A Message From the President

Dear Friends:

When we first embarked on the National Advocacy Campaign (NAC) in 2001, we were advised to be patient; that passing legislation at the federal level is very difficult. For most of us, our experience in the legislative arena has been at the state level, where it’s possible to take our ideas and see them voted on in the same session or year. Not so on the national level, where it takes time and persistence to get your message heard and build up a sponsor base. Quite literally, it takes years and years to move a bill through Congress.

Still, undaunted and embodied with a sense of urgency to move forward, ANCOR volunteers worked diligently to define our objective, assemble a team and raise funds for the NAC. Right out of the gate, we got a taste of how difficult this really would be and we learned to compete. Our message is but one of many being sounded out in the offices on Capitol Hill. Plus, we are competing in the face of terrorism, a war and political upheaval. However, in the 109th Congress our determination never waned and we ultimately succeeded in gaining strong support for our House legislation, the Direct Support Professionals Fairness and Security Act of 2005. We were on a roll.

We ended the 109th Congress with an impressive 86 bill co-sponsors from 33 states. But, we can’t stop there; not now that we have the attention of our legislators. There were 18 states with no sponsors, and some of those states have a strong ANCOR member presence. For example, out of a total of 76 House members in Florida, Texas and Illinois, there are only five co-sponsors. We must keep on and we must do even better. This bill has just been reintroduced to the new Congress and ANCOR stands ready. Are you ready, too?

The time has passed when members can rely on someone else to do the work. The time has come when we must all use our clout as constituents. The National Advocacy Campaign needs YOU to contact your legislators and ask for support of the Direct Support Professionals Fairness and Security Act. If we all pull together, there’s no doubt we can reach our objective. Visit www.youneedtoknowme.org and find out how you can get involved and get ready, now.

Sincerely,

Peter Kowalski
President
ANCOR

A Message From the NAC Chairman

Dear Friends and Colleagues:

A group of ANCOR’s leading CEOs met over five years ago because they wanted to take “more forceful action on our issues”. The result was the launching of the National Advocacy Campaign (NAC), which was to have a singular focus on the direct workforce crisis. How the NAC would develop, what could be done and how long it would last was unclear at the time. Extraordinary accomplishments have since been made, and the NAC has played a key role in positioning ANCOR as the undisputed leader in dealing with the workforce crisis.

Our legislative efforts include the initial success in Congress and in many states with the Direct Support Professionals (DSP) Resolutions, the introduction of the Direct Support Professionals Fairness and Security Act (H.R. 1264) in the 109th Congress and most recently the re-introduction of this bill (H.R. 1279) in the 110th Congress. Outreach efforts to the U.S. Department of Labor led to the national pilots involving the public workforce development system. Our very effective public relations activities have helped put a face on our issue, and our grassroots efforts have greatly expanded our base of support.

Although much has been done, the real challenge lies ahead. Now that we have a bill in play, we must do everything we can and use all of the available resources to seek its passage. We must continue to educate the public and policy makers about the important role our direct support workforce plays in providing cost-effective and high quality supports and services. Just as important, we need to make it very clear that the pervasive lack of adequate funding is placing this system of supports at great risk.

The NAC has enjoyed broad support and participation by ANCOR members; however, the reality is that most of the work and most of the financial support has come from a smaller but very committed group. We have a great opportunity to make some remarkable progress in the coming year and we ask you to consider taking steps to participate more fully in our efforts.

Sincerely,

Ken Lovan
Chair
NAC Steering Committee

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Legislation & Grassroots Advocacy

Without question, 2006 was a year of legislative achievement for ANCOR’s National Advocacy Campaign (NAC) on many different levels. This success is due in no small part to the great level of participation from the ANCOR network and partners around the country who took up the charge with unparalleled zeal and dedication.

The greatest tribute to these efforts is the number of supporters we established by year end. We closed 2006 with 86 U.S. Representatives committed to H.R. 1264, the Direct Support Professionals Fairness and Security Act of 2005. That’s 61 Democrats and 25 Republicans representing 33 states and Puerto Rico. Forty U.S. Representatives joined the legislation in 2006, at a rate of more than five a month when Congress was in session.

