

BREAKING GROUND

THE NEWSLETTER OF THE TENNESSEE COUNCIL ON DEVELOPMENTAL DISABILITIES



The road to self-employment has begun early for Lizzy Solomon. She is an 11-year-old with cerebral palsy who has created her own line of greeting cards celebrating individuals with disabilities. [6]

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This free publication is produced six times a year by the Vanderbilt Kennedy Center for Research on Human Development and Kent Communications Group. Subscription requests, change of address, and submissions for possible publication should be directed to: Editor, c/o Kent Communications Group, 304C 10th Avenue South, Nashville, Tennessee 37203. TELEPHONE: (615) 496-5955. EMAIL: breakingground@vanderbilt.edu

Tennessee Council on Developmental Disabilities Grant Number 1-03999-1-0. Authorization Number 339371, July 2001. 5,600 copies. This public document was promulgated at a cost of \$.46 per copy.

ACCESSIBLE MUSIC AND ART IN EAST TENNESSEE By Lois Symington

03

HEARTSONG CENTER

In celebration of its 15 years of service to people with disabilities and their families, the East Tennessee Technology Access Center (ETTAC) in Knoxville launched a new program in the Fall of 2003 called the HeartSong Center for Accessible Music & Art. The HeartSong Center's mission is to give children with disabilities opportunities to actively participate in accessible music and art activities through camps, workshops, classes, and other cultural activities in the community.

For the past 15 years, ETTAC has conducted summer camps for children with disabilities that focused on using music and art as mechanisms for fostering expressive and receptive language, movement, literacy skills, and general knowledge about the world. All activities have been made accessible through the use of assistive technology devices. Children have "built" roller-coasters, created story boards, composed stories about themselves, made puppets, and learned to tell Aesop's fables through movement. The HeartSong Center extends ETTAC's summer activities to year-round events. The first of these events was the 2004 summer music and art camps and were followed by Saturday art workshops that began in September, and group music classes in October.

Critters and Creatures art camp held in July, 2004, was conducted by Karen Earith, a fiber artist and occupational therapist, and Lorrie Willbergh-York, ETTAC staff member and specialist in the field of assistive technology and early childhood education. Our goal was to combine movement and art in such a way that children with and without disabilities could fully participate and express themselves in different ways. In two days of activities, 18 children, their



These children are enjoying playing and moving through the bubbles floating from the adapted bubble-making machine above their heads.



parents, friends, and staff experienced creatures that live in the ocean from the time they moved through the waving blue streamers by the front door and the bubbles coming from an adapted bubble machine further down the hall. Sea creature mobiles were hanging from the ceiling, and a DVD of ocean sounds played while the children experimented in creating ocean pictures. Stamps were placed on adapted holders for children with fine motor difficulties, and communication devices were set up so that children with speech-related disabilities could make their own choices of colors, materials, or activities. All the children loved dancing through the bubbles. On the

second day of art camp, children learned how to make wholesome dog biscuits, from using adapted measuring cups and spoons, to rolling out and cutting the biscuits in the shape of dog bones. A visitor from a local animal shelter brought a young puppy for them to play with, and they also learned about how to care for and feed young dogs. They had an opportunity to read books about the ocean or animals. The books were adapted through the use of BookWorms (from Ablenet, Inc.) and switches. Matthew, a young teenager with cerebral palsy, announced that he was in charge of operating the microwave to "cook" the dog biscuits.

Critters and Creatures art camp was an adventure in exploring, creating, and learning for all who participated. When Houston, a young boy with Down syndrome who is developing language, was asked what he thought about camp, his words sounded a bit like a football cheer, "Yeah, yeah, yeah! More, more more!"

Lois Symington is the executive director of the East Tennessee Technology Access Center.

GREAT EXPECTATIONS By Julie Huber

04

GREAT EXPECTATIONS

In 2003, The Office of Disability & Employment Policy (ODEP) of the U.S. Department of Labor awarded The Arc of Tennessee a WorkFORCE Action Grant (Tennessee Olmstead WorkFORCE) to expand the capability of the One-Stop System to serve and place people with disabilities who require customized employment services.

The Arc of Tennessee is working in this new endeavor with its partners, the Center on Disability and Employment at The University of Tennessee, WorkFORCE Connections and TransCen. Using the foundation established by the model Tennessee Customized Employment Partnership (TCEP) Hub at the Tennessee Career Center in Knoxville, the project established its first replication site at the Maury County Career Center in Columbia in the Spring of 2004.

Replication efforts are strengthening this fall with the Tennessee Olmstead WorkFORCE project providing the funding for two additional Local WorkFORCE Investment Boards (LWIBs), the Alliance for Business and Training (Elizabethton) and the Southeast Tennessee Development District (Chattanooga) to create TCEP Hubs. Like the hubs in Knoxville and Columbia, these hubs will provide customized employment services to people with significant disabilities. The success of these hubs will depend on forging service and funding relationships between the LWIB's, the disability community, and other key services/agencies.

The target population includes individuals cited in the Olmstead Decision who are interested in being competitively employed, including students with disabilities who are transitioning from school and have little or no opportunity for extended

employment service support; people currently residing in nursing homes who desire to work and live in the community; and adults who are presently receiving supports in institutional or restricted settings, such as day treatment, psycho-social rehabilitation, day habilitation, and, sheltered employment.

Each Career Center will hire a Customized Employment Navigator to establish intensive services and deliver case management and short-term employment services, such as self-determination, person-centered planning, job development, and initial job coaching. Job coaching and extended supports will be delivered by designated community rehabilitation providers that the Career Center has established as eligible training providers. The hubs will negotiate funding arrangements with their community rehabilitation provider partners.

The success of these hubs will depend on forging service and funding relationships between the LWIB's, the disability community, and other key services/agencies.

The project and its partners will provide a strong curriculum of training, including, but not limited to:

- Disability Awareness
- The Principles and Practices of Customized Employment
- The Discovery Process: Self-

- Determination, Work-Based Experiences, Person-Centered Career Planning
- Customized Employment Options: Supported Employment, Self-Employment, Personal Budgets
- Employer Relationships and Job Development
- Workplace Supports
- Blended Funding and Resources

During the first year of funding, each Career Center will receive training to document opportunities to receive payment for their customized employment services. Also, during the first twelve months, they will begin entering into cooperative agreements and Letters of Understanding with prospective funders, such as the Division of Rehabilitation Services (DRS) and the Division of Mental Retardation Services (DMRS). Additionally, the TCEP Hubs will receive technical assistance from the Center on Disability and Employment at the University of Tennessee in the area of developing blended funding strategies through the use of numerous funding vehicles, such as Medicaid Waivers, WorkFORCE Investment Act (WIA), Independent Work Related Expenses (IRWEs) and Plans for Achieving Self-Sufficiency (PASS).

