

A publication of the National  
Alliance for Direct Support Professionals

# Frontline Initiative

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Social Capital  
Frontline Initiative

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## Social capital The real route to inclusion

By Al Condeluci

We know that Direct Support Professionals (DSPs) play a major role in supporting people with disabilities. DSPs are critical in helping many individuals attain successful outcomes in —

- Meaningful things to do with their lives—work, community service, volunteering
- Safe and affordable places to live
- Safe transportation in and around their communities

- Engagement in the community
- Building long-lasting personal relationships

These are outcomes that all people long for and are reached, to a large degree, with social capital. According to Gotto, et al (2010) social capital is a set of relationships and social ties, with organizations and to individuals, that can expand one's choice-making opportunities, increase one's options, and lead to a more enriched quality of life .

Continued on page 2



**Social capital: The real route to inclusion**  
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We know this about social capital —

- Most people get jobs using their social capital. In fact, one recent study found that 71% of respondents to a survey reported that they got their first job through a friend or family member. We know that the best way to get a new or better job is through your social networks — your social capital. Certainly, even if you find a job on your own, you still need to list references — friends that will vouch for you.
- Housing is another area where social capital is critical. Most people reading these words are probably living with someone they chose from their social network. In fact, social capital is

an absolute for people — no one, unless they are in an institutional model, live with someone they have not chosen. Yet, most people with disabilities find themselves in housing “programs” where their roommates are selected for them by an agency, program, or case manager.

- Social capital is key to transportation. Unless you are poor or institutionalized you ride in your own car, or if your car breaks down, with your friends.
- Engagement in the community is determined by the connections you make. Social capital is a network or set of links that bring you closer to others, whether in your neighborhood or around the world.
- Relationships are often very difficult to maintain for individuals with the most significant disabili-

ties. Building social capital can lead to the start of some beautiful friendships.

Clearly the more social capital you have, the better your chances for getting a job, finding someone to live with, getting around, and getting connected. Over the years agencies have put much time, energy, and money into services for people with disabilities. Yet, the data suggests that we have not really moved the needle on community integration. We must be bold enough to readjust our current methods and add activities that build social capital. It is clear to me that for DSPs, understanding and then establishing social capital strategies is essential to helping people reach their goals.

*Al Condeluci is CEO of Community Living and Support Services in Pittsburgh, PA. He can be reached at [acondeluci@classcommunity.org](mailto:acondeluci@classcommunity.org)*

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# Frontline notes

Social capital is the value one gets from participating in social networks. Social capital might include the inside scoop on a job, where the best healthcare can be found, information about an event in the community, or knowing where to find a nice apartment. In most social networks, mutual benefit, cooperation, and trust make bonds between people stronger.

People develop social capital in school, at work, in faith-based organizations, within families, or anywhere relationships build. More and more, social capital develops online.

Individuals with developmental disabilities often have small social networks and limited opportunities to gain social capital. Fortunately, many families and service providers understand this dilemma.

Through inclusion and social media, individuals can develop more robust social networks and thus, more social capital. Additionally, the general public benefits as well—studies show that community integration leads to better understanding of disability issues, more tolerance for diversity, satisfied employers, and increased quality of life for all.

In this issue of *Frontline Initiative*, we explore the benefits (and some of the barriers) of developing social capital. We will highlight individuals and organizations who promote social networking and the role of social media. We hope you enjoy this issue and find ways to promote more social inclusion in the community and online!

The Editors



Angela Amado, Ph.D., from the Institute on Community Integration at the University of Minnesota, has led research in social capital and community integration. She has found that when agencies make consistent efforts toward building social capital, community integration increases.

In one four year project, individual friendships went from 17% to 55% of the people receiving services, volunteering went from zero to 29%, and community group membership went from 12% to 52%.

In another agency, individual friendships went from 16% to 78%, community group membership from 2% to 32% and valued social roles, including volunteering, from 3% to 26%.

In a one-year project in Kentucky, of 44 individuals from 13 agencies, 91% had a positive result in one or more of these three areas (friendships, group membership, volunteering).

