



News from the Ohio Department of Developmental Disabilities

John R. Kasich, Governor

John L. Martin, Director

Pipeline is published at least twice monthly. Issues are archived at www.dodd.ohio.gov/pipeline
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October 24, 2012

October 24 marks the 45th anniversary of the date Gov. James A. Rhodes signed legislation creating County Boards of DD in each of Ohio's counties. In 1967 they were called Boards of Mental Retardation.

Volume 6, Issue 23

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October is National Disability Employment Awareness Month

2012 Theme: "A Strong Workforce is an Inclusive Workforce: What Can YOU Do?"

National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues, and celebrates the many and varied contributions of America's workers with disabilities. More at www.dol.gov/odep/topics/ndeam

Administration News

1. Focus on National Disability Employment Awareness

A Potpourri of Progress

NDEAM began in 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of people with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."

Free NDEAM posters may be ordered at <http://www.dol.gov/odep/>

Governor's Council on People with Disabilities

As National Disability Employment Awareness Month (NDEAM) continues this year's national emphasis on the greater strength of a truly inclusive workforce, Ohio has focused on recognition and celebration of these strengths at venues across the state. The 2012 Annual Meeting of the Ohio Governor's Council on People with Disabilities (GCPD) on October 16 in the Ohio Statehouse Atrium was one such effort. Marking progress for Ohioans with disabilities and highlighting continuing work toward improved community inclusion, awards presented at the event included those for employers, legislators, advocates, leadership, and scholarship.



Advocacy Award Recipient

Dr. Edwin Payne of Fairfield County, is the director of the Fairfield Center for Disabilities and Cerebral Palsy, where he practiced medicine for more than 25 years. Dr. Payne has advocated for people with all types of disabilities – especially Multiple Sclerosis, with which he has lived most of his adult life.

In 2003, he was inducted into the National MS Society's Volunteer Hall of Fame, and received their Lifetime Achievement Award a year later.

Congratulations, Dr. Payne



Dr. Payne noted during his acceptance comments that he, too, applauded one of the GCPD Employers of the Year, LaRosa's Pizza, as he "...sure ate a lot of it when he was in medical school in Cincinnati!"



The Karla Lortz Scholarship Award (L. to R., seated) Sylvia Wigal, award recipient; and Karla Lortz, longtime self advocate for whom the award is named. In background are board members of the Governor's Council on People with Disabilities, displaying a simulation of the \$1000 scholarship check as the presentation is made.

Sylvia Wigal lives in Delaware County and has begun her studies at Columbus State Community College. Her goal is to become a veterinary technician.

Congratulations, Sylvia



In welcoming attendees to the event, GCPD Vice-Chairperson Matt Sauer observed,

"Governor Kasich has given us a simple charge ... employment is everything!"

And in his opening comments, Rehabilitation Services Commission Executive Director Kevin Miller stated, "As we move forward and grow the *Employment First* initiative in Ohio, here's something we need to remember ... while it's true to say that hiring people with disabilities is the right thing to do ...

It's also OK to say that hiring people with disabilities is profitable – is good for the bottom line. It's OK to say that, and it's true."

Acknowledging that state agencies and organizations need to continue to work harder at engaging more effectively with Ohio employers, GCPD Board member Chuck Beatty introduced the Employers of the Year: Manley Deas Kochalski, LLC; LaRosa's Pizzeria; and, Falmer Screw Products & Manufacturing, Inc. In accepting the honor, Falmer representatives noted, "Our employees with disabilities motivate the rest of us. Every day they motivate us and keep us 'up'. They bring everyone up."

DODD Learns About Employment Success in Hamilton County

As noted in [Pipeline Volume 6 issue 22, October 10 2012](#), DODD Director John Martin and other Department staff have been visiting employers around the state that are employing people with disabilities, including both large and small businesses. He noted that their mission on these trips was to talk with the employers and their employees, learn what could best inform the *Employment First* initiative, and share best practices around the state. In Cincinnati late last month, he led a panel discussion about Governor John Kasich's *Employment First Initiative* and other efforts focused on employing people with disabilities.

