

>> GLORIA GARTON: Mike, this is Gloria, and we're at 1:59, and I don't want to start too early but I'm going to depend on you to tell me when you think we're ready to start, based on people you think are going to attend.

>> MIKE FODDRILL: I see Erica just joined, so we have Erica.

>> GLORIA GARTON: And Jeremy and Kimberly are here. And Carrie. I do not see Peter yet.

>> MIKE FODDRILL: I don't either. Shall we give Peter a minute or two?

>> Yes.

>> I see Peter.

>> Can you hear me?

>> MIKE FODDRILL: Yes, you're coming through just fine.

>> Good afternoon, you haven't muted yourself. I know it's 2:00, and we have a lot to cover today. I want to thank everyone for being here today. My name is Gloria Garton, and I'm one of the contractors here today on behalf of the independent living center in Indiana and we'll be attending today's meeting. For a visual description, I'm a white female wearing glasses and a gray sweater. I have 18 years of experience working in Independent Living and over 6 years in land profit management. That kind of dates how old I am, but I will say working in the Independent Living community the last 18 years has been the last 18 years in my career. I previously was a center director in North Carolina for 14 years before I became the executive director of the North Carolina SILC. And I've been in that position for 4 years. I do want to begin today by acknowledging the history and experiences that have brought us all together today. Like many Independent Living networks, we face challenges from a variety of different angles. We have different perspectives, and most importantly, we all have a very strong sense of passion that we bring to supporting Independent Living. And that is why today, we have the opportunity to really channel that energy and passion into something positive. And the purpose of today's meeting is to gather feedback in the Independent Living community, including the statewide network to determine how we can best work together to move forward, strengthen the Independent Living philosophy and continuously improve Independent Living services to people with disabilities in Indiana. Today's discussion is about collaboration, respect and shared purpose. Every voice matters. In order to be successful in this session today, please be mindful of listening to one another so we can turn our collective experiences and expertise into real progress for the people we serve. Remember, that is always our first priority. Think of this as a chance to build our understanding, find common ground, and I want most importantly for all of us to leave with clarity, hope and excitement about moving forward. During today's session, you're going to hear from representatives from the administration of community living, including the director of the office of Independent Living programs. That will be followed by an informative overview of Independent Living philosophy and how that relates to the roles of SILC and the centers. next, the Indiana SILC is going to share some important updates, and then we'll move into question-and-answer. We want to make sure that half of this meeting is dedicated for feedback and question and answers. Before we dive into our discussion, I do want to take a moment for everyone to introduce themselves. And if we could first start with the Independent Living training and technical assistant staff, Carrie will you start us off and call on the other two?

>> CARRIE ENGLAND: Absolutely, thanks, Gloria. Looks like I'm having a little technical issues so I will turn my video off after this to capture everything. Good afternoon, everything, my name is Carrie England, and I work for the technical assistance center, and I'm the director for California. Along with Gloria, I have 26 years in the field in a variety of capacities. I'm going to send it over to Jeremy to introduce himself. Jeremy.

>> Good afternoon, I'm Jeremy Warner, an independent business owner offering consulting and support services to really any business that's good accessible diversity equity and inclusion belonging, and I'm in training in the network and for the last years, I've been a person with multiple disabilities, physical and mental and that's who I am.

>> CARRIE ENGLAND: Thank you so much, Jeremy Morris. Can you please introduce myself?

>> Yes, thank you, Carrie. I'm Jeremy Morris, I'm the SILC director in the neighboring state of Ohio and I get to do technical training and assistance work with the training and technical assistance center. Before I was a SILC director, I was a CIL director and I worked at another Center for Independent Living. It has been about 18 years since I worked in Independent Living. And with that, I will pass it over to Kimberly Toussaint.

>> If I was presenting in front of you all, I'm a white woman with dark blonde hair wearing glasses, and I also am a person with a physical disability. I have one leg from a childhood cancer, and my style of mobility is to walk on crutches. I've been the director of able South Carolina for over 16 years, and before that, I was with the protection and advocacy system for about 8 years. So coming into this with a lot of rights, but mainly the Independent Living philosophy. But I'm so happy to be here with you all.

>> GLORIA GARTON: Thank you, Kimberly. I would next like the Indiana SILC to introduce themselves. Mike, I'll let you start us off.

>> MIKE FODDRILL: Sure, my name is Mike Foddrill, the executive director of the Indiana statewide Independent Living council, and I've been in this role for almost two years and previous to that, I had lots of positions in the Indiana disability field and working in the field finish the last 26 years, and visually, in my mid 40s, shaved head and I have a disability myself, I have Cerebral Palsy. So glad to be with you guys today.

>> KACIE WELDY: And I'm Kacie Weldy, the chair of the Independent Living council, and I am a person that is deaf-blind, vision and hearing loss blind. I've been on the council since, oh, gosh, 2021. And 21, 22, and so I was appointed by the governor and have been on the council and have been in the role of chair. This is my second term as chair and in my second term as a member of the council as well. And so it is been good and we're trying to move forward. So I'm turning this over to Katy.

>> Hi, everyone, I'm Katy Myers, and I'm the operations manager at INSILC and I've been in the Independent Living world for less than a year but working with nonprofits for over a decade and looking forward to hearing everyone's feedback today.

>> GLORIA GARTON: Okay, thank you. And is there anyone else from the Indiana SILC that needs introducing?

>> I'm Roman, in northern Indiana and I've been in the disability rights area for 30 plus.

>> MIKE FODDRILL: Thanks, Luis, and I know we have a couple of other council members, and you can introduce themselves if you like, but you don't have to if you don't want to, but if any other council members want to, you're welcome to.

>> Hello, my name is Halie Brown, and I have Cerebral Palsy and I work for the league for the blind and disabled as their advocate specialist.

>> MIKE FODDRILL: Thanks, Halie and I see Catherine raised her hand as well. So Catherine, do you want to introduce yourself?

>> This is the interpreter and Catherine says yes, I'm INSILC council member and 30 years of government organizational experience.

>> MIKE FODDRILL: Thank you, Catherine.

>> I'm Ann Barnhart and I work for the Independent Living center of Richmond. And I'm a member of INSILC board.

>> MIKE FODDRILL: Thank you, Ann.

>> GLORIA GARTON: This is Gloria, and is that everyone?

>> MIKE FODDRILL: Yes, everyone that wants to.

>> GLORIA GARTON: Great, and I'm excited that we have with us two people, two representatives from the administration of community living today. Erica, would you like to go first?

>> Can you hear us? Is the microphone working?

>> MIKE FODDRILL: Yes, you're coming through, Peter.

>> Erica is still muted.

>> Can you hear me? We're sharing the same office, and Gloria, is it okay to kick off and is it okay to introduce ourselves and go into our spiel?

>> GLORIA GARTON: Yes, we need to cover some access ability reminders but I think we're okay to do accessibility reminders after you as long as people understand we'll take questions only after you have completed your introductions and your comments.

>> Just so some people are clear about how to use the features, can we have Carrie leapfrog us and go ahead and do is that? We don't want anybody to miss out on what we're saying.

