

Reporting Instrument

OMB Approval No.: 0985-0061
Expiration Date: January 31, 2022

CIL Program Project Performance Report

Fiscal Year: 2021

Grant #: 2105GAILCL

Name of Center: Living Independence for Everyone, Inc.

Acronym for Center (if applicable): LIFE

State: GA

Counties Served: Bryan (GA), Bulloch (GA), Camden (GA), Chatham (GA), Effingham (GA), Evans (GA), Glynn (GA), Liberty (GA), McIntosh (GA), Tattnall (GA), Toombs (GA),

SECTION 1 - GENERAL FUNDING INFORMATION

Section 725(c)(8)(D) of the Act

Indicate the amount received by the CIL as per each funding source. Enter '0' for none.

Item 1.1.1 - All Federal Funds Received

Title VII, Ch. 1, Part B	\$77257.00
Title VII, Ch. 1, Part C	\$295441.00
Title VII, Ch. 2	\$0.00
Other Federal Funds	\$67442.00
Subtotal - All Federal Funds	\$440140.00

Item 1.1.2 - Other Government Funds

State Government Funds	\$237492.00
Local Government Funds	\$0.00
Subtotal - State and Local Government Funds	\$237492.00

Item 1.1.3 - Private Resources

Foundations, Corporations, or Trust Grants	\$36327.00
Donations from Individuals	\$1630.00
Membership Fees	\$105.00
Investment Income/Endowment	\$0.00
Fees for Service (program income, etc.)	\$10225.00
Other resources (in-kind, fundraising, etc.)	\$5271.00
Subtotal - Private Resources	\$53558.00

Item 1.1.4 - Total Income

Total income = (Item 1.1.1)+(Item 1.1.2)+(Item 1.1.3)	\$731190.00
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Item 1.1.5 - Pass Through Funds

Amount of other government funds received as pass through funds to consumers (include funds, received on behalf of consumers, that are subsequently passed on to consumers, e.g., personal assistance services, representative payee funds, or Medicaid funds)	\$0.00
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Item 1.1.6 - Net Operating Resources

Total Income (Item 1.1.4) <minus> amount paid out to Consumers (Item 1.1.5) = Net Operating Resources	\$731190.00
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Item 1.2 - Resource Development Activities

Briefly describe the CIL's resource development activities conducted during the reporting period to expand funding from sources other than chapter 1 of title VII of the Act.

As noted in the last PPR, LIFE chose to eschew in-person fundraisers in the last fiscal year due to safety concerns as well as historically low yields for the man hours invested. This also reflected a conscious choice to reallocate personnel, as the Development Director rolled off staff to pursue other opportunities and was replaced by a newly created administrative position, that of Associate Director. The Associate Director was tasked primarily with internal supervision of staff efforts and needed supports while also running the home modification program. This proved quite effective, as staff thrived with additional guidance to the benefit of LIFE's consumers. The Executive Director stepped in to the fundraising role and continued exploration of fundraising opportunities.

Upon consultation with LIFE's outside accountant, the ED learned that not only had the efforts been more efficient through fee for service offerings than prior in-person fundraising, but the monetary yields had been larger, too. Considering that these efforts furthered LIFE's mission while simultaneously generating more capital than previous single-purpose fundraiser efforts, the ED consulted with the Board, and they collectively chose to continue the pursuit of fee for service opportunities over standalone fundraisers, which remained a source of concern with periodic Covid outbreaks resurfacing every time large, in-person gathering began to feel safe again.

The ED wound down the CARES spending, implemented Covid vaccine funding, and began planning the expenditure around the Public Health Workforce money, all noted above. Instead of chasing funding, the Board requested again that LIFE selectively pursue grant opportunities that focused on particular programs and redouble efforts to find funding opportunities that doubled as service delivery or community advocacy/improvement opportunities. Examples of grants included the United Way funding for the Students for LIFE program and the home mod funding opportunities through the National Housing Alliance, the Effingham Fair Housing settlement gained through demonstrated expertise shepherding home modification program funds during past collaborations as well as a successful home modification grant application submitted by the Associate Director to Kajimi Foundation. Fee for service opportunities arose while training PwD on the Georgia Center of the Deaf and Hard of Hearing adaptive equipment, the training PwD on AT equipment at the Coastal Aging and Disability Resource Connection (the lab reopened in the final months of the fiscal year), Centene site surveys to help Centene decide where to allocate funding in improving medical provider access for PwD, and Braille transcription for the Juliett Gordon Low birthplace as they worked to make their space and exhibits fully accessible to everyone.

The former examples of targeted grants are as follows:

- National Fair Housing Alliance \$26,128
- Kajimi Foundation \$1000
- UWCE \$9200

The latter examples of fee for service offerings can be found below:

- Centene Accessibility Surveys \$2,846
- GCDHH Training \$3,485
- Girl Scouts--Braille Transcription for Juliett Gordon Low Birthplace \$2100
- ADRC \$1792
- GCDHH \$656

Other Resources were:

- Amazon Smile \$30

Volunteer Home Mod labor \$5241

Additionally, for FY2022 LIFE completed 10 home modifications (wheelchair accessible ramps, including three temporary ramp deployments) through approximately 175 hours of volunteer labor utilizing, on average, 10 persons per ramp project for a total of 100 volunteers at an approximate savings of \$5241 (based on 2022 estimated value of volunteer time of \$29.95 per hour).

LIFE's Board and ED will continue to monitor trends and in-person fundraiser efficacy and safety to identify opportunities to conduct such an event when it will maximize organizational benefit. A big test community acceptance of large, in-person events will be the Power of YOU! youth transition conference LIFE is planning for late April.

SECTION 2 - COMPLIANCE INDICATOR 1: PHILOSOPHY

Item 2.1 - Board Member Composition

Enter requested staff information in the table below:

Total Number of Board Members	Number of Board Members with Significant Disabilities
9	6

Percentage of Board Members with Significant Disabilities	67.00%
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Item 2.2 - Staff Composition

Enter requested staff information in the table below:

	Total Number of FTEs	FTEs Filled by Individuals with Disabilities	FTEs Filled by Individuals From Minority Populations
Decision-Making Staff	2.88	2.88	0.94
Other Staff	5.52	5.52	1.47
Total Number of Employees	8.39	8.39	2.41

Item 2.2.1 - Staff With Disabilities

Percentage of Staff Members with Significant Disabilities	100.00%
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SECTION 3 - INDIVIDUALS RECEIVING SERVICES

Section 704(m)(4)(D) of the Act; Section 725(b)(2) of the Act; Section 725(c)(8)(B) of the Act

Item 3.1 - Number of Consumers Served During the Reporting Period

Include Consumer Service Records (CSRs) for all consumers served during the period

	# of CSRs
(1) Enter the number of active CSRs carried over from the preceding reporting period	68
(2) Enter the number of CSRs started since the start of the reporting period	76
(3) Add lines (1) and (2) to get the total number of consumers served	144

Item 3.2 - IL Plans and Waivers

Indicate the number of consumers in each category below.

	# of Consumers
(1) Number of consumers who signed a waiver	7
(2) Number of consumers with whom an ILP was developed	137
(3) Total number of consumers served during the reporting period	144

Item 3.3 - Number of CSRs Closed by September 30 of the Reporting Period

Include the number of consumer records closed out of the active CSR files during the reporting period because the individual has:

	# of CSRs
(1) Moved	4
(2) Withdrawn	7
(3) Died	3
(4) Completed all goals set	47
(5) Other	3
(6) Add lines (1)+(2)+(3)+(4)+(5) to get total CSRs closed	64

Item 3.4 - Age

Indicate the number of consumers in each category below.

	# of Consumers
(1) Under 5 years old	0

	# of Consumers
(2) Ages 5 - 19	3
(3) Ages 20 - 24	4
(4) Ages 25 - 59	64
(5) Age 60 and Older	73
(6) Age unavailable	0
Total number of consumers by age	144

Item 3.5 - Sex

Indicate the number of consumers in each category below.

	# of Consumers
(1) Number of Females served	97
(2) Number of Males served	47
Total number of consumers by sex	144

Item 3.6 - Race And Ethnicity

Indicate the number of consumers served in each category below. ***Each consumer may be counted under ONLY ONE of the following categories in the PPR/704 Report, even if the consumer reported more than one race and/or Hispanic/Latino ethnicity.***

	# of Consumers
(1) American Indian or Alaska Native	0
(2) Asian	0
(3) Black or African American	93
(4) Native Hawaiian or Other Pacific Islander	0
(5) White	44
(6) Hispanic/Latino of any race or Hispanic/ Latino only	5
(7) Two or more races	1
(8) Race and ethnicity unknown	1
Total number of consumers served by race/ethnicity	144

Item 3.7 - Disability

Indicate the number of consumers in each category below.

	# of Consumers
(1) Cognitive	6
(2) Mental/Emotional	8
(3) Physical	86

	# of Consumers
(4) Hearing	1
(5) Vision	20
(6) Multiple Disabilities	20
(7) Other	3
Total number of consumers served by disability	144

Item 3.8 - Individuals Served by County During the Reporting Period

List each county within the CIL's service area, as indicated in the CIL's application for Part C funds and the approved SPIL. Add additional rows as necessary. For each county, indicate how many individuals residing in that county were served by the CIL during the reporting period.

County Name	Number of County Residents Served
Bryan, GA	3
Bulloch, GA	6
Camden, GA	4
Chatham, GA	80
Effingham, GA	7
Evans, GA	1
Glynn, GA	16
Liberty, GA	10
McIntosh, GA	6
Tattnall, GA	7
Toombs, GA	4
Total number of consumers served by county	144

SECTION 4 - INDIVIDUAL SERVICES AND ACHIEVEMENTS

Item 4.1 - Individual Services

For the reporting period, indicate in the table below how many consumers requested and received each of the following IL services.

