

**State Rehabilitation Council
Annual Report
2012**

December 14, 2012

Dear Friends:

As we enter 2013, the New York State Office of Children and Family Services' Commission for the Blind and Visually Handicapped is thrilled to usher in its centennial year after another outstanding year of support and advice from our esteemed State Rehabilitation Council. This SRC Annual Report for 2012 highlights our productivity last year. I remain a proud member of our Council and am grateful to all who serve for their leadership and advice.

During Federal Fiscal Year 2012, CBVH's administration of Vocational Rehabilitation yielded a nearly 4 percent increase in successful outcomes and continuing satisfaction of our key federal Standards and Indicators. Once again, support from our Council was critical to our success in 2012.

We look forward to continuing to work with the SRC and an even more productive 2013 as we celebrate a century of service together.

Sincerely,

A handwritten signature in cursive script, appearing to read "Brian S. Daniels".

Brian S. Daniels
Associate Commissioner
New York State Office of Children & Family Services
Commission for the Blind & Visually Handicapped

December 14, 2012

The Honorable Andrew Cuomo
State of New York
Executive Chamber
State Capitol
Albany, NY 12224

Dear Governor Cuomo:

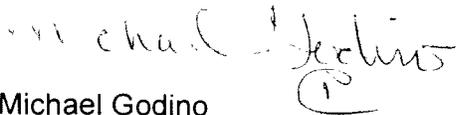
As Chairperson of the New York State Rehabilitation Council (SRC) for the Commission for the Blind and Visually Handicapped (CBVH) from October 2011 through September 2012, I am pleased to present for your consideration the FY2011-12 State Rehabilitation Council (SRC) Annual Report.

Each year, the SRC produces this report to inform federal and state officials and the public about its work and accomplishments. This report highlights the SRC's activities for FY2011-12 and the goals for FY2012-13.

The SRC works in partnership with all of the key stakeholders responding to the needs of New Yorkers who are blind and/or visually impaired. While the SRC as a whole has a well-defined purpose, our influence does not come merely from legal or regulatory mandates. Instead, our influence comes from the completion of our key work. Each member serves as the voice of the constituencies which he/she represents, and with that voice, each represents the voice of many.

Should you have any questions or require additional information, please feel free to contact me at any time.

Respectfully submitted,



Michael Godino

NYS CBVH SRC Chairperson

cc: Edward Anthony, Deputy Commissioner, Rehabilitation Services Administration

Joe Pepin, State Liaison, Rehabilitation Services Administration

Tracy Cooper, SRC Coordinator/Liaison, NYS CBVH

December 14, 2012

Mr. Edward Anthony, Deputy Commissioner
Rehabilitation Services Administration
US Department of Education
Mary E. Switzer Building
400 Maryland Avenue, SW
Washington, DC 20202

Dear Deputy Commissioner Anthony:

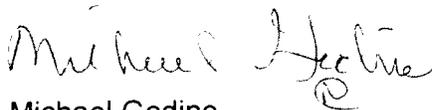
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Michael Godino

NYS CBVH SRC Chairperson

cc: Joe Pepin, State Liaison, Rehabilitation Services Administration

Tracy Cooper, SRC Coordinator/Liaison, NYS CBVH

State Rehabilitation Council

Annual Report

2012

The State Rehabilitation Council (SRC), or, (the Council) for the New York State Office of Children and Family Services, Commission for the Blind and Visually Handicapped (CBVH) is pleased to issue its Annual Report for the Fiscal Year 2012 to Governor Andrew Cuomo and Deputy Commissioner Edward Anthony of the Rehabilitation Services Administration. This report includes an overview of the Council's activities during FY2011-12 and plans for the upcoming year FY2012-13.