>> CARRIE ENGLAND: I think that's really important, thanks, Erica. This is Carrie and I'm going to cover some meeting ground rules and accessibility information. Support accessibility and meaningful participation. Please note the chat function is disabled to ensure accessibility and track questions. So if you enter into the chat, it will only go to the hosts and Pam lifts and we'll address any questions in the order that they are received. You can also use the raised hand function and please wait until you're recognized by the meeting facilitator before you start speaking. You also may email questions or comments at any time. I've put that in the chat. That you can email those on info INFO Indiana SILC.org. We'll put it in the chat one more time for you. And please wait to be recognized by the meeting facilitator before you start speaking. Once you're recognized, if it's at all possible for you to turn your camera on and unmute yourself, say your name before you start speaking. Each speaker will be allotted up to 3 minutes for questions or comments. And of course those who may need additional time as a arrangeable accommodation may be allowed one to two more additional minutes to ensure effective communication is possible. The facilitator will ensure that all participants wishing to speak have an opportunity to speak once before additional comments from the same individual are taken. Please allow speakers to finish with out interruption. Keep those microphones muted unless you're recognized by the facilitator. Please use respectful and courteous language at all times. Questions will be addressed in the order received as time permits. If you experience any technical or accessibility barriers including issues with audio, captions, interpretation or the chat feature, please contact Mike, and I will put that in the chat as well, but his email is Mike Foddrill@indiana SILC.org. And we'll assist you as quickly as possible. Of course you can always put something in the chat as well. We do have interpreter and captioning access. For ASL interpretation to pin an interpreter, hover over the interpreter video, select on the upper right-hand side and select pin. This will keep the interpreter visible throughout the meeting. If multiple interpreters are present, you can repin as needed. There's also live captions. If you don't see those, you may need to select the CC button at the bottom of your screen or if you don't see that option, you can click -- there's a circle to the right-hand side at the bottom of the screen and it says more and you can select "Show captions."

final notes, we know captioning looks different for everyone, and all forms of captioning. So attend to your access needs as they arise, and please let us know what to do to make things easier for you in the call and a respectful and informative meeting. I'm going to turn it back to you, Erica.

>> GLORIA GARTON: Thanks, Gary. Peter.

>> Yes, can you all hear me? Can you all hear me?

>> GLORIA GARTON: Yes, Peter.

>> I'll start with a visual description. I'm a 40-year-old Asian-American man with short dark hair and I'm wearing glasses and a dress shirt and a sweater. I'm Peter Nye, the Independent Living program office for the area that includes Indiana for the Center for Independent Living. Before today's discussion, I want to acknowledge the excellent work that the Indiana IL community has done. The cooperation that has enabled this excellent work and the IL philosophy that have been largely underpinning this excellent work. We are hear to resolve issues collaboratively with the IL philosophy by focusing on the future. The Indiana IL community has room for improvement, which we need to think about broadly and creatively. So thanks for the opportunity to address everyone.

>> Thank you, Peter, I'm Erica McFadden, the office of Independent Living programs. And I've been doing this work now for about 30 years. I've glasses and blonde hair, and hopefully I don't look like I've been doing this for 30 years, but I have Cerebral Palsy too, so we were truly disability led over here in the office of Independent Living programs. But I just wanted to thank you guys, all of you for coming today. I know these meetings are tough, right? And we're having some very hard conversations, and there are people who disagree, but I think there are a lot of things that we have in common. So I think the focus is to figure out how to move forward and strengthen Independent Living in Indiana, and its lots of the leadership, how we can have it showing up in practice in ways that actually improve people's lives. I know this new administration cares about how we are affecting people's lives. And so just know that, as the federal oversight agency. We are here to support a strong collaborative, Independent Living system. Not only in Indiana but in every other state. And the system should reflect the intent of the law, and the core principles of Independent Living. So just know that, our role has

limitations. I mean we can provide guidance, but can't do the relationship building that's needed on the ground. That's up to you guys to do. And other states facing similar challenges, there's really not one right answer. There are many paths forward but the best solutions and knowing that it comes from the disability leadership on the ground. We all know that this is all shared work. It's not just one organization's shared responsibility, it's everyone's, and we have also seen that systems are strongest, Independent Living systems are strongest whether collaboration is intentional. Communication is clear and responsibility is collective. So it's not just on one organization. So I do want to intentionally acknowledge the work that's happening. Like for the SILC we heard that we witnessed the processing since you started the cap and response to feedback, and we appreciate that.

And so the CILS and to the individuals from the disability community, you know, you guys -- I know the CILS are on the front lines every day. The nursing homes and Independent Living and you provide support that improves people's lives, and that work doesn't stop, having the conversation, but you're taking the time away to recognize that this is important and to bring everybody together. And to those of you who are advocates and individuals with disabilities and those of you who raise concerns and stay engaged, that's really leadership and that's what Independent Living philosophy is in action. Your voices have shaped this conversation and it's going to continue to shape the work ahead. It is not just a one-and-done meeting. We're trying to set the standard for how you all communicate and work together in Indiana and hopefully leading the way for other states to follow. Know this is not aspirational. But this is a statutory expectation grounded in federal law anyway all are able to work together and advance an Independent Living philosophy. Know that states are expected to operationalize Independent Living through consumer control, disability led decision making and system change. So know that whatever we do, it's going to be about pick led by people with disabilities for people with disability because we know that expertise comes from experience. Like many other states do, people have concerns about how the IL philosophy has been in practice. How do we have disability led meetings and not just symbolic? How does dialogue lead to sustained action? That's why we're here today. And I think that Mike is going to be engaging with issues with questions that he has that you all can help him with as we all work to implement Independent Living in Indiana more than consistently. One last thing that I want to mention is, what kind of outcomes we hope to get in meetings like this.

I know for me, success looks like a SILC and trusting each other enough, and across Indiana, showing there's a system that sees them and advocates for them and shared experience. I know we're not there yet. But I believe we can get there, and I believe that all of you that are here today are request committed to making that happen. I'm going to turn it over to the TNT center to talk about the philosophy and the roles across the network and how these principles apply in Indiana. So Kimberly or Jeremy, I don't know which is going to go first.

>> I will go first about the philosophy and then Jeremy. It's Kimberly again, and I'm going to talk about something that transforms how we think about disability. Not as a medical problem, but a civil rights issue. It's called the Independent Living philosophy. And I hope that all of you are familiar with it. If not, we're always learning and giving more information about it because it's so critically needed in society today and always. The philosophy has roots in global disability rights movement and represents the fundamental shift in power and purpose for people with disabilities and it's led by people with disabilities. So please know this is one of my favorite topics and I could probably talk better 24 hours about this, but I'm not, I'm going to summarize it, but I also want you to think about this as I'm talking, think about what IL truly means to you and how you're making sure that you're making a difference in the state of Indiana. I think IL is extremely critical to ensure the human rights of people with disabilities. If the world was led by IL, we would not have the discrimination that away see so much in society and we're trying to change by influencing IL in our states. So what does Independent Living really mean? So Independent Living is not about doing everything alone. And that's where a lot of people misinterpret it. A lot of times, people with disabilities and with disabilities, we need support to be able to make decisions about our lives. It's all about self determination, choice, using the disability voice and control. And it spurs that people with disabilities should have the same civil rights and opportunities as everyone else to decide where we live, how we work, how we access community life and manage the supports that we need. So the philosophy really rejects the medical model. So the medical model is the idea that disability is broken and needs to be fixed and we're depend on " -- and it embraces the human rights model is that says barriers in

society is the issue and not the disability. And often full participation in life, the barriers around us. But what's really important about Independent Living, we're the only movement that is disability led. Which makes us just that much more needed. We're not led by parents, we're not led by doctors, we're not led by educators, but actually, we're led by people with disabilities, and those voices are who leads us. I often tell people around me that are consumers, they're my boss, as well as our board of directors, because what our consumers say is what we put into action, and what they need, we put into action, and the barriers, we attack. It's critical that people in movement and leadership are people with disabilities because we need to practice what we preach. But remember again, this is our movement and the movement created by people with disabilities and for people with disabilities, and it's important to note that CILS are not service providers.

we're a movement that should be making transformative change and challenging the stereotypes that we hear people with disabilities. We can't work, we can't be in leadership and we need to flip that switch because anything about people with disabilities. We should be always be at that table. A lot of times when we're not at the table and programs are created about the disability community with out us, we know those programs will fail. We have seen it and we have been part of that for a long time and that's the power of IL. The history of IL. Independent Living grew out of the civil rights movement in the 60s and 70s. So at a time when people with disabilities were organizing for it rights. And it activists like Ed Roberts and Judy human, if you're not familiar with them, look them up, they're very very powerful but also others founded the first Center for Independent Living out of Berkeley, California. And it flipped the traditional service model on their head that assisted that people with disabilities lead their own movement.

so CILS are not service providers but leading a movement and we have requirements under the law that we must fulfill. Not just operational, but the core services. So to turn the philosophy into action, Centers for Independent Living, they provide five core services. I we'll say six, but the federal government says 5 2, and these are not just programs. These are tools for empowerment.