Visit Angela Amado's staff page to learn more about her research.  
<http://lici.umn.edu/index.php?staff/viewly48gpq52b>

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*Frontline Initiative* is available in alternate formats upon request.

# NADSP update

## Building professional relationships

By Joseph M. Macbeth

We're still in the first half of the year and 2014 promises to be our busiest and most productive since we've been incorporated. The theme of this edition of the *Frontline Initiative* is about social capital and the important role that DSPs have in helping people with disabilities build meaningful relationships in their communities.

NADSP is also about building social capital for the DSP workforce, which for decades has been seen as just an entry level position that pays low wages. Well, we are now seeing how this attitude is changing across the country as states and policy makers are beginning to recognize DSPs as a lynchpin to building quality lives for people with disabilities. There is also a growing discussion that the direct support job requires more than just "loving the guys" (a term we hear far too often). It requires learning the latest through sound training curricula, building skills, and understanding the values of the profession. Great things happen when we embrace these things at the point of interaction.

During this year, we will be working closely with two states, North Carolina and Oregon, that have committed to building a state chapter. Building a viable chapter isn't easy, it requires the buy-in and leadership from key stakeholder groups that can assist DSPs to find their advocacy voices and recognize their value. When NADSP helps DSPs to build chapters, we rely on their relationships with DD councils, state disability

offices, self-advocacy associations, families and provider networks to affect change. As a matter of fact, in both North Carolina and Oregon, we are working directly with established organizations like the North Carolina Council on

**NADSP is also about building social capital for the DSP workforce, which for decades has been seen as just an entry level position that pays low wages. Well, we are now seeing how this attitude is changing across the country**

Developmental Disabilities and the provider associations, Benchmarks in North Carolina and the Oregon Rehabilitation Association. Simply put, without their help, we would not be successful.

Continuing with our theme, I'm also really pleased to let you know that NADSP worked with the American Network of Community Options & Resources (ANCOR) this May in Miami, Florida, when they hosted the "Direct Support Professional Leadership Academy". We assisted them in reviewing and scoring hundreds of applications for their National Direct Support Professional of the Year Award and we've provided three highly interactive sessions for their participants on the Code of Ethics,

NADSP Competencies and a focus group about the work.

Because of our strong relationship with the University of Minnesota's Research & Training Center and the American Association on Intellectual and Developmental Disabilities (AAIDD), we were asked to help create a strand of workshop sessions at the Reinventing Quality Conference in Baltimore this August. We will also be handing out our Moving Mountains Award for 2013 and 2014 at that conference.

Last but not least, AAIDD 2014 will be June 23-26th in Orlando, Florida. We are excited to be a part, not only, of 2014, but also of the 2015 conference. We'll be joining AAIDD in Louisville, Kentucky in June, 2015, as we host our first national DSP conference before the annual AAIDD conference kicks off. We're in the planning stages now, but we will be sending you a lot more information about speakers at this historic occasion and hope to have a few surprises too. One thing we can guarantee, while we will be celebrating DSPs at the conference, we want to invite anyone who is interested in direct support workforce issues! The important thing to remember, none of these things would have been possible without building sound, mutually beneficial relationships — something that DSPs do every day.

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*Joseph Macbeth is the Executive Director of NADSP. He can be reached at [jmacbeth@nadsp.org](mailto:jmacbeth@nadsp.org) or 518-449-7551.*

# Social media and opening the doors to more meaningful relationships

By Edward P. Bartz

Being a person born with a severe physical disability, communication has always been the most significant of all the obstacles I have faced. Since I was a youngster, my intellectual ability has always been questioned due to my often-unintelligible verbal communication.

In the early 60s, people who worked with me seemed restricted by the “typical stages of development”—I took longer to reach pre-determined milestones. I was developing at my own rate and I needed people around me who understood this. Thankfully, through technology, various communication devices, and lots of speech therapy, I am now quite skilled at communicating my thoughts (and more importantly, my witty and sarcastic ways).

Today, the availability of social media has allowed me to reconnect with many people of my past—professionals and friends I now communicate with through Facebook. They are always astonished by my progress and accomplishments.

