



Wisconsin Board for People
with Developmental Disabilities

2015-2017 Biennial Report





Oct. 15, 2017

The Honorable Scott Walker
Governor, State of Wisconsin
115 East-State Capitol
Madison, WI 53702

Dear Governor Walker:

Please find attached the 2015-2017 biennial report from the Wisconsin Board for People with Developmental Disabilities (BPDD). The report details our Board's mission, membership, goals, accomplishments, and budget.

Our federal charge in the Developmental Disabilities Act is identifying the most pressing needs of people with developmental disabilities and developing innovative and cost-effective ways to meet these needs in a manner that upholds human and civil value. Councils (Boards) must include, at minimum, 60% people with developmental disabilities and their family members.

The BPDD State Plan, informed by statewide input from the disability community, focuses primarily on three areas: Advocacy, Employment and Self-Determination. During 2015–2017, we have made significant progress in all of our goal areas.

A few highlights include:

- **Advocacy** – More than 600 self-advocates and family members participated in policy efforts to increase employment, improve public schools and Medicaid–funded programs, and expand transportation options.
- **Employment** – Tripled the employment rate for youth with the most significant disabilities in a statewide effort to improve public programs charged with equipping youth for the workforce.
- **Self-Determination** – More than 700 people participated in this year's Disability Advocacy Day, and nearly all state legislators receive a visit from a constituent.

Over the past biennium, BPDD has also made diversity a priority. As a Governor-appointed Board, BPDD is committed to apply cultural competence in all that we do. The Board strives to increase the number of people in Wisconsin with I/DD to become more independent, productive, and included in all facets of community life.

If you have questions or comments regarding this report or about BPDD, please contact Beth Swedeen, Executive Director, BPDD (contact information listed on Staff page). Additional information, including our five-year plan for 2012-2016, is located on our website, www.wi-bpdd.org.

Best regards,

A handwritten signature in cursive ink that reads "Pam Malin".

Pam Malin, Board Chair
Wisconsin Board for People with Developmental Disabilities

Current Board Members



PAM MALIN
Chair
Service Provider
DePere



ELSA DIAZ-BAUTISTA
Parent
Whitefish Bay



CAMILLE NICKLAUS
Parent
Rothschild



WENDY ACKLEY
Parent
Hartland



MEREDITH DRESSEL
*Dept. Workforce
Development*
Madison



DAVID PINNO
Self-Advocate
New London



BARBARA BECKERT
Disability Rights Wisconsin
Milwaukee



RITA FULLER
Dept. of Public Instruction
Madison



DELORES SALLIS
Parent
Milwaukee



AMANDA BELL
Waismann Center
Madison



MICHAEL HINEBERG
Self-Advocate
Milwaukee



LYNN STANSBERRY-BRUSNAHAN
Parent
Shorewood



ALIZA CLAIRE BIBLE
Self-Advocate
Madison



ROBERT KUHR
Self-Advocate
Menasha



CAROLE STUEBE
Service Provider
Port Washington



GAIL BOVY
Parent
Middleton



RAMSEY LEE
Self-Advocate
Hudson



PATRICK YOUNG
Self-Advocate
Germantown



LYNN CARUS
Self-Advocate
Milwaukee



NATHANIEL LENTZ
Self-Advocate
Whitewater



KEVIN COUGHLIN
Dept. of Health Services
Madison



GREG MEYER
Self-Advocate
Monico

Impacting the Lives of Wisconsin's Disability Community

Our mission is to help people with developmental disabilities become independent and productive and participate in all facets of community life. We work toward continuous improvement across all systems—education, transportation, health care, employment, etc.—that touch the lives of people with disabilities. The Board follows a five-year state plan that is based on extensive public input, in collaboration with leading organizations, and focused on advocacy and innovation.

The Board promotes new policies and programs, and provides resources so individuals can advocate for themselves by creating and piloting new models of service delivery and community supports.