H.R. 1264 (like every bill not signed into law before Congress adjourned in December) died with the close of the 109th Congress. However, 81 of the bill’s co-sponsors are returning for the 110th Congress and the legislation’s lead sponsors, Representatives Lois Capps (D-CA) and Lee Terry (R-NE), remain very committed to the issue.

Building a foundation of federal legislative champions has been one of the NAC’s primary goals. We now have that solid foundation of support in the U.S. House of Representatives. A quieter, more strategic approach in the United States Senate is expected to yield fruit in 2007.

Of course, none of this would have been possible without you. As the late Speaker of the House Tip O’Neill said, “All politics is local.” The power you yield in this campaign cannot be understated and this past year proved that beyond the shadow of a doubt. ANCOR created materials, organized activities and raised awareness about the issue in numerous ways, but it was the calls, letters and meetings orchestrated by you and others that made the difference.

In just over a year, ANCOR’s and its partners’ members helped generate more than 45,000 letters to Capitol Hill through individual efforts and utilization of ANCOR’s Action Center and WhoWillCare.net, the online partnership between ANCOR and United Cerebral Palsy. In addition, ANCOR members took their message straight to Capitol Hill in 2006 as part of a series of organized fly-ins, an ANCOR Capitol Hill briefing, and the ANCOR Government Affairs Seminar.

Grassroots in Action

On July 27th and 28th, ANCOR’s National Advocacy Campaign for H.R. 1264 showcased its strength. The grassroots power behind ANCOR took to Capitol Hill to drive home the urgency of wage reform and the need to put an end to the direct support workforce crisis. ANCOR providers, direct support professionals and people with disabilities from Georgia, Pennsylvania and New Jersey flew into Washington, DC to bring the strength of their firsthand experiences to their respective representatives. The fly-in was one leg of a multi-tiered grassroots approach applied this summer to garner greater support for H.R. 1264.

Some of those participating in the fly-in included Pennsylvania’s David Losinno, president & CEO of SPIN; Bernice McHale and Judy Dotzman of SPIN; Carol Mitchell, president & CEO of Verland, Mary Catterall and parent Janet Long from Verland; Patty Sipe, executive director of Keystone Service Systems, Ruth Ortiz and parent Marsha Schlosser of Keystone, Georgia’s Marietta White, executive director of Normal Life of Georgia; Pam Chance, executive director of Southern Home Care Services; Jeffrey Shrewsbury and Erica Dixon of ResCare, Inc.; and Steven Neff of Association Legislative Services, Inc. New Jersey’s Yolanda Howard, executive director of ResCare; self-advocate Samuel Jenkins; Michele Wernsing, executive director of Our House, Inc.; DSP Alison Malnak; and Diane Quinton of YAI.

These grassroots lobbying efforts, which also included state-level meetings and outreach, were coupled with online and offline activities intended to raise awareness and build grassroots support for the direct support workforce crisis. These activities included press releases, media outreach, the dissemination of regular NAC updates, partner recruitment and the creation of a cartoon entitled American Worker that garnered more than 50,000 views through the WhoWillCare.net Web site. The result of these activities was coverage newspapers, articles or links on Web sites, articles in newsletters, exposure to new audiences and the accumulation of more than 30,000 e-advocates that the NAC can communicate with in minutes.

All said, the success of 2006 in legislative supporters, our enthusiastic grassroots network, enhanced data and so much more, have set a new standard of achievement for NAC. With your continued support and dedication, we look forward to building on these achievements to make 2007 the year the direct support workforce earns the increase in wages and respect that have been long overdue.

Public Relations

Taking advantage of and creating new media opportunities is vital to the success of any undertaking. ANCOR monitors media coverage and subscribes to newswire services that enable dissemination of information to journalists, list ANCOR as a media resource, and answer queries from journalists.