so every Center for Independent Living across the country are required to provide these core services. So the first one is information and referral. So connecting people with the resources and options they need to make informed choice busy housing, benefits, assistive technology, healthcare, employment, community supports, we really do what people with disabilities are voicing that they need. So we connect them to different service providers or programs in the community. We also provide Independent Living skills had train regular, so this is practically life skills from budgeting, transportation, self advocacy and personal communication, and we even teach disabled parents how to modify their parenting strategy, so you can make that list really meet the needs of your community or the calls that you're receiving from your consumers, but all of these Independent Living skills training is so people can live with confidence in the community of their choice. We also do peer mentoring. So peer mentoring, is I think the bread and butter of Independent Living. It supports people with lived experience, so other people working in IL or connecting people with disabilities or other people with disabilities to serve as role models and reinforcing the expertise matters in life. A lot of times when I see peer support, I see people helping people adjust to their disability if they have a new disability or adjust to the Ableism that they're facing in society, the discrimination that they're facing, and that peer support I think is truly a game-changer, but it's also a life changing experience. And I hear people that were not very happy and were thinking about ending their life until they received peer support and mentoring because they found out they were not alone. And that is critical for somebody, especially somebody with a new disability to have that expertise, but support around them. Individuals and systems advocacy. So individual advocacy is helping individuals assert their rights one-on-one, but also CILS should be working on systems change that removes the barriers so we can promote equity and belonging. So systems change can look all kinds of different ways. Policy changes. I can create disability rights laws in your own state. You can change what discrimination -- you can end discrimination in your state, but it does take an effort to work together to be able to bring out change. And then there are transition services. Remember when I said 5 core services but it's really six. Transition services means two different things. One means assisting people living in institutions or aging out of systems to fully live in their community. And that could be helping people exit out of any kind of segregated environment such as nursing homes or ICFs in your state. So whatever is defined by institutions, it's a pretty broad list, but even helping people transition from prisons back into the community with disabilities is really a service that really CILS should be providing. And it also supports the young people in our lives, and transitioning them to

adult life, which is such a scary move, and somebody that has been disabilities most of all of my life, I know that that is a very scary jump to take. But the CIL's ability to transition a youth into adult life is truly a game-changer. Instead of starting out with some of the fears that we may have had when we were younger, we can actually help youth with disabilities with not facing the same type of stigma. We can give them the tools to really be successful at adult life. But these services are not optional add-ons. They are the foundation of how we operate IL in all of the states. And it really really matters to be able to find the five core services and implement them, and also truly understand what they're meant for. Again, we are led by people with disabilities and I know sometimes parents of children with disabilities take our it seats, and that's something that we need to stand up against. We are all for parents being allies and supporting the disability rights movement and the Independent Living movement but we need to make sure that it stays our movement and not anybody else's movement, because that's what makes us stand out from all of the other disability organizations. But why does this matter? Why does IL matter? Independent Living is both personal and political but it gives people control over their own lives, and pushes society to remove architectural attitudinal and it participate barriers. I don't know if you did a needs assessment but you can catch onto a few barriers in the country, attitudinal barriers, what people think about people with disabilities and IL can change that if we're truly using the IL philosophy. But it's grounded in consumer control, so people with disabilities are their own best experts, no one else, and they're the best experts on their own lives and should lead the policies and services that impact them. And it's also about community integration and risk, and the right to make decisions and take reasonable risks and live and grow and live with paternalism. And that's what really hurts the disability rights movement as well because of the feeling and the thought that we need to be taking care of. We don't need to be taken care of. We need to be given the tools to allow us to take care of our own selves in our own ways, and just closing but again, I could talk to you about this all day, and I'm not going to because we have limited time. But in closing I want to say this.

the Independent Living philosophy is not just a set of words, it's a living and breathing movement, it drives SILCs and it can shape policy and slews individuals to live with self determination and purpose and choice. So when we talk about Independent Living, we're talking about freedom and justice and community for people with disabilities full stop. I'm going to pass this on to Jeremy, but I'll put any contact information in if anybody wants to talk about Independent Living, I'm your girl. Jeremy.

>> Thank you, Kimberly. This is Jeremy, I'm going to give some of the background information around the network, around the structure and roles and what brings us all together. So to start in every state, there is a state plan for Independent Living, or SPIL. This is a required plan that the network has to come together to form. It's really important because it is a strategic direction for everyone working in Independent Living, and it's based off of the feedback and input from the disability community. So this is one of the first ways that we really put into practice what Kimberly just talked about, of the philosophy. This is the "How do we get there?" And what work do we do together? So it provides the common direction for the partners within the network and it helps to direct some of the funding that comes into the network, and it really helps to determine how your network is going to be structured, where centers may need to be formed, where centers may expand. The goals and priorities within the consumer input. The areas where you work on outreach to under served communities. What partner organizations you plan to coordinate with over the 3-year period and how your network is going to collaborate and work together. With that, everyone has different roles within the state. So the state council, they have the role of really helping to guide and lead that development of the state plan. Through that process, its that input gathering from the public, how they're getting input from the stakeholders, from the individuals with disabilities across the state, working with the Centers for Independent Living on drafting the state plan and setting the priorities and continuing to get that public feedback throughout that process. The state council, once the state plan is approved and everyone is working on the details to implement it, the state council has to monitor and evaluate the implementation of it. So the state council has to look at what we're going to do and how well we're doing it.

and as they do that, and an important thing to keep note of, they are not monitoring the Centers for Independent Living. The state council is set up, and it's structured to be a partner to the Centers for Independent Living in your state. They do not have oversight or control over the activities and details over what Centers for Independent Living do. We are truly supposed to be a partner to the centers across the state. In

accomplishing all of the work, it does take that teamwork approach. It takes how we coordinate and work together. The Centers for Independent Living with their roles, they as Kimberly discussed, they provide those Independent Living services. They are working with the individuals with disabilities across the state. And they are helping to assist achieving those goals with consumers. They are helping to assist in the development of the state plan. They need to bring the feedback, the understanding of what they're learn forget community, how they are helping to engage the individuals in the community in the development of the state plan and bringing that information with them as they are helping to develop the priorities within the state plan. As you can imagine, since the state council is not providing any services to consumers, they're not working in that be aspect in the communities. If there are things in your state plan that relate to zoomer services, it's the centers that are fulfilling that. They are doing the work every day, so as part of the state plan, there's an evaluation set up, and it discusses how, when and what your state is agreeing to follow to make sure in a you're implementing the state plan, that you're determining in a what you're doing is effective and you're having an impact in your community. So there's an agreement within the state plan that we decide, this is what we want to do, here's the information we need to gather and collect and the centers are participating in that process by providing the information and it providing the data and details to help the state council monitor that implementation. Again, it's not monitoring the activities of the center, they're not in charge of the centers, they don't have that oversight, by they have to work together to make sure that they're coordinating and working across the state so we have the greatest impact possible. when every partner is working together on the state plan, we build so much more power together because there's a lot more as a network we can accomplish with the common goals and direction that we're moving towards. With that, I believe I'm passing it over to Mike. And Kacie.