The State Rehabilitation Council (SRC) is an advisory body mandated by Section 105 of the Rehabilitation Act of 1973, as amended. The nature and scope of the Council's deliberations and recommendations include CBVH policies, procedures, and operations as they may affect consumers or applicants for agency services statewide. Additionally, the SRC assists in the development of federally required State plans and annual updates to those plans. Much of the Council's business has been conducted in committees which focus on the CBVH priority areas of workforce development, quality assurance, policy, procedure and planning and SRC membership. The SRC meets once each calendar quarter. The Council is comprised of members representing blind consumers, deaf-blind consumers, parents, educators, Client Assistance Program, Section 121 Native Americans Rehabilitation Programs, business, industry and labor, consumer advocacy groups, the New York State Workforce Investment Board, and the New York State Independent Living Council. Ex-Officio members represent Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) and various representatives from CBVH who provide information and assistance as requested by the Council. Meetings are open to the public and always include a public comment segment during which individuals may provide input or bring issues of concern to the Council's attention.

Functions of the State Rehabilitation Council
(as stated in Section 105 of the Rehabilitation Act)

The Council shall, after consulting with the State Workforce Investment Board —

1. Review, analyze, and advise the designated State unit regarding the performance of the responsibilities of the unit under this title, particularly responsibilities related to:
 - a. eligibility (including order of selection)
 - b. the extent, scope, and effectiveness of services provided; and
 - c. functions performed by State agencies that affect or that potentially affect the ability of individuals with disabilities in achieving employment outcomes under this title;
2. In partnership with the designated State unit
 - a. develop, agree to, and review State goals and priorities in accordance with section 101 (a)(15) (C); and
 - b. evaluate the effectiveness of the vocational rehabilitation program and submit reports of progress to the Commissioner in accordance with section 101(a)(15)(E);
3. Advise the designated State agency and the designated State unit regarding activities authorized to be carried out under this title, and assist in the preparation of the State plan and amendments to the plan, applications, reports, needs assessments, and evaluations required by this title;
 - a. To the extent feasible, conduct a review and analysis of the effectiveness of, and consumer satisfaction with the functions performed by the designated State agency
 - b. vocational rehabilitation services provided by State agencies and other public and private entities responsible for providing vocational rehabilitation services to individuals with disabilities under this Act; and
 - c. employment outcomes achieved by eligible individuals receiving services under this title, including the availability of health and other employment benefits in connection with such employment outcomes;
4. Prepare and submit an annual report to the Governor and the Commissioner on the status of vocational rehabilitation programs operated within the State, and make the report available to the public;
5. To avoid duplication of efforts and enhance the number of individuals served, coordinate activities with the activities of other councils within the State, including the Statewide Independent Living Council established under section 705, the advisory panel established under section 612(a)(21) of the Individuals with Disabilities Act (as amended by section 101 of the Individuals with Disabilities Education Act Amendments of 1997; Public Law 105-17, the State Developmental Disabilities Council described in section 124 of the Developmental Disabilities Assistance and Bill of Rights Act (42 U.S.C. 6024), the State mental health planning council established under section 1914 (a) of the Public Health Service Act (42 U.S.C. 300x-4(a)), and the State workforce investment board;
6. Provide for coordination and the establishment of working relationships between the designated State agency and the Statewide Independent Living Council and centers for independent living within the state; and

7. Perform such other functions, consistent with the purpose of this title, as the State Rehabilitation Council determines to be appropriate, that are comparable to the other functions performed by the Council.

Meeting Highlights and Activities for FY2011-12

Below please find meeting highlights and activities for FY 2011-12 including, participation in the development of the 2013 State Plan, recommendations, public forums, communication with CBVH Executive Board, and presentations the SRC participated in throughout the year.

The fiscal year began October 1, 2011 with a welcome back by the Chair, Mike Godino and Vice Chair, Aaron T. Baier.

As discussed in FY2011, the first order of business confronting the council was the matter of timeliness of having new members appointed to the council. It is with much pleasure to report that two members representing business and industry, one representative of veterans and one representative of the Parents Training & Information Center have been appointed during this reporting period. The council is still waiting for the appointment of a consumer representing the constituency of people with numerous disabilities including blindness, a representative from the Native American, Section 121 VR Program, a representative of the SUNY/CUNY system and finally a replacement for the current representative of the National Federation of the Blind of New York.