Annually, each grantee will be responsible for enrolling ten job seekers with significant disabilities who require customized employment services and placing five into employment. By providing intensive technical assistance and three years of funding, the TN Olmstead WorkFORCE Project will develop the capacities of each grantee to:

- Deliver customized employment services to people with significant disabilities
- Integrate customized employment

- services into the service array of the Career Center
- Sustain project activities beyond the initial three year funding cycle
- Apply customized employment techniques to other populations that face formidable challenges to securing employment

The desired project outcomes are:

- Employment is the first service of consideration for job seekers who desire leaving restricted settings
- Policy that supports the practice of customized employment delivered by a community of partners, DOL/Career Centers, DOE, DRS, DMHDD, and DMRS
- Blended services and blended funding for job seeker employment supports
- Career Center staff and community partners have the skill and ability to deliver quality customized employment services
- A minimum of 130 people leave restricted settings and receive customized employment services and 65 are employed in jobs of their choice through the TCEP hubs
- Demonstration sites yield interest in replication by additional locations across the state

BUILDING COMMUNITY RESOURCES THROUGH PARTNERSHIPS

Each hub will have a Project Management Team (PMT). The purpose of the PMT is to:

- Assist the project at start-up with activities, such as resource mapping and developing key partnerships for success
- Maximize the value of existing services, create blended funding streams, and seek new opportunities for funding and cross-agency collaboration

- Assist the project in focusing on policy and systems change and general awareness of the positive attributes of employment supports for people with significant disabilities
- Develop and implement strategies to sustain customized employment beyond the award period

Each entity on the PMT is crucial to the creation and implementation of strategies that expand the capacities of the Career Center System and the disability community to develop and implement customized employment services that benefit the project's target population.

Mandatory members of each PMT include:

- Tennessee Division of Rehabilitation Services
- Tennessee Division of Mental Retardation Services
- Tennessee Department of Mental Health and Developmental Disabilities
- Benefits Planning, Assistance, and Outreach Project(s)
- Local School System
- Assistive Technology Center
- Local Disability Employment Provider(s)
- Career Center Manager and other key staff
- Community or faith-based organizations



A JOB SEEKER proudly displays her completion certificate for Self-Determination.

Each entity on the PMT is crucial to the creation and implementation of strategies that expand the capacities of the Career Center System and the disability community to develop and implement customized employment services that benefit the project's target population. Because the PMT comprises key decision makers, it will be coordinated by an administrative/management person on either the Career Center staff or LWIB staff.

In addition to assisting each hub with start-up and implementation activities, the PMT also will assist the project to identify and address any barriers that arise. Challenges that cannot be solved at the local level will be shared with WorkFORCE's Statewide PMT. Conversely, successes in addressing barriers will be shared with the Statewide PMT for learning and dissemination purposes. Additionally, information and best practices will be shared among the three local PMTs.

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GREAT EXPECTATIONS

Julie Huber works for the University of Tennessee's Center on Disability and Employment where she is project manager of the Tennessee Olmstead WorkFORCE project.

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LIZZY'S LINE—A C.E.O. IN THE MAKING By Jon Kent



(Top) LIZZY SOLOMON SELLING HER GREETING CARD LINE at the C.E.O. Camp Academy mall exhibition. (Right) Sample greeting cards from Lizzy's Line.

According to Teri Chapman, executive director of the Nashville nonprofit organization C.E.O. Academy, C.E.O.s, are born and they are made, "We believe that many of the skills of a C.E.O. or business leader must be acquired and cultivated and we work with children to make this happen, but there are certain qualities of leadership, creativity, and courage that cannot be taught—they are unique gifts." This past summer, Lizzy Solomon, an 11-year-old girl with cerebral palsy, became the first child with a disability to participate in the Academy's summer program, Camp C.E.O. Lizzy provided an inspiring example of the powerful interplay between intrinsic gifts and external guidance and support.

Camp C.E.O. is a six-week camp designed to help kids develop strong business and leadership skills. Instead of using a traditional teacher/pupil instructional model, Camp C.E.O. employs a consultant/client relationship where participants are exposed to the principles of competitive market forces. Over the course of the

camp, the 50 participants must develop a detailed business plan and create, package, market, and sell their unique product at a special exhibit fair sponsored by a prominent local Nashville shopping mall. Camp C.E.O. staff consult with the participants, but the business plans and products are critiqued and judged by business leaders in the community. The buying public, of course, has the final say in determining the ultimate success or failure of the product.

Lizzy's business plan was to develop a greeting card company—Lizzy's Line—that would feature children with disabilities having fun. Despite having some difficulty with speech,

Lizzy had no trouble defending her idea to a panel of judges, and she won the business planning part of the competition. Over the course of the six-week period, Lizzy honed her idea. She teamed up with prominent local artist Mary Jane Swaney to produce wonderfully imaginative and inspiring greeting cards.

By all measures, Lizzy's Line was a rousing success. Her product was the top seller at the mall exhibition, and Lizzy won the coveted C.E.O. Academy award. Lizzy also took home the Academy's highest honor—the President's Award—given to the participant who best exemplifies the entrepreneurial spirit. Lizzy's experience culminated with a presentation to more than 250 people at the Academy's celebration dinner.

Ms. Chapman, commented that Lizzy was the best C.E.O. participant who had ever come through the program, and that her involvement made a profound and lasting impression on everyone involved. "At first the other children ignored Lizzy. Many of them had never interacted with a child who has a disability. Over time, Lizzy won over their hearts and minds. By the end of the camp, other kids were competing for her time and attention. Lizzy is a C.E.O. in the making—her greeting card business has great potential."

Although back in school as a 6th grader at John Trotwood Moore Middle School, Lizzy is still developing Lizzy's Line. True to her entrepreneurial spirit, she has already introduced design of a second line of greeting cards for the holiday season.



Jon Kent is the editor of Breaking Ground and principal of Kent Communications Group in Nashville.

THE TENNESSEE EMPLOYMENT CONSORTIUM AND THE POWER OF TEAMWORK By Jon Kent

It is very difficult for a person with a disability to find and keep a good job. In 2001, there were approximately 6,400 adults (22 and older) with mental retardation or other developmental disabilities receiving community-based services, and fewer than 1 in 5 held a meaningful job. In three years, that number has improved significantly to nearly 1 in 4, and all indicators suggest that this positive trend will continue. Why? This great progress is a testament to the power of teamwork.