>> MIKE FODDRILL: Weapon, that's right, thank you, Jeremy, appreciate that. And I would like to start by thanking everybody for coming out today and I wanted to give a little bit of an update on what we're doing and where we have come as a state council in the last 18 months or so, so a little bit about what we're doing. We have been working from rebuilding to engaging with the community. We have done some of that by rebuilding our current foundation, and we have been focuses with the council on our compliance goals and strengthening goals, and bylaws and accountability. We have made a focus on strength thing relationships across the Independent Living network, working on expanding our operations capacity. And we're doing that, and one of the things that we were able to do is launch a more accessible, user friendly INSILC website and through our work on the state plan, we're able to get an additional SPIL approved with a current action plan that we're currently working through and those documents are available on our website. We have we redone the organizational policies and raised the concerns in the plan and to engage with them and how we continue to develop and redefine SPIL. So we have that in place, along with the target populations. We're doing a SPIL and a community engagement dashboard that's being worked on now and we hope to have that ready for you soon and we want to show the data that we're reporting and show you the progress on those things. We're continuing our ongoing board and staff trainings to increase awareness and understanding across the work that we do. And then at the public engagement level, we have been trying to work at this in scale and become better at this in the last few years. We have initiated town has, expanded the public voice and participation have steadily increased and continues to grow at those state forums and has driven through feedback and surveys we get from the public. We're continuing to do outreach through media, and been able to get media coverage at the last few town has with the disability community and we're proud of that. And then through partnership and new be opportunity perspective, we're striving to create stronger collaboration with the centers and the DSE. The collaborations we have had is with the Humana pathways projects. And this has been really great. We have been able to work with other members of the network to do training for those team members and we have been able to partner with our friends from the league on participation in Evansville and hopefully upcoming ones in 2026. And then for us going forward, a couple of things that we're looking add doing, a strategic plan for the organization should be starting in the early spring and continuing to expand our Town Hall schedule through 2026, and continuing to focus on policy impact and engagement and sustainability. And I really want to say that even though those successes on a broad scale are technically INSILC successes but a network wide success, and we would not be able to achieve if it were not for members of the public and the other members of the network for supporting us and particularly, I would like to thank you guys for doing a few things for us, you provided great feedback on our website in draft form and to continue to make it as good as it

can be, and you've been helpful in promoting and attending our town has and giving us feedback on them to improve them. Other members of the network have been great at sharing data beyond just the required PPR to track our progress on the SPIL goals, so thank you very much for that, and there are very many members on the IL network who are on the work committees and the council itself. And we won't be able to do the work and have the successes that we have had over the last 18 months if it were not for the collaborative effort on the Scale. So Ann, thank you for helping us on the Humana project. And as I think about the successes that we have had, I know we're not where we want to be yet and we still have ways to go. So I do have questions that I wanted to give the public a chance to answer. One of the first things that I wanted to ask, when we're thinking about the goals and successes and SPIL progress and all of that, what is the best way for us to report that back to you guys so you can see our progress in a way that is effective for you to understand. So I would love to hear some suggestions and feedback on that.

>> GLORIA GARTON: This is Gloria, and this is where we would love to hear from you. Please raise your hand or put something in the chat and we'll be sure to get it to you. I know that we have already had some people have concern about possibly going over our time limit. This meeting is scheduled for 90 minutes, and I do believe that especially around public comment is part of Mike's requesting feedback, so please share your thoughts. You could put them in the chat, raise your hand and we will recognize you. Anyone?

>> MIKE FODDRILL: I do have a couple of other questions that I could throw out there to get the ball rolling. As you know in our SPIL, we have targeted four key demographics that we want to outreach to. And we want to outreach to all people with disabilities, but reaching out to you, veterans and rural communities and racial and ethnic backgrounds who are minorities in Indiana, and we started to think about that, and focus groups in 2026, but I would love to marry suggestions from other people in the communities to reach out to those groups as well.

>> Hi, Mike, this is Carrie and it looks like Jim ward has his hand raised.

>> MIKE FODDRILL: go ahead, Jim.

>> You're muted.

>> Sorry about that. My name is Jim ward, the founder and executive director of ADA watch and the national coalition for disability rights and justice. I have a statement that's not in response to your specific questions, but I'll stay within the three-minute time period. Thank you for the opportunity to speak. I'm a person with a disability and I'm here today to speak as best I can on behalf of the spirit and the letter of the Independent Living movement, under threat of the state Independent Living councils. I want to specifically highlight the work of Theresa Torres and Everybody Counts in northern Indiana. For over 30 years, Theresa has been a model of the IL model. She has focused on the underserved, specifically the Latino communities in lake and Porter counties. So it's for everyone. Theresa has put her health and freedom and well being on the line, when we stood up to those who marginalized her community, she was met with exclusion, when she was met with transparency, she was met with litigation. This, a leader who refuses to compromise on the people with disabilities. SILCs are meant to be bodies. And instead, rubber stamps for state agencies like FFSA. When SILC becomes an extension of state government rather than a voice for the community, it ceases to be a tool for independence, and becomes a tool for control. We have seen valid concerns of SILCS in favor of political expediency. The fundamental tenant is nothing with out us. This is not suggestion, this is the requirement for the legitimacy for any disability led organization. We cannot super a system where the state picks who counts as a representative of the disability community while silencing those who have been in the trenches for decades. I'm calling on the ACL to exercise it's oversight authority to make sure that the Indiana SILC returns to the mod of genuine consumer control, to honor the lifelong sacrifice of advocates like Theresa Torres. In conclusion, we're at a Crossroads in Indiana nationally. We can either have a movement led by the people or a system that's managed by the state. Theresa Torres has already made her choice. Many of us have made our choice. It's time for the ACL to ensure that the system supports that choice. Nothing about us with out us. Thank you for this time to speak.

>> Thank you, you see Jeremy has his hand raised.

>> Thank you, but also before I jump in, is there any response to what Jim just had to say? Is this meant to be a conversation or is this meant to just be -- and please don't take this from my time. Is this just meant to be us making comments?

>> GLORIA GARTON: This is Gloria, the facilitator. We want to hear everybody's voice at this meeting, and we do have a time limit. One of the key purposes of this meeting was for the Indiana SILC to address some of the concerns that have been raised and that includes dialogue and Mike is asking for feedback, and we really need to get that feedback, and there's still time for question-and-answer. So this is a time to speak, and this is about dialogue, so yes, I hope that answers your question.

>> It does, and you immediately called on me with out any response to Jim. So I was curious if there was any response to Jim. Because there was no time provided for that there.

>> This is Carrie and let me step in real quick and let Erica McFadden speaker in a moment and then we'll return to you, Jeremy.

>> Okay, thank you.

>> Can you hear me?

>> Yes.

>> Okay.

>> So Jim, I appreciate your comments. What would be helpful for us, we have been working with the SILC for the past year, and they're on a corrective action plan and my plan is to ask all of you for feedback on the areas of the corrective action plan than extended because they're struggling with it. He wanted feedback on that and when he asked you, nobody had a response. We're trying to move the state forward and we're trying--we had this whole thing about philosophy today to make sure that everybody is on the same page as to what the requirements, because there are several SILC here. I want you to understand, this is a tough conversation, and this is not more of the same. We're trying to collectively move the state forward. But Jim, whether you bring a generic statement like that forward with out any examples of what you want us to do as the oversight group, I don't know, what response can we have? There's no question, there are no specific ideas. What I would ask you all to do is think constructively. How can Indiana move forward collectively as a network. The SILC has shown that they want change, and they're asking you guys for feedback, so this is when you give it. This is your time. If you have other ideas or barriers that have not been secured or things that should be done differently, this is where you suggest that. It's not that we're opposed to pushback, it's welcome as well as respectful and we're also looking for ideas if that makes sense.

>> It does, thank you, Erica, I assume that I'm still unmuted. And the reason I asked if there was a response, Jim did bring up concerns that obviously are not just here in our state. but at a national level. And especially that concern about being consumer driven. But Mike, to your question, and Erica to your point, there often about are not a lot of people engaged with the SILC, in the public meetings, so people like myself who are regularly engaged, there are enough people on here that I intentionally wanted to wait a second to see if other people would like to jump in and make their comments before I put my 2 cents in. But Mike, I do definitely want to applaud the fact that the SILC has had these three public town has that you did within the last year. I think its important to acknowledge the fact that those were very poorly publicized. That the same people from Indianapolis and Northwest Indiana made up the majority of who attended most of those meetings as opposed to the people of the public from the area that they were. And that's the thing that we really need to see. We have done a lot of surveys, you guys have done that for a year. People right here in Indianapolis that I meet every day that have lived their entire lives with disabilities still have no idea what Independent Living is, and there's a local center for Independent Living that serves them. And they are under the impression that that's assisted living and not Independent Living. Because we have not made any effort to get the Independent Living philosophy publicized throughout the entire state, not just for people with disabilities to hear it, but for all people, because we all know at any minute, anyone can become part of our people. And I have for the last area, year and a half, consistently seen an approach as if there are two sides to this. There is one side, and one side only. And that is people with disabilities. And right now, and it's very confusing when you talk about the network, because in Indiana, there is independence Indiana, a network and coalition of seven CILS that's incorporated, and there are Centers for Independent Living in the state. And when you talk about the network, and when I look at the state Independent Living council, there are at least four people, voting members, who have direct connections to independence Indiana. I don't see anybody who is a voting member with a direct connection to the other CILS. Even the center representative is an independence Indiana CIL. So it's very hard to understand what network you're talking about. I believe the network that the SPIL calls for is altogether of the

CILS. I do not see that in practice. That is a major concern that you and the council have the ability to address. But to Jim's point, governor-appointed council members who are recommended by the council when the council is controlled by other CILS, and not consumers themselves. It's a concern.