Another public relations tool put to use by ANCOR this past year was a Capitol Hill briefing. Held in conjunction with the July Washington fly-ins for Capitol Hill meetings with members of Congress, ANCOR hosted a breakfast briefing on H.R. 1264, The Direct Support Professionals Fairness and Security Act. Headliners were the bills lead sponsors Representatives Lois Capps (D-CA) and Lee Terry (R-NE), who educated more than 60 health care staff and bill supporters on workforce issues and the pending legislation. Advocacy campaign partners, The Arc, UCP and Lutheran Services in America, participated in both the briefing and in alerting their grassroots network to urge members of Congress to sponsor the bill.

ANCOR board member Richard Carman, Sr. VP of Advocacy for Mosaic, moderated the briefing and a panel consisting of Representatives Capps and Terry; Claudia Schloesberg, JD, of the Blank Rome law firm; Ken Lovan, senior vice president government relations, ResCare; Samuel Jenkins, field coordinator of the New Jersey Self-Advocacy Project; Henry Lattimer, parent advocate from Vienna, Virginia; and Bill Jenkins, DSP from Mosaic. The briefing covered the effect of the worker shortage and wage crisis on the recruitment and retention of DSPs, and the technical issues.
surrounding the legislation. High points of the briefing were personal testimonies from a person who relied on DSP support, and a DSP who spoke to the importance of the time and skills necessary to build trust and solid relationships with the people they support and the many personal rewards of this career. The briefing was capped with a parent’s moving account of his fears regarding his adult child’s future and her need for the support of dedicated DSPs now and in the future.

In February 2007, ANCOR launched a contest to help honor and promote the stars of the direct support workforce. ANCOR members were asked to nominate deserving Direct Support Professionals to give the workforce national recognition while fueling advocacy initiatives on its behalf. ANCOR will publicly acknowledge every nominee and will announce state and national honorees at its 2007 Management Practices Conference. Through press releases and other promotional activities, the awards and the stories the nomination process reveals will help ANCOR and its membership further educate lawmakers, the media and the general public on the importance of the direct support workforce.

Other highlights of this past year also include ANCOR articles in industry media, such as Exceptional Parent, Quest and the University of Minnesota’s IMPACT magazine. National Disability Employment Awareness Month in October afforded an occasion to supply member agencies with materials for use with their local media. ANCOR also identified the national tour of the Tony Award winning Broadway musical The Light in the Piazza as a media and member outreach opportunity and published materials to assist.

ANCOR CEO Renee Pietrangelo is pictured with Capitol Hill Congressional briefing speaker and parent advocate Henry Lattimer, Vienna, Virginia.

Congressman Lee Terry (R-NE) discusses pending legislation at the Capitol Hill briefing.
Balancing anecdotes with facts is an effective advocacy strategy that ANCOR understands and utilizes well. To this end, the National Advocacy Campaign remains committed to securing the best available data to shed light on the very real challenges facing the direct support workforce.

Some highly significant successes were realized in 2006. In June, the Office of the Assistant Secretary for Planning and Evaluation (ASPE) of the U.S. Department of Health and Human Services issued a report to Congress entitled *The Supply of Direct Support Professionals Serving Individuals with Intellectual Disabilities and Other Developmental Disabilities*. This compelling report is an update to a previous report issued in November 2004. Its publication is the direct result of a dialogue that ANCOR began with ASPE at its 2003 Governmental Activities Seminar.

In addition to the statistical workforce snapshot provided via the ASPE report, ANCOR surveyed its membership on Direct Support Professional wages and convinced national partner United Cerebral Palsy to do the same. The survey yielded 163 state specific responses from 42 states, providing fresh data from the field.

To ensure that a strong foundation is in place to lead future research initiatives, the ANCOR Research Committee was created. Chaired by member Jim Weeks, Sunrise Community Services, the Research Committee will facilitate the development, acquisition, management and utilization of data, information and issue papers to support ANCOR's strategic priorities and activities. The committee will be a valuable partner to the National Advocacy Campaign as well as all other ANCOR divisions.

