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**SEECConnections  
Summer 2000**

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**The Stories of Three New Employees  
*The SEEC Hiring & Training Process***

On Tuesday, June 13, over 40 potential employees attended SEEC Career Day. On a weekly basis, 15 to 20 applications or resumes are received. What to do? Who to hire?

Thanks to a hardworking human resources department, SEEC has a solid hiring process. This process not only gets the job done, but it also mirrors the agency’s community-based, choice-driven philosophy. Consumers are involved in hiring new employees and the consumers’ well being is always top priority.

According to Executive Director, Karen Lee, “We choose to leave positions vacant rather than hire someone who does not fit the opening. Sometimes it’s a long process, but we’re looking for successful outcomes, not the quick fix.”

***How they came to SEEC...***

Rene Adedeji submitted an application for employment on March 30, 2000. After three years in the field as a resident counselor and teacher’s aid, and with a new granddaughter in the family, she longed for a job that would keep her close to home. Values in Action (VIA), SEEC’s medical day care program, would give her just that.

After Rene’s application was received, she made it through the phone screening process with SEEC Recruiting Specialist, Randi Barclay. She was on her way to an interview with VIA for an Activities Specialist position.

Rene spent over four hours with VIA. She interviewed with Program Director, Steve Blanks, and Team Coordinator, Noel Umoren, and then another “test.” Rene joined staff and individuals supported by SEEC for a community outing. She recalls a trip to “CVS to make a purchase, bakery to buy bread, a walk in the park and post office to pick up brochures.” After Rene’s experience, she wanted to pursue this opportunity. She was also seen as a great match for the job, based on input from staff and consumers.

The final steps consisted of checking references, background check, Employee Action Form, the actual offer, an acceptance letter, and so it all began... On May 15, 2000, Rene Adedeji began as a VIA Activities Specialist.

Henry Telo, Jr. submitted an application for employment on April 3, 2000. With 13 years in the mental healthcare field, three of those as a team leader in a residential program, it was time for him to move on. A

position as a Community Connector I with SEEC's Community Living program, was just what he was looking for.

After the phone screening process, Henry interviewed with Team Coordinator, Massa Bropleh-Lanier, but she realized he was over qualified for the position, so she referred him to Community Living Program Director, Franstine Wallace-Barnes. Franstine interviewed Henry and decided he might be a good match for two men entering the program, but ultimately, it was not her choice. Michael Einhorn and ManWai Wong, the men entering the program, would make the decision.

Henry's next step was meeting Michael and ManWai. He went to see Michael at a home where he was supported by another agency. He visited with ManWai and ManWai's family in their home. After two successful meetings, he entered the final stage – a reference check, background check, Employee Action Form, the actual offer and an acceptance letter. On May 22, 2000, Henry Telo, Jr. began working with SEEC as a Community Connector I.

Yao Kowouvi submitted an application for employment on May 26, 2000. A friend who works in the agency's Employment Services program referred him. For 2 1/2 years, Yao worked as a counselor with Head Injury Rehab, where he still continues to work on weekends. Yao liked the idea of being in the community supporting people and receiving a higher hourly wage, so SEEC was a great match.

After the initial screening process, Yao prepared for his group interview with Employment Services Team Coordinators, Cimone Coulbourn, Tracy Hanson, Cynthia Posthumus and Dawn Steis. First of all, the team was trying to determine if Yao was right for the agency and program. Secondly, they would determine which team was appropriate. Did he fit with the Team Coordinator, other employees and the individuals he would ultimately support? And so the decision was made. Cimone would offer Yao a position on Team II.

Yao then entered the final stage – a reference check, background check, Employee Action Form, the actual offer and an acceptance letter. On June 12, 2000, Yao Kowouvi began working with SEEC as an Employment Specialist.

### ***The training process...***

After Rene, Henry and Yao joined the organization, they each began a series of trainings. Each attended a half-day agency orientation that is offered twice a month; each began on-the-job training specifically related to his or her program; each began to attend training required by the Developmental Disabilities Administration (DDA); and each began a SEEC monthly training series.