Before this technology became available, I relied on telephone conversations to maintain a social life. To a certain extent, this accomplished the task, but it was very difficult for some people to understand my speech and/or my communication device. I was able to get my thoughts across, but not with the great detail or embellishment that people are typically comfortable with. Through social media and computers, I’m now able to provide greater detail



into the topics at hand and my thoughts on complex issues. I use this medium to set up gatherings and share my wit and insights.

Without social media I also wouldn’t have my job. I assist in writing and editing an on-line magazine for The Center for Disability Services in Albany, NY. Having social capital helps me stay motivated to do my job and to advocate for other people. Through my job I meet many people doing interviews, advocating for services either for people with disabilities, or advocating for the people whom support us. I am known throughout the Capital Region of New York State as a voice for people with disabilities. I sit or have sat on several boards of agencies that assist people with disabilities and their families.

I have a lot to say and social media has provided me with the canvas to allow people to really get to know me. Nowadays, I wouldn’t know what to do with my evenings without being able to sit at my computer and chat with

friends or sit and play mindless games as I wind down for the day. It has opened many doors for me to get to know my friends better, and for them to get to know me too.

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*Ed Bartz lives in Albany, NY where he also works as the Managing Editor for the on-line CapAbility Magazine ([http://www.cfdsny.org/htmlweb/Capability\\_winter\\_2013\\_home.html](http://www.cfdsny.org/htmlweb/Capability_winter_2013_home.html)). He can be reached at [Bartz@cfdsny.org](mailto:Bartz@cfdsny.org).*

# The Rights of People with Cognitive Disabilities to Technology and Information Access

## *Whereas*

- Twenty-eight million United States citizens have cognitive disabilities such as intellectual disability; severe, persistent mental illness; brain injury; stroke; and neurodegenerative disorders such as Alzheimer's disease;
- People with cognitive disabilities are entitled to inclusion in our democratic society under federal laws such as the Americans with Disabilities Act (ADA), the Developmental Disabilities Assistance and Bill of Rights Act (DD Act), the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, and under state and local laws;
- The disruptive convergence of computing and communication technologies has substantially altered how people acquire, utilize, and disseminate knowledge and information;
- Access to comprehensible information and usable communication technologies is necessary for all people in our society, particularly for people with cognitive disabilities, to promote self-determination and to engage meaningfully in major aspects of life such as education, health promotion, employment, recreation, and civic participation;
- The vast majority of people with cognitive disabilities have limited or no access to comprehensible information and usable communication technologies;
- People with cognitive disabilities must have access to commercially available devices and software that incorporate principles of universal design such as flexibility and ease of use for all;
- Technology and information access by people with cognitive disabilities must be guided by standards and best-practices, such as personalization and compatibility across devices and platforms, and through the application of innovations including automated and predictive technologies;
- Security and privacy must be assured and managed to protect civil rights and personal dignity of people with cognitive disabilities;
- Enhanced public and private funding is urgently required to allow people with cognitive disabilities to utilize technology and access information as a natural consequence of their rights to inclusion in our society;
- Ensuring access to technology and information for the 28 million people with cognitive disabilities in the United States will create new markets and employment opportunities; decrease dependency on public services; reduce healthcare costs; and improve the independence, productivity, and quality of life of people with cognitive disabilities.

## *Therefore*

We hereby affirm our commitment to equal rights of people with cognitive disabilities to technology and information access and we call for implementation of these rights with deliberate speed.

# Getting social

## Using social media to connect with communities regardless of ability/disability

By Fred Hobbs

According to the Pew Research Center, in 2013, 71% of online adults in the USA used Facebook to connect with friends, share ideas and photos, and stay in touch with loved ones. Unfortunately, the percentage of individuals with intellectual disabilities who are accessing this community engagement tool lags far behind that of the general population.

Some family members and DSPs (and the organizations they work for) may be concerned about the risks that come with putting an individual's personal information online. Or, they may not be familiar enough with the tools themselves to feel comfortable with providing guidance to others who want to use social media tools such as Facebook.