Now more than a year underway, the ANCOR/UCP joint e-advocacy campaign is sprouting new strategies, and they are paying off. In 2005 a dynamic website, www.whowillcare.net, was introduced. Making use of a double entendre, the WhoWillCare.net online grassroots campaign to generate sponsors for the *Direct Support Professionals Fairness and Security Act* (H.R. 1264) got underway, securing more than 50,000 letters to Capitol Hill since inception. This past year, the partnership capitalized on the viral capacity of the Internet to spread the word. In an effort to build broader awareness while pursuing our legislative goals, *American Worker*, an animated parody of Fox hit *American Idol*, was born. The Internet campaign pits Flip “The Fry Guy” against Carrie Caregiver in a light, entertaining singing competition contrasting two completely different professions with comparable compensation. The production is a little edgy and, like the WhoWillCare.net Web site, is intended for audiences beyond the disabilities community. It resonates with a broad audience in language and terms they easily understand.

*American Worker* garnered over 50,000 Web views and generated 6,500 new letters to Capitol Hill in support of H.R. 1264. It relied solely on viral communications, such as emails, forwards, tell-a-friend messages, electronic newsletters and blogs to promote viewership. If you haven’t seen it, check it out at www.WhoWillCare.net.

In 2006, ANCOR member voluntary contributions to the NAC reached $1,572,194. Add to this countless volunteer hours and pro bono work, 2006 was an unforgettable year of advancement for ANCOR’s workforce legislation initiative. The NAC was also the recipient of $10,000 from the Edith Trees Charitable Trust.

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Fundraising

In 2006, ANCOR member voluntary contributions to the NAC reached $1,572,194. Add to this countless volunteer hours and pro bono work, 2006 was an unforgettable year of advancement for ANCOR’s workforce legislation initiative. The NAC was also the recipient of $10,000 from the Edith Trees Charitable Trust.
Year of the DSP
Despite many Campaign successes and the strong foundation that has been built, much work remains to be done. It’s a harsh reality that too many lawmakers, too many opinion leaders, and too many of our neighbors simply do not know who Direct Support Professionals are, what they do, or how the tremendous strain on this critical workforce affects everyone. That is why ANCOR is making 2007 the year of the Direct Support Professional.

New Theme
The NAC has advocated for Direct Support Professionals since its inception. In 2007, we will be advocating with Direct Support Professionals. Their stories and voices will drive much of the Campaign agenda, including its new theme, You Need to Know Me. The NAC will make the case with personal stories and strong data that everyone has a commitment to know and advocate for the direct support workforce. You Need to Know Me because a community-based health care system fails without me. You Need to Know Me because you or someone you love will depend on me. You Need to Know Me. I’m a Direct Support Professional. The new theme will be rolled out with a new Web site, www.YouNeedToKnowMe.org, new collateral materials and a series of new initiatives detailed below.

Legislative Initiatives
United States Representatives Lois Capps (D-CA) and Lee Terry (R-NE) have already introduced the Direct Support Professionals Fairness and Security Act of 2007 (H.R. 1279) into the new Congress. Our committed lead sponsors will join the NAC in securing co-sponsors for the legislation while pressing for a hearing in the United States House of Representatives on the direct support workforce crisis. ANCOR also expects to introduce companion legislation in the United States Senate some time later this year.

Direct Support Professional Contest
As part of the You Need to Know Me initiative, ANCOR is honoring the stars of the direct support workforce and will use their stories to help advance the National Advocacy Campaign’s advocacy agenda. After the honorees are announced at the 2007 Management Practices Conference, ANCOR will work with its members to gain public recognition for all nominees through media outreach and promotion through vehicles like www.YouNeedToKnowMe.org.

YouTube.com Partnership with Therap Services
YouTube.com is a free video sharing Web site that has become a global phenomenon as well as a viable resource for strategic advocacy. In the Spring of 2007, ANCOR will launch a YouTube.com contest in partnership with ANCOR sponsor Therap Services. The contest presents ANCOR with a unique opportunity to accumulate new direct support professional stories, recruit additional support for its National Advocacy Campaign and build broader awareness about the direct support workforce crisis among a young, internet savvy demographic the NAC does regularly reach.