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The return on investment in Wisconsin's Board for People with Developmental Disabilities is a large one that has a ripple effect through communities all over Wisconsin.

- Nancy Gapinski

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Our mission is to help people with developmental disabilities become independent, productive, and participate in all facets of community life.

Changes in people's lives (2012 - 2017):

- Nearly 500 more youth and adults found and kept competitive-wage jobs.
- More than 600 self-advocates and family members participated in policy efforts to increase employment, improve public schools and Medicaid-funded programs, and expand transportation options.
- During the past five years more than 1,600 individuals with developmental disabilities chose to self-direct their long term supports with an average underspending of 14%.
- Increased voter turnout among the disability community by 15%.
- Tripled the employment rate for youth with the most significant disabilities in a statewide effort to improve public programs charged with equipping youth for the workforce.
- Raised state policymakers' expectations about the ability of people with disabilities to work in the community.



Increasing Civic Engagement and Advocacy

The Board is sought out by state agency and state policymakers for its I/DD perspective. We are frequently asked how public policies—budget decisions, legislation, administrative rules, and changes to or implementation of state agency programs—will affect people with I/DD and their families. We are also consulted for recommendations on ways to improve programs and public policy for people with I/DD and are a valued stakeholder in a wide variety of public policy arenas (health care, long term care, transportation, and education).

BPDD works in collaboration with Survival Coalition—a cross disability group of 30 organizations—and with the three DD Act partners—Disability Rights Wisconsin, the Waisman Center, and People First Wisconsin—on high priority public policy issues affecting people with I/DD and their families including expanding integrated employment, increasing transportation options and access, improving special education quality and general education access, and improving Medicaid and long term care quality and access.

BPDD collaborates as a joint partner in the Disability Vote Coalition, a non-partisan effort to increase voter turnout and participation in the electoral process by Wisconsin voters with disabilities.



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Advocacy efforts by WI BPDD have led to tangible policy improvements for the disability community in Wisconsin.”

- Sara Finger, Wisconsin Alliance for Women's Health

Empowering advocates with information:

- BPDD collaborates with Survival Coalition of Wisconsin during Disability Advocacy Day. This event connects more than 600 disability advocates from around the state with their legislators at the State Capitol. The annual event includes a briefing about current disability issues and meetings between disability advocates and their legislators.
- BPDD maintains an active legislative alerts email service with more than 1,600 subscribers. More than 200 alerts providing information on Wisconsin legislation were sent in 2016-2017. BPDD maintains an overall list of more than 10,000 members.
- Nearly 100 self-advocates, family members, and students made their first visit with a state or federal level policymaker as a result of a training or support from BPDD.
- More than 700 self-advocates and family members participated in policy efforts to increase employment, improve public schools and Medicaid-funded programs, and expand transportation options.
- The Disability Vote Coalition has produced more than 15 videos with information on where to get help with voting, same-day registration, the election schedule, accessibility and voting, absentee voting, and more.
- Since 2008, the number of people with disabilities who vote has increased by 15%.

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Creating the Next Generation of Leaders

Partners in Policymaking is a six-session advocacy program for people with I/DD and family members to become seasoned leaders across the state. Graduates work to improve policies and practices that lead to better lives for people with disabilities by improving the quality of supports, developing cost efficiencies, and learning how to use community supports to maximize independence. Partners in Policymaking is designed for adults with developmental disabilities and family members of children and youth with developmental disabilities ages birth to 21.



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I now have the confidence that my voice matters and that others have similar philosophies as me.

- Partners Graduate

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92% of graduates said they would be more connected with their legislator.