Services	Consumers Requesting Services	Consumers Receiving Services
Advocacy/Legal Services	39	39
Assistive Technology	74	74
Children's Services	1	1
Communication Services	7	7
Counseling and related services	1	1
Family Services	8	8
Housing, Home Modification, and Shelter Services	78	78
IL Skills Training and Life Skills Training	50	50
Information and Referral Services	927	927
Mental Restoration Services	0	0
Mobility training	2	2
Peer Counseling Services	68	68
Personal Assistance Services	9	9
Physical Restoration Services	2	2
Preventive Services	21	21
Prostheses, Orthotics, and other appliances	0	0
Recreational Services	4	4
Rehabilitation Technology Services	8	8
Therapeutic Treatment	0	0
Transportation Services	24	24
Youth/Transition Services	33	33
Vocational Services	8	8
Other	1	1

Item 4.2 - I&R Information

To inform ACL how many service providers engage in I&R follow-up contacts regarding access to transportation, health care services or assistive technology, please indicate the following:

The service provider did **X** / did not ___ engage in follow-up contacts with I & R recipients to document access gained to previously unavailable transportation, health care or assistive technology.

Describe how information and referral services and the other IL core and other IL services are provided to those who request such services in formats accessible to the individual requesting the services. Describe any innovative practices (not mentioned elsewhere in this report) to enhance the availability and effectiveness of IL services.

LIFE provides information and referral services to people with disabilities, and the community at large. This service includes collecting community resources, sharing these resources, making referrals to the appropriate organizations/individuals, and sharing learned information through community education activities.

LIFE Staff created resource guides for all of its service counties and linked to other organizations' resource guides through LIFE's website and social media to assist IL Coordinators with timely referrals. This allowed independent exploration of resources by LIFE consumers, including updates about Covid-19 supports like food and rental/utility assistance. As the resources available altered rapidly with the winddown of many of the Covid support services, LIFE now more prominently features information about resources on its social media pages which can be updated more rapidly and allow for more focused subject area specific resources. LIFE also began to supplement its information gathering efforts with those of other community organizations who can independently update availability of services more rapidly. For example, LIFE works closely with the county Family Connections groups in its service area, attending meetings, both contributing to and using the resource guides they create, and developing organizational ties that allow for timely exchange of information to better understand what services are available and allowing LIFE staff to provide a generalized heads up that someone might be calling looking for a particular resource to help them prepare and increase the likelihood that the I&R referral gains access to what is available. LIFE also began to integrate itself into a referral platform run by a third party called Unite Us, which links individuals in need with the resources that participate in the referral platform. Additionally, LIFE staff refer individuals inquiring about resources to United Way 211, a database covering many of LIFE's counties which LIFE participates in as a United Way funded agency. This supplements the network of providers LIFE learns about through its community efforts.

LIFE has the ability to provide information in numerous formats including: Braille, Large Print, and electronic copies

Item 4.3 - Peer Relationships and Peer Role Models

Briefly describe how, during the reporting period, the CIL has promoted the development of peer relationships and peer role models among individuals with significant disabilities.

LIFE promotes the development of peer relationships among staff, board, and volunteers. Staff members with disabilities provide core independent living services. The following activities describe some additional ways in which LIFE promoted these relationships:

LIFE offered opportunities for people with disabilities to meet and network with other people with disabilities and learn about disability related activities, issues, and links through Facebook, including updates of our events and a link to our website with upcoming events and information.

Every LIFE newsletter, published quarterly, featured an article where a LIFE staff member described

what peer support meant to them.

By adding an additional group every month, the LIFE Social Club, LIFE provided an opportunity for PwD to interact in a more relaxed, less structured environment, promoting additional peer support opportunities to the existing IL Skills and Peer Support group meetings.

A LIFE staff member participated in a local MS support group, PRYME2 MS Self Help Group meetings.

A LIFE staff member participated in online peer support for a group with Ehlers-Danlos syndrome. The staff member, who has lived experience with the disorder and years of knowledge related to the daily challenges associated with it, offered a listening ear, empathy and resources when appropriate. The staff member benefited as well from mutual peer support in this setting as well.

One of LIFE's board members was a founding member of and serves on the Board of CEPASA (Coastal Empire Polio Survivors Association) and made monthly phone calls to provide peer support to assigned list of polio survivors.

LIFE also promoted peer relationships through various events that we sponsored during the reporting year. LIFE regularly held 2-3 peer support meetings a month. These included discussions about personal experience handling specific situations as well as a regular, monthly Social Club offering that was less structured and often involved playing games. peer support group at the conclusion of IL Skills Trainings as well as a companion to the training.

This FY, LIFE held 25 standalone peer support group meetings with a total of 240 participants (includes staff). LIFE staff scheduled and facilitated these meetings to remind individuals that they were not alone and to allow people opportunities to share in their successes as they become more independent. The meetings proved therapeutic. The topics were chosen after close consultation with potential participants. Individuals talked openly with one another, finding safety in a group of peers whose own experiences with their own disabilities allowed for empathic dialogue. Peer Support Group meeting themes this year included:

- Peer Spotlight Speakers
- Managing Holiday Stress
- Forming/Maintaining Healthy Relationships
- Social Club Game Days
- Strategies When Budgeting
- New Year's Resolutions
- Thanksgiving Thankfulness
- Transportation Experiences

The sixteen IL Training groups that occurred throughout the year always involved peer discussion during and/or after the presentations. Another 288 people (includes staff) participated in these events, the largest of which was a vaccine education event with 72 participants where attendees learned about how the vaccine, its efficacy, and asked questions and shared their concerns about vaccination. These topics were as follows:

- How to Navigate GVRA (employment)
- Cooking with AH (cooking demo led by PwD)
- Synergies Work (employment)
- Shopping on a Budget
- Protecting Medicare/Medicaid (reporting of fraud)
- Healthy vs. Unhealthy Relationships
- Disability Etiquette (work plan item)
- WIPA
- Financial Planning (included ABLE Account information and discussion)

Transportation and the ADA
 Building an Evacuation Kit (emergency planning)
 Voter Education
 Mental Health (how to manage stress)
 The ADA and 32 Years of Impact
 Vaccine Education
 HUD 811

Item 4.4 - Goals Related to Increased Independence in a Significant Life Area

Indicate the number of consumers who set goals related to the following significant life areas, the number whose goals are still in progress, and the number who achieved their goals as a result of the provision of IL services.

Significant Life Area	Goals Set	Goals Achieved	In Progress
Self-Advocacy/Self-Empowerment	7	1	5
Communication	3	2	1
Mobility/Transportation	31	20	11
Community-Based Living	42	16	21
Educational	9	2	7
Vocational	8	1	6
Self-Care	19	10	8
Information Access/Technology	20	13	7
Personal Resource Management	16	6	9
Relocation from a Nursing Home or Institution to Community-Based Living	29	6	17
Community/Social Participation	6	3	3
Other	0	0	0

Item 4.5 - Improved Access To Transportation, Health Care Services, and Assistive Technology

In column one, indicate the number of consumers who required access to previously unavailable transportation, health care services, or assistive technology during the reporting period. Of the consumers listed in column one, indicate in column two, the number of consumers who, as a result of the provision of IL services (including the four core services), achieved access to previously unavailable transportation, health care services, or assistive technology during the reporting period. In column three, list the number of consumers whose access to transportation, health care services or assistive technology is still in progress at the end of the reporting period.

Areas	# of Consumers Requiring Access	# of Consumers Achieving Access	# of Consumers Whose Access is in Progress
(A) Transportation	17	11	6

Areas	# of Consumers Requiring Access	# of Consumers Achieving Access	# of Consumers Whose Access is in Progress
(B) Health Care Services	4	0	2
(C) Assistive Technology	33	22	11

Note: For most IL services, a consumer's access to previously unavailable transportation, health care and assistive technology is documented through his or her CSR. In some instances, consumers may achieve an outcome solely through information and referral (I&R) services. To document these instances as successful outcomes, providers are not required to create CSRs for these consumers, but must be able to report that follow-up contacts with these consumers showed access to previously unavailable transportation, health care and assistive technology.

Item 4.6 - Self-Help and Self-Advocacy

Briefly describe how the CIL has promoted self-help and self-advocacy among individuals with significant disabilities during the reporting period.

LIFE Board and Staff Members took part in support group/organizational meetings throughout the reporting year, providing helpful information where needed, including, but not limited to: Georgia Council of the Blind, National Federation of the Blind (a LIFE staff member serves as Secretary for the Chatham County Chapter), Ehlers-Danlos Society, PRYME2 MS Self Help Group, and the Coastal Empire Polio Survivors Support Group.

LIFE has continued to provide its Students for LIFE youth program to support transition age youth as well as increase awareness of the services offered through LIFE, Inc. As a result, the Students for LIFE Program provided 142 classes at 10 locations, including seven schools, one of which was a new school, and three Project SEARCH Sites. This program allows participants to gain self-efficacy skills and to understand their power in making independent choices to live productive lives. Additionally, The Power of YOU! youth transition conference took place, featuring empowering speakers discussing both triumphs as well as resources available, though it had to be virtual for reasons noted below in the Additional Information section.

LIFE staff liberated 11 individuals from nursing homes to the community-based living option of their choice using MFP and NHT programs.

LIFE encourages consumers & the general public to attend LIFE Board meetings that occur every other month. These meetings are posted on LIFE social media and published in LIFE's quarterly newsletters and held over Zoom for safety and for ease of access.

LIFE's ED and other LIFE staff continued to support the growth and meeting of the group Coastal Alliance of CILs Active in Disaster. This group, founded by the CILs serving the coast of SC and LIFE which covers the coast of Georgia, took on the task of making PwD voices heard during the emergency planning process by bringing PwD lived experience with evacuations to the discussions, identifying holes in supports in emergency planning, and effectively disseminating information to PwD about emergency planning.

LIFE hosted IL Skills and Peer Support classes/meetings as described in Section 4.3, building up

community capacity of PwD in the area and providing a welcoming forum to share successes and brainstorm solutions.

Additionally, LIFE's Board & Staff participated in the below trainings throughout the year (among others), including a number about peer support:

Cil Suite online trainings including: 1) Community Activities, Group Events, Complaints, Attendants; 2) Forums, Audits, Support, Modules; 3) Configuration Tools, part 1 - Users and Groups Administration and Company Profile; 4) Home page, Calendar & News, Document Center; 5) I&R and Consumer Annotation; 6) Merging duplicate files; 7) PPR/704 Report; 8) General Reports; 9) Equipment, Referral Contacts, Alt Contacts, Time Tracking

Prepare To Care: Resources and Services for Caregivers AARP

Partner Agency Training on DCA Rental Assistance

AT Training webinars, including about the latest software features, learn about new technology, and AT trainer resources

Four Part REV-UP GA Legislative Advocacy

NFB AT Access Team webinar entitled "What's New in IOS 15 & Android 12."