>> Thank you, your time is up. Next, I saw -- did you guys want to respond?

>> So if you allow us -- that you allow every comment for us to have somebody, either the CIL or someone to have a response so it's not just the same ole same ole. That would be great. But I just wanted to ask Mike, I want to ask Mike or Kacie. Out of your council and I hate to put you on the spot, how many people are on your council right now?

>> MIKE FODDRILL: 14 right now.

>> Of the 14, how many of them are employed at a CIL?

>> MIKE FODDRILL: I would have to go back and look at that number, but when I did that PPR, we're over 40% people with disabilities that don't work at a CIL.

>> Do you know how many CILS are represented that are on your council?

>> MIKE FODDRILL: I would have to go look, which I can do that, but I don't know that number off the top of my head.

>> What I wanted to find out. When we did the initial review of the cap, that's one of the things that came out. Like all of these CILS were on there that were leading it that excluded other CILS, and the reality is, when we looked at the numbers, it wasn't. You looked at the crosswalk of who they were with, this was less than half, and as you guys know, into SILC can have more than half of their people with disabilities working at a CIL. So just so that's clear, you can have more than one CIL member on there, but you can't have more than half. So I wanted to call that out. And also, if there are other issues with appointments. Sometimes the CILS will put forward recommendations but really it's the governor's office that makes the decision who they stick on there, regardless of when the CILS say who they want. And oftentimes they have trouble getting people appointed. So I give kudos for you in Indiana, to have a full council, so good job on that, a lot of CILS are struggling, and we're always a resource for that.

>> So what you're saying, a minority of those checked was --

>> I want to stop that rumor now. I feel like there's a misunderstanding of who is actually on the SILC.

>> Kacie has her hand raised.

>> KACIE WELDY: This is Kacie, I'll answer the question. We have 14 individuals, and we have 4 individuals who work for a CIL at this time of the 14.

>> How many different CILS?

>> KACIE WELDY: There is one, two, three, four different CILS.

>> Okay, thank you, Kacie.

>> KACIE WELDY: And to speak to the appointments, we had the nomination committee had the application for -- to my knowledge, there was not any application for seeds with the CILS as far as employees or what not, and the other thing too, we had given to the governor three individuals last year, and as far as the year before -- we gave them four individuals, and we gave them three more this past September. Of those seven, only one of them was appointed. None of the rest of them have been appointed. So we have to do officer as what the governor is willing to appoint as well. So even though the individuals have gone through the nomination process, which is with a committee, and a Rubric of looking at where they were located and trying to create representation throughout the state, though we submit it, that person may not be appointed.

>> Thank you, Kacie, and I hear Jeremy saying that you have 12 voting members, all for the independent Indiana CILS. I want to be clear, this is not the SILC's responsibility to be able to say who is going to be on the SILC. The CIL representatives are determined by the CIL directors in the state. Not the SILC. It's not the SILC's responsibility. So in this situation, Jeremy, you need to go talk to the other CILS and say, we want the people that are with independent Indiana to be included. But like Kacie said, they can put forward the recommendations on what the CILS recommend but the governor's office is going to do what they're going to do. And we can't do anything about that. There's no requirement that says the governor has to follow what the CILS say. So Jeremy, I would take that debate to the other CILS in the state. That's not the SILC responsibility.

>> GLORIA GARTON: So this is Gloria. I'm looking at the time and we have some hands up and we have some comments in the chat that we need to address as well. And again, this is all very important. Just a

reminder that today this discussion isn't about one particular person, but we do need to get feedback, and that's whole purpose of today's discussion, to get feedback on some specific items in order to move forward. We want to give enough time for question-and-answer. So I'm going to very quickly, to be fair to make sure that everybody's voice is heard, I'm going to look at the chat and address a couple of things, and then get to the people who have had their hands raised. And Carrie, if I miss anybody, please let me know. So looking at Tracy Taylor, in the comments, she would like to hear more about -- every time somebody pulls something, this moves down -- she would like to hear more about the Indiana SILC cap. I want to make sure that's what Mike was trying to do.

give feedback about the cap. And I don't know if you're aware, they have posted T. and it has been on their website since I think may, is that right right? The entire corrective action plan is on the website. They have been very transparent about sharing that. And they update that each time that ACL signs off on something. Going forward, there are comments. People feel like they get to speak and they don't get a response. Today is not the meeting to end all things. There are going to have to be future meetings because we unfortunately are not going to be able to get to everything that needs to be addressed. Arthur asks, what kinds of things have you tried officers reaching out to marginalized communities, which ties to another response later about outreach to veterans. I know they have come up with a very detailed outreach engagement plan, and I'll let Mike or Kacie speak to that. Do you want to address that? I'm trying to go in order in which all of these are coming in.

>> MIKE FODDRILL: Sure, yeah, thank you, Gloria. This is Mike, and so a couple of things that we have done, we have had some outreach to a veterans group in south bend. When we were doing the Town Hall up there, we made a good connection, and one of our goals for 2026 is to do focus groups for those -- I should say 2026 and 2027 to do four focus groups on those four target areas. The youth, veterans, and the people from ethnic and racial minorities. It is something that we need to be more thoughtful about. We're kind of thinking through using different social media as far as Facebook as a method to track folks from the youth community. But we would love some connections if the CILS could provide us to make outreach into the rural communities and into the racial and ethnic minority group. We will probably end up contracting to do the focus groups, smart about those and the logistics of all of that. But when we restarted a couple of years ago, we barely had any kind of contact list of people across the state. And we have been rebuilding that as well. Helping you guys, and we're reaching out to other disability related organizations as well and I think that we're doing a decent job of that. But as far as finding it specific to the target groups, the youth and veterans and racial communities. We have not done a great job of that. And it's something that the cap is there for, to help with the implementation, and because you serve areas in the community, this is one area that we would like to lean on your support and expertise as we think through that.

>> GLORIA GARTON: It thank you, Mike for providing that.

So Carrie, if you can help.

>> Yes, it looks like -- [ Unintelligible ]

>> GLORIA GARTON: Questions. Okay.

>> Melissa?

>> I'm Karen Willison, and I'm from Bloomington, and you asked about current issues with the SPIL or the current action plan, and one of the things that I wanted to point out was to be at the SPIL plan meeting a couple of months ago, they were talking about guardianship issue. And what came out of that was that essentially, there's a committee that's supposed to be working on it, and all they heard from was pro guardianship people. And there's also the fact that one of the CILS in our state actually runs a guardianship agency, or to the way that they have sort of separated it as well, the director also runs a guardianship agency. But that seems to be a conflict of interest, and seems to go against the Independent Living philosophy. So I asked about some of the problems and the fact that they basically, there's clear language out there from nickel regarding guardianship. And yet our state doesn't want to adopt it because they said something to the effect of oh, it's too harsh. And I don't see why it's such a debate. And that's one example of where our state is not in line of the philosophy as well as the needs of the people in our state. Okay. I'm not an expert on this particular issue, but I do have

concerns about the fact that we as a state are doing something that goes so far the Independent Living philosophy. And I would like to see that get addressed. Thank you.

>> GLORIA GARTON: Thank you, Karen, and this is Gloria, and I realize this has been an issue in Indiana. I do have a question. Because this has come up a number of times. What is the ask of the SILC? Knowing that the SILC does not have any control over a Center for Independent Living who is offering guardianship services just very briefly. Can you explain that so that again, this is a feedback session that we're trying to determine how we move forward, and obviously this is an issue that keeps coming up and somebody tell us what is it that you're hoping that the SILC can do, given that they have no control over the Centers for Independent Living? .