Partners gets results:

- More than 200 Partner graduates are now a network of community leaders and decision-makers serving on policymaking committees, commissions, and boards at local, state and national levels.
- More than 95% of Partner graduates say they will be a stronger advocate and be more actively involved in issues that affect people with disabilities.
- 92% of graduates said they would be more connected with their legislator.
- Four Partner graduates have run for school boards and two were elected.
- When asked how they will use their new skills after Partners, graduates said:
 - “I am going to run for office and help others advocate for themselves.”
 - “I plan to keep reaching out to legislators to effect change. I also hope to run for office to work for change from the inside.”
 - “I now have the confidence that my voice matters and that others have similar philosophies as me.”
 - “Partners allowed me to really appreciate the voice, efforts, passion of self advocates and the power they have in policy making and change.”
 - “The leadership training and skills I learned at Partners will allow me to go back to my community and help everyone be a stronger advocate.”

Our Small Grants Make Big Impacts

Small grants of \$3,000 or less to “SPARK” local communities into action have led to big changes at the local level. The purpose of SPARKS Grants is to organize local grassroots groups that identify and make changes in their communities that result in a positive impact on the lives of people with disabilities. Grassroots community organizing means local people working for positive community change for individuals with disabilities on issues that are important to them.



The SPARKS Grant gave our community the opportunity to spark an idea that grew to include the whole community. The entire city now knows about the importance of inclusive accessible parks.

- SPARKS participant

Oshkosh turned a \$3,000 grant into a \$300,000 accessible playground!

Communities best know what they need:

- Self advocates in Oshkosh used their grant to plan and build an accessible playground. Their effort which also received generous private and public support, resulted in a playground the whole community uses, valued at nearly \$300,000! They now consult with other communities in the Midwest on how to build their own accessible park and the Oshkosh parks program has created inclusive programs and park options citywide.
- Waukesha’s Adaptive Community Approach Program (ACAP) members living with disabilities made a video to educate the disability community about their voting rights and access to the polls.
- A group in Ozaukee County worked with the local community to increase the availability of accessible taxicabs in West Bend. They also extended service from 6:00 pm to 10:00 pm on weeknights and all day on Saturday.
- A group in southwest Wisconsin partnered with a local harvesting team at a community-supported farm to create jobs for people with disabilities.
- A group held a business development event providing information and resources for individuals who face barriers to traditional employment, and who are seeking to establish small businesses or micro-enterprises with an emphasis in the arts. More than 130 people attended the one-day event.

Engaging Businesses to Hire People with Disabilities

Wisconsin Employment First promotes Integrated Employment—jobs in typical business settings at minimum wage or higher—in the general workforce for people with disabilities. The initiative combines the work of grassroots groups with statewide policy and legislative efforts. The Employment First Partners project provides mini-grants of \$3,000 to local groups to create big changes in their communities. The Employment First Conference teaches strategies that support people with disabilities to get jobs, develop local action plans, and develop statewide networks.



“Our daughter is a contributing member of our community and has the WI BPDD Board to thank for her continuing ability to advocate for herself.”

- Bonnie Vander Meulen, Parent

250 people with developmental disabilities got jobs and new relationships were built with more than 200 businesses.

Grassroots efforts create opportunities:

- More than 30 statewide grassroots groups are working with local businesses to increase employment at competitive wages for people with the most significant disabilities.
- More than 50 people with disabilities are sharing their employment stories to raise awareness of the benefits of hiring people with disabilities.
- Hundreds of other grassroots activities have taken place such as: legislative breakfasts, media campaigns, outreach to civic groups and school boards, partnerships with local businesses and chambers of commerce, and local conversations with community members.

After participating in the project, grant recipients report a significant increase in:

- The number of people working together in their communities to expand employment opportunities;
- The number of businesses that hire individuals with disabilities; and
- The number of legislators and policy makers that see the importance of community employment for individuals with disabilities.

Diversity: Reaching Every Community

The Board is prioritizing expanding diversity into every part of our mission, values, and work. After collecting feedback and direction from a wide range of stakeholders, the Board has partnered with a broad range of individuals and groups. BPDD is increasing cultural competency with ongoing board member/staff training and professional development. BPDD has taken action to apply cultural competence in all our work (e.g., conferences, outreach, training and public policy/legislation.)