WhoWillCare.net Refresh
The WhoWillCare.net partnership with United Cerebral Palsy will continue to thrive in 2007. The Web site was recently refreshed and a series of new activities, including the monthly release of Direct Support Professional interview clips and a new cartoon in the fall, will keep the campaign fresh throughout the year.

Fly-ins and Fly-outs
The National Advocacy Campaign has had good success bringing providers, families and Direct Support Professionals to Washington, D.C. to meet with targeted Members of Congress. More ANCOR members will visit Capitol Hill in 2007 and the National Advocacy Campaign will also make an effort to send its leaders out to targeted states this year for advocacy meetings and trainings.

Research
The NAC will work in collaboration with ANCOR’s new Research Committee to improve the value and reach of its data. This will include additional surveying of ANCOR members and the memberships of ANCOR’s national partners.

Katrina DSP Video
In 2006, ANCOR co-sponsored the production of a documentary chronicling the extraordinary commitment to people with disabilities Direct Support Professionals demonstrated when hurricane Katrina hit New Orleans. The final video, produced by Volunteers of America, will be released in the first half of 2007 and the National Advocacy Campaign will lend support to maximize exposure for the documentary and its important messages.

Strengthening Partnerships
The National Advocacy Campaign enjoys support from a variety of arenas and will continue to seek formal endorsements from additional organizations in 2007. Watch for an endorsement form to come your way in the spring of 2007, as your support will be critical in winning endorsements from new national, state and local organizations. These new partners will be invaluable in helping to build support for our legislative agenda while raising awareness about the direct support workforce crisis.

Thank you for your continued support of the National Advocacy Campaign. The NAC has always been viewed as a marathon, not a sprint. Working together, meaningful victories have been realized and some lasting rewards are now within our reach. Let’s make 2007 our best year yet!
Individual Contributions