Three years ago, the Council on Developmental Disabilities issued a challenge grant to the Division of Mental Retardation Services (DMRS) to increase community employment for the people they serve. The grant created the Tennessee Employment Consortium (TEC)—a statewide collaborative effort where more than

more than 500 individuals from across the State. TEC helped influence the new Employment First! DMRS policy that explores employment options before any other day supports are assigned.

Now in its fourth year, the TEC challenge grant has a new funding partner, the Division of Rehabilitation Services (DRS). Each agency—the Council, DMRS, and DRS—contributes \$50,000 to continue funding regional community agency partners and to support further job coach training. Another exciting development of TEC is that business leaders are starting to come together to brainstorm about employment possibilities for people with disabilities. A Business Leadership Network is already established in West and Middle Tennessee and a Business Advisory Council in East Tennessee. This active

Three years ago, the Council on Developmental Disabilities issued a challenge grant to the Division of Mental Retardation Services (DMRS) to increase community employment for the people they serve. The grant created the Tennessee Employment Consortium (TEC)—a statewide collaborative effort . . . to discover creative and viable solutions.

200 stakeholders from across the State have discovered creative and viable solutions to achieve community employment. A statewide TEC group meets each month, while the regional consortiums meet on a quarterly basis.

The grant provides incentive funds to various community-based agencies in three regions of the State (West, Middle, East) and "challenges" them to find innovative ways to help people they support find and keep good jobs. TEC has provided job coach training to

involvement from the business community will help TEC reach its ambitious fourth year goal of securing employment for 28% of the people served by DMRS.

According to Carmel Johnson, director of day services for DMRS, TEC is just getting rolling. "We are so excited about what has been accomplished thus far through TEC. It just shows what teamwork, creativity, and a participatory environment can do to improve the lives of people with disabilities all across the State."

TWO POINTS FOR INDEPENDENCE By Meredith Lorber



SOME OF THE MANY ACTIVITIES MADE POSSIBLE BY ABLE YOUTH. (Top) Participants and volunteers from Independence /Sports Camp. (Bottom Left) Josh Anderson takes a ride down the mountain in Winter Park, Colorado during the ABLE Youth ski trip. (Right) Chrisdreous Gibson drives for the first time with hand controls.

The road to independence is lined with challenges, failures, successes, and the endless experiences that life brings our way. These wins and losses, team successes, and individual struggles, followed by triumph, are the building blocks that sports bestow upon their participants—an athletic model of life's experiences.

Rick Slaughter uses team-oriented games to show youth with disabilities that independence is a quality anyone can attain; it is not equivalent to seclusion, but quite the opposite. Independence is instilled through teamwork, inclusion, and experience. ABLE Youth is the name of the project that Rick created in order to afford children with disabilities the same

personal advantages that he gained through sports. The wheelchair tennis player, a 12-year veteran once ranked second in singles and first in doubles worldwide, and an overall exceptional athlete, is a rehabilitation specialist, evaluating patients and selling wheelchairs for Ed Medical, Inc. when not shooting hoops with ABLE Youth.

The programs offered by ABLE Youth encompass all ages, from one specifically for TOTS to others that include children through high school. Super Sports Saturdays is one of ABLE Youth's main features, with as many as 160 kids participating in the program at some point in their young lives.

Independence Camp is a summer program that Rick holds every year for his kids. Competition comes into play in this setting, but not in the typical athletic sense. This is not an atmosphere in which John must beat Ryan in order to be number one. Instead, Rick notes, younger children often provide motivation for older kids. "If a 15 year old sees an 11 year old taking care of himself in a way that he does not, then perhaps he'll be pushed to do more on his own." When invited to expand upon the importance of athletics, independence, and the relationship between the two, Rick passionately asserts, "There will come a day when Johnny falls out of his chair and it is not doing any good to hover [over him]."

Basketball is incredibly popular, but certainly not the only sport available to Rick's youth. He recently took a group of kids who had proved themselves independent on a snow-skiing trip to Denver, Colorado. Rick's love for each and every one of these children is apparent in every breath,

12TH PARTNERS CLASS BEGINS By Ned Andrew Solomon

Betty Anderson from Memphis wants to be a Partner so she can learn how to help individuals with disabilities leave nursing homes, or keep from entering them to begin with. Sherry Bransford from Nashville wants to develop her skills at advocating for her daughter, Jessica, as she navigates the school system, and for other children who are struggling getting their educational needs met.

These are just two of the reasons 30 adults with disabilities and family members of persons with disabilities applied for, and were accepted into the Partners in Policymaking™ Leadership Institute, now in its 12th year in Tennessee. Over the course of seven weekend sessions at the Millennium Maxwell House Hotel in Nashville, Partners will learn about:

- The history of the disability experience
- Assistive technology
- Inclusive education
- Building communities
- Supported living/home of your own initiatives
- Supported, competitive, and self-employment
- Service coordination
- Strategies for system change, including public speaking, letter writing, preparing testimony, working with legislators and the media, and conducting effective meetings

We are proud to welcome the following folks into the ever expanding Tennessee Partners—and now worldwide Partners—network:

- Betty Anderson, Memphis
- Sherry Bransford, Nashville
- Pam Bryan, Madison
- Pamela Davis, Madison
- Candie Ferrell, Nashville
- Renee Ford, Memphis
- Patricia Hornick, Loudon
- Jessica Lawhorn, Knoxville
- Robert Leatherwood, Madison
- Jawanda Mast, Bartlett
- Missy Mitchell, Nashville
- Richard Moore, Nashville
- Madeline Nichols, Blountville
- Melissa Dawn Osborne, Sevierville
- Joel Daniel Pinckard, Chattanooga
- Cynthia Powell, Nashville
- Joe Rainwater, Del Rio
- Kelly Sanders, Pleasant View
- Paul Seaberg, Paris
- Jane Smith, Del Rio
- Revis Sparkman, Nashville
- Kendal Summers, Nashville
- Amy Terry, Memphis
- Teresa Turnbo, Lavergne
- Carol Van Cleave, Lakeland
- Betty Walker, Knoxville

—Ned Andrew Solomon is the director of Partners in Policymaking™ for the Council on Developmental Disabilities.



(Top) ANDREA COOPER, CHAIR OF THE COUNCIL on Developmental Disabilities and Partners graduate, with presenter, Greg Smith. (Bottom) Greg Smith explaining the History of the Disability Rights Movement to the new 04-05 Partners class.

made most obvious by the transformation of the ABLE Youth program from one primarily focused on sports to one spotlighting independence, where "Sports is just the gravy!"