At Cincinnati's LaRosa's Restaurant, panelists included restaurant CEO Mike LaRosa; Bob Kaiser, Vice President of Logistics for Kaiser Pickles LLC; LaRosa's Call Center employee Mark Kayes; and Kaiser Pickles employee Tony Blasingame. During the discussion it was clear that the employers looked back and wondered why they had not employed individuals with disabilities a long time ago. LaRosa stated,

"Anyone can make a pizza or a pickle, so ultimately our businesses win through people like Tony and Mark who show up to work every day and give 110 percent." We need more people like Tony and Mark, and anything that can be provided to support them in doing their work and contributing as citizens and to our businesses needs to be done."



The Subject? Employment!
Tony Blasingame (left), along with Mark Kayes (center), participated in a panel discussion with DODD Director John Martin (right) late last month in Cincinnati.

Blasingame is an employee of Kaiser's Pickles – whose Vice President, Bob Kaiser, spoke with enthusiasm for hiring people with disabilities, including the request, "Find me another Tony!"

Kayes is an employee of the LaRosa's Pizza restaurant in Cincinnati, and his employer, Mike LaRosa is a huge proponent of hiring individuals with the strong work ethic Mark displays daily.



Awards Dinner Highlights Employment in Athens County

PersonnelPlus, the supported employment arm of the Athens County Board of DD held a Business/Employee recognition dinner on October 18 at the Athens Community Center. It was no ordinary evening. More than the anticipated 300 people attended – including many local business and community leaders, employees, and their families and friends.

According to Ben Hollinger, DODD Assistant Deputy Director, Athens County is ninth in the state and the leading county in Southeastern Ohio when it comes to percentage of working-age adults employed in the community. While the state's average is just over 15%, data shows that Athens County's community employment rate is at nearly 25%. He notes,

"PersonnelPlus is a leader in the state as it relates to employment of people with disabilities – and it is evident as to why. They have developed an extremely strong partnership with their local business community, and have cultivated a local culture in the business community of seeing what people with disabilities can do."

The PersonnelPlus awards ceremony honored several people who have helped make the Athens County area one of the strongest locations in the state for successfully employing people with developmental disabilities in the community (see PersonnelPlus). Two partnering organizations - the local Business Advisory Council, and the Advocacy and Advisory Council - joined forces to honor individuals and employers who participated in community employment options, Summer Youth Training and Employment for transition-age young adults, and other work partnerships.

Hollinger, and Scioto County self advocate Stephanie Barber-Maynard each took the podium during the evening to address the group on the subject of jobs and *Employment First*. Barber-Maynard noted the need for persistence in pursuing one's dreams, and Hollinger added that the *Employment First* initiative would indeed, be all the more successful when driven by the mindset she so genuinely described.

Their Enthusiasm Was Contagious!



Enjoying the Spotlight

(Left) Noah Hogan (standing), along with Dan Schoonover display their Certificates of Appreciation for well-representing PersonnelPlus in the workplace.

(Below) At left, Dave Schull, Kroger of Athens' Store Manager, gets blocked by an appreciation plaque wielded by an enthusiastic employee, but recovers long enough to name Blane Morris his next new employee. It was a great surprise, and Blane took it all in stride, giving Schull a quick Thumbs Up!



“ I maybe speaking to the choir here tonight, but I want all of you employers here to go out and sing Christmas Carols to other businesses in Athens – sing to ‘em about hiring folks from PersonnelPlus! ”

-Dave Schull, Store Manager, Kroger of Athens

And there's no resting on the laurels of success in Athens County! Personnel*Plus* Executive Director Doug Mitchell says, "Until *all* the individuals in Athens County who have a developmental disability and want to work in the community have jobs, Personnel*Plus* will have work to do."

Scioto County Hosts Annual Community Employment Banquet

The annual Scioto County Board of DD Community Employment Banquet was held this month, at the aptly-named Friends Community Center. The SCBDD and STAR Inc., the not-for-profit corporation that manages the County Board's community employment efforts, together host the event to recognize local employers and employees who work in the community. More than 200 attended. Kelly Hunter, Director of SCBDD Adult Services and STAR, Inc. noted,

"There really isn't an award great enough to present to our community partners! We are proud to work side-by-side with them."



In Scioto County, She's a STAR!

Laurie Green, Scioto County Board of DD community employment team leader (left) presents an Employee of the Year award to Jenna Pitts.

