this is enough.

On Oct 1, 2015 11:39 AM, "Slater, Kathleen [DVRS]" <[Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)> wrote:

A majority of SRC members still have not yet voted for approval of the Nominating Committee. Without this, we are unable to move forward with a committee to select potential candidates for Chair and Vice Chair. We need your participation and assistance! **If you have not voted please take a quick moment to do so and return your voting form to me ASAP.**

Let me know if you have questions. Your help is greatly appreciated.

Best Regards,

*Kathy Slater*



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**Please vote below for each individual who wishes to serve on the Nominating Committee:**

JOAN BINDEL            Yes     No

PAGE EASTIN            Yes     No

PAM FITZSIMMONS    Yes     No

RENEE NEPPL            Yes     No

**By signing below, I attest:**

- I am an appointed, voting member of the State Rehabilitation Council;
- This document represents my vote for the Nominating Committee;
- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE: Page Eastin

SIGN YOUR NAME HERE: Page Eastin



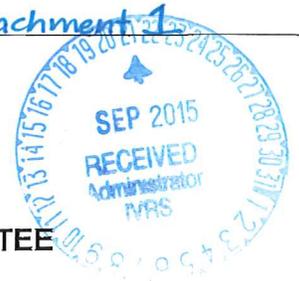
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JOAN BINDEL            Yes     No

PAGE EASTIN            Yes     No

PAM FITZSIMMONS    Yes     No

RENEE NEPPL            Yes     No

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- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE: Pamala G. Fitzsimmons

SIGN YOUR NAME HERE: Pamala Fitzsimmons

 Return signed voting form to Kathleen Slater no later than Monday, September 28, 2015.

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JOAN BINDEL

Yes  No

PAGE EASTIN

Yes  No

PAM FITZSIMMONS

Yes  No

RENEE NEPPL

Yes  No

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- I am an appointed, voting member of the State Rehabilitation Council;
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- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE:

*Kathy Jablonske*

SIGN YOUR NAME HERE:

*Kathy Jablonske*

Return signed voting form to Kathleen Slater no later than Monday, September 28, 2015.

Send by Fax: 515-281-0137

Scan and send by E-mail to: [Kathleen.Slater@iowa.gov](mailto:Kathleen.Slater@iowa.gov)

Send by U.S. Mail:

ATTN: Kathleen Slater  
Iowa Vocational Rehabilitation Services - PDT  
510 E. 12<sup>th</sup> Street  
Des Moines, IA 50319



## STATE REHABILITATION COUNCIL (SRC) NOMINATING COMMITTEE

The below members of SRC have volunteered to serve as the Nominating Committee. They will bring to the November 2015 meeting possible candidates for the position of Chair and Vice Chair, at which time a vote will take place by the SRC for the officer positions suggested by the Nominating Committee.

Please vote below for each individual who wishes to serve on the Nominating Committee:

JOAN BINDEL            Yes X    No

PAGE EASTIN            Yes X    No

PAM FITZSIMMONS      Yes X    No

RENEE NEPPL            Yes X    No

By signing below, I attest:

- I am an appointed, voting member of the State Rehabilitation Council;
- This document represents my vote for the Nominating Committee;
- I have completed this form and this is my personal signature.

PRINT YOUR NAME HERE:

LORI MOORE

SIGN YOUR NAME HERE:

*Lori Moore*

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**Please vote below for each individual who wishes to serve on the Nominating Committee:**

JOAN BINDEL	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
PAGE EASTIN	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
PAM FITZSIMMONS	Yes <input type="checkbox"/>	No <input type="checkbox"/>
RENEE NEPPL	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

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PRINT YOUR NAME HERE:

*Renee Neppel*

SIGN YOUR NAME HERE:

*Renee Neppel*



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Please vote below for each individual who wishes to serve on the Nominating Committee:

JOAN BINDEL Yes  No

PAGE EASTIN Yes  No

PAM FITZSIMMONS Yes  No

RENEE NEPPL Yes  No

By signing below, I attest:

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PRINT YOUR NAME HERE: Rosemary Thierer

SIGN YOUR NAME HERE: Rosemary Thierer



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