>> This is Karen again just to follow up. So some things that I was saying, they could put in the SPIL that it's a conflict of interest for anyone in a leadership position with a CIL to also run a guardianship agency, and that would be a starting point. Obviously they can't force it to stop, but obviously, they could say that anyone in that position cannot be a SILC member. They could certainly choose who is a member and not allow the SILC to be members anymore. And they could report to you all at ACL about that, and ACL, whoever does have oversight should be notified and take action to address the conflict of interest.

>> GLORIA GARTON: Okay. So everybody gets a chance. Did you want to respond to that, Erica?

>> Yeah, Peter am I unmuted?

>> Yes.

>> I just wanted to say that yes, we have been told when that was, and we can -- just know that for those that are part B CILS, we notify the state. Because inherently they're the oversight organization, and then we followup. So any part B only CILS, the state oversees, and then we oversee the state. And then when it comes to part C CILS, yes. When we hear about things like that, we absolutely go and review them. I know we have been made aware and we're doing due diligence on that front. And I know Mike and Kacie, we had a conversation with them about guardianship. And I think they based on our conversation understand about the philosophy. But I don't know if you want to say something about the IL philosophy and guardianships on where the SILC is moving on that.

>> I think you said yesterday, you were going to say something, whenever we met, that you were going to reiterate.

>> MIKE FODDRILL: As a SILC, we are reworking that guardianship's work group, and now it's a guardianship alternatives to guardianship work group. And we have asked all of the centers if they would like to have somebody to serve on that work group and to put that forward. And part of what that work group will be doing is looking at alternatives and putting together some material and a position that we can put out there around that. And when the work group don't together in its initial form last year, it was a group of folks that were pretty new to guardianship and not as familiar with all of the intricacies and options and those things. So they spent a lot of 2025 educating themselves hearing from lots of different positions and organizations about that and CIL did educate themselves and brought back to the SPIL committee that we should have a new work group formed to develop new alternatives to guardianship to promote as a network. That's the process right now, and the work groups will be officially formed at the next public SPIL committee meeting that athletes meets on Monday, the 16<sup>th</sup>. So any other work groups will begin their work during 2026.

>> GLORIA GARTON: Okay, and I'm going to circle back again. Trying to make sure where we're at. Breanna?

>> Hello, this is Breanna. Can everybody hear me? Cool. I will be honest, I don't really know where to begin anymore. I have kind of had an idea of where I was going to say something, and now I'm just very sad, disheartened, depressed. But not surprised. Because I know that we want to move forward, but this really does feel like just the same thing. The one thing I do want to say as a positive, this Zoom meeting here, the way that it's being run proves that it's possible to do this for all of the meetings going forward. So I do want to say that that is a step forward that I can appreciate. But gosh, I just have so much to say about -- I mean the guardianship issue, why are we may go committees and then disbanding committees, and then making committees and disbanding committees because we don't agree with what national counsel says because it

sounds too harsh. When in the previous bill that's what the consensus was. So that confuses me a little bit. This whole meeting has actually kind of confused 34<sup>th</sup> a little bit. It was slated as a share your opinion with ACL and I'm confused with why we're sharing our opinion with ACL again because we already did that, which spurred this meeting on in the first place. I'm confused on why, at the beginning of your agenda, it says we have 45 minutes for public comment. But then further down in the agenda, it said 30 minutes for public comment. And the answer I got to that, which was also confusing because that got passed off to one of the facilitators, and I'm sure she's lovely but I didn't pose the question to her. I posed it to Mike and Erica. But I was told that the SILC updates roll into the community feedback, which I don't believe that a dialogue in the SILC updates, which also hasn't gone as was originally planned clearly, should be counted as public comment when again, we have just been seeing that this meeting is going to be cut short and the public comments are not going to be answered again, and not everybody is going to get a chance to speak, which is sad again. You know, we had talked about before how maybe you could book the interpreter for longer if that's the issue. Maybe we could allow a little bit of overtime. We could do a lot of things to make sure that the public can be heard, but none of these suggestions have been taken into account, gone into everybody. I appreciate that the cap is on the website. And that's cool. I'm glad that's transparent and again, it's confusing because you have a cap, but on it, it says that you com34R50EUD with the required activities, so why is there a cap? It's just a lot of things that don't make sense to me. A lot of things that you're asking for feedback, and we have been giving you feedback this whole time. And every time up to this point, it has been thank you for your comment. And you're not implementing any of the things that we have been suggesting for years at this point. I've been an employee at the center for three years at this point, and I've been doing this since I started here, so for three years, it has been exactly the same. So I don't know, I guess that's it. I'm just sad but not surprised. Thanks, I guess.

>> GLORIA GARTON: Thank you, Breanna, this is Gloria.

>> I'm sorry, the microphone was turned off when Erica was trying to speak.

>> Just so you guys know, I don't know if you're expecting everything to change miraculously in one meeting because that's not going to happen. What's going to happen. There has to be a series of meetings to have these tough conversations. Breanna, you're not going to build trust with what's happening with the SILC unless the ongoing conversations happen. But the reality, you have to move forward too. What the idea is other than the SILC response to see if they can do it or not, it's a network on what the CILS are going to do. What's important to know, it's not going to be done in one meeting, and this is not the only time you'll be able to make comments, and we're here because we're trying to get some kind of rhythm set up where there's more dialogue so we can move forward. Right now, it feels like we're stuck in a rut and we're going over the same thing. Guardianship has been addressed, Kacie and Mike. Let me just ask you point-blank. Do you think that guardianships are part of Independent Living philosophy?

>> MIKE FODDRILL: This is Mike, no, I don't.

>> Okay, Kacie. Independent Living philosophy, is it part of Independent Living philosophy?

>> KACIE WELDY: This is Kacie, no.

>> You all heard it. And I want it to be clear that they know that, and because of you, it has helped us to provide training and education, so please have some grace, we're in this together. And let's try to support each other, and not divide each other and come together and recognize that there's movement.

can we please do that? Okay. Sorry.

>> No, I wanted to add to that. We are truly trying to hear from everybody. But as you can see, there's no way to have a dialogue and to get to everybody's questions. And in a few cases, we wanted to give people the opportunity to voice their concerns and not cut them off either because we know that has been a problem as well. So we really need to remember that.

We are not going to be able to address all of these problems in one setting. So Carrie, who is up next? Theresa. Okay.

>> No, there were people's whose hands were up before me.

>> GLORIA GARTON: I've seen Leslie and Renee. Leslie, and then we'll come to you, Renee. Go ahead, Leslie.

>> Okay. I am sitting and listening to though. And I wanted to respond to Mike. He asked a question, and this is what I would like to say. This meeting was advertised as a listening session for a long period of time. And I erroneously believed this meant that you were going to be listening to the disability community. Yet again, what happens, there's no dialogue. We get descriptions of the Independent Living system, which most of us that are working in it or involved with it, kind of already know. And also, there's no interest in a dialogue with people. If you want collaboration, listening to people and no response, no communication, this back and forth, we need to start having dialogue, and that is the biggest problem that we have. The other problem that we have is it just seems that what we're doing in this meeting, as we've done for the last 12 years I've been involved with Independent Living, though I've been in the disability community for 40 plus years, what we see here is another attempt to justify the system. We're not -- it's not representing the people because we still have no voice. We have no voice because a few people get on the council or whatever, many of them don't know anything, and I was that, one of those persons, even though I had a disability for 20 years before I got on it, didn't know anything about it. We don't really understand what our role is. What is the function of the SILC? Direct the state plan? In Indiana that has been done by one or two people for the last 40 years, 35 years. So it doesn't make a lot of sense. Is it to monitor? We don't talk about, you're not leading. We need to have a voice. The disability community needs a voice. And we do not have one. All of the beautiful charts and everything, you know, I would like to ask Mike, I go on the website. And suddenly, bam slam, there's an evaluation of the 2019 and 2023 SPIL listed as June 30<sup>th</sup> 2024. Is that what you're trying to say? That this was done June 30<sup>th</sup> of 2024?