More about SCBDD employers and employees in a great video at <http://youtu.be/MXsQsahfhBA>



Clermont County

Sam's Club of Eastgate held a Mentor Day to help people with developmental disabilities learn about job opportunities this month. Five individuals from the Clermont County Board of Developmental Disabilities had the opportunity to shadow Sam's Club associates to learn more about various jobs within the store. Six stations were set up for participants to observe and see if they would be interested in seeking employment within the community in the future. Positions such as greeters, cashiers, and cart retrieval were just a few of those presented as options.

This Sam's Club sponsors Mentor Day during October every year to celebrate National Disability Employment Awareness Month. Marty Ward, an individual served by Clermont DD's Community Employment Department, was recently honored by the Clermont DD Business Advisory Council for his 18 years of service to Sam's Club. Felix Leshey, Sam's Club store manager, also was honored for the support he and his associates give to the Clermont County Board program each year. These awards were presented at the Clermont Chamber of Commerce October Legislative Luncheon.

Pike County Starts New Employment Services Programs

The Pike County Board of DD now offers Adult Day Support, Vocational Habilitation, and Supported Employment-Community as part of their day program services. This is the first time for Pike County to use this program as a waiver service. Currently, about 75 individuals work and earn a paycheck at PCBDD's workshop in Waverly, and now, some are working in various

community-based jobs. According to PCBDD Adult Services Director Joyce Walsh, employees are working at the Lake White Club, the Pike County YMCA, Treber Memorials, and Waverly Tire. She notes, “We appreciate the businesses and agencies that have given our clients a chance to be a part of the community. We’re looking to have more participants employed outside of our agency, and get more integrated into the community.” Walsh adds,

“We have only been implementing this program a few months, and already have seven individuals either employed or in training in areas businesses.”

Reminder: Free *Employment First Training*

The Ohio Association of County Boards (OACB) will host a new *Employment First Training Series* -- a professional development program dedicated to the successful implementation of Ohio's *Employment First Initiative* and other DD-related employment programs throughout the state. The three-part *National Organization on Disability Employer Relations Seminar* is set for November 8, November 29, and December 13, 2012, with support and sponsorship from DODD and the National Organization on Disability.

Any county board staff member or other DD professional interested in learning how to successfully place people with developmental disabilities in meaningful community-based jobs should attend the series. With a grant from DODD and support from OACB and the National Organization on Disability, the event is *free* for attendees. Organizations should send two representatives as a team, and they must attend *all three days* of the series. Only one 2-person team will be approved per organization. The training will be held at XENOS in Columbus, 1340 Community Park Drive.

NOTE: To contact any County Board of DD, consult the map at: [Map of County Board Contacts](#)



2. A Good Life – And a Great Statewide Community



These Superintendents gave the shirts off their backs to participate in *A Good Life!*
(L. to R.) Melinda Slusser (Ottawa and Henry), Cheryl Plaster (Marion), Chuck Frobose (Crawford),
Dee Zeffiro-Krenisky (Huron), Lew Hurst (Seneca), Carrie Beier (interim, Erie), Nancy Foglesong (Morrow)
The T-shirts draped over chair backs were created by participants writing affirming statements supporting
A Good Life on the backs, and non-affirming statements on the fronts ('the old way').

'*A Good Life*' is not a 'program' ... exactly. It's not a 'project,' either. It's a way of thinking about and relating to others. It's also learning about oneself so that the 'other-directed' thinking can be understood from one's own perspective. *A Good Life* involves working with people who have developmental disabilities in a 'start from scratch' way. But it's still more than that ... and that's why *Pipeline* headed up to Tiffin, to see the graduation of a few dozen people who work for the County Boards of DD in Ottawa, Henry, Marion, Crawford, Huron, Seneca, Erie, and Morrow counties – a multi-county alliance known as Clearwater COG (Council of Government).

Immediately it was learned that *A Good Life* is not *The Good Life*. Because there is not one 'packaged' *Good Life* to strive for, but there is one unique *Good Life* for every person. It's theirs, and they will help create it.