Training required by DDA is offered in-house or at other agencies. This training includes the following classes:

- Seizure Disorders
- Behavior Principles
- Management of Disruptive Behaviors
- Medication Administration
- Aging Services
- Blood-borne Pathogens
- Normalization
- Individual Habilitation Plan/Personal Vision Plan
- Characteristics of Developmental Disabilities
- First Aid
- CPR
- Individual Consumer Rights
- Communicable (Infectious) Diseases
- Supporting Choices
- Communications Skills

The SEEC monthly training series is not required by DDA, but is offered by the agency to fully prepare its employees. Kathleen McNally, SEEC's Chief Development Officer, coordinates the series. She states, "the monthly training series mirrors SEEC's commitment to outcomes for individuals."

The fiscal year 2000 series was "Presence and Participation." The first six months discussed the skills it takes to get people into the community. The second six months discussed building the skills to make community connections.

Overall, SEEC believes that both hiring and training are critical to its success. Karen Lee says, "Our job is to support people to be as independent as they can be. We make commitments everyday, and our staff partners with the community to take on this responsibility."

If you know anyone who may be interested in employment with SEEC, contact Recruiting Specialist, Randi Barclay at 301-527-0440.

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**Sunday Salons**

SEEC's first-ever Sunday Salons were a great success, raising \$5,500 to support the agency's programs. Hosts, special guests and sponsors also contributed over \$4,000 in product donations. Thanks to all those involved, the Sunday Salons brought together old friends and new friends, really exemplifying SEEC's participation in the community.

**Hosts:**

Bill Planta & Jeff Wilson  
Marge & Bill Schinnerer and Susan & Larry Chandler  
Karen Lee & Jim Brown  
Barb & Ed Patigalia and Jane Hamblin & Lynn Gangone  
David & Pat Lee  
Conrad & Gloria Williams and Leslie Traub & Howard Ross  
Anoja & Sarath Rajapatirana

**Special Guests:**

Mark Todd, Faux Finisher  
Mark Phillips, Wine Tasting Association  
Lisa Anne, Lisa Anne's Toffee Apples & Tea Room  
John Emanuelson, Piano Performer  
Venus d Minor, A Cappella Group  
Woody Woodroof & Christine Qualls, Redwiggler Farm  
Marilyn Saltzman, Feng Shui

**Committee:**

Tom McSorley, Chair  
Susan Chandler  
Christina Hogan  
David Lee  
Karen Migdail  
Bill Planta  
Anoja Rajapatirana  
Marge Schinnerer

**Sponsors:**

Lewis Advertising  
Round House Theatre  
Trader Joe's

***Here's what some guests had to say...***

"Delightful! Looking forward to next year." *Althea Wallace*

"We enjoyed the Sunday Salon with good music, delicious food and interesting conversation." *Mary Jane Lee*

"This beats rubber chicken dinners!" *Donna Bergstrom*

"Observing the faux finishing at Bill Planta's lovely home and then watching Mark Todd demonstrate these techniques opened my mind to decorating possibilities I hadn't imagined before." *Mary McQuillen*

"Mark Todd was very generous in giving/sharing information and ideas and very patient with all of our questions." *Judy Weightman*

"Congratulations on your planning, hard work and success. A job very well done!" *Pat Shultz*

"Lovely and meaningful experience." *Decorator's Delight guest*

"Sunday Salons are a great way to learn about interesting topics while contributing to a good cause." *The Art of Happiness guest*

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**Success Stories**

***Community Living***

SEEC welcomes Michael Einhorn and ManWai Wong into its Community Living program. Michael and ManWai are renting an apartment at Cameron at Milestone in Germantown.

Congratulations to Cheryl Weiner and Tania Taylor on their new apartment at Park Station in Gaithersburg. Cheryl and Tania held a very successful Open House in June to welcome their family and friends into their new home.