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I believe this council is one of the BEST investments in Wisconsin to mobilize and empower individuals to get involved in making our communities a better place to live for people with disabilities and without.

- Pam DeLap

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The Board is prioritizing expanding diversity into every part of our mission, values, and work.

Improving cultural competency:

- Engaged in community conversations with the black/African American and Latino communities in Milwaukee to get input on how the board can better connect to their communities.
- Updated the board brochure and other outreach materials to streamline language and highlight diversity. Also translated print materials into Spanish.
- Connected and shared resources with Parent University, a group of black families, in Milwaukee, that work together to advocate for their children with disabilities.
- Partnered with Alianza in Milwaukee, which provides supports, services and resources (e.g., translation, interpretation, child care, transportation) to the Latino community.
- Wrote and received a federal grant from Georgetown Center for Cultural Competence, focused on improving cultural and linguistic competence in Wisconsin's Long-Term Care System.
- Engaged three cultural connectors from the Latino, Native American and black communities, to help the board connect with their communities.

Hiring People with Disabilities Makes Good Sense

The Take Your Legislator to Work Campaign connects people with disabilities working in their communities with their state legislators to visit workplaces and see first-hand the value people with disabilities bring to the workforce.

The campaign highlights how everyone wins when people with disabilities have Integrated Employment in their community at a competitive wage. This allows people to be more independent, pay taxes, contribute to the local economy, and be less likely to rely on publicly-funded programs and services.

BPDD's Take Your Legislator to Work Campaign has served as model for similar programs in seven other state Developmental Disabilities Councils.



"I was able to learn how having a job has helped a person with a disability increase their self-esteem, foster new relationships and have pride for money earned through employment."

- State Legislator

87% of customers say they would prefer to patronize businesses that employ people with disabilities.

Changing attitudes about hiring people with disabilities:

- 87 visits with legislators done in the past two years.
 - 44 State Representatives
 - 23 State Senators
 - 140 individuals with a disability
- The campaign has spread to seven other state Developmental Disabilities Councils.

As a result of participating in the program, legislators say:

- "I believe that hiring people with disabilities is good for business."
- "I think all individuals with a disability should have the opportunity to work in the community."
- "I am more likely to support policy/legislation that expands integrated employment opportunities for individuals with disabilities."

Individuals with disabilities say:

- "I know the business where I work is better because I work there."
- "I feel like my boss values my work more."
- "I feel more proud of the work I do at my job."
- "I think my legislator knows more about how important work in the community is for people with disabilities."

Raising Awareness about Alzheimer's and Dementia

Mind and Memory Matters is a three-year federal project focused on raising awareness and educating the public about the prevalence of dementia and people with intellectual and developmental disabilities (I/DD). The Board is one of five organizations awarded the Alzheimer's Disease Initiative-Specialized Supportive Services grant from the Administration of Community Living given to the Wisconsin Department of Health Services. The Board's work supports individuals with both I/DD and dementia, family caregivers of individuals with I/DD and dementia, and professionals who support people with I/DD.



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Councils play a unique and vital role in our communities. They create and mobilize a volunteer workforce of people who simply want to make our communities better for everyone.

- Erin Miller, Self Advocate

Raising awareness about dementia among people with intellectual/developmental disabilities (I/DD) by:

- Gathering expertise from diverse aging and disability groups to form an advisory board. Members of the board include staff from: Special Olympics Wisconsin, The Down Syndrome Association of Wisconsin, The Wisconsin Alzheimer's Institute, The Greater Wisconsin Agency on Aging Resources, Inc., The Waisman Center, the Autism Society of Wisconsin, and other professionals working in the field of aging and/or disabilities.
- Building a permanent network of expertise within state-wide Dementia Care Specialists and Dementia Care Leads through the coordination of expert trainings from the National Task Group on I/DD and dementia.
- Providing information and trainings on an early detection screening tool, developed by national experts, at more than 28 conferences and events throughout the state, including the Wisconsin Special Olympics games.