Through exceptional amounts of time, energy, genuine love, and attention, Rick is inspiring Nashville youth. He is providing them with the opportunity to

fall and teaching lessons of strength so that they may, most importantly, discover how to pick themselves up. This independence will ultimately create self-sufficient and successful adults.

Congratulations to ABLE Youth's recent graduates: Evan Espey, Erica LeBlanc, Elizabeth Liberto, and Lindsey Painter (Evan and Lindsey are also John E. Mayfield ABLE Youth

college scholarship recipients).

In the upcoming months, ABLE Youth members will be traveling to North Carolina, Georgia, and Alabama to participate in various tournaments. Visit www.ableyouth.com for updated events and information.

NEWS FROM PATHFINDER By Carole Moore-Slater

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PATHFINDER

NEW PROGRAMS IN THE COMMUNITY

The GEAR Foundation (Gainful Employment and Respect for Individuals with disabilities) is a new employment program for adults living in Franklin who have cognitive disabilities. This program was started by David Krikac, whose daughter, Sara, was graduating from public high school with no prospects of employment. The mission for GEAR is "to provide individuals with disabilities work experiences, which will enable them to discover and develop their unique capabilities and potential, and to help them achieve the highest degree of independence and respect."

In June, 2004, GEAR launched the Our Thrift Store, an upscale consignment shop that is currently being used as a training center, as well as a long-term funding source for GEAR employment projects. The desired outcome of Our Thrift Store is to empower adults with disabilities to become contributing, tax-paying citizens. The goals of this project are (1) to provide direct services to persons with disabilities (18 years or older) from wages they have earned,

and (2) to help families plan for the time when their young adults are prepared to live on their own. Our Thrift Store is located at 1018 Columbia Avenue, in the H.G. Hill Shopping Plaza in Franklin and currently employs seven individuals with disabilities. There are other working opportunities through GEAR, including a partnership with Southland Management & Development Company to paint mailboxes and install new address signs in a local subdivision. Mr. Krikac is currently working with several other businesses in Williamson County to employ more workers on a long-term basis. For further information about the GEAR Foundation, visit www.thegearfoundation.org or contact Virginia Roberson at 615-496-8257.

FAVORITE RELATED WEBSITES FEATURED ON THE PATHFINDER WEBSITE

Family Village at <http://www.familyvillage.wisc.edu/index.html> is a global community Internet site that integrates information, resources, and communication opportunities for persons with cognitive and other disabilities, for their families, and for

those who provide services and supports. Informational resources include a library that describes over 800 specific disability related medical conditions and an index of general information about disability-related topics. Other topic sections include comprehensive resource information on educational issues, adaptive products and technology for personal use, adaptive recreational activities, worship, health issues, and disability-related media and literature. It is a very good website that I refer to frequently.

FAVORITE RELATED WEBSITES FEATURED ON THE PATHFINDER WEBSITE EN ESPAÑOL

TennCare information is available in Spanish at www.tennreadvocacy.org/hispanicserv.html and is a useful resource. The guide to online TennCare information was developed by TennCare Consumer Advocacy to provide consumers with reliable information. It gives information about how to obtain TennCare, eligibility guidelines, and how to keep TennCare. It also provides a brochure about the TennCare Advocacy Program.

FOR FURTHER INFORMATION: Tennessee Disability Pathfinder, 615-322-8529 (Nashville area), 800-640-4636 (toll-free), 800-273-9595 (TTY), www.familypathfinder.org, TNPathfinder@vanderbilt.edu.

LETTER TO THE EDITOR

Wow! What a wonderful surprise to go to the mailbox and find the copies of the Annual Arts Edition of *Breaking Ground*. Immediately, students gathered around to see who had won the honors of having their artwork published. I wish you could have seen the looks on their faces!

Breaking Ground has become quite a communication/teaching tool for us. Students always want to learn about all the artists: where they live, what they do for fun, how they achieve the particular techniques, and use of color. They love having staff read the articles and poetry to them. They can

personally relate to the spirit of the authors. *Breaking Ground* has become a great motivator for the students to try their hand at poetry next year.

Kathy Rector
Creative Expressions
Greene Valley Developmental Center

Carole Moore-Slater is the program director of Tennessee Disability Pathfinder.

ERIN BRADY WORSHAM WINS 2004 "SPIRIT OF DA VINCI" AWARD

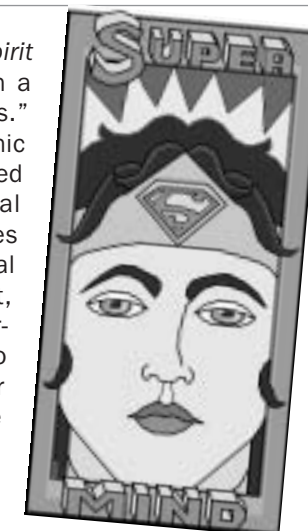
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"SPIRIT OF DA VINCI" AWARD

Erin Brady Worsham, Nashville, was presented with the *Spirit of da Vinci* award at the *da Vinci* award ceremony held on October 29, 2004, at the Ritz Carlton in Dearborn, Michigan. The *da Vinci* award recognizes individuals, organizations or corporations in the engineering, construction, and technical realm whose design innovations have enabled people and improved accessibility, regardless of their ability. The Engineering Society of Detroit (ESD) and the National Multiple Sclerosis Society (NMSS), Michigan Chapter, have joined forces in this annual collaborative recognition venture.

Ms. Worsham was honored with this award

because she "demonstrates the true *Spirit of da Vinci*, using assistive technology in a creative manner to achieve her dreams." Quadriplegic as a result of amyotrophic lateral sclerosis (ALS), she is paralyzed below the neck, has only minimal movement above her neck and breathes with a ventilator. Despite her physical limitations, she is an accomplished artist, creating vibrant and compelling computer-generated art utilizing a wire attached to her eyebrows. Each painting takes her about 250 hours to complete. At the right is a sample of her work entitled "Supermind."