Executive Director Technical Assistance Peer Discussion

Webinar about Hadley School for the Blind

Employment Network (EN) Outreach Webinar: included Ticket to Work

EmpowerCon Tennessee Disability Employment Awareness Month

Part 1 & 2 of Life Plan Workshop by Empowering Abilities

Accessible Workplace Technology webinar presented by the NFB Access Technology team

Executive Strategic Leadership by Georgia Center for Nonprofits

FEMA Stakeholders Call

Cyber Security training

"Who are the Heroes, History of the Disability Rights Movement," webinar presented by the southeast ADA Center.

Legal and Compliance Issues for Non-Profits

"Using Technology to Advance Intersectionality"

Federal Policy Priorities on Disability Employment: NDEAM 2021 and Beyond

Introduction to Corporate Giving

AT webinar in honor of Assistive Technology month

EmpowerCon Food and Gratitude

Care Rationing

Webinar/Virtual Resource Fair: Amerigroup region 12

Young Leaders PD: Professional Burnout Panel put on by UWCE

National Rural Health Day

Windows 11 features and accessibility

Cyber Security

Trauma 101: Understanding the Impact of Trauma on Children

Creating Tactile Graphics by the NFB Access Technology team

Virtual Psychological Safety: A Pathway to Resilience

Employment Accommodations

Recognizing and Managing Secondary Traumatic Stress

NDI's Financial Inclusion, Disability and Race: National Convening

Hadley Institute for the Blind on how to find the correct address

Coordinating Accessible & Engaging Virtual Events for CILs and SILCs: A Panel Discussion of Promising Practices

How to Make Zoom Meetings Accessible by NCIL

Recognizing & Managing Secondary Traumatic Stress

Build Back Better: Striving for a Post-Pandemic World that is Person-Centered and Inclusive for All

Title 5 of the Rehab Act by Bob Kafka

Supporting Consumers with a Criminal History by ILRU
Do's and don'ts of a GuideStar profile - Maximize your fundraising potential
Equity in Health Care for PwD
JAN webinar - Next-Level Accommodation and ADA Challenges
Disability in 21st Century America: Psychological, Social, and Political Meanings
People with Disabilities At Work
Suicide Prevention by Chatham County Safety Net
The Architectural Barriers Act (ABA) Compliant Investigation Process and Corrective Action Plan Procedure
EmpowerCon sessions: Advocacy and Voting
NDORH: What does it mean to be a neighbor?
Accessible Technology for Smart Phones & Tablets for Hearing, Cognitive & Mobility Disabilities.
HUD 811 program
Hadley Institute: The Importance of Learning Braille
The Wonderful World of Audio Description in 2022
IRLU Independent Living Skills training: Returning to the Community
The Social Media Life Cycle: The Why, What, and How of a Post
Programs to Keep Older Adults Connected to Energy and Utility Services
Home-Community based setting regulations
Incorporation Options and Alternatives
Improving Employment Outcomes for People with Disabilities
National Trends in Disability Employment (nTIDE)
JAN: Ergonomics in the Workplace
Community Engagement for Organizations
NFB Conference
Best Practices for Inclusive Recreation Programs
The Intersection of Race and Disability
My Employment Options Webinar: Resumes That Get You Hired!
Entrepreneurship for People with Disabilities: An Emerging Force, sponsored by the National Disability Institute
Person-Centered Decision Making in Healthcare and Care at End of Life
Peer Support Training w/ Linda From Disability Link
Disability Diversity & Intersectionality in CILs: 11-hour class broken up into multiple days
2-day SE GA Leadership Conference
2-day Achieving Inclusion Summit
National Youth Advocacy and Resilience Conference
Collaboration with Employers (focus on individuals on Autism spectrum)
Grant Prospect Research and Grant Writing, especially targeting art based projects
Emergency Planning by the National Weather Service
Creating Restorative Work Spaces
Accessible Social Media 2.0
How Blended, Braided or Sequenced Funding Can Help Drive Employment, Equity and Inclusion
HR Best Practices by UWCE
NCLER Home Assistance Fund Program
MPC Boards & Commissions: Basic Roles & Responsibilities (transportation)
Making a Voter Engagement Plan in 2022
ILRU Evolving Core Services: I.L. Skills Training
Measuring Outcomes of People with Disabilities: An International Forum
Overcoming Barriers and Work Disincentives
Centene Site Review Procedures
WIPA Workshop
Fair Housing rules and regulations
Autumn Speaks: Emergency Preparedness and Evacuation for a person with autism

Walk In Our Shoes: The Experience of Rare Disease Patients
Voter Rights
Equity Equality and Racism
Dating with Paralysis by Reeves Foundation
The ADA in Small Cities & Towns
Deep Canvassing Conversation
QPR Suicide Prevention
Elder Abuse
Darkness to Light
Addressing Housing Accessibility Through Cross-Sector Partnerships: A Closer Look at Home
Modification Collaborations at Work
Celebrating Olmstead
Voter Registration 101
Transportation and the ADA
Ticket to Work and the Path to Employment
Storytelling 101 Workshop: Storytelling Project for the Georgia Council on Developmental Disabilities
2022 Voters Rights Summit
HSRC Office Hour: Home Modifications
Accessible Residential Facilities
Elder Abuse Awareness Day
Episode 107 Breaking barriers for disability rights historical reflections with Ms. Judy Heumann
Unite Us referral platform
Storytelling for Fundraising Success by The Foundation Center
Accessibility Now Episode 1. Transitioning Out Of a Nursing Home
2-day Civil Mediator Training for Coastal Georgia Preventing Identity Violence
Who are the Heroes, A History of the Disability Rights Movement
Department of Labor webinar entitled "Disability Pride: Celebrating 32 Years of the ADA."
Board Development training put on by the UWCE
Engaged Summit which focused on overcoming Isolation and Loneliness among PwD and the Elderly
United Way Grant Orientation
Return Home program
Find Your Funders! Five Grant Research Strategies that Win Grants
What's on the Ballot? (preparing a voting guide)
Looking at Institutional and Community Living Through Data- An ADA Participatory Action Research
Peer Support partners webinar hosted by Mental Health American
First Biennial Independent Living Institute: A Deep Dive into Consumer Control and Leadership
REV-UP GA Power the Disability Vote Orientation
Developing Leaders through Diverse and Inclusive Consumer-Directed Youth Leadership Opportunities
Understanding and Fighting Grandparents Scams hosted by Elder Rights
GATEDP equipment

Item 4.7 - Additional Information Concerning Individual Services or Achievements

Please provide any additional description or explanation concerning individual services or achievements reported in Section 4, including outstanding success stories and/or major obstacles encountered.

Despite the fervent desire that "normal" was soon to return, Covid continued to impact service delivery during this reporting period. Early on, a Covid outbreak forced the cancellation of a Students for LIFE

class, especially early in the fiscal year. The threat of exposure continued to hamper efforts to meet in-person. Though a couple of the Students for LIFE classes were held in person, the majority remained virtual due to school concerns with exposure. This presented challenges around lesson retention, which the deployment of a Kahoot! trivia game to promote engagement helped ameliorate. However, though the problems of student engagement did not remain as daunting as before, communications with teachers remained challenging at times. On a couple of occasions, classroom instructors didn't provide notice when other obligations or sudden events forced them to cancel, and LIFE's S4L instructor showed up at the pre-ordained time and no one else joined. The lack of face-to-face accountability undoubtedly contributed to this relaxed view of the need to provide notice, though it occurred only occasionally. The Power of YOU! conference was another example of the fear of exposure limiting options for service delivery. The S4L Coordinator intended for this year's conference to be in person to grow peer support opportunities and allow participants to practice their soft skills in a new environment. The S4L Coordinator secured the venue, identified food options, and let potential participants know to save the date. As the date drew closer, though, parents began to voice their concerns over the communal setting, and the event looked as if it would be poorly attended. The S4L Coordinator pivoted quickly in the final month to move to virtual, and the vendor booths imagined migrated into a digital resource guide provided to all attendees to which they could refer at a later time. Additionally, the speakers proved easier to understand over the virtual platform than in a large auditorium setting, giving the resource discussion and testimonials additional power an in-person setting couldn't guarantee.

A second challenge found in nursing home transition efforts combined a change in policy with a society-wide issue of staffing. Medicaid Waiver Services in the service area began requiring that the individual delay application until after they left the nursing home. As such, a delay in the waiver beginning raised costs, forcing LIFE to at least temporarily pay for Home Health. Additionally, Home Health agencies remained woefully understaffed with workers failing to show up for their shifts, threatening the health of those recently transitioned. In spite of this, through close monitoring of the Nursing Home Transition Coordinator and open lines of communication with providers and transitioning consumers, LIFE was able to quickly identify and collaboratively work to overcome most of these issues, as shown in its transition numbers for the year.

Regardless of headwinds, LIFE was successful in delivering services this fiscal year. In light of the isolation exacerbated by the pandemic, LIFE doubled down on peer support and mental health awareness, through staff trainings, IL Skills offerings, Peer Support groups, and the addition of the newly formed LIFE Social Club. LIFE continues to receive thank you messages for the services that they provide their consumers. Samplings of these messages are listed below:

Mr. D. transitioned out of the Nursing Home on June 22nd. He moved back to his family home. He stated, "It was wonderful to be home to be able to see and do things with my family and friends! I appreciate all that LIFE has done!"

Ms S. transitioned successfully out of a nursing home. She was excited and relieved to be out of the Nursing Home. She stated "This is like a dream come true. I can't thank LIFE enough for making this happen."

"It was fun listening to [S4L Instructor] talk about life and growing up and leaving your parents' house." - D, a Students for LIFE participant discussing the power of peer support in lessons

"[S4L Instructor] is doing a good job. She is a great life speaker." -C, a Students for LIFE participant discussing the effectiveness of the presenter in the youth transition lessons.

"I really enjoy the Peer Support Meeting Life offers, it has help to maintain some time to socialize the past 2yrs. Covid-19 really limited my in -person interaction, having the meeting on Zoom was so

convinced and Social Club was an extra bonus!" -WW discussing the efficacy of peer support groups and the newly created LIFE Social Club.