Last year, Mind & Memory Matters reached more than 1,500 people, including individuals with I/DD, families, caregivers and professionals.

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Launching Youth with Disabilities into the Workforce

BPDD was awarded an Administration on Intellectual and Developmental Disabilities Projects of National Significance grant to equip youth with the most significant disabilities, their families, schools, and local businesses statewide to find and keep jobs as they graduated from high school.

The Board's Let's Get to Work (LGTW) project was a five-year, national systems change grant that led to improved community employment outcomes for youth with intellectual and developmental disabilities in transition.



...we depended on (student interns). When they weren't there, we felt it.

- Marian Thornburg, Environmental Services Pro Healthcare

Tripled the number of students with paid jobs in their communities in the first year.

More youth are working and those strategies are being used statewide:

- 89% had at least one paid job while in high school, which is shown to double the chance of obtaining paid employment as an adult.
- 82% Let's Get to Work school districts increased the percentage of youth engaged in community employment.
- More LGTW students are participating in typical school and community activities with their peers without disabilities (a nearly 50% increase in integrated activities, also shown to equip youth with disabilities for work).
- Doubled the number of parents who believe their child can work in the community.
- Data shows students' quality of life improved when students worked in the community.
- Community members, 25% of whom were local employers, report they believe that youth with disabilities can be employed in their community.
- Number of local employers who hired students with the most significant disabilities nearly doubled within six months.
- Pay for Performance state bill to incentivize schools who deliver positive employment outcomes passed giving schools extra money to improve their transition programs

LGTW Pilot Leads to Policy Change

Now, all youth with significant disabilities in our state can benefit from the evidence-based strategies used in the project as the state agencies charged with youth employment have adopted elements of the project permanently.

- Dept. of Public Instruction's (DPI) statewide transition team that supports school districts now uses its 7 staff as coaches in local schools, modeling the project's approach to help educators learn by doing.
- DPI now uses the project's video employment series, Quick Guide for Teachers (simple strategies for transition teachers), community outreach to businesses through local conversations, and family training (all based on demonstrated improved outcomes) to raise employment expectations and overall youth employment outcomes.
- DPI adopted the project's approach to replicate with 26 struggling schools. All received this project's strategies, tools and coaching, and outcomes have improved. These resources to aid transition teachers are being disseminated to all school districts in Wisconsin.
- Parent training—shown to double parents' employment expectations for their children—is embedded in our statewide programming for all families, and is used with more than 1,000 PROMISE grant families to break the cycle of unemployment in Social Security by equipping youth on SSI at young ages for work.
- The University of Wisconsin-Milwaukee is now offering a transition certification program to improve teachers' ability to work with students on employment and postsecondary education as a result of project staff informing the State Superintendent of the need for better teacher training.



Increasing Advocacy and Leadership Skills

The Board supports the statewide self-advocacy organization, People First Wisconsin. Members of the organization work to increase advocacy and leadership skills for people with disabilities.



The Wisconsin Youth Leadership Forum (YLF) is a week-long leadership training and career awareness program for high school sophomores, juniors, and seniors with disabilities. Each summer, 25-30 students with disabilities participate.

“Youth Leadership Forum was a transformative experience for my daughter!

- Julie Burish

People First members work to improve access to the services and supports they need including: expanding transportation, increasing integrated employment, voting education, and self-directing their long-term care services

Expanding advocacy in all communities:

- People First supports 17 local People First Chapters around the state. People First members work on state and local issues to improve full participation in their communities and access to the services and supports they need including: expanding transportation, increasing integrated employment, voting education, and self-directing their long-term care services
- People First helped their members prepare and participate in Disability Advocacy Day (more than 80 members participated).
- People First members provided training to local chapters on voter education and leadership skills.
- People First works to ensure people with disabilities are represented on committees and Boards that oversee issues that are important to them.
- People First Executive Committee meets quarterly with the Governor's office to discuss current policy issues.
- More than 150 high school sophomores, juniors, and seniors with disabilities have participated in the Youth Leadership Forum to learn leadership skills, advocacy, and career training.