While these concerns are reasonable, there are now many ways to make social media safe and easy to use. Organizations and individuals supporting those with developmental disabilities can no longer ignore the incredible opportunities for community engagement that social media can bring and ways that they can increase social capital.

We all want to provide the individuals we support to be able to engage in their communities in meaningful ways. Social media is all about community and technology has made accessing those communities relatively easy, even for those with significant disabilities. It doesn't make sense to ignore these avenues of community access.

Another consideration: in the virtual world, a person's disability is not a factor. Say, for example, an individual with intellectual disabilities joins a Facebook group dedicated to the Denver Broncos. All the other people in the group see that person as a fellow fan – someone just like them. The individual can engage in this online community without barriers and without judgment.

**Organizations and DSPs looking to use social media to support the individuals they serve need to be strategic. They need to understand the platforms, understand applicable rules and regulations, and take the necessary precautions to ensure safe usage.**

Over the past five years, Imagine! has explored ways to use social media to enhance the lives of the individuals we serve. We have used a variety of social media platforms to engage and inform our many stakeholders. We have used Facebook to create private groups for families who have family members with disabilities so they can share stories and ideas in a secure environment. We have assisted individuals in using social media to

tell their stories and support their passions – for example, we helped one young man who creates his own pottery to use social media to promote and sell his art. We have even conducted a study that looked at how Facebook could be used as a tool to lessen the frequency of inappropriate attention seeking behavior.

Organizations and DSPs looking to use social media to support the individuals they serve need to be strategic. They need to understand the platforms (especially privacy settings), understand applicable rules and regulations, and take the necessary precautions to ensure safe usage. We already do that in the many other aspects of our service provision; there's no reason we can't do the same when it comes to social media and the online world. By failing to do so, we do a great disservice to our community and the people we serve. The use of social media can greatly enhance a person's social capital.

### To learn more

- "The One Handed Potter" Twitter feed: <https://twitter.com/one-handedpotter>
- Imagine! Voices blog (stories from people served by Imagine!): <http://voicesofimagine.blogspot.com/>
- Imagine!'s Facebook page: <https://www.facebook.com/ImagineColorado>

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# Everyday Heroes are builders of social capital

By Jennifer Teich

What do people want out of life? They want a sense of belonging, to be respected, to be able to make choices, to contribute to the welfare of the community and to share places with others (John O'Brien 1987). This is our definition of "social capital". With greater social capital we live healthier and happier lives, increase our community affiliations, exercise choice and self-determination.

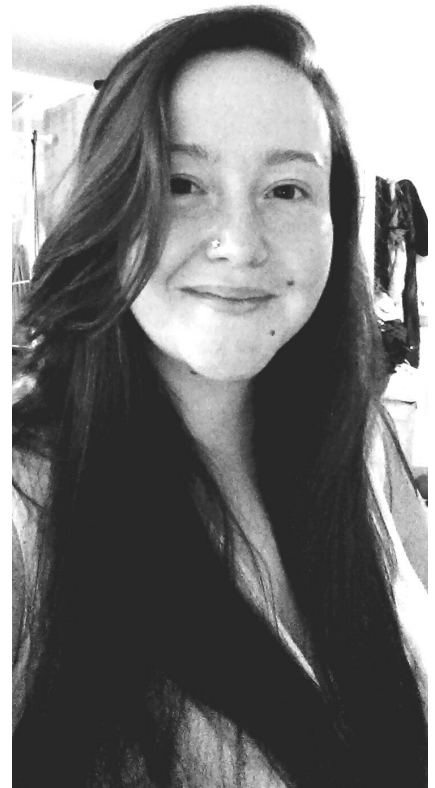
AHRC NYC Everyday Heroes is guided by the concept that by creating and expanding networks, we can accomplish almost anything. Everyday Heroes are DSPs who help build community connections with the people they support. Their collective imaginations assist our consumers in living richer, fuller lives.