The four new appointees for FY 2012 were welcomed into the SRC during an orientation training prior to the September meeting. The facilitator for the new member orientation was Thomas P. Golden, Associate Director, Cornell Univ. ILR School & Employment/Disability Institute. Mr. Golden's training included information on the history of rehabilitation in the United States and how the Rehabilitation Act formed the SRC as an advisory body to the Commission for the Blind in New York. Mr. Golden also introduced the new members to Section 105 of the Rehabilitation Act, as amended. Section 105 is the federal mandate that governs the implementation and work of the SRC.

It was our pleasure to share with Mr. Golden the fact that the New York State Commission for the Blind and Visually Handicapped would be celebrating its one hundredth anniversary in 2013. CBVH has been in business far longer than the federal mandated creation of rehabilitation services for people who are blind in 1945.

Meeting Highlights, SRC Business:

The NYS SRC under CBVH conducts its council business at four (4) quarterly meetings each year. At each of these meetings the council follows an agenda created and proposed by the Executive Committee. A standard agenda consists of introductions, report from the Chair, report from the Associate Commissioner, presentations, public comment, committee meetings and reports, council business and action items. Following is a brief synopsis of the SRC business for each of the four (4) quarterly meetings for FY2012.

December 20, 2011:

The first meeting for FY2011-12 was in December 2011. At this meeting, the council discussed the upcoming State Budget, the CBVH State Plan for 2012, the FY2011 annual report and operations of the council for the New Year.

Prior to the meeting, the Chair distributed the draft CBVH SRC annual report for FY2011 to each of the committee chairs and requested they bring back recommendations at the first meeting for FY2012. At the meeting the Council read through and made several recommended changes to the drafts which were accepted by the body. Following the acceptance of the changes, the council moved and adopted the FY2011 annual report and forwarded it on to the Associate Commissioner, the Governor and the RSA.

March 22, 2012:

At the March meeting, the SRC attended to one of our critical duties as an advisory body to CBVH. The CBVH State plan was prepared, presented and vetted in the community; however, the final comments to be presented were those presented during the March meeting.

Upon its preparation, the CBVH state plan was distributed to the members of the SRC by the chair for review. With the distribution of the plan, the chair asked that each member review the plan and bring their comments to the March meeting.

As the plan was presented, the members shared their observations and feelings on how the plan should be altered to better represent the communities they, the members, represent throughout the state. Some of the more significant recommendations made by the SRC were:

In section 4.8(b) (2) to provide more and better quality of oversight to youth such that the services they receive will assist them in more quality transitions and continued success.

In section 4.11(d) we recommended more outreach with an emphasis on providing more services to greater numbers of people who are in need and meet the requirements for services from CBVH.

Finally, in section 4.11(e)(2) the SRC again recommended more outreach and services by employing counselors specifically trained in working with people who are deaf blind and expanding the loan closet services.

The input to the CBVH state plan was acknowledged accepted and appreciated by the CBVH staff working on the plan.

June 28, 2012:

The June meeting concentrated on the work of the committees. As a council, the committees met via phone conference supported by CBVH thus providing the forum to conduct business outside of and in preparation for quarterly meetings. Some of the work can be shown in the brief highlights of the committee reports below.

The Policy & Planning Committee reported that the Assistive Technology Contract policy is being worked on with CBVH. The committee is looking forward to reviewing and providing comments to the policy plan. The committee will also review: Trial work experience & IPE development plan based on RSA's review of CBVH.

The Workforce Development Committee updated the council regarding what should be in the annual report: Business Tool Kits, PowerPoint presentations, literature about CBVH; Transition and pre-college programs; the Fall 2011-CBVH Employment Summit which was funded by ARRA; also the Business Enterprise Expansion Program; Walgreen's REDI Program, and the Dialog in the Dark and Dining in the Dark initiatives.