Empowering People to have Control over Their Lives

The Board is dedicated to improving the independence, productivity, and integration of people with intellectual and developmental disabilities (I/DD).

The Self-Determination Conference helps to educate individuals with disabilities, their families and the people who support and provide services. The conference is an opportunity to gain skills, tools, and information that they can take back and implement for themselves; either in their own lives or in their professional role.

The Board's Family-Led Networks provide a framework for families with children transitioning from high school or adult children to identify and meet their needs.

The Board's Community of Practice on Supported Decision-Making meets to identify goals, obstacles, and resources available on supported decision-making.



Respect, empowerment, family, networking, community, fun, friends, relationships, decisions, values, freedom, opportunities

- *Self Determination Conference participant*

Improving independence, productivity, and integration:

■ More than 600 people annually participate in the conference. 97% of participants stated that as a result of the conference they were going to take action to increase self-determination in their lives or to help others increase self-determination as well as increasing their community involvement. When asked what is the most important message from the conference, participants said:

“Never let others convince you that you can't do things that are important to you.”

“Learning how to gain my independence as a person with a disability and knowing that I'm no different from someone without one.”

“Respect, empowerment, family, networking, community, fun, friends, relationships, decisions, values, freedom, opportunities.”

■ More than 560 individuals completed a supported decision-making survey, helping to guide our work in offering individuals, families, more decision-making tools and reduce unnecessary guardianship.

■ The Board has supported five family-led groups in Wisconsin. The families work together to identify and meet their needs. The families decide the focus such as learning more about: self-direction, circles of support, housing, employment, and transportation.

About the Board



2015-16 Board Chair Patrick Young and incoming 2017-18 Chair, Pam Malin.

Our federal charge in the Developmental Disabilities Act is identifying the most pressing needs of people with developmental disabilities and developing innovative and cost-effective ways to meet these needs in a manner that upholds human and civil value. Councils must include, at minimum, 60% people with developmental disabilities and their family members.

State Plan, 2012-2017

During our 2012-2017 plan years, we focused primarily in three areas: self-determination, employment, and advocacy.

- BPDD's self-determination work increases opportunities for people with developmental disabilities of all ages to make informed choices about their lives.
- Our employment efforts increase the number of individuals with developmental disabilities who obtain and keep community-integrated jobs in Wisconsin.
- BPDD works to ensure that people with intellectual and developmental disabilities (I/DD) and their families are effective advocates and leaders, resulting in systems change on issues that impact their lives.

On September 14, 2017, the Board held a community conversation with more than 100 people in Milwaukee at the Wisconsin African American Women's Center.



PERFORMANCE MEASURES: 2015 AND 2016 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
1	Number of people with developmental disability in long-term care programs participating in integrated employment.	6,715	3,504	6,715	3,398
1	Number of people with developmental disability age 18 to 24 in long-term care programs participating in integrated employment.	1,249	699	1,249	910
1	Number of people with a developmental disability in long-term care programs participating in self-directed supports.	5,633	7,500	5,633	14,000
1	Number of people with a developmental disability age 18 to 24 in long-term care programs participating in self-directed supports.	2,174	**	2,174	3,064
1	Number of people with developmental disability who report using informal supports for activities of daily living or instrumental activities of daily living on their functional screen.	21,573	**	21,573	17,997
1	Number of advocacy groups created and supported by the Board.	24	19	24	21
1	Number of individuals who are signed up for electronic alerts through the Disability Advocates: Wisconsin Network.	2,637	4,500	2,637	5,632

Note: Based on fiscal year

Note: The measures are established by the federally required five- year State Plan, which covers the period October 1, 2011 through September 30, 2016.