***Employment Services***

Congratulations to the following individuals who began new jobs:

Bill Burris – Unitarian Church of Rockville

Debbie Perry – Ross Dress for Less

Chammi Rajapatirana – Jerry's Subs

Michael Reese – Jerry's Subs

Andrew Townsley – Burger King

The relationship between SEEC and the Burger King on Darnestown Road is an example of a wonderful community partnership. For eight years, Burger King has employed Geoffrey Maybee, an individual supported by SEEC, and they recently hired Andrew Townsley. After training with a SEEC Team Coordinator, Andrew learned quickly and his coworkers were willing to naturally support him, therefore minimizing the hours for SEEC support staff.

Congratulations to Laura Kuster on her one-year anniversary and pay raise! In the summer of 1999, Laura was hired as a paid employee at the U.S. Consumer Product Safety Commission after four years of volunteering for the organization.

***Values in Action***

New and exciting VIA partnerships...

VIA is partnering with Affiliated Sante Group of Silver Spring to provide expression therapy for VIA participants. Over 20 individuals have expressed an interest and group intakes will begin in July with actual therapies to begin soon after. This therapy is movement and music based to enable those consumers with trouble expressing feelings and emotions a channel to express themselves.

VIA is partnering with Made by You in Rockville to offer a pottery class for VIA participants.

A partnership with Unidentified Flying Opera Company and Inwood House will offer opera classes for VIA participants and other community members. An informational session will be presented on July 15 at 2:00 p.m. in Silver Spring. Classes will be held on Mondays at 2:00 p.m. through the performance date. Classes/rehearsals will be held in the recreation room of the Inwood House complex in Silver Spring.

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**The Newest “Hearts of SEEC”**

***Administration***

Oscar Gregory – Director of Finance  
Cassandra Henry – Receptionist  
Lily Venero – Accounting Clerk

***Community Living***

Victoria Akorli – Certified Nursing Assistant  
Amalia Bacallao – Community Living Assistant  
Kwame Boadu – Roommate  
Yolanda Canales – Personal Care Assistant  
Sheridan Easterling – Community Connector II  
Samuel Jones – Community Connector II  
Abdul Koroma – Personal Care Assistant  
Odell Neal – Community Connector I  
Mathias Ngakoue – Overnight Awake  
Anithia Rhodes – Community Connector I  
Prasanna Samuel – Roommate  
Maria Santos – Personal Care Assistant  
Ibrahim Savage – Mothers Helper  
Latonya Shacklett – Mothers Assistant  
Thomas Tabbs – Personal Care Assistant  
Henry Telo – Community Connector I  
Rose Washington – Community Connector II

***Employment Services***

Yao Kowouvi – Employment Specialist  
Mamie Lahai – Employment Assistant  
Auxiliadora Pacheco – Employment Assistant  
Beverly Peavy – Employment Specialist  
Jerome Thompson – Employment Assistant

***Values in Action***

Rene Adedeji – Activities Assistant  
Jermaine Armstrong – Activities Assistant  
Sylbil Decker – Activities Specialist  
Menplay Nyain – Activities Assistant  
Memuna Tunkara – Activities Assistant  
Elizabeth Weightman – Office Clerk

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**Award Recipient – Michael Turner**

On Tuesday, December 2, 1998, it was my second day on the job as the Director of Communications for SEEC. I sat in a conference room with four others, ready for my employee orientation. It was during this experience that I met Michael Turner, a young man who was preparing to work at the agency’s medical day care program. I don’t know what type of first impression I made on the others, but Michael Turner made a great first impression on me. The best words to describe him on that day are “enthusiastic, interested and genuine.”

Since then, I see Michael occasionally, and he always greets me with a pleasant “Hello, how are you?” He always says his job is going well, but I never realized how well, until he recently received the “Rookie of the Year Award” presented by the Maryland Association of Adult Day Services. Michael was nominated for the award by his supervisors who are delighted to have him on board.

Michael has been a tremendous asset to VIA's development. He has grown as an activities specialist working closely with a wide group of consumers. He has bonded with all of them, and shown intense commitment to their needs and to supporting them as they attain their goals. Michael's determination, skills and commitment enable him to be a strong role model for all staff. Michael's skills were highlighted on a recent training video for all staff, demonstrating excellent application of techniques used to teach and support our consumers.