The Membership Committee reported that the new member orientation manual was ready for the four new members of the SRC and orientation to SRC would take in September. They further reported that they look forward to expanding the manual and the membership.

The Quality Assurance Committee reported that they would like to get more information about non-successful cases. (Status 26-Successful closure, Status 28- Unsuccessful closure, and Status 30-Closure without having completing IPE) What is happening with the 28's and 30's? How can these closings be minimized? Why aren't clients getting jobs? Comprehensive Needs Assessment will be completed by Cornell ILR. SRC will have some input on how to obtain information regarding closures. This committee would like to find ways to improve the Quality Assurance that CBVH does such as: identify the failures and finding ways to better assess CBVH.

Additionally, the Chair requested volunteers for and created two ad hoc committees: Nominating and Bylaws each consisting of three members to do the necessary work of the council.

September 27, 2012:

As this was the final meeting of the year, the council continued the committee work with recommendations, election of the Chair and Vice Chair and action items for the next year. Additionally, as the CBVH was preparing to attend the two state conventions of the American Council of the Blind of New York and the National Federation of the Blind of New York. The Chair made a special request to all members that they try to attend at least one of the town meetings to observe the proceedings.

Finally, the SRC was presented with a request for advocacy by several members of the SRC and several of the partner agencies to the SRC regarding the issue of voting privately and independently within municipalities outside the jurisdiction of state and federal election law. After some discussion a motion was made to have the chair compose a letter to the Governor requesting he veto S6296/A29178 as passage of this bill would disenfranchise people who are blind in the voting process. A copy of the letter can be found following this report.

As for the elections, the Nominating Committee report was presented, and the committee chair called for other nominations from the floor. As no other nominations were presented

from the floor, a motion was presented to retain Mike Godino as Chair and Aaron T. Baier as Vice Chair. The motion was seconded and passed unanimously.

The Council made several changes to the bylaws that were presented by e mail to the members thirty days prior to the meeting as required. The presented changes were:

- Article 5 section 5 "should refer to a voice vote" rather than a show of hands.
- Article VI Section 4 should add "electronically" to the acceptable means of meeting notification.
- Article VII section I should indicate that a "majority of voting members present" rather than a "majority of voting members" can adjourn a meeting that lacks a quorum.
- Article V proposed new section: Section 6: Vacancies in the Offices of Chair and Vice Chair-In the event of a vacancy, in the office of Chair, the Vice Chair shall serve as Chair for the balance of the term to which each was elected. At the next scheduled meeting of the CBVH SRC following the occurrence of the vacancy, the CBVH SRC shall elect a Vice Chair, who shall serve for the balance of the term during which the vacancy occurred. In the event of a vacancy, in the office of Vice Chair, the CBVH SRC shall, at its next scheduled meeting following the occurrence of the vacancy, elect a Vice Chair, who shall serve for the balance of the term in which the vacancy occurred.

All of the above changes to the bylaws were moved, seconded and passed unanimously, thus by greater than a super majority.

Two additional amendments were presented to the council; however, the Council felt the amendments needed additional work and referred them back to the committee to be presented at a later date.

Finally as the work for FY2011-12 was complete, the chair asked the council for recommendations moving forward. Below please find several goals the SRC hopes to work on during the next year in addition to our mandated requirements.

Policy, Procedures, & Planning Committee:

- Recommendation 1. Revised IPE and trial work experience policies will be available for review. VR manual will also be updated in the future
- Recommendation 2. Next step for planning: incorporate town hall meeting comments into the state plan, work with Quality Assurance to make sure needs assessment included employer satisfaction.
- Recommendation 3. Work with CBVH to learn more about status 28 and 30 closures and create policies to identify, evaluate and monitor trends.
- Recommendation 4. Request from CBVH staff a timeline of anticipated policy review over a 3 year period.