>> MIKE FODDRILL: Yes, that's when that report was written.

>> That's total utter fabrication. I served on the planning committee for this particular SPIL, and I served on the one where we did it, and every time we talked about the evaluation, we don't have those materials because they were usurped by the former executive director, and suddenly it appears a week ago online? This is a fairytale. And that's what we get in Indiana. We have fairytales. Because nothing is being done. We do not have a voice. I have like I said, 40 years ago, I joined the disability community. I was in rehab for three months. I got out thinking I was all alone, and finish 20 years, that's how I operated. I didn't just live in this state, I lived in Arizona for 11 years, and the fact is, that nobody understands, and sees us having a voice, and then you get on -- our people from ACL get on and talk about we're trying, and it almost sounds like what we're hearing on the news every day, we're being told that the economy is great. We're flourishing, and people can't buy food and they lose their homes, and we have people in our community that are homeless, living in their car because there is no you are worried about transportation, and you should be worried about housing people. There are a great number of people disabled in the veteran community. Many of them are homeless, and in Indiana, we're trying to make it illegal to not have a house.

>> GLORIA GARTON: Leslie, thank you, and in order to get to everybody, I have to keep to our three minutes, and I just know that some of this is stuff that you are saying has happened over the time that you have been in Indiana. And that is exactly why we're here today to try to change that. But we're not going to be able to accomplish all of that in today's meeting alone. So my suggestion for the Centers for Independent Living as well as the Indiana SILC, because there are so many topics that you all feel a need to address, I think dialogue needs to happen, and you take one or two topics at a time, bays if we don't try to tackle all of them in one meeting, we're not going to be able to move forward. There are too many issues, and we need to be able to allow people to speak and feel like they're being heard, which I understand is something that has been an issue. So we knew today's wasn't going to be the end all to the meeting. So --

>> When we have somebody living in their car with a disability. Talk about it in a couple of weeks?

>> GLORIA GARTON: The SILC -- the council doesn't provide services and this is where they have to work together with the Centers for Independent Living who are providing the centers. And talk through these issues, because --

>> We are providing that. We get no support anywhere else from the rest of the IL system.

>> GLORIA GARTON: Okay. So that again --

>> You act like it's okay, and whatever, and we're going to have this nice dialogue and everybody is going to go Kumbaya, but the fact is people are dying for us to have a voice, and we have none. The SILC is a failed experience. That's what I'm going to say.

>> Leslie, I want to make sure that we think about this. It does seem like the CILS as a network, the network has to make decisions and I think that the CILS need to come together and discuss these hard situations and decide what we need to do about it so we can move forward to address the issues. Right now is not the time to be divided at all. We have to come together. And that's what we're trying to do. I'm happy to help with the CILS, that's speaking my Lingo and happy to bring the CILS together so we can talk about the trauma that I think one CIL may have caused the whole network is what it sounds like to me.

>> GLORIA GARTON: Thank you for adding that, Kimberly and I want to get to Renee. She has been so patient.

>> We're waiting 30 years.

>> Thank you. I agree with a lot of what others have said already. You can't move forward if you don't know or acknowledge what didn't work in the past. Or what was never actually done. Speaking on things being actually done, I thought I was the only one that the SPIL mysteriously appeared on the website when if it was actually written in 2024, I never saw it. It never was on the website. So when we talk about things that actually need to get done, we have to have some kind of oversight or backup to correct these actions or stop things that have been said have been done that actually wasn't done. I've been in this movement a long time. 36 years. And I have not been happy with the way things have been done. In Northwest Indiana, we have been stepped on, kicked on, mistreated, not heard from, not acknowledged. And I have never seen the SILC do anything systematic. Any kind of systematic change. If we could all get together in the CILS across Indiana get together on an issue and show a united front, it might make a difference, but I've never seen any kind of systemic action from INSILC that can change an issue across Indiana. I'm trying to be very civil about this. But Mike, you actually want to say that this SPIL was -- this report was actually done in 2024? And was on the website?

>> MIKE FODDRILL: Yes, and it was presented for the council for approval. I have to go back and look at which meeting that happened in, but it would be in the minutes of the meeting.

>> GLORIA GARTON: So this is Gloria, and a question to help me better understand what's happening here. So please forgive me and be patient. So the state plans for Independent Living are obviously on a three-year timeframe. So we as a council, you're constantly seeking feedback, talking to people, looking at the center's PPR reports to identify the key issues that need to be addressed, and then there are public forums and all of these ways that the council puts this information together. So the current SPIL that we were in had to be turned into ACL on June 30<sup>th</sup> of 2024, and it went into effect on October 1 of 2024. Okay? So it's your current SPIL. And it is still conditional. That's correct. That's part of the issue. Yes, thank you. And it was before Mike even came onboard. So we know that there are still some issues with the state plan, but that's what this whole meeting is, to move things forward, to see how we can move forward with the things that happened in the past, which I understand. We're -- they were not the way they should have been done. But please. I've had several opportunities to meet with Mike and Kacie, along with ACL. And at some point, we have to do a reset button and you have to give Mike and Kacie and the others, and actually everybody needs a reboot to say okay, we know these are the problems, and now let's put in order the ones that are priority and address them one at a time so we can move forward. Because if we keep talking about the past, we never move forward. And I say that from experience in North Carolina. We went through some similar things that Indiana is going through, and honestly, you know who it hurts the most? The people you're trying to serve. So let's try to figure out a way to have some future dialogues and try to move forward.

>> I just wanted to break in here, and I know we're starting to run over time and we have a question about whether the ASL interpreters should be extended on the meeting past the original time. That's a question for Mike and Kacie. I don't know how hard stop you have.

>> MIKE FODDRILL: This is Mike. Katy, do you know how long the interpreters are booked for?

>> Until 4:00.

>> GLORIA GARTON: Until 4:00.

>> This is a quick question from the interpreter, what do the interpreters have availability for. You said we have them until 4:00, is that correct?

>> Yes.

>> KACIE WELDY: Thank you, go ahead.

>> GLORIA GARTON: Okay. I'm just looking at the last question I see in the post. And again, I'm trying to keep up with all of these. Who did the structure for the meeting today. I did in conjunction with the Indiana SILC and the ACL team. We all got together and tried to figure out what was the best strategy for today's meeting because what we wanted to accomplish was feedback. We have consistently heard that people don't feel like their voices are heard. And I'm going to repeat again, I think the next approach would be to have another few meetings, and we have to tackle one or two topics at a time. Because we can't get to all of this in one setting and feel like people have the opportunity to voice their concerns. But another way to only move forward is if we're looking at solutions. not what was the problem. So if you have an issue, then reframe it as this is what I would like to see happen. And that way, its solution focused and not problem focused. Does that make sense? Carrie, who is next.

>> So it looks like -- did we get to Christian yet? I think Christian was next.

>> GLORIA GARTON: No? Okay.

>> Can everyone hear me?

>> Yes.

>> All right, so Breanna wrote down plenty of things and they kept getting skipped over and I put a couple of my concerns in the chat but they also were not acknowledged. I wanted to make a note that I understand, Erica, what you're saying, that grace needs to be given. It's hard to give grace when you see the same thing happen after you're already giving grace. For example myself. At the last meeting I mentioned that one of the areas that is lacking is the outreach to northeast Indiana. And in the meeting it was mensed that someone would reach out to me for places that the meetings could be held and I have not seen if anyone can reaching out. Up someone on the council who representatives northeast Indiana so it should be easy to have meetings in this area when up someone on your council who is supposed to representative this area. That's one of the areas that you're lacking in, the out reach to us, outreach to people out here that have a voice and issues and have input that includes minorities, veterans, you can hit all of those areas by coming out here, but again, I've said this multiple times and no one has reached out to me. So that's where the frustrations come in, where you're constantly asking for feedback, we give you the feedback and nothing is done with it, and the next meeting you say we're just looking for feedback. I gave it to you. You didn't do anything with it, but you're still asking for feedback and saying that you need help in these areas where you're not taking the help that's being given to you.