Social capital is not just developed through social media. Kassie Barrett is one Everyday Hero whose work begins and ends with community connections. Kassie supported "Miguel" to become more independent and connected to his passions. Miguel had just graduated high school and was using a manual wheelchair to get around New York City—which he could not do on his own. Miguel had strong connections to his community and wanted to be able to travel on his own to visit people, run errands and "take care of business!" Kassie helped Miguel to work with his family, doctors and service providers to obtain a power chair. She secured travel training for him and he can now be seen cruising through

the streets of New York! This training has allowed Miguel to pursue his passions. He loves to travel and sightsee and has taken many family vacations. He loves to "schmooze" with his neighbors and friends and can frequently be seen hanging out at the neighborhood shops. Miguel is currently very busy searching for permanent employment.

Kassie has used what she learned through Everyday Heroes to go on and help develop social capital for others in New York City. She started cooking classes that have facilitated relationships between the people she supports and the local grocery stores. She also teaches a poetry class, where her students are known and respected within the larger poetry community. Kassie's belief that people are better together than apart, guides her every day. Kassie has emerged as a leader to her colleagues, as well as mentor to new staff.

Everyday Heroes enriches people's communities and shifts their perspectives about what is possible. By empowering staff with the knowledge and practices that support the development of social capital everyone benefits; the staff, the people they support and the neighborhoods of New York City. Everyone who is part of Everyday Heroes goes away feeling that they can undertake whatever is needed to make a difference. Everyday Heroes has the capacity to change social structures and create a "cultural revolution."



Everyday Hero, Kassie Barrett

## DSP perspective

Every year, the Direct Support Professional Alliance of New York State, New York's Chapter of NADSP, and the New York State Association of Community and Residential Agencies co-sponsor regional conferences for DSPs. There, DSPs discuss their efforts to stay true to NADSP's Code of Ethics and its Competency Areas, both of which stress the importance of social capital. These real-life case presentations put flesh and blood on important concepts, and also serve as learning tools for those gathered as they discuss what more could have been done to further actualize a tenet of the



Code or Competency Area. Below are several illustrations of social capital presented and discussed by New York's DSPs.

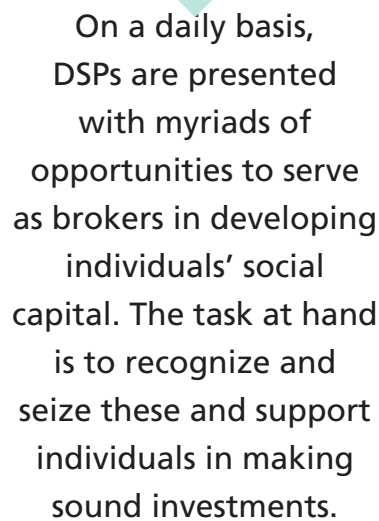
### **Making a new friend**

An individual, who sometimes demonstrates challenging behaviors when frustrated, was going to bake cookies (a favorite task) with a DSP. But when they started, they discovered the house was out of butter. Rather than putting the baking off to another time after the house did its grocery shopping, the DSP suggested that the individual borrow some butter from the next door neighbor. Being fairly timid, the individual was at first reluctant; although they would wave and say hello when passing, the individual really didn't know the neighbor. With the DSP's guidance, they rehearsed how they would visit the neighbor, ring the doorbell, make introductions, explain their baking dilemma, and ask if they could borrow some butter. With her confidence buoyed, the individual went with the DSP to the neighbor's house. Once the baking was done, the individual gratefully returned the extra butter to the neighbor along with a fresh batch of cookies and a promise to replenish the butter that was used. The individual and the neighbor are now friends, sharing and talking about their baking experiences.

### **Finding family**

An elderly gentleman who lived in a group home had spent years in institutions. During that time his parents had died and he lost all contact with his family. He knew he had one brother who lived somewhere in New York City and told the DSP about that.