Workforce Development Committee:

- Recommendation 5. Enhance access to transition service delivery system-
- Recommendation 6. Increase awareness of transitional programs to community, CBVH counselors, community providers and medical providers

Membership Committee:

- Recommendation 7. Work with CBVH to compile a list of SRC members complete with contact information, the demographic population they represent and the geographic areas they cover.
- Recommendation 8. Ensure the availability of the following year's schedule, committee descriptions and scopes in draft form, at the December meeting.

Quality Assurance Committee:

Recommendations 9. Cornell Survey/CBVH Needs Assessment were delayed due to technical difficulties with CBVH's database. CBVH will continue to address ongoing action items: Address the failures as well as the successful cases by having Cornell University conduct a consumer satisfaction survey with the 28's and 30's closures. ACCES-VR has done research on this topic and the SRC would like to compare.

Presentations by the Associate Commissioner Brian S. Daniels:

The following reports were provided by Mr. Daniels during the SRC meetings.

- In Federal Fiscal Year 2011, CBVH passed all six federal Standards & Indicators in Part I and increased employment outcomes by 4 percent.
- CBVH's federal funders, the Rehabilitation Services Administration (RSA), planned to conduct an on-site review of CBVH's program and fiscal performance. Sharon Flom was the project leader and coordinated efforts for the review on behalf of CBVH. She was in charge of RSA's last visit to CBVH and she was looking forward to positive results.
- For the second consecutive year, CBVH was not involved in any fair hearings as a result of the services it had provided.
- Staffing updates. Executive Deputy Commissioner, Bill Gettman left OCFS for a job in the private sector this year. Mr. Daniels subsequently announced the appointment of Sheila Poole as the Executive Deputy Commissioner of OCFS to replace Mr. Gettman. She has many years of experience at OCFS. Ms. Poole has expressed to Mr. Daniels that she wants to learn more about CBVH. She also invited CBVH on the Commissioner's cabinet that meets weekly to discuss issues.
- The Associate Commissioner welcomed Mario Corado for his leadership and representing CBVH counselors on the SRC this year.
- In June, Mr. Daniels reported that staff numbers may increase in the upcoming months. There were 132 employees statewide. The Associate Commissioner reported that he anticipates increasing staff numbers to 150. Due to the current state budget process, waivers must be requested in order to fill open positions. There are four waiver requests approved: two senior accountant positions at the home office in order to maximize Social Security Administration (SSA) claims and reimbursements from social security and two Business Enterprise Program (BEP) specialist positions (Albany and New York City). One Vocational Rehabilitation Counselor position in the White Plains office is pending.
- IN September, Ms. Janice O'Connor, Director of Field Operations, discussed additional staffing changes at CBVH. She reported that two Accountants (one Senior and one Trainee Accountant) had been hired at the central office. The Business Enterprise Program (BEP) hired two new Food Service Management Specialists (1 in New York City and 1 in Albany). BEP Director, Steve Moore, retired in July. In the Syracuse District office, one counselor announced his retirement. CBVH received additional waivers to fill a number of positions: Children's Consultant and a Vision Rehabilitation Teacher (VRT) in Rochester; an Orientation and Mobility (O&M) Specialist in Syracuse; a VRT in Albany; a Vocational Rehabilitation Counselor (VRC) at 80 Maiden Lane; and an O&M Instructors in Hempstead.
- The Associate Commissioner made further remarks regarding some of the staffing difficulties the agency is experiencing with the continuation of the hiring freeze. There are a few gaps he wished to see filled possibly sometime in October. The Syracuse District Office has no District Manager as a result of District Manager, John Scott's retirement. The Buffalo District office does not have a District Manager or a Senior Counselor. In Albany, CBVH has no Senior Counselor. In the Manhattan District Office, one of the Senior Counselors retired. The agency still hopes to receive the hiring freeze

waivers for these positions and the following: Children's Consultants in Syracuse and Buffalo, VRT in Rochester, Albany, and Manhattan; O & M Instructors in Hempstead and Syracuse.