Michael has also grown professionally. As he will state himself, his passion for the job will sometimes get him into trouble. Working through his intensity and passion, Michael is maturing into a strong leader for the VIA team, and will be destined for supervisory responsibilities in the future. Michael says he owes it all to the two excellent team coordinators at VIA, Noel Umoren and Rosette Davamony. He believes their support, guidance and mentoring have been instrumental in his overall development.

Congratulations, again, Michael on a job well done – keep it up!

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**Assistive Technology Initiative**

In the field of developmental disabilities, assistive technology is the next logical step to fully integrate individuals into their communities. In the state of Maryland, SEEC is the logical choice to lead this effort.

Assistive technology is any piece of equipment, product system or item (acquired commercially or customized) that is used to maintain or improve the functional capabilities of individuals with disabilities. This service requires professionals who can properly assess individuals' needs, invent the right product solution and refine the product as needs change. Typical support includes:

- Help with computer access in the home or at work – e.g. alternative to a standard keyboard or mouse
- Workplace accommodations – e.g. device to assist with administrative work, such as collating and stapling
- Adaptive equipment for daily living – e.g. adaptive utensils for eating, an automated bed to turn an individual while sleeping or a voice activated phone to call for a taxi cab to go home from work
- Equipment for increased mobility – e.g. electric wheelchair with hand controls
- Alternative methods to control household devices – e.g. device to open a refrigerator or turn a thermostat
- Communication devices – e.g. device to help an individual speak as he or she takes a class in the community or a computer to remind an individual what to do when he or she arrives home from work

As an organization, SEEC has continuously proven its progressive nature and ability to use technology to further its goals. With the use of assistive technology, SEEC will continue this trend. By giving people technology options, the agency will maximize full inclusion, social integration, employment and independent living of individuals with developmental disabilities.

At this time, SEEC is in the beginning stages of an assistive technology initiative. Funding is being sought to pay for training, equipment and administrative expenses. In the meantime, SEEC employees are doing research and taking advantage of educational opportunities to offer the best support possible.

If you think assistive technology might be an appropriate solution for you or a family member, contact Mike Mullenix or Larry Shanahan for more information at 301-527-0440.

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**Bruce Wallace**

A Chinese proverb tells us “Don't curse the darkness – light a candle.” In other words, if you are faced with a task, find the solution.

Throughout Bruce Wallace's life, he and his family have lit many candles, and during the past two years in SEEC's Employment Services program, Cimone Coulbourn has joined in. The relationship between Cimone, a SEEC Team Coordinator, and the Wallace family is a textbook “partnership.” The relationship has been reciprocal, and information exchange and sharing are common to find the best solutions for Bruce.

According to Bruce Wallace, "I love my life." At the age of 22, he works two jobs, lives in an apartment with a friend and is extremely active in community activities. For almost three years, Bruce has worked as a bus boy at La Madeleine French Bakery and Café. With occasional support from SEEC's Employment Services program, he now works at La Madeleine Monday through Thursday, and Fridays are spent at the Discovery Channel. When Bruce received the "Youth Participant Award" from Montgomery Youth Works in 1999, an individual on the selection committee worked for the Discovery Channel.

In addition to Bruce's hard work, his support network is extremely strong. His family has worked with SEEC to identify and pursue the employment opportunities he wants. According to Cimone Coulbourn, "sometimes it takes more than one person to make a connection." The communication with Bruce's employers is also a partnership in which they all participate.

Bruce's mother, Althea Wallace, acknowledges SEEC for stepping in to help when the family needs it. She also says, "Cimone is helpful, keeping me on track. She will point out things that Bruce could and should do for himself."

Bruce's family has also taught him to be a very giving person. He is an usher at his church and once a month, for over ten years, he has volunteered at So Others May Eat Some (S.O.M.E.). Bruce is currently involved with the Bethesda Academy of Performing Arts, Potomac Community Resources, and he is taking a kick boxing class. His most recent accomplishment was graduating from the Montgomery County Citizens Policy Academy where he and his father were on a waiting list for over a year. It was Bruce's dream come true – 16 classes, learning the intricacies of the canines, squad cars, crime prevention, and much more.