Using the internet, the DSP assisted the gentleman in locating his brother. They first made telephone contact, and spoke on the phone, becoming reacquainted. As spring approached, the DSP made arrangements to accompany the gentleman to New York City to meet his brother. They met on Easter Sunday at the brother's



**On a daily basis, DSPs are presented with myriads of opportunities to serve as brokers in developing individuals' social capital. The task at hand is to recognize and seize these and support individuals in making sound investments.**

home in Brooklyn. During the visit, the brother told him all about his family history and gave him photographs from their childhood. He also introduced the gentleman to his nephew. All this time, the DSP stayed in the background; it was the gentleman's time to reconnect with family. At the visit's end, the brother confided to the DSP that he had terminal cancer, and how grateful he was to finally re-establish contact with his long lost sibling at this stage of his life.

The brother recently passed away. But as a result of the DSP's actions, a man who lost contact with his family many years ago met his dying brother, has pictures of his family proudly displayed in his home, a sense of his roots, and a new bond with his nephew...his brother's son.

### **A new circle of friends**

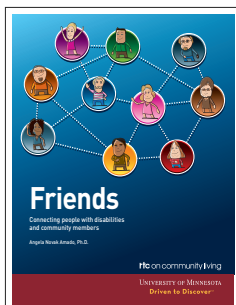
A young man in his 20's moved from his family's house into a small group home. From the way he decorated his room, with posters and pictures, it was clear he really liked motorcycles, Harleys in particular. He also wore Harley Davidson-style clothing. Sensing his interest in all things Harley Davidson, a DSP asked if he would like to visit the local Harley Davidson store. He jumped at the opportunity and together they went. There the DSP introduced the gentlemen to the store owner, employees and customers she knew, being a Harley motorcyclist herself. The store owner welcomed the man into their Harley community. Although he doesn't drive a motorcycle, he still goes on outings with his new friends-riding in one of their sidecars, participating in their charity drives, site-seeing and picnicking.

On a daily basis, DSPs are presented with myriads of opportunities to serve as brokers in developing individuals' social capital. The task at hand is to recognize and seize these and support individuals in making sound investments.

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*Jennifer Teich is a project coordinator in AHRC's Department of Individualized Supports. She can be reached at [jennifer.teich@ahrcnyc.org](mailto:jennifer.teich@ahrcnyc.org).*

# Frontline resources



## Friends: Connecting People with Disabilities and Community Members

Angela Amado

<http://rtc.umn.edu/friends>

This manual provides concrete, “how-to” strategies for supporting relationships between people with disabilities and ordinary community members.

It describes why such friendships are important to people with disabilities and why it is important to promote community belonging and membership. The manual includes specific activities to guide users in creating a plan for connecting people. It is designed for agency staff, but can be used by parents, support coordinators, teachers, staff, and people with disabilities to support community relationships.

## State of the Science Conference: Outcomes for People with Intellectual and Developmental Disabilities

<http://rtc.umn.edu/soscl/inclusion/index.html>

Experts in their fields discuss the most influential theories, principles, and “big ideas” that shape policy and practices in community supports for people with intellectual or developmental disabilities. These presenters discuss community participation and social inclusion —

- Angela Amado, *Social Inclusion and Community Participation of Individuals with Intellectual/Developmental Disabilities*
- Roger Stancliffe, *Transition to Retirement: Social inclusion and outcomes using the Active Mentoring model*
- Mary McCarron & Phillip McCallion, *Social Connectedness and Social Participation of Older Adults with an Intellectual Disability in Ireland*

## College of Direct Support

[collegeofdirectsupport.com](http://collegeofdirectsupport.com)

Course 10: You’ve Got a Friend, Lesson 1: The Importance of Relationships, and Lesson 3: Strategies for Building and Maintaining Relationships



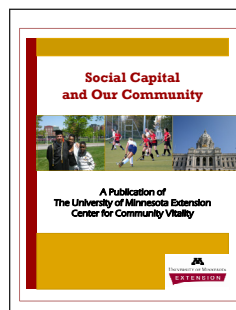
## Accessing Social Capital: Implications for Persons with Disabilities

Gotto, G., Calkins, C., Jackson, L., Walker, H., & Beckmann, C.

This paper focuses on the operation of social capital in the lives of people with disabilities and provides case studies of social capital at individual,

group and community levels. It also discusses three necessary steps for the development of social capital among individuals with disabilities.