- Mr. Daniels updated the SRC the average caseload per office: downstate ninety per counselor and upstate sixty to seventy per counselor.
- SRC membership. At the March meeting, Mr. Daniels reported we were still waiting for the new members to be appointed. The Governor's office indicated that it has been in contact with future members. He further reported that the members may be appointed by the June meeting. The Associate Commissioner continued by reporting that he hopes that the SRC will be in full compliance in terms of membership in the near future.
- Mr. Daniels shared that CBVH volunteered a total of 950 hours in order to assist in the disaster relief efforts from the 2011 hurricanes Irene and Lee. He further said that CBVH is up in its Standards and Indicators, so this volunteer work did not impact the productivity of the agency. He would also be attending a meeting with State Emergency and FEMA regarding accessibility, disability and disaster relief.
- In regards to RSA monitoring of CBVH, the agency received overall positive feedback. Mike Godino, Lisa Rosano, and Aaron Baier were involved in the interviewing processes. Support from the State Rehabilitation Council is very appreciated by CBVH and also its feedback on the state plan
- Mr. Daniels introduced Susan Loeb Statewide Manager/Public Engagement & Community Building for CBVH to the SRC. 2013 is CBVH's centennial year as CBVH was first constituted on April 30, 1913. As a targeted task, Susan Loeb will have a significant role in highlighting the CBVH centennial. Susan's goals are to have a series of events locally to celebrate this milestone over the course of the year.
- At the June meeting the Associate Commissioner was not available. The Director of Field Operations, Janice O'Connor stood in as his surrogate. Ms. O'Connor reported that the Rehabilitation Services Administration (RSA) released its monitoring report for CBVH. The report can be found on the RSA website. CBVH is now working on its assurances and correction plan. Ms. O'Connor also reported that the State Plan was submitted to RSA before the due date this year.
- At the September meeting, the Associate Commissioner had good news to share with the SRC. He reported that CBVH will be increasing the number of status 26 successful closures reported to RSA for FFY 2012. He also stated that our standards and indicators appear to be very solid again based on two years accumulation of data.
- Mr. Daniels reported on the two Pre College RFP contracts: Aurora-Lemoyne College and VISIONS-Manhattanville College are the two selected agencies which will be facilitating the programs.
- On the employment issue, Mr. Daniels reported on the NYESS database system. A meeting was held with John Allen the Director of the NYESS program. CBVH is concerned about confidentiality and the access to social security numbers. CBVH wished to have proper assurances that private information will be guarded. He stated that the NYESS database is not accessible to users who are blind.
- In response to the SRC's interest in status 02-08, 28 and 30 closures, the Associate Commissioner reported that the CBVH Needs Assessment will be researching these areas.

Other Presentations:

During the year, the SRC hosted two to three presentations at each of the quarterly meetings as a means of keeping members well informed on the current issues, policies, and procedures faced by CBVH. Below is a list and short synopsis of each presentation during FY2011-12.

- Ray Cebula from Cornell University presented a program titled "Benefits for Benefits Planning for Individuals with Blindness." A Cornell study focused on vocational rehabilitation outcomes confirmed the projections that many people with disabilities did not want to go to work because of a fear of losing their benefits. The Cornell project is concentrating on educating people with disabilities on ways to manage

their benefits and use work incentives as a means of going to work rather than maintaining their benefits and living in poverty. The presentation concentrated on people who are blind and receiving SSI and SSDI as a result of their blindness.