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**Transition in MetroAccess Service**

MetroAccess service in Montgomery County underwent a transition on July 1, 2000. At the heart of the transition is a new management team, LogisiCare. This group replaces Paratransit and handles the public transportation system for people with disabilities throughout the Washington metropolitan area.

At a June 20 meeting, LogisiCare presented the changes to individuals supported by SEEC, their families and agency employees. If you would like details on this transition, please contact SEEC Community Access Specialist, Denise Thomas, at 301-527-0440, voice mail ext. 308. There are also new MetroAccess booklets available that review the service and list phone numbers for questions.

In general, the MetroAccess changes will affect all users in some way, but SEEC is committed to working with all individuals and their families to create a smooth transition. Denise Thomas and Employment Services Program Director, Missy McQuillen, have been working with Paratransit and LogisiCare to fully understand the new system to help all individuals supported by SEEC.

*SEEC would like to extend a special thank you to Paratransit for their past management of this service in Montgomery County and especially Kathy Delany and John Trombaum for their ongoing support and help during this transition. We'd also like to welcome LogisiCare and thank Ann Cary and Jesus Garcia for their June 20 presentation.*

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**Campaign to Increase Direct Support Wages**

A statewide effort to increase direct support wages was discussed in the last edition of *SEECConnections*. The goal of this campaign is to increase state dollars going to the Maryland Developmental Disabilities Administration for agency staff reimbursement.

As a result of initial efforts, many State legislatures have come aboard to assist, but additional money for direct support reimbursement was not included in Governor Glendening's supplemental budget.

Senator Mac Middleton (District 29) pledged his support during The Maryland Association of Community Services (MACS) Annual Meeting on June 29, 2000. Addressing agencies across the state, Senator Middleton said, "I want you to know, you have some strong supporters in Annapolis. This (campaign) is going to be one of my top priorities." The Senator also stressed the importance of family, consumer and staff participation. He urged participants to talk with their legislatures, the governor and his staff, and Dr. Benjamin, the Secretary of the Department of Health and Mental Hygiene.

The "Campaign to Increase Direct Support Wages" also has strong support from Senator Chris Van Hollen, a member of SEEC's Board of Directors and Chair of the State's Budget and Tax Sub-Committee on Health and Human Resources. According to Senator Van Hollen, "Increasing the wages of direct support workers is critical to providing good care for people with developmental disabilities. It will be a top priority of the sub-committee."

As the "Campaign to Increase Direct Support Wages" continues, leading the effort is MACS. MACS Executive Director, Diane McComb was recently recognized for her efforts and other accomplishments as the recipient of the "President's Cup Award," the highest honor given by the Arc of Maryland.

To find out how you can help in the "Campaign to Increase Direct Support Wages," call Jennifer Appaneal at 301-527-0440.

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### **Alem Mekonnen**

Individuals supported through SEEC's Community Living program choose their own homes and daily activities, but there is also a very dedicated staff supporting them to be as independent as possible. This staff assists individuals with participation in community activities, personal care, health intervention, personal finances, home keeping and anything else that may arise. In essence, Community Living employees become a part of the family.

Alem Mekonnen is a SEEC staff member who has worked with Joan and Betty, two women with significant needs, for two years as a Certified Nursing Assistant. Over time, Alem has proven to be an exemplary employee and friend, and most importantly, she has helped the women become more independent. Before Alem, both women relied solely on their staff to provide support for them.

In the beginning, Alem quietly encouraged Joan and Betty to do more for themselves, with positive results. These accomplishments are detailed in the following observation from a SEEC employee...

"The day I visited, Betty came home from her day program and headed to the kitchen for a snack. Betty took her cup out of the drainer, opened the refrigerator, chose between milk and water, and poured herself a cup. When she was finished enjoying her milk, Betty put her cup in the sink. Until a year ago, Betty relied on staff to get her a drink and now she can do it herself. Betty now takes her plate to the sink after she's finished eating, which is also a new skill."