<http://www.aucd.org/docs/Accessing%20Social%20Capital%20Implications%20for%20Persons%20With%20Disabilities,%20Final.pdf>



## Social Capital and Our Community

This publication gives some concrete information about what social capital is and how it benefits others. Not only does it provide a definition of social capital but it breaks down each component and explains it. Its focus is more on improving

entire communities, but the information is applicable to people in social situations too.

<http://www.extension.umn.edu/community/civic-engagement/docs/social-capital-community.pdf>

## Self-Advocacy Online

**Can DSPs help you make friends in the community with the right training?**

<http://selfadvocacyonline.org/research/friends/>

This research translation is about the “Friends Project”, a research study done to see if people with disabilities could make more friends in the community if their DSPs have the right kind of training.

**Learn about self-advocacy: Relationships**

<http://selfadvocacyonline.org/learning/relationships/>

This online lesson is about relationships and why they are important.

# NADSP sponsoring, supporting & affiliate organizations, state chapters and contacts

We would like to acknowledge NADSP Supporting Organization members for their generosity and ongoing dedication to the goals and mission of NADSP.

## Sponsoring organizations

- American Network of Community Options and Resources (ANCOR)
- Research & Training Center, University of Minnesota
- Crystal Run Village, Inc.
- Homeplace Support Services, KY
- National Leadership Consortium on Developmental Disabilities, University of Delaware
- NYSACRA
- Dungarvin
- Welcome House, Inc.
- Partnerships in Community Living, Inc.

## Supporting organizations

- AHRC NYC
- Adirondack Arc
- Anderson Center for Autism
- ARC Broward
- Arc of Rensselaer County
- Bost, Inc.
- Butler County Board of Developmental Disabilities
- Cardinal Hayes Home for Children
- Cardinal McCloskey Community Services
- Cedar Lake, Inc.
- Cerebral Palsy Association of New York State
- Citizen Advocates, Inc.
- COARC
- Community Bridges NH, Inc.
- EPIC Long Island
- GIL Foundation, Inc.
- Greystone Programs
- Hammer Residences
- Hope House Foundation
- ICES, Inc.
- Jefferson Rehab
- Job Path, Inc.
- Koinonia Homes, Inc.
- Larry McKinstry Services LLC
- Laura Baker Services Association
- Mercy Home
- Monarch, Inc.
- National Association of State Directors of Developmental Disabilities Services (NASDDDS)
- New Hope Community, Inc.
- OAHE, Inc.
- Opportunity Enterprise, Inc.
- Orange AHRC
- Pathfinder Services
- Resources for Human Development, Inc.
- Schenectady ARC
- Services for the Underserved
- Stone Belt Arc, Incorporated
- Talintel
- The Resource Center
- Transitional Living Centers, Inc.
- United Cerebral Palsy of Georgia

## Affiliate members

- Advocating Change Together, Inc.
- Albany Division VWAARC
- ARC of Southside, VA
- Community Support Services Inc
- CQL - The Council on Quality and Leadership
- Eggleston Services
- The Boggs Center on Developmental Disabilities
- Heart Havens Inc.
- Hope Association, Inc.
- INARF
- Life Transition Services, LLC
- Madison Cortland ARC
- McComb Consulting & Gov't Relations
- Miami Cerebral Palsy Residential Services
- Mount Olivet Rolling Acres
- New Horizons Resources, Inc.
- Regis Obijiski
- OHI, Inc.
- Opportunities for Positive Growth, Inc
- Passages, Inc.
- Pennsylvania Advocacy and Resources for Autism & Intellectual Disabilities (PAR)
- POAC Autism Services
- Presbyterian Homes & Family Services
- Pulford Community Living Services
- Rural Living Environments
- SPIN, Inc.
- SEFCU Insurance Agency
- St. Amant Community Residential Program
- West Side Support Services
- Whole Life, Inc.

## State chapters and contacts

As a membership organization, NADSP requires the involvement of its members to share information on DSP issues, achievements and directions. Chapters and contacts do this important work in concert with NADSP. We encourage the involvement and participation of DSPs in leadership roles at both the local and national levels.