**** Data not currently available from the Department of Health Services**

PERFORMANCE MEASURES: 2017, 2018, AND 2019 GOALS

Prog. No.	Performance Measure	Goal 2017*	Goal 2018	Goal 2019
1	Number of people with developmental disabilities in long-term care programs participating in integrated employment.	3,737	4,076	4,415
1	Number of people with developmental disabilities who report they choose where they go during the day.	4,368	4,576	4,784
1	Number of people with developmental disabilities in long-term care programs participating in self-directed supports.	14,840	15,680	16,520
1	Number of people with developmental disabilities who report they have a way to get where they want to go.	21,840	22,880	23,920
1	Number of people with developmental disabilities who report that they have a network of community members (outside of paid supports) they can rely on.	21,840	22,880	23,920
1	Number of advocacy groups created and supported by the Board.	25	30	35
1	Number of individuals who are signed up for electronic alerts through the Board's content management/action alert system.**	6,000	6,500	7,000

Note: Based on fiscal year

***Goals for 2017 have been revised. These measures are based upon statewide National Core Indicators Data.**

****The Board has transitioned from Disability Advocates: Wisconsin Network (DAWN) to an internal content management/action alert system.**

Financial Information

Budget Summary by Funding Source

	ACTUAL FY16	ADJUSTED BASE FY17	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY18	FY19	FY18	FY19
GENERAL PURPOSE REVENUE State Operations	\$45,500 45,500	\$47,900 47,900	\$42,600 42,600	\$43,400 43,400	\$42,600 42,600	\$43,400 43,400
FEDERAL REVENUE * State Operations Aids to Ind. & Org.	\$1,396,600 975,700 420,900	\$1,353,100 809,500 543,600	\$1,424,900 881,300 543,600	\$1,426,100 882,500 543,600	\$1,424,900 881,300 543,600	\$1,426,100 882,500 543,600
TOTALS - ANNUAL State Operations Aids to Ind. & Org.	\$1,442,100 1,021,200 420,900	\$1,401,000 857,400 543,600	\$1,467,500 923,900 543,600	\$1,469,500 925,900 543,600	\$1,467,500 923,900 543,600	\$1,469,500 925,900 543,600

* includes Program Revenue-Federal and Segregated Revenue-Federal.

Additional Financial Notes

Leverage of financial resources: the Board has been lead grantee or sought out to receive subcontracts for six federal grants in the past six years, totaling more than \$6 million during that time.

BPDD has seven full-time permanent employees. Official office hours are 7:45 a.m. to 4:30 p.m., Monday through Friday. Staff can choose their start and stop times within a 2-hour range, starting between 7 and 9, and ending between 3:30 and 5:30. Staff with positive performance reviews also can elect to work up to one day per week from a remote location. Staff who work extra or outside hours (e.g. nights, weekends) earn comp time. This serves as the agency's report on the success or failure in developing and creating flexible-time work schedules; additional, permanent part-time positions; and other alternative work patterns as required by s. 230.215(4), Wisconsin Statutes.

If you have questions or comments regarding financial information in this report or about BPDD, please contact Beth Swedeen, Executive Director, BPDD (contact information listed on Staff page). Additional information, including our five-year plan for 2012-2016, is located on our website, www.wi-bpdd.org.

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WISCONSIN BOARD FOR PEOPLE
WITH DEVELOPMENTAL DISABILITIES

The Wisconsin Board for People with Developmental Disabilities (BPDD) is charged under the federal Developmental Disabilities Assistance and Bill of Rights Act with advocacy, capacity building, and systems change to improve self-determination, independence, productivity, and integration and inclusion in all facets of community life for people with developmental disabilities in Wisconsin.

To Find Out More about WI-BPDD

The Wisconsin Board for People with Developmental Disabilities (BPDD)

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