- Molly Rimer, Debbie Fiderer, and Sue Razinski from the Helen Keller National Center (HKNC) presented on The Statewide Needs Assessment Project. HKNC partnered with CEMS (Center for Essential Management Services) to find out the most pressing needs of working-aged adults who are deaf-blind in New York State.
- Susan Loeb, Statewide Manager/Public Engagement & Community Building for CBVH discussed her goal to increase outreach to minority groups, especially seniors. She wants people that are entitled to services from the government to know about them and have access to them.
- Mario Corado, Vocational Rehabilitation Counselor and the newest counselor representative to the SRC introduced himself and explained his role as a counselor and details about his caseload which helps the SRC gain a better understanding of the need in the NYC District.
- Sharon Flom presented an overview on the Rehabilitation Services Administration (RSA) Monitoring process. Sharon reported that the RSA review takes place every three to four years. RSA focused on the areas of: transition services, organizational structure, and fiscal integrity.
- Roger Gray provided the SRC with a CBVH Budget Overview and some of the accomplishments that CBVH has reached.
- Shirley Rose, Program Director for CBVH, discussed the new travel guidelines for SRC members. She discussed the new Statewide Financial System (SFS) and how it differed from the system used by the State in the past.
- Laurie Munro provided the SRC with information and an overview of the planned Pre-College RFP and the program it will fund for high school students who are blind.
- Roger Bearden the Chairman (Commissioner) of the NYS Commission on Quality of Care and Advocacy for Persons with Disabilities presented on the changes in the Commission of Quality Care and the proposed new Justice Center. Mr. Bearden began by providing background on the agency and reported a need for a mechanism for independent oversight. He also discussed the implications of the new Justice Center and how it will affect Protection & Advocacy programs in NYS.
- Frank Coco, Manager, VR Policy and Partnerships NYSED, ACCES-VR Program, discussed the various issues regarding the future of Supported Employment.
- Tracy Cooper provided the SRC with an overview of the Employer Toolkit and its use. Ms. Cooper stated 17 Employer Toolkits were designed and given to each CBVH district office for demonstration and outreach to employers, communities, and other entities. The toolkits included different assistive technology devices that a person who is blind can use on a worksite.

- Susan Loeb provided the SRC with updates on a potential CBVH name change. Susan reported that she conducted a focus group to consider whether or not the name should be changed. There were 11 participants going through a set of questions: No decisions were made regarding the name change.

Planned Goals and Activities for FY2012-13:

The SRC is scheduled to meet quarterly in FY2012. In addition, the Executive Committee and each of the four standing Committees will meet via conference call throughout the year.

The four standing committees will be: Membership, Policy, Procedure and Planning; Quality Assurance; and Workforce Development. Chair Godino will appoint the Chairs and members of each committee and will give each its charge.

The Council will participate with CBVH in development of the State Plan for Federal Fiscal Year 2014 including information gathering from its members' respective constituencies.

The 2014 State Plan will incorporate information obtained at the public forums held at the ACB and NFB state conventions.

The SRC will re-examine its current by-laws to determine whether any amendments or restructuring may be appropriate.

The SRC will continue the Orientation and new member training in its first meeting of each Fiscal Year hereafter. The SRC plans to add a half day of training from Thomas P. Golden, Associate Director at the Employment and Disability Institute (EDI) which is in the Industrial and Labor Relations School (ILR) at Cornell University at the March meeting. The plan is to add three or four hours in the morning of the second day. Arrangements will be made with the hotel for an additional night's stay to insure all the members can attend.

In addition, the SRC will work to strengthen its connections with other SRC's outside New York State, as well as with the National Council of SRC's and the National Council of State Vocational Rehabilitation Agencies.

Further, the SRC will work with CBVH to develop one or more mentoring programs, as well as other mechanisms to bring New Yorkers who are blind together so that they may learn from and support one another.

Finally, the SRC will work with CBVH to bring about implementation of the various recommendations made by the Committees and by the Council as a whole in 2012. Many of the recommendations of the committees overlap with one another as well as with those of the CBVH Executive Board. Communication and brainstorming among the members of all of these bodies will further refine their recommendations, and thereby result in an across the board improvement in services and opportunities for New Yorkers who are blind and visually impaired.