2004-2005 TENNESSEE DISABILITY SERVICES & SUPPORTS DIRECTORY

2004-2005 Tennessee Disability Services & Supports Directory, published by the Tennessee Disability Pathfinder Office, is a source of information regarding state and local programs and services. The newest edition is available by geographic region (East, Middle, and West Tennessee). Order forms are available online at <http://kc.vanderbilt.edu/devents/order.html> or fill out this form below, cut out, and fax or mail to: **Tennessee Disability Pathfinder, Vanderbilt Kennedy Family Outreach Center, 1810 Edgehill Avenue, Nashville, TN 37212, FAX: 615-936-5010.**

DESCRIPTION	PRICE	QUANTITY
2004 East Tennessee Disability Services & Supports Directory	\$30	_____
2004 Middle Tennessee Disability Services & Supports Directory	\$30	_____
2004 West Tennessee Disability Services & Supports Directory	\$30	_____
2004 Tennessee Disability Services & Supports CD-Rom Directory	\$10	_____

NAME _____

COMPANY/AGENCY (IF APPLICABLE) _____

ADDRESS _____

CITY, STATE, ZIP _____

PHONE _____

EMAIL _____

COMPANY PURCHASE ORDER# _____

CHECK OUT *BREAKING GROUND* ON THE WEB AT: www.breakingground.org

NEWLY APPOINTED COMMUNITY MEMBERS BRING DIVERSE BACKGROUNDS AND RESOURCES TO COUNCIL

By Ned Andrew Solomon

Last April, seven new members from across the State were appointed by Governor Bredesen to the Tennessee Council on Developmental Disabilities. In that capacity, the new members will promote the Council's mission and activities, and help make decisions about which grants and initiatives will most benefit Tennessee individuals with disabilities and family members. Please join us in welcoming the new members.



ANGELA HUGHES HAZLEHURST
 Jackson, Madison County
 Married to Rolf Hazlehurst, Assistant District Attorney, Madison County
 CHILDREN: son, William Yates Hazlehurst, age 4 1/2, daughter, Sarah Alexander Hazlehurst, age 2
 DISABILITY OF FAMILY MEMBER: William Yates, diagnosed with Autism at age 2
 BIRTHPLACE: Dyersburg
 EMPLOYMENT: Cardiovascular Pharmaceutical Sales Representative for Biovail Pharmaceuticals in the West Tennessee area
 AREAS OF INTEREST: Healthcare, specifically vaccine injury and the new American Academy of Pediatrics vaccine protocol; education, especially in the area of special needs in the pre-school classroom setting
 HOBBIES AND PASTIMES: Special retreats with her children, writing poetry, art, exercise
 FAVORITE QUOTES: "I praise loudly, I blame softly."—Catherine the Great
 "Real leaders are ordinary people with extraordinary determination."—Anonymous



MARSHA WILSON
 Antioch, Davidson County
 Married
 CHILDREN: Daughter, Tremaine son, Robert II, age 17
 DISABILITY OF FAMILY MEMBER: Son, Robert, has a learning disability
 BIRTHPLACE: Flint, Michigan
 EMPLOYMENT: Support & Training For Exceptional Parents, Inc. (STEP)
 AREAS OF INTEREST: Education of children with disabilities; making sure that African-Americans are aware of the resources available; trying to dispel the myth in her community that special education is the "The Room Down the Hall"
 HOBBIES AND PASTIMES: Riding horses, reading, traveling, shopping
 FAVORITE QUOTES: "Ye are of God, little children, and have overcome them: because greater is he that is in you, than he that is in the world."—1 John 4:4
 "In Him we were also chosen, having been predestined according to the plan of Him who works out everything in conformity with the purpose of His will."—Ephesians 1:11



JOHN D. PIVER
 Gray, Washington County
 Married
 CHILDREN: One 15-month-old son
 DISABILITY: Hard of hearing
 DISABILITY OF FAMILY MEMBER: Wife, completely deaf with Cochlear Implant, age 26
 BIRTHPLACE: Brunswick, Maine
 EMPLOYMENT: Vocational Rehabilitation Counselor in Region 1
 HOBBIES AND PASTIMES: Traveling
 AREAS OF INTEREST: "My focus in disabilities is education leading to employment, both personally and professionally. Also, focus on accessibility of deaf people in the entertainment arena, such as close/open captioning on first-run movies in theatres, also video/computer games especially in tutorials session, interpreters and other qualified support personnel to enable a deaf person to be independent."
 FAVORITE QUOTE: "Harley, you think too much!"—Mickey Rourke, in the movie *Harley Davidson and the Marlboro Man*



HICKS ARMOR
 Chattanooga, Hamilton County
 Married; wife Vicki
 CHILDREN: Son, Hicks, Jr., age 13, and daughter, Alex, age 6
 DISABILITY OF FAMILY MEMBER: Son has autism
 BIRTHPLACE: Chattanooga
 EMPLOYMENT: SYNAXIS Killebrew, Lyman & Woodworth
 HOBBIES AND PASTIMES: Golf and community volunteer work
 FAVORITE QUOTE: "Never, never, never give up."—Winston Churchill



MICHAEL BOYD
 Cookeville, Putnam County
 Single

DISABILITY: Quadriplegia
 BIRTHPLACE: Chunky, Mississippi
 EMPLOYMENT: Putting together a residential construction business
 HOBBIES AND PASTIMES: Handcycling; kayaking; stunt kite flying; camping; accessible treehouses
 AREAS OF INTEREST: Accessible recreation and accessible housing
 FAVORITE QUOTE: "For our light and momentary troubles are achieving for us an eternal glory that far outweighs them all."—Paul the Apostle, 2 Corinthians 4:17



PAMELA HUBER
 Kingsport, Sullivan County
 Married; husband David
 CHILDREN: Four daughters and two granddaughters
 DISABILITY OF FAMILY MEMBER: Daughter has Down syndrome, age 11
 BIRTHPLACE: Bitberg, West Germany
 EMPLOYMENT: Substitute teacher for Kingsport City Schools
 HOBBIES AND PASTIMES: Reading and cooking
 AREAS OF INTEREST: Education and housing
 FAVORITE QUOTE: "I can do all things through Christ which strengtheneth me."—Paul, Philippians 4:13.