"Last year, staff were completely lifting Joan in and out of the bathtub when she took her showers. Today, Joan can step in and out of the tub with much less assistance. Lifting her was awkward for staff and Joan, and it hurt the staffs' backs. Alem reasoned that since Joan can walk with assistance, she might be able to step into the tub, and thought she'd have Joan try it. With prompting from Alem, Joan has increased her independence and made shower time more pleasant."

"Alem says she likes Joan and Betty to learn different things and increase their independence. She celebrates their successes and she is a role model for other employees."

According to Team Coordinator, Massa Bropleh-Lanier, the above examples of Joan and Betty's increased independence are remarkable. She says "What Alem has accomplished was thought to be impossible by everyone, myself and Joan and Betty's families included." Since the above observation, even more progress has been made. With prompting, Betty is independently going to the bedroom and getting herself ready for bed. Joan is getting much better at scooping her food using adaptive eating utensils.

Because Joan and Betty are both non-verbal, Massa also talks about Alem's natural ability to be in-tune to their needs and desires. She has demonstrated much creativity to deal with issues and she's extremely observant. When talking about Joan and Betty, Alem's face lights up and she says, "They know me." She also talks about her communication with the women, simply watching their expressions and gestures to gauge their thoughts and feelings.

Alem accompanies Joan and Betty into the community because she believes they have a contribution to make. She encourages nightly walks in their neighborhood and outings to their favorite locations – Brookside Gardens, Olney Indoor Swim Center, Sligo Creek and the Aspen Hill Library. Alem also makes a point to regularly touch base with Joan and Betty's families to update them on activities and progress. And for family birthdays and holidays, she assists them to send greeting cards.

Alem Mekonnen truly exemplifies outstanding direct support. She values her contribution and more importantly, she values Joan and Betty, helping them to increase their independence everyday.

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**Rights and Rallies Self-Advocacy Group**

The Rights and Rallies fundraising cookbooks are now available! Donations for the books start at \$10 and proceeds from the sale will help Rights and Rallies members attend conferences. To purchase a book, see a group member or contact Elizabeth Weightman at 301-251-1076. (Checks should be made payable to "SEEC.")

Rights and Rallies members Elizabeth Weightman and Christina Hogan attended the Arc of Maryland's annual conference. Recently, Elizabeth Weightman also had the pleasure of meeting DDA Regional Director, Diane Bolger, and DDA Program Administrator, Susie Harrison.

Congratulations to Rights and Rallies and special thanks to the Knights of Columbus! The self-advocacy group received a \$2,000 grant from the Knights of Columbus to help them with conference and meeting expenses. Elizabeth Weightman and SEEC representative, Kathleen McNally, visited the group to educate them on Rights and Rallies and to ask for a donation.

The location for Rights and Rallies meetings has changed. Rather than the Aspen Hill Library, the group will meet at SEEC's Values in Action program space at 622 Hungerford Drive, Suite 8 in Rockville. Meetings are held the last Monday of every month at 6:30 p.m.

Rights and Rallies is always interested in welcoming new members! For more information, contact Elizabeth Weightman at 301-251-1076.

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**Disability Organizations to Celebrate 10<sup>th</sup> Anniversary of ADA, 25<sup>th</sup> Anniversary of IDEA With D.C. Events on July 25<sup>th</sup>-26<sup>th</sup>**

A coalition of disability rights organizations announced its plans to commemorate the 10th Anniversary of the Americans with Disabilities Act (ADA) and the 25th Anniversary of the Individuals with Disabilities Education Act (IDEA) with ceremonies in Washington, D.C. on July 25 and 26th.

The two-day celebration in Washington will include events on Capitol Hill, the FDR Memorial, Gallaudet University and the Endependence Center of Northern Virginia. The Washington events are part of a national "Spirit Of ADA" Torch Relay organized by the American Association of People with Disabilities (AAPD), covering 24 U.S. cities, commemorating the two important anniversaries. The torch, which began its journey June 11 in Houston, will enter the nation's capital on July 25th, to depart for destinations along the northeastern seaboard on July 27<sup>th</sup>.