Under the auspices of the Ohio Association of County Boards (OACB) Pete Moore and Willie Jones facilitate *A Good Life*, along with the blessing and support of the Clearwater COG. They describe it as, "...founded on the general beliefs of the *Positive Culture Initiative* championed by DODD, with new layers added to the foundation." *A Good Life* training (yes, it's training, but taken to a higher level) encourages confidence, respect, and self-esteem for both the giver and the receiver in any work relationship. It's about staying in a 'Stretch Zone' to always be on the lookout for the many possibilities in any person, any situation.

And so the graduation ceremony in Tiffin for the participants who each gave 20 days of their professional lives to *A Good Life* prompted some very interesting comments. They included:

**"I learned we do not stand alone. We have allies and alliances all around us."
- Jessica, Morrow County**

**"The biggest thing that I took away from *A Good Life* training is to think from the other person's perspective. Take that to work every day. Good people following a bad model equals burnout!"
- Melissa, Crawford County**

**"I think this regenerates us. It keeps us from burnout. In our learning exercises here, when a wall popped up, our group 'drew a door' and found a way through."
-Nancy Fogelsong, Superintendent, Morrow County**

**"In 20 days of training – between the first day and the last – the changes I've seen in people here have been absolutely transformational! Now the COG's mission is to not let that spirit die."
-Nancy Richards, Clearwater COG**

"The difference between this and other training is 'application.' This approach to relationship-building can be applied in your life every day." - Willie Jones, OACB

Willie Jones also calls *A Good Life* a 'learning collaborative' – and says everyone 'brings their own tools.' It's something different for everyone, and as it bubbles up from the foundation of the Positive Culture Initiative, it seeps into the culture of the community – to build a stronger statewide developmental disabilities community.

According to Pam Berry, Senior Policy Advisor for DODD, who oversees the Positive Culture Initiative, *A Good Life* training has been very well received throughout Ohio, and helps create an environment where that important shift in thinking and beliefs can occur – a shift away from power, control, and coercion, and toward relationships that are nurturing and uplifting for everyone. "This is one example of an approach that is consistent with the concepts of the Positive Culture Initiative and I commend OACB for taking the lead in developing and implementing this training. I want to especially acknowledge the commitment of the Superintendents and staff within Clearwater COG who gave so much of their time to this effort."



They Know It's A Good Life!
 Above: An assortment of Clearwater COG County Board participants graduating from *A Better Life* training this month. Trainers Pete Moore (front row) and Willie Jones (peeking out next to plant in back) joined in the mix of graduates.



They've Got Your Back
 Left: participants cover the front of a T-shirt with things no one wants to hear, whether or not they have a disability. "Get back to your area!" was one such statement. The shirt-backs display far more affirming statements.



For more information about A Good Life training, contact Willie Jones at wjones@oacbdd.org or Pete Moore at pmoore@oacbdd.org



Administration Update

3. Supports Intensity Scale Evaluation Project Enters Second Year

Last year, DODD began a three-year evaluation project to evaluate the effectiveness and usefulness of the Supports Intensity Scale (SIS). The goal is to evaluate if the SIS assessment provides the best information needed to make data-driven decisions about how to use resources most efficiently, and serve more people effectively.

SIS puts a focus on supports needed to participate fully in life, rather than focusing on what a person is unable to do.

The evaluation project has been underway since last year, with assessments conducted by DD professionals who have completed in-depth training on SIS. The data gathered is then reviewed by experienced researchers. Priority emphasis is placed on maintaining consistency in what is being measured and how the data is measured.

Interviewers have so far conducted 148 assessments in 20 counties, and at each of the ten DODD-operated Developmental Centers. Of those assessments, 112 were with individuals who are on the Individual Options waiver, and the remaining 36 were with individuals who were new admissions to a Developmental Center.

DODD is continuing the project through September 30, 2013. In the coming months, we are expanding the group of people invited to participate in the project. As early as November, we will be sending request letters to individuals who live in public and private Intermediate Care Facilities (ICF's), as well as to individuals with DD who are receiving treatment in a mental health hospital. Those invited will receive a letter explaining the project and the process. If the individual has a guardian, the guardian also will receive a copy of the letter. Following the letter, someone from the County Board of DD will contact the individual to ask for and help schedule participation in the project.