Kelley Abell
Cynthia Allen de Ramos
Sharon Allen
Gregory Anderson
Ray Anderson
Anonymous
Kaye Aschinger
Kimberly Austin
Zhanetta Bailey
Ellen Ball
Sheila Barker
Craig Barnum
Tammy Beach
Dan Berkowitz
Peter Bina
Debbie Bircher
Charles Bogard
Eleanor Boat
Ron Bracker
Willa Branderhorst
Rod Braun
Linda Brochin
Morgan Brochin
Stacey Brown
Kathi Bruendl-harth
Lisa Burck
Sharon Byers
Leslie Catabrese
Joanna Cardinal
Steve and Shelly Caravel
Bevery Christensen
Charitential Opportunity
Center - staff
Celeste Cipro
Trish Clay
Arlene Connors
Debra Cook
Tom Daniels
Adelaide Daskam
Linda Daughters
Theresa Davis
Carolyn Day
Norma De Ruiter
Mary & Gary DeFrancesco
Gary Dejong
Mary Ann Dejong
Connie DeMaddis
Daryn DeMerritt
Andrea Dixon
Youcef Djiedj
Michael Dodge
Marcia Dollerschell
Mary Jo Dougherty
Barb Driscoll
Peg DuBord
Tena Eckhoff
Elaine Ehlers
Richard Farnsworth
Barbara Fisher
Alissa Forleo
Penny Freeman
Margaret Peggy Freerichs
Joanne Fritz
Kimberly Gaddie
Gayle Gauvreau
Laura Glesk
George Gordon Jr.
Donna Gray
Catherine Guyer
Mandy Hackett
Deb Haines
Lance and Ellen Haines
Penny Hance
Sheri Harper
James Harris
Terry and Gayle Haugh
Catherine and Mark
Wissel Hayes
Carolyn Henderson
Lynette Halloway
John and Kathleen Holst
Robert Hook
Roxanne Hugley
Bonnie Humes
Karen Hurst
Adrienne Hurt
Ken Hyndman
Barbara Jackson
Dee Jackson
Samuel Jenkins
Jeffery Jensen
Elbert Johns
Roberta Johnson
Beverly and Douglas
Jones
Jeff Jowdy
Judith Katz
Deena Keys
Janis King
John Paul Klyn
Kim Keoliner
Aron Koskamp
Amy Kovalick
Amy Kovalessky
Peter Kovalski
Kelley Krinke
Tom Laing
Stacy Lamontagne
Ed Lampich
Shirley Lapour
Karen Lou Lasley
Eric Latham
Linda Laul
Meghan Launius
Karen Lawrence
Karly LePage
Clark and Estelle Leslie
Tommy Lief
Dee Lind
Denise Littrell
Kenneth Lovan
Jennifer Lowe
Henry H. Lynch
Donna Maravich
Mary Mason
Lauren May
Thomas McAlvanah
Melia McBurney
Jerri McCandless
Diane McFarb
Crys McCuin
Brian McDermott
Margaret McHenry
Mark McMains
Charles McMillian
Brandi McNeal
Mary Meinders
Carmen Meling
June Melodia
Jim Mesnar
Pat Mezyn
Brenda Miedema
Nancy Miringoff
Carol Mitchell
Judy Mitchell
Alidia Montes
B.J. Morgan
Karen Morgan
Silvia Moscaniello
Julie Moultou
Lynn Murrell
Joan Nagy
Christy Nelson
Jason Nelson
Doris Nibbelink
Brenda Niess
Mario Oberits
Kimberly O’Connor
Pennie O’Chinson
Donna Ohling
Edith Olsen
Judith Oppewall
Opportunity Village Staff
PAR (collected from
individuals)
Denise Patton-Pace
Laurel Peckenpaugh
Christina Peters
Susan Persian
Renée Pietrangela
Thais Pietrangela
Linda Polakovic
Nancy Potter
Teresa Reyes
Cheri Rickabaugh
Ekaterina Rigg
Carolyn Risley Hill
Angela Rogers
Fred Romkema
Sharon Rook
Nancy Roos
Jeff Rutledge
Barbara Rothenberg
Brenda Schilling
Tom Schmura
Tempest Teri Schoenfelder
Reina Schroeder
Betty Schulte
Susan Scott
Tamara Shaffer
Daniel Shaw
Victoria Shaw
Deana Skarda
Belinda Smith
Laury and Sue Snyder
Tamara Sparks
Carla Springer
Andrea Stanley
Donnie Stockman
Nicolet Stouf
Nancy Summers
Theresa Sumrell
Nancy Summers
Patricia Swift
Kathy Swedish
Janette Swindell
Lisa Tennyson
June Thompson
Jodi Tucker
Diane Turner
Roberta Van Arkel
John Van Danselaar
Brenda Van Hal
Beth Van Maanen
Ralph Van Rheenen
Jennifer Van Wyk
Betty Van Zee
Nancy Van Zee
Dorothy Vande Kieft
Judith Yeale
Debra Yeast
Eleanor Veldhuizen
Sharan Ver Meier
Connie Voegeli
Brenda Vas
Andrea Wiatrowski
Carol Walsh
Dawn Ward
Mathew Wetzel
Victoria Whitehead
Ruth Whitworth
Lori Wiele
Debbie Wiess
Kati Willey
Beatrice Williams
Sherry Willians
Karla Winge
Susan Witchery
Nancy Young
Janet Zimmer
Linda Zimmers
Robby Zippilli

National Organization Endorsers

The Arc of the United States
American Association on Intellectual and Developmental Disabilities
CARF---The Rehabilitation Accreditation Commission
National Association of State Directors of Developmental Disabilities Services
CQL (The Council on Quality and Leadership)
The National Alliance of Direct Support Professionals
United Cerebral Palsy

ANCOR National Advocacy Campaign
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Lynn Berman, VAI
Rod Braun, Christian Opportunity Center
Rich Carman, MOSAI
David Doth, The Mentor Network
Marty Lampner, The Chimes
David Toenniskoetter, Dungarvin
Ex-Officio: Peter Kowalski, John F. Murphy Homes

Staff: Renee Pietrangela, CEO
Suellen Galbraith, Government Relations Director

Consultants
Kelley Abell, Capitol Solutions
Daryn Demeritt, Field Goals
Carol Mitchell, Verland Foundation
Denise Patton-Pace, Patton-Pace
Communications
Lisa Ramirez, Ramirez Communications, LLC