The theme of the events, 'Renew the Pledge,' was adopted by the organizations in an effort to coalesce support for the goals of the ADA and IDEA by renewing America's commitment to equality of opportunity, full participation and economic self-sufficiency for all people with disabilities. Organizers wish to revive

the same spirit of full access to individuals with disabilities that led Congress to pass and President George Bush to sign the ADA in 1990. President Bush lit the torch during a formal kickoff ceremony in Houston in February. "This law is the most significant Civil Rights legislation since the 1960s," said Becky Ogle, Task Force Executive Director. "It benefits not only those with disabilities but all Americans, and we invite everyone to participate in the celebration."

**SCHEDULE OF PROPOSED EVENTS\*\*:**

July 25th, 2000:

9:00 AM - The torch arrives at the Endependence Center of Northern Virginia from South Carolina. The hand off is followed by a press conference at the Center and tour with the theme of Universal Design.

10:30 AM - Following the press conference, the torch will be taken from the Center to the west side of the Memorial Bridge where it will be carried across by a group of children with and without disabilities to the FDR Memorial.

10 AM to 12 PM - FDR Memorial - Official DC event welcoming the torch with the theme, "Honoring the Heroes," a tribute to the Congressmen, Bush administration and Washington advocates whose work secured the passage of the ADA. Organized by the Presidential Task Force on Employment of Adults with Disabilities and the Consortium of Citizens with Disabilities (CCD). Tony Coelho, vice-chairman of the Task Force, will serve as emcee.

12 PM to 2 PM - The National Council on Disability will host a lunch honoring the Leadership Council for Civil Rights at the Marriott Metro Center.

2:30 PM to 5 PM - Gallaudet University event: panel discussion on the future of ADA implementation followed by a picnic/festival for families.

6 PM to 8 PM - National Council on Independent Living (NCIL) annual conference is kicked off with a plenary session at the Renaissance hotel where the torch will be presented to Sen. Tom Harkin of Iowa.

July 26th, 2000:

11 AM - March from Lafayette Park to the west face of the Capitol organized by NCIL. Signed pledges by elected officials to renew the commitment to implement the ADA and IDEA collected from across the country will be delivered to congressional members.

6 PM - Black tie gala organized by AAPD, the Disability Rights Education and Defense Fund and NCIL, to be held at Union Station.

\*\* Times subject to change

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**Special Thanks to Our Employers!**

- Allyson Louis Gallery Inc.
- Alzheimer's Association of Greater Washington
- Asbury Methodist Village Home
- Best Price Plus Gourmet Deli
- Burger King Restaurant
- Catholic Diocese
- City of Rockville
- Cradle of Hope
- Domino's Pizza
- Federal Drug Administration
- Furs, Fins & Feathers
- Germantown Upcounty Regional Library
- Giant Food, Inc.
- Golden Bull Grand Cafe

Good Hope Community Center  
Heritage Christian Church  
Hollywood Ballroom  
Humane Society  
Intelligent Automation Inc.  
Jeepers  
Jerry's Subs  
Jewish Council for the Aging of Greater Washington  
Jewish Library  
Kids R Us  
La Madeleine French Bakery and Cafe  
Loehmann's Inc.  
Manna Food Center  
Marriott Corporation  
McDonald's Restaurants  
Mediplex in Montgomery Village  
Montgomery County Government  
Montgomery General Hospital  
MVCR  
National Consumer League  
National Naval Medical Center  
Oldies 100  
Ostogenesis Imperfecta Found  
Quality Suites  
Ross Dress for Less  
SAAH Furniture  
Safeway Food and Drug  
SEEC – Gaithersburg & Rockville (VIA)  
Shady Grove Nursing and Rehabilitation Center  
Shoppers Food Warehouse  
Silver Spring Volunteer Fire Department  
Sniders Supermarket  
Special Olympics  
States Attorney Office  
Stepping Stones Shelter  
Target  
U.S. Consumer Product Safety Commission  
Unitarian Church of Rockville  
United States Securities & Exchange  
WaWa Convenience Store  
Walker's Laundromat  
Wheaton Library

For information on becoming an employer, contact Missy McQuillen at 301-527-0440.

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