SECTION 5 - PROVISION OF SERVICES

Item 5.1 - Compliance Indicator 2: Provision of Services on a Cross-Disability Basis

Briefly describe how, during the reporting period, the CIL has ensured that IL services are provided to eligible individuals with a diversity of significant disabilities and individuals who are members of populations that are unserved or underserved, without restrictions based on the particular type or types of significant disability and in a manner that is neither targeted nor limited to a particular type of significant disability.

LIFE's Core Services have consistently been made available to individuals and consumers who are members of populations that are unserved or underserved, without restrictions based on the particular type or types of significant disability and in a manner that is neither targeted nor limited to a particular type of significant disability.

LIFE services are offered and delivered in accessible locations, including LIFE's Savannah office which has automatic doors and appropriately positioned and graded ramps to ensure access, providing opportunities for cross-disability populations to participate. Individuals may also engage with LIFE via Zoom, allowing participation in school classrooms, at job worksites, and in individuals' respective homes.

LIFE staff can travel to our most rural areas, though staff remains virtual or limits encounters to outside venues when possible to limit risk of Covid exposure, including in-person site evaluation measuring for home modifications which remains primarily outside, or, when inside, necessitates masking. LIFE staff utilizes Zoom, Go To Meeting, or other virtual platforms to participate in info fairs, conduct presentations and meet with consumers in an effort to reach underserved populations.

LIFE staff continued our Students for LIFE Program to work with our youth in the school systems with self-empowerment and independent living skills. As mentioned earlier, the Students for LIFE Program offered 142 classes, all but a few virtually, to eleven sites, including the Beach, Savannah, Johnson, Windsor Forest, Jenkins and Islands High Schools, the Liberty Transition Academy, Chatham Academy, and three Project SEARCH Sites (PS Candler, PS Effingham, and PS Georgia Southern University-Armstrong Campus).

Item 5.2 - Alternative Formats

Briefly describe how, during the reporting period, the CIL has ensured the availability in alternative formats of all of its written policies and materials and IL services, as appropriate.

LIFE's Service Delivery Manual, By-Laws, Administrative/Personnel Policies, newsletters and brochures are available in large print, Braille, and electronic format upon request. Our board meeting

minutes, as well as training materials, are available in alternate format. We are fortunate to have a Duxbury Braille in-house and a staff member that has been trained on its use. We can also Braille material for other agencies when requests are received.

Item 5.3 - Equal Access

(A) Briefly describe how, during the reporting period, the CIL has ensured equal access of individuals with significant disabilities, including communication and physical access, to the center's services, programs, activities, resources, and facilities, whether publicly or privately funded. Equal access, for the purposes of this indicator, means that the same access is provided to any individual with a significant disability regardless of the individual's type of significant disability.

LIFE provides physical and communication access to programs and services to a cross disability population. Our new office location which we moved into in September of 2019 is in a commercial shopping center, and the parking lot which we share with numerous other businesses, including DME providers offers ample parking dedicated for persons with disabilities. All entrances to the office are opened and closed by automatic doors which LIFE installed. LIFE built an ADA compliant ramp to the back entrance where staff members park to ensure physical accessibility and the front entrance is also accessible. An accessible restroom is available with raised print and Braille signage.

Though LIFE is open by appointment only and locks doors to prevent walk-ins and ensure safety, LIFE staff communicated in-person procedures of calling in advance, including taking temperatures with touchless devices, facilitating a questionnaire about possible Covid symptomology or exposure, and masking rules. Any accommodations in procedure that were required could be pre-planned for and addressed in advance of arrival, and the automatic doors can be unlocked prior to the visitor's arrival to allow the automatic doors to serve their purpose.

LIFE is accessible to people who are Deaf or Hard of Hearing. All activities that involve public attendance or participation sponsored by LIFE are ASL interpreted, if requested. Our facility also has blinking fire alarms.

LIFE is accessible to people with visual disabilities. Volunteer readers are available when requested. Information provided by LIFE will also be Brailled when requested. LIFE has a Braille printer in house to expedite these requests.

LIFE is accessible to persons with multiple chemical sensitivities. The office space has been designated as scent-free environment.

LIFE strongly encourages consumers to arrange for their personal assistance. However, the organization recognizes that some consumers will be unable to provide for their personal care. Assistants may be provided when requested to persons attending LIFE sponsored events.

The LIFE office computers offer high-speed Internet access for consumers to use that are accessible to individuals with disabilities by appointment, including one that is specifically designated solely for their use.

LIFE hosts a NFB Newline Channel to post information concerning services and programs to the print disabled population.

(B) Briefly describe how, during the reporting period, the CIL has advocated for and conducted

activities that promote the equal access to all services, programs, activities, resources, and facilities in society, whether public or private, and regardless of funding source, for individuals with significant disabilities. Equal access, for the purposes of this indicator, means that the same access provided to individuals without disabilities is provided in the center's service area to individuals with significant disabilities.

LIFE's board, staff, and consumers served on several disability advocacy committees throughout the reporting year, including, but not limited to: Advisory Committee for Accessible Transportation (ACAT), Savannah-Chatham Council on Disability Issues (SCCDI), Southeast Center Directors' Association (SECDA), National Federation of the Blind, the Coastal Empire Polio Survivors Association (CEPSA), Brunswick/Glynn County Council on Disabilities, the Coastal GA Regional Commission, the Heart of Georgia Regional Commission, Coastal Georgia Aging and Disability Resource Connection (ADRC), Brunswick Area Transportation Survey (BATS) and Family Connection Collaboratives in 5 counties.

LIFE advocates for equal access to services, resources, and facilities in the community through individual and systems advocacy. The following activities represent some of these efforts:

One of LIFE's Board members serves as Vice President of Developmental Disabilities at EmployAbility where she works to integrate individuals with developmental disabilities into the community via competitive employment and community integration.

One of LIFE's staff members investigated accessible ax throwing and circulated the video to coworkers; tangentially related, she later participated in a site evaluation of a soon-to-open business, a smash room, where participants destroy objects as a form of stress relief. Both of these efforts promote LIFE's efforts to make every aspect, including those in the recreational realm, fully accessible to everyone.

One of LIFE's Board members reported an accessibility problem at her polling location, Grace Baptist Church, during the November 3 election.

One of LIFE's Board members reported a problem with a disability ballot during early voting, and the problem was resolved.

One of LIFE's Board members, with his wife, remains committed to get a transportation program going in their area.

One of LIFE's Board members is teaching mindfulness sessions for students in classes of his friend.

One of LIFE's Board members is coordinating programming with Habitat for Humanity and working with socially isolated populations.

One of LIFE's Board members continued to make peer support phone calls for the polio support group.

One of LIFE's staff members participated in Girl Scouts projects that she felt was a very creative way of teaching the public about universal design and accessibility. She toured Christ Church and the Juliette Gordon Low House. She did braille transcription for the Gordon-Low House.

One of LIFE's Board members provides training in Georgia Health and Wellness, which focuses on family and consumer science.

One of LIFE's staff members participated in an Inclusion and Disability Conference.

One of LIFE's Board members was a parent panelist for Georgia Disability Day 2022 and also attended a Georgia legislature subcommittee regarding appropriations for waivers.

Item 5.4 - Consumer Information

Briefly describe how, during the reporting period, the CIL has ensured that consumers have the opportunity to develop and achieve their goals (either with or without an ILP) and that the consumer has the opportunity to express satisfaction with the center and such consumer satisfaction results are evaluated by the center.

The IL coordinator and consumer work together to establish IL goals and objectives. The initial conversation begins with a discussion where the IL coordinator talks with the consumer about what they want and need, thereby establishing potential goals. After identifying what the consumer wishes to achieve, the LIFE staff member then helps the consumer develop steps (objectives) to allow for the consumer to accomplish these goals. At the conclusion of this planning session, the consumer holds an ILP, a step-by-step guide to accomplishing their goals. These goals and objectives are ideally written in the consumer's own words and are developed and monitored whether or not the consumer chooses to reduce his or her goals to writing in the form of an ILP or prefers to waive this option. Achievements of the consumer goals and objectives are recorded. Consumer records are secured to ensure that confidentiality is guaranteed.

Out of the 144 consumers served this reporting year, 95% made the decision to create an ILP.

LIFE consumers are given an opportunity to express their satisfaction/dissatisfaction via telephone inquiries which are conducted in a timely manner while the consumer's experience is still fresh in his or her mind. These phone calls were made to each consumer by a third party to make sure they were satisfied with the services provided. Nearly all of our consumers reported that they had become more independent as a result of the services provided. The LIFE staff member who conducts the satisfaction survey types up the results and files it in the consumer's CSR.

We have received many letters of gratitude and compliments on our service provision from our consumers throughout this reporting year. These letters are also included in the CSR's.

The LIFE staff member facilitating the delivery of LIFE services informs the consumer of LIFE's grievance procedure when the consumer requests services. No grievances were filed against our organization during the reporting year.

LIFE also offers an opportunity to provide feedback through our website (www.lifecil.com).

Item 5.5 - Consumer Service Record Requirements

Briefly describe how, during the reporting period, the CIL ensured that each consumer's CSR contains all of the required information.

Documentation will be signed and dated as follows:

The IL Coordinator shall maintain a Consumer Service Record (CSR) that includes the following information

1) On the left side of the file folder in the following order (from top to bottom):

- a) Home-mod Checklist
- b) Signed ILP
- c) Signed CSR
- d) LIFE and Consumer Service Commitment
- e) Signed Release of information for LIFE Staff and funding sources
- f) Signed Indemnity form (Waiver of liability)
- g) Permission to build (if needed)
- h) Any other documentation
- * Copies of housing applications
- * Birth Certificate
- * Social Security card
- * Picture ID
- * Verification of income, etc.
- i) Identification/Demographics (address)

2) On the right side of the file folder:

- a) Contact logs
- b) Letters
- c) Other correspondence

The IL coordinator and consumer will work together to establish IL goals and objectives. These goals and objectives will be developed and monitored whether or not an IL plan is developed; and achievements of the consumer goals and objectives will be recorded. Consumer records will be secured to ensure that confidentiality is guaranteed at all times.

Item 5.6 - Community Activities

Community Activities Table

In the table below, summarize the community activities involving the CIL's staff and board members during the reporting period. For each activity, identify the primary disability issue(s) addressed as well as the type of activity conducted. Describe the primary objective(s) and outcome(s) for each activity. Add more rows as necessary.