### Arizona

DSPs of Arizona  
Michelle Noe  
dsp@dsparizona.com  
www.dsparizona.org

### Arkansas

Vanessa Smith  
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### California,

Tony Anderson  
The Arc of California  
tony@thearcca.org

### Connecticut

Kristine E. Foss  
kfoss@abilitybeyonddisability.org

### Florida

Florida Alliance for DSPs  
cswilley@floridaarf.org

### Georgia

Georgia Alliance of DSPs  
Joy Eason Hopkins  
joyeasonhopkins@gmail.com  
www.gadsp.com

### Hawaii

Hawaii Alliance for Direct Support Professionals  
Nancy Atmospera-Walch  
walchnancy@yahoo.com

### Illinois

Illinois DSPs  
Dawn Kellogg  
idsprotim@idspros.org  
www.idspros.org

### Indiana

DSPIN  
Elizabeth Patel, INARF  
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### Kansas

Kathy Stiffler  
KLStiffler@rsskansas.org

### Kentucky

SPEAK  
Cheryl Prusinski  
cprusinski@sevencounties.org

### Louisiana

Nancy Robertson  
504.942.8289

### Michigan

Michigan Alliance of DSPs (MADSP)  
Michael Bray  
mikebray@wayne.edu  
www.ddi.wayne.edu/michigan\_alliance.php

### Minnesota

DSP Association of Minnesota (DSPAM)  
Bridget Siljander, President  
bridgetsiljander@yahoo.com

### Mississippi

Support Professionals Advocating for Real Quality of Life for Everyone (SPARQLE)  
Lisa Burck  
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### Missouri

DSPs of Missouri  
Don Carrick  
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### Nebraska

NDSPN  
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### New Hampshire

Robin Carlson  
carlet@metrocast.net

### New Jersey

Colleen McLaughlin  
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### New Mexico

www.nmdirectsupport.org

### New York

DSP Alliance of New York State (DSPANYS)  
Michael Tuggey  
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### North Carolina

Kelly Bohlander  
Kelly.Bohlander@dhhs.nc.gov  
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### Ohio

Ohio Alliance of DSPs (OADSP)  
Bethany Toledo  
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### Oklahoma

DSPs of Oklahoma (DSP-OK)  
Patricia Rost  
prost@epmi.org  
Diane Potts  
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### Pennsylvania

Pennsylvania Alliance for DSPs (PADSP)  
Ernest Gibson  
padsp@gmail.com

### Texas

Richard E. Garnett  
The Intellectual & Developmental Disabilities Needs Council of Tarrant County  
817.877.1474

### Virginia

Amanda Panuline  
panuline.amanda@egglestonervices.org

# NADSP membership form

## DSP level \$10/year

DSP

## Other individual level \$20/year

*If your state has a NADSP chapter, you will receive dual membership in the state chapter and NADSP.*

Frontline supervisor  Self-advocate  Family member

Other professional (please specify) \_\_\_\_\_

## Affiliate level \$200/year

For individuals, agencies, providers, associations, and NADSP state chapters who wish to demonstrate a commitment to support the efforts of DSPs.

Individual  Organization

## Supporting organization level \$500/year

For individuals and organizations dedicated to advancing the interests of DSPs and the people they support at a national level.

Individual  Organization

## Sponsoring organization level \$2000

For individuals and organizations dedicated to advancing direct support as an accepted profession at the national level and participation on the NADSP Advisory Committee.

Individual  Organization

**Total enclosed**

Make checks payable to NADSP. To pay by credit card, visit [www.nadsp.org/membership](http://www.nadsp.org/membership)  
(Discounts are not available with online payment)

**Mail membership form and payment to:**

NADSP, 240 Washington Ave. Ext., Suite 501, Albany, NY 12203-0305

\_\_\_\_\_  
Name

\_\_\_\_\_  
Organization

\_\_\_\_\_  
Address

\_\_\_\_\_  
City State Zip

\_\_\_\_\_  
Phone

\_\_\_\_\_  
Email