VANCE ("VAN") W. VELLER
 Signal Mountain, Hamilton County
 Married
 DISABILITY: Visual impairment
 BIRTHPLACE: Nashville
 EMPLOYMENT: Tri-State Resource and Advocacy Corporation, Inc.
 HOBBIES AND PASTIMES: "I enjoy riding around in my convertible with my wife. I enjoy woodworking when I have the time. I also help my wife in our flower garden. The garden is a great place to spend time with her, our dog, and my elderly parents. We've worked hard to create a garden that's not just visual—the scents, sounds of the water, feel of the stone all create a garden that everyone can enjoy."
 AREAS OF INTEREST: "I am very interested in transportation. Because I have to rely on others for transportation, I am concerned about the accessibility, affordability, safety and reliability of transportation services. I have served on CARTA's Advisory Commission for Accessible Transportation for three years, and I am proud to see CARTA become the first public transit system in the Southeast to become 100% accessible."
 FAVORITE QUOTE: "To conquer without risk is to triumph without glory."—Pierre Corneille, 1636

KAITLYN CHERRY TAKES HER FUTURE INTO HER OWN HANDS

Lincoln County 9th Grader Kaitlyn Cherry decided not to leave her future up to anyone—or any entity—that did not have her best interests at heart. Just at the start of high school, Kaitlyn is already thinking about, and working on, what will happen when she graduates. She fully intends to go to college and find gainful employment, hopefully as a veterinarian. Reasonable goals to have, right? But as an individual with a visual disability—specifically Axenfeld Riegers syndrome—she knows she'll have to work extra hard to chart her chosen life course.



KAITLYN CHERRY, WEARING CORSAGE, and classmates at their 8th grade night event.

For Kaitlyn, working extra hard means devoting her summers to educational programming that can develop her talents and enhance her independence skills, instead of hanging out at home or choosing a more recreational pursuit. This past Summer, she chose the Buddy Program at the Louisiana Center for the Blind (LCB), where she received training in daily living skills, computers and other technology, orientation and mobility—including how to travel by public transportation—and Braille. “I learned to use a slate and stylus,” says Kaitlyn, “and

increased my reading speed by 11 words a minute. I also learned how to walk across the street really straight, and how to navigate through different businesses on a busy block.”

Vonda Berry, Kaitlyn’s mom, thinks the transportation training is especially important. “Most of the kids are not going to stay in the rural counties,” says Vonda. “They’ll move away from home for college, and want to move to the bigger cities where they’ll need to catch the bus to

go to work.”

On the last day of the summer program, parents were allowed to visit, and the students prepared, cooked, served, and cleaned up after a meal of salad, lasagna, corn-on-the-cob, and dirt cake—more skills guaranteed to please any parent.

Kaitlyn is scheduled to return to LCB next summer—and each summer until she graduates—for an eight-week training program called STEP

By Ned Andrew Solomon

(Summer Training and Employment Project). STEP will continue to build on the skills acquired this past summer in the Buddy Program, plus teach Kaitlyn more employment skills. In addition to practice in the areas listed above, Kaitlyn will be expected to get a job in the community, working for a local business. She will also attend the National Federation of the Blind Convention in July, which will take place in Louisville, Kentucky.

Kaitlyn and Vonda have already written into Kaitlyn’s IEP (Individualized Education Plan) a nine-month LCB adult training program after graduating from high school, specifically geared toward landing a job in the community. She’ll learn how to write a resume and how to interview, and how to manage her

finances. “Things that we wish all our kids would learn!” says Vonda.

The summer programming makes sense for Kaitlyn for a completely different reason. During the regular school year, Kaitlyn was getting some of this skill training from therapists, but it would typically occur as pull-out, during her regular class time. Moving into her secondary school experience made this arrangement less practical. “When you’re a freshman in high school,” says Vonda, “losing a day of any subject is difficult to catch up.”

Kaitlyn believes her efforts may just break some ground for other, future students with visual challenges, or any type of disability. As it is, several of her peers with disabilities have seen what she has accomplished,

have taken a more active role in their lives, and have chosen to try to do more things independently. She has also had a positive impact on some of the faculty. Since meeting and working with Kaitlyn, two teachers have completed the first year of the vision program at MTSU—to better support Kaitlyn, and any other students who might come along with visual disabilities.

Primarily, it is Kaitlyn’s hope that more schools and school systems will presume and expect that students with disabilities will want to move on to college and careers after graduating from high school, just like their typical peers, and that some of them, like Kaitlyn, might want to start that planning process sooner, rather than later.

SOLVING YOUR TRANSPORTATION PROBLEMS

Whenever people with disabilities are asked about what they need in order to participate in their community, transportation is always one of the top five items. This is true whether the people live in urban or rural communities. The solution to providing reliable, affordable, and accessible transportation generally is a local one. However, sometimes the issues around transportation services reflect a problem with the system that provides the services.

Tennessee Protection & Advocacy, Inc. (TP&A) is an organization that advocates for the rights of Tennesseans with disabilities to ensure they have an equal opportunity to be productive and respected

members of our society and has been enforcing the rights of persons with disabilities since 1978. TP&A is interested in hearing about transportation problems or issues that you may be facing.

If you have a disability and experience transportation problems related to your disability, contact TP&A intake number to provide a specific description of your problem at 1-800-342-1660 or TTY 1-888-852-2852.

If you hear other people with disabilities complaining about transportation problems, encourage them to call TP&A’s Intake number and provide specific details about the problem. If the person is unwilling to

report their problem to Intake, try to get specific details about the problem and alert Intake yourself. If the problem is serious or has systemic implications, TP&A may be able to investigate the problem as a systems case. At a minimum, your call will help alert TP&A about transportation systems in which accessibility problems are occurring.

In addition to contacting TP&A, consider forming an informal group to discuss solutions to transportation problems. Such a group will likely be most effective if it consists of representatives from both transportation providers and disability groups.

TENNESSEE OLMSTEAD COALITION State of the State Summit on Education Transition For Families, Teachers, and Administrators

Guest speaker will be Ed O’Leary, a nationally recognized leader most noted for his work in secondary transition and vocational programming for youth with disabilities, IEPs, technology, monitoring, and systems change.

TOPICS WILL INCLUDE:

- Transition planning requirements
- Services for post-secondary students
- Best-practices models
- How to improve transition planning for students

WHEN:

Thursday, December 9
6:00 p.m. to 8:00 p.m.
For Family and Students and
Friday, December 10
9:00 a.m. to 3:30 p.m

WHERE:

Adventure Science Center
800 Fort Negley Blvd
Nashville, Tennessee

Sponsored by The Tennessee
Olmstead Coalition.

FOR MORE INFORMATION contact The Arc of Tennessee at 615-248-5878.

CONTACT TENNESSEE PROTECTION & ADVOCACY’S (TP&A) INTAKE NUMBER TO PROVIDE A SPECIFIC DESCRIPTION OF YOUR PROBLEM. TP&A’s Intake number is 1-800-342-1660 or TTY 1-888-852-2852.