Issue Area	Activity Type	Hours Spent	Objective(s)	Outcomes(s)
Increasing Other Access	Community Education & Public Information	276	ID barriers to services for PwD and address through community partnerships/discussion (including ASL interpreter).	Calls/panels/site evals/meetings re. ID & removing barriers for PwD's access to/right to: Voting (26 meets), Entertainment (3), Places (7 site evals, 5 fee for service), Healthcare (9), ASL Interpreters, Jobs (11), Inclusion (11), Housing (8).
Increasing Access to Communication	Community and Systems Advocacy	253	Help ensure development of systems to support PwD in a disaster/emergency	Run/attend 49 Coastal Alliance of CILs Active in Disaster meets, 38 Partnership for Inclusive Disaster Strategies meets, 2 Emergency Prep. Coalition for Individuals w/Disabilities & Older Adults meets, in-person CEMA evacuation simulation, etc.
Promote Growth	Collaborating and Networking	164.25	To expand available resources/opportunities for Pwd through community partnerships.	Attend meetings to include 20 Family Connections meets (Effingham/Bryan/Toombs/Camden/Chatham), 4 National Federation of the Blind, 3 UWCE Exec Council, 6 HOPE (homelessness), 3 Coastal GA Indicators, & 10 SILC led meets (includes quarterly meets).
Increasing Accessibility to Transportation	Community and Systems Advocacy	51.5	Explore and identify at least one affordable accessible transportation alternative in Chatham County.	Work to try to secure van donation (met potential donor/emailed/planned insurance & staffing), attend 6 Brunswick Area Transportation Survey meets re. options, 6 ACAT meets (Chatham), 1 Strat. Planning for CAT, track progress w/12 CAT ride sheets.

Item 5.7 - Description of Community Activities

For the community activities mentioned above, provide additional details such as the role of the CIL staff board members and/or consumers, names of any partner organizations and further descriptions of the specific activities, services and benefits.

The first community activity noted pertains to Barrier Identification and Removal, efforts centered around making people aware of what barriers to participation exist and collaboration and advocacy efforts arising out of this recognition. As this year was the run up to an election cycle which included primaries and voter registration campaigns, LIFE's efforts focused extensively (26 instances of documented community efforts) on ensuring PwD had the opportunity to vote in their primaries and were positioned to vote in the upcoming general election. This became even more critical as Georgia became a battle ground state for the upcoming election and relitigating the last election, with information and misinformation circulating rapidly, and Georgia's changes to voter registration laws potentially created barriers in the form of general confusion as to rules and ID and time frame concerns. LIFE participated in meetings through REV-UP GA, an effort captained by Stacey Ramirez and the late Gaylon Tootle, which sought to inform PwD about their voting rights, provide them a forum to gain access to voting process, discuss their voting plans, and find where their polling locations were and discover resources like transportation to the polls. Additionally, REV-UP GA also worked to make sense of the new voting rules in Georgia and inform Georgia's elected representatives of the impact proposed legislation would have on the community of PwD to allow them to make informed voting decisions on legislation. More casual forums like Tuesdays with Tootle allowed for free form discussion of voting concerns and experiences. In addition to these groups, more formal educational offerings like the two day Disability Vote Summit and trainings like Power of the Disability Vote: Polling Place kept LIFE staff informed and provided information to bring to PwD in the area during the corresponding Peer Support Group and IL Skills Training around voting. When working to identify physical barriers, LIFE engaged 7 businesses/organizations (5 medical facilities through the Centene fee for service effort) which included the aforementioned medical facilities as well as one employer of PwD and the local smash room entertainment business noted later in the report. In the realm of leisure, LIFE participated in a Nightlife listening session where staff listened to planning around Chatham nightlife safety and event deployment and inserted accessibility as a concern that needed to remain at the forefront of the discussion; LIFE also participated in an event through the Juliette Gordon Low house examining the evolution of the depiction of disability in film and discussing what else needed to be done and participated in another training around adaptive leisure. LIFE staff attended many discussions and events around the importance of representation and advocacy, including numerous Tuesdays with Tootle, where speakers spoke about employment supports and programs (Kay McGill) and advocacy (Bob Kafka) and specific disability focused efforts such as National Federation of the Blind trainings, participating in a GaRRS interview about LIFE, the Vision Quest Luncheon put on by Savannah Center for Blind and Low Vision. In light of the ongoing challenges with mental health and isolation due to the pandemic, LIFE staff actively participated in Regional Community Collaborative meetings, sought out trainings involving self-care and how to identify people who are struggling, and engaged in discussions around Medicaid Waiver expansion to cover mental health related needs while recognizing the barriers to such expansion (limited fed spending in institutions to allow for balancing of community funding). Housing efforts rounded also fell into this category, including HUD 811 vacancy calls, Housing Advocacy at the Capitol, and participation in a local Housing Fair.

The next Community Activity effort noted is that of Emergency Planning efforts. As noted elsewhere in this report, LIFE is especially attuned to the vulnerability of PwD living along the coast, due to impacts of hurricanes, flooding, and wind damage caused by weather moving inland off the ocean. In a process as complex as evacuation and sheltering entire swaths of the local population, the needs of PwD can easily be forgotten about. Though medical registries and associated services offer support for some PwD, others remain exposed when their ordinary informal and formal supports no longer available during emergencies. It is for this reason that during the planning process it is so essential to make the greater emergency planning community aware of the needs of PwD. Most legislative efforts come out of the state capitols, and, even when they include representation of PwD, their experience frequently is grounded on the receiving end of evacuees, a daunting proposition in its own right to plan for a large influx of non-native individuals needing access to specific resources quickly but without a native resident's knowledge of where they can be found. The Coastal Alliance of CILs Active in Disaster (49 meetings) arose out of a desire by potential evacuees to have a more prominent seat at the planning

table. Populated by PwD and others representative organizations of local residents with disabilities and service providers, the Alliance supplements the inland perspective around evacuation with lived experience from coastal evacuation (one of LIFE's staff members who is in the group has evacuated 4 times in the last 6 years). Other community entities/organizations that have participated included Red Cross, DBHDD, Glynn County VOAD, and Chatham Emergency Management Agency. As the group continued to grow, it refined messaging, elected a UGA Masters Student (also MRC Co-President/UGA Health Equity Fellow/UGA Students for Disability Advocacy Executive Director) to lead meetings and streamline efforts during the duration of her internship, continued to involve Jeanette David (professor at UGA and long-time advocate for PwD in emergency planning) and Susan Tharpe (Disability & Preparedness Specialist/Georgia Department of Public Health/Health Protection, Emergency Preparedness and Response), and worked to supplement existing train-the-trainer materials while rolling out its new website to serve as the public face of the group and provide additional information for PwD in the planning process. The efforts of the Alliance also echoed in the CILs that founded and facilitated the group; LIFE put on an IL Skills class where staff demonstrated how to assemble an evacuation kit and gave away the kit it built during the demonstration to a participant who won the drawing at the event's conclusion, and LIFE staff participated in a CEMA evacuation drill where staff provided feedback including effective ways to provide verbal instructions to individuals who are Blind or Low Vision and considerations when organizing intake and guiding individuals onto buses. Outside of the local efforts, LIFE staff also participated in national level efforts through The Partnership for Inclusive Disaster Strategies National Stakeholder meetings (attended 38), where LIFE staff interacted with nationwide and worldwide emergency efforts spanning pandemics, tornadoes, wildfires and even Ukrainian war fallout. The organizational lessons when delivering support to PwD in other settings could be readily applied to local efforts. LIFE staff also became more aware of the vulnerability to disruption of needed services PwD in emergencies beyond natural disasters encouraged exploration of a broader spectrum of planning efforts.

The next community effort captured was for Meetings/Partnerships in the community. This category focused on meetings that offered opportunities to learn about and grow available resources as well as provide leadership and guidance from the perspective of PwD. The Family Connections meetings (20 attended) provided insight into specific county needs and linked organizations together to provide the support framework needed by area residents. As such, information exchange during these meetings proved to be a fruitful source of I&R resources while also offering LIFE the opportunity to present about its support services for PwD to a group of providers that often works with PwD but not exclusively, thereby limiting some of the partners day-to-day interaction with LIFE. Additionally, with LIFE's focus on supporting PwD who are homeless, LIFE staff attended 6 HOPE meetings in Effingham County focused on braiding in services; LIFE staff helped the group to identify resources for PwD, including physical and mental health related disabilities, while learning about existing community offerings. LIFE's ED also served as the Vice President of the Southeastern Center Directors' Association and worked to get the group restarted as the pandemic continued to recede, reaching out to potential participants and identifying a date and location for the next in-person meeting, the first in years. This group provides invaluable peer support for ED's and a forum to exchange innovative practices and strategies around challenges that all Centers face. Along the same lines, SILC led CIL ED peer support sessions allowed the Georgia CIL ED's to exchange information to help them better run their respective CILs. The SILC quarterly meetings summarized the happenings at the state level, focusing on legislative efforts and providing insight into funding time tables and outreach efforts. In the educational and waiver realm, First District Transition Alliance meetings allowed LIFE staff to interface with educational support staff to brainstorm more effective forms of information and service delivery, and to learn about changes in the Katie Beckett waiver and other Medicaid waiver waiting lists when transitioning out of school. Coastal Georgia Indicators Coalition meetings also offered additional community insights into progress and needs of individuals with disabilities in the coastal region, looking into everything from transportation to economic mobility childcare. The United Way of the Coastal Empire Executive Committee allowed LIFE's ED to participate in efforts shaping the way their grant cycle operated, the way resources were deployed in the community, and offered additional

opportunities for interaction with community partners who would serve as reciprocal I&R resources for LIFE and its consumers.