Although the assessments are done one person at a time through face-to-face conversations, only aggregate data is measured. No information learned from meeting with an individual will be used to make decisions about the individual's funding for services. Instead, the data will be used in the aggregate to create a baseline that helps identify elements of the service and support environment that correlate with successful, cost-effective services for people with developmental disabilities, particularly those with significant challenges.



[Administration Update](#)

4. Administrative Rule Actions, and News from HUD

Public Hearings for Administrative Rules

Three Public Hearings are scheduled for proposed DODD Administrative Rule actions:

- *November 16* – Ten new rules for DODD to assume, from the Ohio Department of Job and Family Services, responsibility for administration of the Transitions Developmental Disabilities Waiver program.
- *November 20* – A new rule for conducting background investigations on persons working in the developmental disabilities service delivery system.
- *November 21* – Twenty-eight new rules for DODD to assume the powers and duties of the Ohio Department of Job and Family Services with regard to the services provided by intermediate care facilities.

[At www.dodd.ohio.gov](http://www.dodd.ohio.gov) visit [Rules Under Development](#) for more details.

\$31 Million in HUD Grants to Help 36 States

Federal officials with the U.S. Department of Housing and Urban Development (HUD) have allocated \$31 million in grants to housing providers in 36 states to help people with disabilities gain supported living services. The grants will help more than 14,000 people with disabilities and older Americans obtain assistance with every-day needs such as health care and meals. The

funding is part of the agency's Multifamily Housing Service Coordinator Program, which pays for social services coordinators for people living in federally-assisted multifamily housing.

The three-year grants are headed to property owners in the District of Columbia and 36 states, including Ohio.



Reminder

5. November 6th Ballots Contain Eleven DD Levy Issues

The Secretary of State's website at www.sos.state.oh.us/ contains loads of good information about the November 6th election regarding voting in general, including specific information pertaining to Voters with Disabilities.

There will be 11 levy issues on the November 6 election ballots affecting Ohio's developmental disabilities community in the following counties:

- *Carroll County:* 1 mill, renewal
- *Clark County:* 1.75 mills, additional
- *Defiance County:* 0.85 mills, renewal
- *Fayette County:* 1.5 mills, replacement
- *Medina County:* 1.9 mills, replacement
- *Meigs County:* 2 mills, renewal
- *Morrow County:* 1.5 mills, replacement
- *Paulding County:* 1.4 mills, renewal
- *Sandusky County:* 2 mills, additional
- *Trumbull County:* 1.5 mills, renewal
- *Tuscarawas County:* 1.7 mills, renewal

Every Person's Vote is Important!

To be well-informed about where candidates stand on the issues that matter to you, and learn more about your rights, as well as when and where you can vote on November 6, visit the Secretary of State website www.sos.state.oh.us/. The [Ohio Disability Vote Coalition](#) website is another informative, nonpartisan resource.



Coming Soon in

Pipeline Quarterly

**Individuals Transitioning from Developmental Centers
into Community-Based Settings**

Izzy.

Izzy at Tiffin Developmental Center (TDC) needs no last name in introduction, because when you have a great name like Izzy, and a great shirt like this one ... it's enough just to be Izzy!

Look for more about Izzy in a future issue of *Pipeline Quarterly*, as he'll be moving out of TDC soon, and into a home in the community. That is, after he gets done with all the paperwork on his lap.



The Annual Thanksgiving Issue of Pipeline, Publishing Nov. 21st

Again this year we invite YOU to tell us what YOU are thankful for this year.

Please submit items for consideration by Nov. 14th to sherry.steinman@dodd.ohio.gov

A short paragraph and a photo, if appropriate, would be best. Thank you!

Here's what last year's issue included: *Pipeline Volume 5 Issue 2, November 22, 2011*

PostScripts

Pipeline PostScripts are organized by month, unless the item is a general announcement that is not dependent upon a date.

Register Now! Shared Services Expo – Cleveland, November 27

Ohio's developmental disabilities community is a leader in knowing the value of sharing services, including shared County Board of DD Superintendents, shared administrative functions and resources to provide additional services, and more. Now here's an opportunity build on that path.

Exchange practical ideas on how to increase efficiency in government and operate at a lower cost to taxpayers! The *Shared Services Expo* highlights successful shared services programs, and offers practical advice to those interested in collaborative shared service projects.