>> MIKE FODDRILL: I think -- Christian, there is Mike and that's good feedback, and I'm sorry that we didn't get the chance to connect after the last meeting. My contact info is on the website, or I can send my email to you in the chat. Would you email me and we can set up a time for a call?

>> I will send you my email, yes.

>> MIKE FODDRILL: That would be great and I'll get back to you as soon as I get that.

>> Next in the queue is Larry.

>> Can you hear me?

>> Yes.

>> Just because I mentioned in the chat that I am a disabled veteran, and I also happen to be a nurse, mensing outreach to veterans, and Christian was mentioning outreach from your end in northeast Indiana. I would love to work with veterans, and I need direction from the different councils and people in the organization that can help us to organize to help veterans. I see too many veterans homeless, and don't know what Independent Living is. I'm a nurse of 35 years, and I never heard of Independent Living until I started working with one. Veterans need help. Etch disabled veterans. People just tend to use them up when they're young, or when they're able-bodied and they want to push them over to the side. That's offensive to me as a veteran. That's offensive to me as a human being. I would like more contact, so you all will be able to help us to find areas where we can contact veterans and give veterans information about INSILC and help them to improve their lives and help veterans to know more about what Independent Living is, and that's all I have to say.

>> GLORIA GARTON: Thank you very much, I appreciate that. Kacie, I see your hand up.  
>> I'm sorry, can you hear me?  
>> Yes. Hey, Larry, if you can put in the chat, do you guys have a veterans directed care program at your CIL?  
>> We don't have a veterans directed program.  
>> Oh, Theresa --  
>> I assumed I was muted because I thought this was the way this was supposed to work.  
>> No, it's on, Theresa.

>> We mute, that's how it always works.  
>> I guess the question, I was asking Larry, but I guess its Everybody Counts, there's a veterans directed care program that CILS are running and we have a resource to connect you to if you want to get connected so you support veterans. There's funding that's tied to that.  
So can I talk to me offline and I'll get you connected? But separately. I just wanted to step in and say that. Because it's just a tough population that really needs services.  
>> Can you send me your information?  
>> Sure, I'll send it to you and Theresa, and Theresa already has mine.  
>> Okay.  
>> Thank you.  
>> I'm still waiting to be called on.  
>> You're still not on mute, Theresa.

>> I'm just trying to raise my hand. There we go. I've been waiting.  
>> I'm sorry, next in the queue is Theresa, so it might be a good time.  
>> Go ahead, Theresa.

>> It's your turn. I'm so sorry, and if it's my turn, I'll start now. It's interesting, because we're hearing all of these comments about we need to move forward and trust needs to be rebuilt -- okay, I'm sorry, let me try again. So we're hearing a lot about moving forward and trust being rebuilt. And here's the thing. We were told that today was going to be an opportunity for people to identify and share their concerns. Instead, you're setting the agenda by determining in advance what the questions should be. We want to hear this, and we want to hear feedback, and essentially what it turned into was a platform by which the Indiana SILC can talk about all of the wonderful things that it's doing. and what we wanted to see, what we would like to see someday, any day, is actual accountability by the council. Owning it's general lack of understanding of the Independent Living philosophy, expressing a willingness to learn about what they're supposed to do. And then actually working with the people to meet their be responsibilities. We are so tired of hearing move forward, don't talk about the past. They never acknowledged the past. The past, you know the old cliché about you have to learn from the past or you're doomed to repeat it.  
and we have been sitting in the middle of a time machine going around and around, and they bring in new people, you can't talk about the past and you need to move forward. But there's no change. Today is not different. The SILC announcing things that they have done that we know they have not done, saying that there's a corrective action plan on the website that we wrote in 2024 when we know that is not true. I recently got an email from Mike in which they plan to spend 1,600 hours over a 15-month period to come up with some ideas. That is not the kind of movement and action that Indiana needs. And now, those of us who identify these issues, we're the ones that are being vilified for having the audacity to demand that somebody talk about it. Somebody acknowledge what you have not done and then actually do something tangible. Do not stand here and tell us about your public meetings, we were there. Do not tell us about your outreach, because we know it is not happening. I'll body and yell because this has been a complete waste of time. And I'm sorry that my staff put any time into T.

>> Theresa, this is Kimberly. And I will say that I'm really impressed with people speaking out today. That's what we want. But I don't think what we're saying is, I think it's time that we need to recognize the issues, and then how do we move forward, because what I'm hearing is that Indiana needs IL.

>> How are the issues being recognized today when you begin with a PR piece about things that are happening, and you're not listening to us proving that it is not happening? So the really nice words, Kimberly, and I'm happy to play the villain because I'm good at it. But that's BS. If it's rude, you're not acknowledging the issues, and you're not talking about the real issues because you don't give us time.

>> Theresa, I think we are talking about the issues, but I think too that there's the responsibility on the network as well.

>> There is no network in this state.

>> And that's what we have to fix, because with out a network, there's not going to fob any SPIL or direction, and that's what we need to pause and recognize. If there's got to be hard conversations, then let it be.

>> You are not talking about that. If anybody on this call, other than a council member, believes that's what is being talked about today, please raise your hand and say that you think it's being talked about today. Anybody from Indiana.

>> GLORIA GARTON: So this is Gloria, and I know that we have a hard stop with the interpreters at 4:00, so we need to bring together thoughts and next ups. Before we do that, I want to just acknowledge a couple of things because it's really important. First of all, the structure of this meeting, again falls on me. And I work worked with a few people to put this together. We felt it was important to cover certain topics today to get us on the right start. We did offer question-and-answer period that had no structure.

>> I'm sorry, Gloria. This is one of the interpreters, and if the interpreting is an issue, my agency has said that if somebody sends an email with documentation to extend, I'm able to extend my time.

>> GLORIA GARTON: Oh, thank you. I do think. We're going on two hours, and I think we need to have a next steps. and I appreciate that. Mike and others, do we agree that 4:00 is hard stop today? We need to have future meetings. That was always the plan, and this was not going to be the last meeting. I know that Mike was going to announce and talk about, there are some future meetings that are going to be held. We're working on a new SPIL that will take effect in 2027, and now is the time to put the things that you are talking about that you want to see different as a network into this new SPIL. So there's a lot of work to be done. Moving forward, please, I know that you're frustrated, I know that you feel discouraged. Breanna, I heard you and you feel sad. I know that the council is trying, and they want your support. They do. Despite what has happened in the past, you have a new executive director and council members who want and need your support. So please, work together and try to turn things around. Because just like Kimberly said, Independent Living is needed. And this is not helping anybody in Indiana to continue to go down this road. So next steps. We are so glad that you did come today. And I apologize if we didn't get to everybody. Mike, we need some time to take feedback from today's meeting, and I know Mike has a couple of things coming up and did you want to announce those, Mike?

>> MIKE FODDRILL: Yeah, we appreciate everybody coming out today. And I will echo Gloria's thoughts that we're going to go back and take the feedback from this, and we'll schedule additional things and reach out to the members of the network to figure out the best timing and schedule for that. But some of the things that Gloria talked about, we're starting the process of writing the next SPIL. And part that have, we have three CIL director forums coming up in February that everybody has been notified about, and has a chance to answer questions before the meetings and the schedule of what they want to go to. And hope to see all of the SPIL directors at the meetings in February, and the next Town Hall is bout to be in March in new Albany. So we're excited to put that together. We're starting to get good panelists together. And you can keep up-to-date on that on the website or sign up on the newsletter. There are three CIL director forums in February and Town Hall in March, and we'll be in touch again after we have the chance to go through the feedback from this meeting.

>> GLORIA GARTON: Okay, thank you very much. I do not have anything further. And again, I want to thank everybody for being here today. This is step one. Okay? Little baby steps. And that's where we're at. We're taking baby steps to make things better. So please take care of yourself, support one another. We really need to do that in times like now. People with disabilities are under attack in so many ways, and please don't attack one another. We need to be together in this. Have a wonderful afternoon, and we'll be in touch. Goodbye, everybody.