The final community activity group pertained to efforts around making affordable and accessible transportation more widely available in LIFE's service area. As the past Work Plan priorities indicated and the future Work Plan foreshadowed, affordable, accessible transportation has remained a largely intractable problem in LIFE's service area. Though the rural county transportation issues remain pressing, as shown in the SPIL priority dedicated to addressing them, it begins with building up existing transportation networks and understanding innovative approaches. These efforts include participation in the Brunswick Area Transportation Survey (BATS), where LIFE shared insights gained from its prior participation in ACAT meetings in Chatham County. BATS explored various transportation options, including fixed route and a strictly on-demand offerings. With the discussion of cost, community needs and intended destinations, LIFE staff kept the needs of area residents with disabilities at the forefront of the conversation. Additionally, ongoing ACAT meetings offered planning and discussion forums for transportation in the Chatham County area, including advocacy opportunities around expansion into surrounding counties. LIFE also offered ideas and shared information about driver shortages in paratransit and how this impacted PwD, providing ride sheets to demonstrate issues. The most individually time-consuming effort pertained to a possible accessible van donation. Beginning 4/13/22 when a potential donor first reached out about donating a soon-to-be inherited 2018 wheelchair accessible Chrysler Pacifica van, LIFE staff engaged in system building work. This included developing a potential deployment strategy and protocols to serve Board and staff identified priority usage. It also necessitated taking the van in to a community partner to identify what repairs were needed and discussions with LIFE's insurance provider to identify coverage needed and costs associated. Ultimately, delays in the estate's closure prevented delivery, but LIFE is prepared should this become a reality.

SECTION 6 - ANNUAL PROGRAM AND FINANCIAL PLANNING OBJECTIVES

6.1 - Work Plan for the Reporting Period

Item 6.1.1 - Achievements

Discuss the work plan's proposed goals and objectives and the progress made in achieving them during the reporting period.

The following items were completed during the fiscal year (all but three of the Work Plan items):

GOAL 1: To advocate for equal access to services, programs, activities, resources and facilities.

1. We will create a list of agencies and list of service providers and identify barriers in intra- and inter-county travel. Transportation will include individual and mass transit group. (G1, A. I.)
2. We will facilitate or participate in, at minimum, 12 meetings with or outreach efforts targeting organizations/agencies involved in paratransit delivery in Chatham County to identify consumer needs, barriers meeting these needs and possible ways to overcome these barriers. (G1, A. II.)
3. We will participate in at minimum 10 community meetings (locally and nationally) addressing the needs of individuals with mental health related disabilities. (G1, B. I)
4. We will host at least one Peer Support event focusing on mental health related needs. (G1, B. II)
5. We will at minimum in 10 instances provide information about mental health related disabilities and support services in the community (locally and nationally) to support people's mental health related needs on LIFE's social media. (G1, B. II)
6. We will meet, in person/telephonically/virtually, with at least 5 qualified contractors. (G1, B. III.)
7. We will revise the Board Statement of Interest to identify potential Board candidates' skills in/understanding of the following areas: 1) Community relationship building; 2) Deaf/HoH community needs; 3) Needs of those with mental health related disabilities; 4) Finance; 5) Connecting with younger professionals; AND 6) Community-based service delivery. (G1, B. IV.)
8. We will deploy the S4L program in at least 10 different host venues. (G1, B. V.)
9. We will conduct at minimum 2 survey campaigns to identify unmet community need for PwD, at least one of which must target individuals residing in our 9 expansion counties. (G1, C. I.)
10. We will attend community meetings/correspond with community partners to identify funding organizations and opportunities in LIFE's service counties including direct service emergency need/funding. (G1, C. I.)
11. We will communicate with, at minimum, 10 organizations/agencies in the community to identify who works to protect/enforce the rights of PwD in the area (including ADA Coordinators) and support efforts to bolster the numbers/capacity/creation of any such organizations as prove necessary. (G1, C. II.)
12. We will identify at minimum 3 services that may create a fee for service opportunity. (G1, C. III.)
13. We will engage in, at minimum, 4 efforts to raise money outside of grant submissions (G1, C. IV.)
14. We will identify all state and federal legislative representatives in the service area, update annually, and post on social media. (G1, D. I.)
15. We will reach out to at least one state level elected official and/or his/her office to better get to know

him/her and his/her staff in advance of targeted advocacy efforts. (G1, D. II.)

16. We will at minimum identify 4 attorneys/agencies tasked with enforcement of legal rights of PwD in our service area. (G1, E. I.)

Goal 2: To promote personal, organizational, and community growth through educating, training, and sharing personal experiences.

1. We will conduct at minimum 3 disability etiquette trainings for PwD, businesses, and agencies who/which reside in our service area. (G2, A. I. & II.)

2. We will identify at least 2 businesses who employ individuals with disabilities and promote their experiences to prospective job applicants and employers through social media, LIFE publications, and LIFE outreach efforts. (G2, A. III.)

3. We will make at least 2 Post-Secondary Educational organizations aware of LIFE's services. (G2, A. IV.)

4. We will conduct at least 2 staff in-services about how to assist individuals desirous of transitioning out of an institutional setting back into the community. (G2, A. V.) 5. We will participate in at least 5 events/trainings discussing models for building recreational opportunities for PwD, then attempt to identify local organizations already engaged in such efforts and offer our learned expertise. (G2, B. II.)

6. We will conduct social gatherings of cross disability groups monthly (being done twice monthly). (G2, C. I.)

7. We will publish at least 3 consumer success stories in our newsletter. (G2, C. II.)

8. We will publish LIFE's year end service numbers on our website. (G2, C. III.)

9. We will seek to feature at least one article per newsletter about services offered in counties outside Chatham, with a special emphasis on opportunities in the nine new expansion counties. (G2, C. IV.)

10. We will participate in, at minimum, 10 groups/trainings around ensuring PwD can participate in elections. (G2, C. V.)

Goal 3: To offer individual and community-based services and programs to enhance independent living.

1. We will offer Student for LIFE classes to at least 10 host sites. (G3, A. I.)

2. We will deploy at minimum 4 modular ramps in the LIFE service area. (G3, A. II.)

3. We will meet with/talk with/correspond with at minimum 5 contractors who work in Chatham County about working with LIFE in the home modification program, with focus on the Ramps for LIFE volunteer ramp building project. (G3, A. III.)

4. We will conduct accessibility audit to test all LIFE content for accessibility including paperwork, PDFs, brochures, publications, videos, website etc. (G3, A. IV.)

5. We will offer consumers Covid-19 Support Services to assist them with needs arising out of Covid-19 or to prevent further detrimental impact of Covid-19, focusing on more long-lasting interventions like home modifications and assistive technology, reserving rental assistance efforts for DCA GRA program applicants. (G3, A. V.)

7. We will undertake an in-depth review of organizational and community resources and needs in two of LIFE's service counties. (G3, B. I.)

9. We will offer, at minimum, 3 disability etiquette classes to consumers and/or community organizations. (G3, C. I.)

11. We will make some of the most commonly requested DME available on demand. (G3, C. II.)

12. We will provide video link on website/social media to educate the public about FODAC. (G3, C. II. & III.)

13. We will compile list of DME providers. (G3, C. II. & III.)

14. We will continue to offer access to DME to individuals with disabilities through community partnerships. (G3, C. II.)

15. We will promote the use of accessible formats online and through social media (LIFE'S DIGITAL TRANSFORMATION). (G3, C. III. & G3, A. VII.)

16. We will advertise on Social Media platforms and discuss in community meetings LIFE's capacity to conduct accessibility audits and provide such audits as resources allow, prioritizing requests made by consumers. (G3, C. IV.)

17. We will seek to add 3 additional funding sources for the home mod program. (G3, C. V.)
18. We will support area students with disabilities in their transition out of secondary schools by offering our Students for LIFE program in at minimum 5 service area schools representing 3 different service counties and making LIFE's 5 Core Services available to those who become consumers. (G3, C. V.)
19. We will identify/partner with at minimum 3 existing community organizations that provide services for people with mental health related disabilities. (G3, A. VIII.)
20. We will identify at minimum 2 ending homelessness groups/initiatives and collaborate with other groups to address issues surrounding PwD and homelessness. (G3, A. IX.)
21. We will identify categories that need to be funded through a Direct Services Emergency Fund. (G3, A. X.)
23. We will identify existing community capacity for providing emergency direct services to area residents. (G3, A. X.)

The Work Plan, built out of the one year Strategic Plan extension, represented the result of a collaborative approach of LIFE Board and Staff members. Through consultation with coworkers in weekly staff meetings and work plan specific meetings, the group flushed out what was possible based on prior experience delivering services and knowledge of community capacity as well as what outcomes would accurately measure efficacy of the Strategic Plan's goals developed by the Board. During the early meeting(s), LIFE staff volunteered for work plan items, each item having one staff member who volunteered to take responsibility for making sure progress was made toward item fulfillment, including holding monthly or semi-monthly check-in meetings, a vice president role to support the primary leader in meeting objectives/scheduling meetings/recording results, and other staff members tasked with fulfilling objectives through their efforts. LIFE Staff volunteered for these internal Work Plan subcommittees. This self-selecting process meant that the subgroup members were independently interested in the task at hand and customarily were already working on advocacy/networking/service delivery that furthered the Work Plan item's goals. Though the ED remained responsible to ensure outcomes, including any that he volunteered to captain, the decentralized model promoted both efficiency and agency among the rest of LIFE's staff. Accountability did not simply exist in the form of subgroup meetings or end of the year accounting of progress. A meeting held in August between the coordinators identified items that still needed attention, but, prior to that, at the weekly coordinator-only Wednesday meetings they discussed progress and brainstormed solutions, and during each staff member's monthly feedback meeting, the Associate Director, the Program Director, and the ED explicitly addressed Work Plan progress as one of the 5 categories of feedback, soliciting a progress report and providing additional support when needed.

Outside of the afore noted recitation of the accountability process and the attestation of completion of the above items, further proof can be found in the community activities table, such as mental health meetings attended and other such community involvement outcomes sought. Additionally, a few examples, chosen at random can be found below:

G1, #4 5/12/22 IL Skills and Peer Support group discussing mental health coping strategies, especially for youth

G1, #7 2/2/22 Circulated the revised Board Statement of interest that included the list of 6 areas of subject area expertise for potential applicants for Board approval

G1, #9 2 surveys were a rural transportation survey and an emergency planning survey

G1, #12 fee for service explored was GATEDP, Unite Us, Centene

G2, #10 Voting forums included multiple REV-UP GA, Tuesdays with Tootle meets, and a SILC meeting; IL skills included a voting workshop on 5/5

G3, #9 Disability Etiquette training for consumers during IL skills class on 3/24, present Disability Etiquette at Effingham County Diversity & Inclusion Conference committee meeting on 5/21, offered to Savannah Smithereens after site evaluation on 8/24/22 (which was also published in the quarterly newsletter).