- Listen to a panel of shared services leaders
- Share a networking lunch and dialogue with peers
- Engage in *Brass Tacks* breakout sessions
- Interact with the *Aisle of Experts*

Government entities and schools interested in attending only the morning presentations via Distance Learning should contact John Ramicone at john.ramicone@ideastream.org or (216) 916-6360.

Registration fee for this option is \$75 per site. Pre-registration is required due to limited capacity.

In-person attendees' registration is \$50, and includes light breakfast, box lunch, and conference materials.

Register at: www.ideastream.org/education

Contact: Greg Wasil at greg.wasil@ideastream.org

Annual Ohio Adult Sibling ('SIBS') Conference, October 26-27

Featured speakers at the Twelfth Annual Ohio Adult Sibling (SIBS) conference, October 26-27, at the Columbus Airport Marriott will include Dr. Ann Kaiser, Scott Osterfeld, and Rob Snow. This conference addresses the needs and concerns of adult siblings who have brothers or sisters with a disability. Siblings with and without disabilities and other interested individuals are welcome to attend.

For more information: [2012 Ohio Adult Sibling Conference Brochure](#)

Also online at www.ohiosibs.com; Contact: Linda Martens, at lmartens@ohiosibs.com.

'Sibling Stories'- Essays about siblings by people with disabilities at <http://siblingstories.blogspot.com/>

Annual OCALI Conference, November 14-16

OCALICON 2012 is scheduled for November 14-16, 2012 at the Greater Columbus Convention Center. OCALICON is a national forum on autism, assistive technology, and low-incidence disabilities including visual impairments, hearing impairments, and Traumatic Brain Injury. Current research, trends, ideas, and solutions to improve the lives of individuals with autism and other disabilities will be shared. The event includes more than 150 sessions, a pre-conference workshop, a National Autism Leadership Summit, and a Universal Design for Learning (UDL) Summit. More at: <http://conference.ocali.org>.

SAVE THE DATE! 'Preparing for 2013' Budget and More – November 29

State Department budget proposals now have been submitted for consideration, as the state prepares for the budget year beginning July 1, 2013. To prepare for what lies ahead regarding the budget proposals and initiatives that will affect the lives of Ohioans with disabilities and their families, register now -- [click here](#) for the program, sponsored by The Arc of Ohio, November 29 at the Holiday Inn, Worthington, 9 a.m. – 4:15 p.m., including an evening program 6:00 – 8:00 p.m. about the Ohio Transitions Developmental Disabilities (TDD) Waiver. DODD Continuing Education Credits are pending. Lunch is included in the registration fee.

MARK YOUR CALENDAR! December 5-7, OACB Winter Conference

The Ohio Association of County Boards (OACB) Annual Winter Conference will be December 5-7 at the Hilton Hotel at Easton Town Center in Columbus. Attendees will learn more about recent developments in Ohio's County Board system, develop professional relationships with their colleagues around the state, and improve their professional skills. Several new and unique sessions are offered this year. Contact Kim Linkinhoker, OACB Associate Director, (614) 431-0616; klinkinhoker@oacbdd.org.

[CLICK HERE TO REGISTER FOR THE CONVENTION](#)

DODD Hotline for Reporting Abuse, Neglect, other Possible Major Unusual Incidents (MUIs)

To report abuse/neglect and other MUI's call toll-free: **1-866-313-6733**. Please note that MUIs are to be reported to the local County Board of DD, however, it is understood that there may be times an individual, staff member, or family member may feel it is a conflict -- or that, potentially, a County Board may be involved in the allegation. In those instances it is important to remember the hotline number is there to be used for reporting concerns in these situations.

Pipeline Feedback ... from You to the State

Pipeline is an electronic publication of the Ohio Department of Developmental Disabilities (DODD), distributed at least twice monthly to update and inform readers of timely, relevant information affecting stakeholders in the developmental disabilities community. Share questions or comments about *Pipeline* at feedback@list.dodd.ohio.gov or sherry.steinman@dodd.ohio.gov. *DODD values subscriber confidentiality and does not intentionally share subscriber addresses with others. However, in the event of a public records request, the DODD will comply with all applicable Public Records Laws.*

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**Department of
Developmental Disabilities**

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