DISABILITIES AND THE ENTREPRENEURIAL SPIRIT By Jon Kent

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SELF-EMPLOYMENT

Sometimes, in the face of a disability, the entrepreneurial spirit grows strong. The desire for professional and financial independence becomes paramount for many people with disabilities, and the call to do something creative and meaningful with their professional lives cannot be ignored. As any person who has ever launched a business or traveled the road of self-employment will tell you, there are many barriers to success. From business planning and financing to staffing and navigating market forces, operating a business is, unequivocally, hard work. For people with disabilities, owning and operating a business presents additional layers of complexity. The subject of benefits like SSI, which fluctuates with earned income, is often one of many potentially tricky issues. And yet, the entrepreneurial spirit is more powerful than all barriers. Self-employment can be one of the most rewarding experiences of a person's life.

All people who have a desire to be self-employed or start a small business need an experienced support network of professionals to help them reach their dream. In the summer of 2003, the Tennessee Council on Developmental Disabilities launched the Self-Employment Project to marshal support for people with disabilities interested in starting businesses. To this end, pilot grants were awarded to three agencies across the State: the STAR Center in Jackson, Community Options, Inc. of Nashville, and ETTAC (the East Tennessee Technology Access Center) of Knoxville. Each site already has a success story in the making.

In 1989, Turena Austin suffered a cerebral aneurism and faced a slow, arduous road to regaining motor skills and brain function. Ten years later, she

earned a G.E.D. and decided to enter college. Turena soon discovered that her true interest was more in the healing arts, like reflexology, than in traditional arts and sciences. "I had been in so much pain during my recovery that I became very interested in pain management and holistic, complementary approaches to health and medicine," said Turena. Turena had found her calling. When she learned about the Self-Employment grant facilitated by the ETTAC, she decided that they could help give her dream wings. A business design team

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helped Turena translate her ambitions into a true business plan and assisted her with matters of finance and marketing. Turena has become a licensed Reflexologist and in January, 2005, she will launch her own private practice: Natural Care Reflexology. "I am so excited about my new business," said Turena, "I hope one day to be financially independent."

Michael Boyd has always loved the outdoors, especially the mountains. His lifelong career in construction afforded him the opportunity to work in the fresh air and utilize his college degree in construction engineering. In 1994, while on a job site, Michael fell head first to the ground and became quadriplegic. Michael had not worked for ten years when he walked through the doors of Community Options in Nashville to seek help with a business plan for his business brainchild: Mountain Heir Construction. "The people at Community Options helped me in so many ways," said Michael. "They helped me understand business law and how my venture would affect my SSI benefits." His goal for Mountain Heir Construction is to build 6 to 7 houses per year that are disability accessible. Michael said, "The disability market is one that I feel close to—I like the idea of helping people like me with affordable, quality housing." Michael already has his general contractor's license for residential and small commercial properties. "My motto," said Michael, "is that if you don't dream, you don't make things happen."

Matthew McKnight hails from the small town of Gum Flat, Tennessee. In 1987, Matthew was in a car wreck that impaired his memory and equilibrium. Since that time, he has worked 25 jobs—from McDonald's to a plant nursery—in search of a professional home. One constant in Matthew's world, before and after his accident, has been his love of weightlifting. So Matthew decided to turn his love into his career. With the help of the STAR Center in Jackson, Matthew and his business partner, Chuck Dardin, developed a business plan for the Crockett County Fitness Center. By the time this publication hits the streets, the Crockett County



TRACEE PICKETT-ARMONI IS AN ARTIST AND EDUCATOR WHO NOW makes her home in the mountains of East Tennessee. She was trained at the Art Institute of Chicago, Arrowmont School of the Arts in Gatlinburg, and Columbia College, Chicago. Her work has been exhibited in Chicago, New York, and in galleries in East Tennessee. She is the creator and author of Art Smart classes for children, and she is currently teaching regularly scheduled classes for children with and without disabilities through ETTAC's HeartSong Center for Accessible Music and Art. These classes combine art, art history, movement and language to help children develop a sense of art through history as well as the meaning and purpose of art. This attached picture was taken at Philadelphia School in Loudon County, Tennessee. Tracee is a self-employed artist who is receiving advice and assistance in completing her PASS and business plan through a grant from the Council to the ETTAC in Knoxville.

Fitness Center will be open for business. "The Fitness Center will be a workout facility tailored to senior citizens and people with disabilities," said Matthew, "I hope it will be able to help them gain confidence and self-esteem," he added. Matthew shares the same goals as most entrepreneurs: "I want to make good money and do my own thing—it will

feel good to be a productive person in society."

Turena Austin, Michael Boyd, Matthew McKnight, and Tracee Pickett-Armoni (see photo) prove that disabilities can ignite the entrepreneurial spirit, and that this powerful spirit can overcome all barriers.

DIVISION OF MENTAL RETARDATION SERVICES

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DIVISION OF MENTAL RETARDATION SERVICES

The Division of Mental Retardation Services (DMRS) is responsible for the development and oversight of services offered to persons in the community who have a diagnosis of mental retardation. Services are provided to individuals through contracted providers. The DMRS serves the State through regional offices located in each grand division of the state.

The services available through DMRS include (but are not limited to) the following:

- Residential services
- Day program services
- Supported employment services
- Personal assistance services
- Respite
- Nursing services
- Transportation services
- Therapy services (PT/OT/SLP)
- Specialized equipment
- Environmental modifications

To access services, individuals and families must contact the Regional Office Intake Unit in the region in which they live. Contact information is given below.

STATEWIDE MR HOTLINE:
1-800-535-9725

WEST TENNESSEE:
Memphis 901-213-1886
or 1-800-308-2586
Jackson 731-423-5670

MIDDLE TENNESSEE:
Nashville 615-231-5043
or 1-800-654-4839

EAST TENNESSEE:
Knoxville 865-588-0508
or 1-888-531-9876
Greeneville 423-787-6757
Johnson City 423-434-6530
Chattanooga 423-634-6149

THE COUNCIL'S MISSION



The Tennessee Council on Developmental Disabilities provides leadership to ensure independence, productivity, integration, and inclusion of individuals with disabilities in the community through promotion of system change.

WHAT IS THE COUNCIL? The federal Developmental Disabilities Act created a council in each state and the five territories to provide citizens with disabilities the opportunity to improve state service systems. The Tennessee Council consists of 21 persons with disabilities or family members and represents the State's nine Development Districts. The Council also includes representatives of private and State agencies that provide services or administer funding for disability-related services.

PROMOTING SYSTEM CHANGE GRANT PROGRAM — The Council promotes innovative demonstration projects through time-limited grants in areas such as housing, voting, public transportation, health care, employment and child care.