Item 6.1.2 - Challenges

Describe any substantial challenges or problems encountered by the CIL, and the resolutions/attempted resolutions.

Though LIFE staff performed admirably in completing an extensive Work Plan, the below items were not completed this fiscal year:

Goal 3: To offer individual and community-based services and programs to enhance independent living.

6. We will conduct surveys with PwD and community partners about what categories of direct services should be funded and at what levels sustainable funding can be maintained. (G3, A. VI.)

8. We will identify 2 lists of professionals/organizations who will resolve lack of compliance with federal and state laws (interpreters, architects, construction; this will identify the gaps of professionals available in area) and vet them internally and with at minimum 2 other community partners to further strengthen the existing resource lists. (G3, B. II.)

10. We will plan at minimum 1 community equipment drive to keep DME out of landfills. (G3, C. II.)

22. We will identify potential direct funders and grant funders for a Direct Services Emergency Fund. (G3, A. X.)

All of the items that were not adequately addressed fell into the service delivery section of the Work Plan but encompassed program building efforts within that context, usually of the aspirational variety. The majority of the items that were not completed surrounded the Direct Service Emergency Fund. These misses fell almost exclusively on the ED who had, upon earlier consultation with coworkers, determined that the receding of funding for Covid-19-related support services would leave an unmet need exposed that LIFE could fulfill. One indication that this was an overly optimistic view came when the Georgia Rental Assistance program rolled out through DCA bogged down even prior to its termination, and LIFE staff struggled to support applicants in an opaque process with rapidly changing rules and priorities. LIFE's ED attempted to intervene on occasion when other staff efforts were stymied, but the complexity was too much for him to understand the nuances of the system. As LIFE's Covid-19 support service money dried up, the same issue was plaguing other community organizations, where federal funding was slowing and donor appetite for answering continued calls for Covid-related service funding had rapidly begun to disappear. The recognized need for additional direct service supports was a product of a multitude of factors, including that of entrenched, often generational poverty. The United Way, local community food banks and other such organizations had decades of experience addressing this need and the internal structure to do so, and LIFE's staff, already tasked with core service delivery would not, in the eyes of the ED, have the capacity to take this on. Instead, LIFE fell back on its core services, focused on consumer empowerment through the planning process, beefed up its I&R services through continued engagement with area Family Connections groups and involvement with the Unite Us I&R platform, and enhanced employment efforts, including entering into an MOU with a local non-profit to support a job fair and cross-disability employment trainings in the area. The expertise-vetting effort for professionals will be addressed in the following fiscal year and add to the I&R support that LIFE can provide its consumers.

Item 6.1.3 - Comparison with Prior Reporting Period

As appropriate, compare the CIL's activities in the reporting period with its activities in prior periods, e.g., recent trends.

The uptick in PwD contacting LIFE began to ebb through the year, as the Covid-19 direct support

funding ran down and was directed almost exclusively to home modification efforts to maximize long term impact. As the rate of delivery of these services slowed, so did opportunities to introduce new individuals to LIFE's services, and some who had come on previously during their pursuit of payment for 3rd party direct services in the prior year began to disengage from the planning services LIFE offered to supplement their initial stabilizing efforts. Though the number of nursing home transitions increased from 4 the prior year to 11, issues around timing of waiver service delivery coupled with home health aide attendance problems, both detailed elsewhere in the report, stymied additional gains and will be a headwind to fight in the next fiscal year. Additionally, the return from virtual to in-person presented two big challenges, as some groups scrapped the hybrid option and returned to exclusively in-person: 1) with the size of LIFE's geographic service area, attending a 1 hour meeting once again could become as much as a 4 hour commitment, requiring careful weighing of the benefit of attendance against limited staff availability, especially since many of LIFE's staff do not drive and finding transportation to get into all of the outlying counties for those staff can be challenging; 2) though meeting hosts have measured the risk of exposure against the benefits for their respective organizations, their calculus differs from that of LIFE's ED, who, due to coworkers frequently being at a greater risk of adverse outcomes should exposure to Covid occur, must take a more cautious approach to in-person staffing. Though LIFE remains hopeful that continued medical gains reduce the frequency and seriousness of Covid-related illness, especially among individuals with a significant disability, there is a threat that continuing divergence in approach will limit opportunities to collaborate with community partners. By stressing telephonic and email contacts with community partners and involvement with online database building through the United Way and Unite Us in the coming year, LIFE hopes to proactively maintain and even grow connectivity, even if it is unable to send staff members to in-person events.

6.2 - Work Plan for the Period Following the Reporting Period

Item 6.2.1 - Annual Work Plan

List the CIL's annual work plan goals, objectives and action steps planned for the period following the reporting period.

Mission: To promote independent living and advance community change for EVERYONE.

GOAL 1: To advocate for equal access to services, programs, activities, resources and facilities.

1. LIFE staff members will either attend or host at minimum a total of 10 meetings to discuss available accessible transportation options or development of new options. (G1, A., I.)
2. LIFE Board and Staff members will work to identify funding to operate a transportation network for PwD and pursue potential vehicle donations that arise. (G1, A., II.)
3. LIFE Staff members will collect at least 25 surveys a year from our consumers about their experiences during natural disasters. (G1, A., III.)
4. LIFE Board and Staff members will attend at least 6 CAT hosted meetings a year and present consumer feedback during two of them. (G1, A., IV.)
5. LIFE will host at least one Peer Support or IL Skills event a year to solicit information from Chatham residents about their experiences with CAT Mobility. (G1, A., IV.)
6. At least twice a year, LIFE staff members will offer to provide disability etiquette classes to CAT. (G1, A., V.)

7. LIFE Board and Staff members will attend, at minimum, 6 community meetings promoting access to services besides transportation services each year. (G1, B., I.)
8. LIFE Board and Staff members will attend, at minimum, 5 trainings about how to make services more accessible for PwD. (G1, B., I.)
9. LIFE Board and Staff members will identify and begin collaborative efforts with at least 5 organizations working to develop a Medicaid Waiver for individuals with mental health related disabilities. (G1, B., II.)
10. LIFE Board and Staff members will identify local, state, and national efforts around increasing coverage of mental health support services on insurance formularies and present the findings to local residents during an IL Skills event. (G1, B., III.)
11. LIFE Board and Staff members will identify at least one community organization a year to educate on ADA requirements, work with them on compliance and highlight the collaboration in LIFE electronic media and/or newsletter. (G1, B., IV.)
12. LIFE Board and Staff members will identify at least one new contractor in its service area per year. (G1, B., V.)
13. LIFE Staff members will support the formation of volunteer contractor groups by pitching the need during at least 10 community meetings per year and introducing any interested parties to existing volunteer groups. (G1, B., V.)
14. LIFE Board and Staff members will reach out quarterly to local ASL interpreters and agencies to confirm consistent usage and continued availability. (G1, B., VI.)
15. LIFE Board members will each annually identify at least one person who could join the Board and inform their fellow Board members of the candidate. (G1, B., VII.)
16. LIFE will offer incentives and supports to PwD to allow access to Covid vaccines, including the hosting of at least 1 vaccine clinic to allow PwD to gain access to Covid vaccines. (G1, B., VIII.)
17. LIFE Staff members will meet and/or correspond with at least 10 people who are members of the public sector in Georgia, including but not limited to GVRA, DCA, DPH, Emergency Management Agencies, and schoolteachers and administrators. (G1, C., I.)
18. LIFE staff will identify and meet with at least one funding organization who funds services that benefit or advocacy that impacts PwD in each of LIFE's 20 counties. (G1, C., II.)
19. LIFE Board and Staff members will annually identify and explore 1 new fee for service opportunity. (G1, C., III.)
20. LIFE Staff will develop one new source of funding per year. (G1, C., IV.)
21. LIFE staff will update LIFE's website once a year after elections to ensure all elected representatives from the service area are correct and their information is provided or webpage is linked. (G1, D., I.)
22. LIFE Board and Staff members will engage with (virtually, telephonically or in person) with at least two elected representatives a year. (G1, D., II.)
23. LIFE will host at least one IL Skills event around the importance of voting and how to do so. (G1, E., I.)
24. LIFE staff will attend at least 10 community meetings that include discussions around access to voting. (G1, E., II.)
25. LIFE staff will publicize voter protection resources on LIFE's digital media platforms and make PwD aware of them both in the trainings and individual meetings in case issues arise. (G1, E., III.)

Goal 2: To promote personal, organizational, and community growth through educating, training, and sharing personal experiences.

26. LIFE will host speakers at IL Skills events and staff meetings who cover at least 4 of the following subjects: Fair Housing, Nursing Home Transition, SSI/SSDI, Employment, Access to Courts and/or Engagement with Law Enforcement; then record and upload at least 2 of them. (G2, A., I.)
27. LIFE Staff will offer disability etiquette training to at least 3 organizations/agencies in the community each year and collaborate with them to provide the training when offer is accepted. (G2, A., II.)
28. LIFE Staff will offer at least one IL Skills training session around disability etiquette. (G2, A., III.)

29. LIFE Staff will promote at least two community employment efforts targeting PwD on LIFE's digital media platforms. (G2, A., IV.)
30. LIFE Staff will reach out to at least 5 Secondary or Post-Secondary Educational organizations to make them aware of LIFE's services, including the S4L program. (G2, A., V.)
31. LIFE Staff will put on at least 2 staff trainings about the process, pitfalls, and available supports involved in nursing home transition efforts. (G2, A., VI.)
32. LIFE Staff will bring in at least one speaker for a staff training to discuss coverages offered under Medicare, Medicaid, Medicare Advantage Plans, and/or local private offerings through the exchange. (G2, A., VII.)
33. LIFE Staff will conduct at least 12 peer support and IL Skills classes each year with at least two being in person, one of which to be held in expansion counties. (G2, B., I.)
34. LIFE will offer at least one IL Skills class and one staff training on ADA employment protections for PwD and/or employment incentives for hiring PwD. (G2, B., II.)
35. LIFE Staff will identify at least one group/organization that advocates for or facilitates recreational opportunities for PwD and contact them to see how we can help to support or grow efforts. (G2, B., III.)
36. LIFE Staff will host or support third party efforts to hold an event that supports the hiring of PwD. (G2, C., I.)
37. LIFE will host at least 6 social club events where PwD and community peers can get together to play games or engage in other fun activities. (G2, C., II.)
38. LIFE Staff will provide, on LIFE's Facebook page, links to at least 5 relevant community partners supporting PwD. (G2, C., III.)
39. LIFE Staff will feature at least one business who requested a site evaluation in our newsletter each year. (G2, C., IV.)
40. LIFE Staff will publish at least 6 success stories on one of the LIFE controlled platforms, to include LIFE's Facebook page, LIFE's newsletter, LIFE's website and LIFE's YouTube channel. (G2, C., V.)
41. LIFE Staff will publish on LIFE's website LIFE's service numbers pulled from the PPR once approved by ACL. (G2, C., VI.)
42. LIFE Staff will feature at least one story per newsletter about rural county services/events LIFE participated in or wishes to promote. (G2, C., VII.)

Goal 3: To offer individual and community-based services and programs to enhance independent living.

43. LIFE Staff will offer the S4L program in at least 5 different settings. (G3, A., I.)
44. LIFE Staff will host at least 6 IL skills classes. (G3, A., II.)
45. LIFE Staff will facilitate the deployment of at least 3 modular ramps in our service area. (G3, A., III.)
46. LIFE Staff will publicize our ability to offer alternative formats on LIFE media as well as directly offering the program to at least 3 community partners. (G3, A., IV.)
47. LIFE Staff will host at least one Peer Support event in the community. (G3, A., V.)
48. LIFE Board and Staff members will identify all instances where LIFE paperwork is not fully accessible and begin to address the issues. (G3, A., VI.)
49. LIFE Staff will facilitate the offering of at least 6 IL Skills classes. (G3, B., I.)
50. LIFE Board and Staff members will identify 6 potential recreational areas of interest to LIFE consumers. (G3, B., II.)
51. LIFE Board and Staff members will collaborate with CAT and/or potential vehicle donors to develop an on-demand transit option. (G3, B., III.)
52. LIFE Staff will participate in at least 5 meetings focused on addressing homelessness. (G3, B., IV.)
53. LIFE Staff will offer disability etiquette training to at least 5 organizations/agencies. (G3, C., I.)
54. LIFE Staff will facilitate the provision of at least 15 pieces of refurbished durable medical equipment to consumers. (G3, C., II.)
55. LIFE Board and Staff members will offer LIFE's alternative formats to at least 5 community partners. (G3, C., III.)
56. LIFE Board and Staff members will offer to conduct accessibility surveys of physical and digital space for 5 organizations/institutions in the community. (G3, C., IV.)

57. LIFE Staff will apply for 3 grants to fund home modifications in our area. (G3, C., V., a.)
58. LIFE Board and Staff members will engage in outreach around the development of at least 1 volunteer group in our service area. (G3, C., V., b.)
59. LIFE Staff will work with existing home mod volunteer groups to develop a template for implementing a volunteer home mod group. (G3, C., VI.)
60. LIFE Staff will deploy at least one session from the Students for LIFE in an expansion county setting. (G3, C., VI.)
61. LIFE Staff will offer to 3 organizations or provide to 1 organization LIFE's Alternative Format Program as a fee for service offering. (G3, C., VIII., a.)
62. LIFE Staff will facilitate 5 trainings to some combination of staff and consumers on available AT offerings and record at least one. (G3, C., VIII., b.)
63. LIFE Board with LIFE Staff support will identify at least three potential board members with a mental health support background or disability. (G3, C., IX.)
64. LIFE Board and Staff members will identify and collaborate with at least 5 organizations providing mental health related supports, 2 of which must cover expansion county residents. (G3, C., X.)

Item 6.2.2 - SPIL Consistency

Explain how these work plan goals, objectives and action steps are consistent with the approved SPIL.

The SPIL contains four goals to complete while keeping true to the mission: 1) educate & prepare for emergencies; 2) increase opportunities to transportation; 3) increase opportunities to affordable and accessible housing; 4) change perceptions and increase acceptance of Georgians with disabilities

LIFE's FY 21-22 Work Plan is well aligned with these goals, which LIFE's ED participated in identifying as part of the work group of Georgia CIL EDs and the SILC ED who drafted the SPIL.

1) Emergency Planning: Due to many of LIFE's counties being located on the coast, LIFE is especially aware of the threat emergencies, particularly natural disasters, can pose for PwD. LIFE's role as cofounder and facilitator of the regionally recognized Coastal Alliance of CILs Active in Disaster, which meets once a week, will keep emergency planning efforts at the forefront of LIFE's community efforts. These meetings and the results arising out of the group's efforts will provide data to address the following indicators noted in the SPIL: a) development of awareness campaign; b) number of advocacy activities/trainings; c) Number of consumers reached through the advocacy/educational awareness campaign. The Work Plan itself specifically addresses the SPIL goals as well. Goal 1, Item 3 notes the need to collect 25 surveys from consumers about their experiences during natural disasters and Goal 1, Item 17 promotes interaction with members of the public sector to include emergency management agencies, again in line with the SPIL's desire to ensure PwD have access to services during natural disasters.

2) Transportation: The SPIL states its objective as follows: "Improve the mutual exchange of information/education between the IL network by participating in local, county, regional, and statewide transportation meetings in order to continue to address the lack of para-transit and public transportation services for persons with disabilities living in rural and remote areas." Though LIFE's Work Plan is somewhat light sheer numbers of transportation goals, Goal 3, Item 51 addresses it directly. It echoes the SPIL dream of collaboration by requiring collaboration with the local transportation authority, Chatham Area Transit, as well as private entities, to develop an effective on demand transportation model. Though this effort does not directly impact the rural communities as the SPIL imagines, supporting on-going efforts local to LIFE's main office is the most efficient way to develop a

public/private collaborative template to then carry to its more rural counties. Though this Work Plan item focusing on a more urban setting, the knowledge gained through this effort in conjunction with ongoing attendance at ADRC meetings and webinars will position LIFE to address this SPIL goal moving more productively moving forward. Goal 1, Item 5 also prioritizes a peer support group or IL Skills class where attendees provide feedback about their Chatham ride experiences, providing additional datapoints to support transportation advocacy and efficacy.

3) Housing: Goal 2 of LIFE's Work Plan revolves around educating and training in the subsequently delineated areas. The first of which includes hosting IL Skills Events and specifically notes Fair Housing as one of the categories. During this training, participants will learn about potential issues as well as their recourse should they observe said issues. As such, this addresses SPIL Objective 3.3, which includes an indicator measuring the number of trainings provided to consumers by the CILs.

4) Change perceptions and increase acceptance of PwD: LIFE's Work Plan addresses this SPIL goal in many of its Work Plan goals. Acceptance begins with excepting oneself, and thus the plethora of peer support goals found in Items 33, 37, and 47 all build towards a healthier outlook for PwD. Goal 2, Item 29 notes promotion of employment efforts targeting PwD, perfectly aligning with the SPIL objective found in 4.2 "SILC and CIL's will collaborate with state entities and/or other stakeholders to promote equitable employment opportunities." Goal 2, Item 34 of LIFE's Work Plan promises both a staff training and an IL Skills class around ADA employment protections and work incentives, and Goal 2, Item 26 specifically notes employment as one of the subjects to bring in IL Skills trainers to speak about, which is then reinforced in item 34.

These examples of overlaps in goals between the SPIL and LIFE's Work Plan are not inclusive of everything but are intended to demonstrate alignment of the two documents.

SECTION 7 - ADDITIONAL INFORMATION

Item 7.1 - Other Accomplishments, Activities and Challenges

Describe any additional significant accomplishments, activities and/or challenges not included elsewhere in the report, e.g., brief summaries of innovative practices, improved service delivery to consumers, etc.

This PPR effectively captures the breadth and diversity of LIFE's efforts to promote independent living and advance community change for everyone. One remaining highlight came about through the pursuit of professional growth by LIFE's ED. As LIFE's ED moved towards his seventh year with the organization, he continued to identify potential weaknesses in his leadership approach and proactively address them. These efforts included building management structures within the organization to decentralize decision-making and empower coworkers, all while maintaining open lines of communication and quick feedback cycles, and never losing sight of his end-game responsibility for outcomes. In order to maximize growth opportunities for his coworkers, he continued to delegate responsibility to them internally, relying on the oversight provided by the Associate Director and the Program Director, reaffirming the Work Plan subcommittee process and seeking democratic inputs whenever possible to ensure agency (examples: staff vote on when the 12 paid days off would occur, when and where the staff holiday party with the Board would take place, and, of course, what the training priorities provided in this document should be). At the suggestion of the United Way of the Coastal Empire, LIFE's ED applied for and was granted a scholarship to attend the SE Georgia Leadership Summit, where he sat in on talks delivered by an impressive array of speakers discussing their own personal leadership journeys and approaches to managing individuals. By affirming the value of his coworkers, developing additional tools to support their personal and professional growth, and reinforcing organizational support structures, LIFE's ED knows he and his coworkers are well-positioned to take on the newly Board ratified 3 year strategic plan.

SECTION 8 - TRAINING AND TECHNICAL ASSISTANCE

Item 8.1 - Training And Technical Assistance Needs

Training And Technical Assistance Needs	Choose up to 10 Priority Needs --- Rate items 1-10 with 1 being most important
Advocacy/Leadership Development Systems Advocacy	1
Applicable Laws	
Fair Housing Act	5
Medicaid/Medicare/PAS/waivers/long-term care	7
Financial: Resource Development	
Diversification of Funding Base	8
Grant Writing	10
Management Information Systems	
Software	4
Networking Strategies	
Community Partners	3
Outreach to Unserved/Underserved Populations	
Disability	9
Rural	6
CIL Board of Directors	
Recruiting/Increasing Involvement	2

Item 8.2 - Additional Information

Provide additional information, comments, explanations or suggestions not included elsewhere in the report.

SECTION 9 - SIGNATURES

Please sign and print the names, titles and telephone numbers of the CIL director and board chair.

Neil C. Ligon

NAME AND TITLE OF CENTER DIRECTOR

PHONE NUMBER

Neil C. Ligon - Signed Digitally

SIGNATURE OF CENTER DIRECTOR

12/20/2022

DATE

NAME AND TITLE OF CENTER BOARD CHAIRPERSON

PHONE NUMBER

SIGNATURE OF CENTER BOARD CHAIRPERSON

DATE