PUBLIC POLICY — The Council works with State and federal legislators and public and private policy-makers to improve the lives of persons with disabilities and their families.

AREAS OF EMPHASIS —

HOME AND COMMUNITY-BASED SERVICES — Increase services and supports to enable individuals to live in their own homes and communities rather than in institutions.

EMPLOYMENT — Increase employment and training opportunities.

HOUSING — Increase opportunities to rent or own a home.

ASSISTIVE TECHNOLOGY — Increase access to assistive technology to support individuals to obtain jobs, participate in educational opportunities, and live independently.

EDUCATION — Promote school environments that respect differences and, through best practices, support the individualized needs of students with and without disabilities.

TRANSPORTATION — Increase access to additional transportation options and promote accessible public transportation.

CONTACT THE COUNCIL AT: (615)532-6615
E-MAIL: tnddc@state.tn.us WEB: www.state.tn.us/cdd

TENNESSEE V. LANE: VICTORY IN THE SUPREME COURT

By Joyce Prusak

On May 17, 2004, activists, advocates, and people with disabilities across the country celebrated the Supreme Court's ruling in the landmark case of *Tennessee v. Lane*. For the first time, the United States Supreme Court ruled that states are subject to lawsuits filed by private individuals for monetary damages under Title II of the Americans with Disabilities Act (ADA) in cases involving access to the courts. However, this ruling did not resolve the issues of whether the defendants are liable to the plaintiffs for violations of Title II of the ADA and, if so, the kinds of corrective actions defendants will be required to implement and the amount of monetary damages, if any, that each plaintiff is entitled to receive for his or her injuries. Those issues are scheduled to be decided at trial in March, 2005.

Because plaintiffs recognize that they are not the only persons with mobility disabilities who have been affected by the barriers to accessibility in the State's court program, they have filed a motion to have this case certified as a class action so that they can represent other individuals who are similarly situated. Unfortunately, the Court has denied that motion for class certification. Nevertheless, all six named plaintiffs continue to pursue their own claims for violations of Title II of the ADA against the State of Tennessee and the 25 counties named as defendants. Tennessee Protection & Advocacy, Inc. (TP&A) has been very active in representing the plaintiffs in this case since joining as co-counsel with Mr. William Brown in October, 2003. In August, 2004, attorneys from the California firm of Goldstein, Demchak, Baller, Borgen, and Dardarian joined TP&A and Mr. Brown in representing the plaintiffs in this complex litigation. Together with their co-counsel, TP&A will represent the plaintiffs at trial.

Joyce Prusak is an advocate with Tennessee Protection & Advocacy, Inc.

MRS. WORSHAM GOES TO WASHINGTON

By Erin Brady Worsham

We are political junkies in our house. All right, my husband is the political junkie and it's rubbed off on me.

Imagine our delight when we learned my one-woman show, "Artist Always," would be on display in the Russell Rotunda in Washington from April 12th to 16th. This would be a wonderful opportunity to show our son, Daniel, the U.S. Capitol.

We arrived in Washington on the evening of Monday the 12th, following an Easter visit with Curry's family in Richmond, Virginia. It was raining, as it had been the entire trip. I know my ancestors were smiling as we checked into the Irish-owned Jury's Hotel on Dupont Circle.

A message awaited us. "Call before you go to the rotunda," the exhibit organizers warned us ominously. We discovered that bureaucratic red tape had delayed the mounting of my show. Wow, my little show worthy of red tape?

We took advantage of the snafu to take a driving tour of the city on Tuesday in the drizzling rain. I had seen Washington's monuments on TV many times, but the city's other diverse offerings were new to me; the grand residences of Embassy Row, the tiny townhouses of Georgetown, the scholarly towers of Georgetown University and the enticing storefronts everywhere.

We braved the elements to pay a call on President Lincoln in his memorial. The voices of a million school children echoed around the walls, yet there was an unshakable solemnity in the massive, sitting figure that enveloped the viewer in his silence.

Finally, it was time to go to the Russell Rotunda in the Russell Office Building, infamous for the anthrax

scare last year. At 5:30 p.m. everyone was heading for home as we arrived, except the Capitol Police who thoroughly checked us out.

On our way to the rotunda, we passed the offices of all our senator-buddies from C-Span. It would have been nice to have popped in and given a cheery hello to some and blown an indignant raspberry at others, but the place was almost deserted.

Upon reaching the rotunda, I was struck by its spacious beauty and classical proportions. I was also struck by how lost my pictures looked in it, but, by gum, they were there!

Daniel showed his respect for these hallowed halls by doing running knee slides on the shining marble floors. The dry cereal he was snacking on dropped on the floor and was immediately ground to a fine powder by my wheelchair. We made a quick getaway before we started another scare!

I had great hopes for Wednesday, our last day in Washington. We had been invited by my cousin, who happens to be a senior advisor to the President, to go on a tour of the East Wing of the White House. Daniel was very excited.

Wednesday morning the phone rang. My cousin's assistant told us the tour had been cancelled because President Bush had to meet with Prime Minister Sharon of Israel in the East Room. (Didn't they know we had come all the way from Nashville?) Instead, we were invited to have lunch with my cousin in the White House Mess in the West Wing. Awesome!

There was a last-minute crisis when Curry discovered that he had left his and Daniel's suits and dress shoes in Richmond. Enroute to the White House, Curry dashed into a shoe

store and returned five minutes later respectfully and expensively shod. I'm glad he liked the shoes, because he'll be wearing them a long, long time!

We had been cleared by security the previous week, but no one wanted to let us in. Granted, in our grimy mini-van with the cartop luggage carrier, we didn't look like people who would have an appointment with anyone in the White House!

The fellow at the third gate allowed us to drive just inside the gate, where a dog sniffed our van for bombs. Two more gates followed. At the second, Curry was asked to pull quickly to one side (so Secretary of State Colin Powell could get out!).

Soon my cousin was escorting us into the West Wing. The White House Mess, a small, beautifully appointed dining room with a definite nautical theme, was a short walk from the entrance. I rode the half-story down to the dining room level inside an unobtrusive closet lift. My cousin introduced us to Secretary of Labor Elaine Chao, who was on her way out.

Curry explained to the gentleman waiting on us that I had my own special food. "Oh sure," I thought to myself. "I wouldn't be caught dead eating that filet mignon, homemade mashed potatoes and grilled asparagus on your plate!"

The time passed all too quickly with talk of family and politics. As we were piling back into the van, Daniel asked, "Was that the East Wing tour?"

It started raining again as we took one last look at the Washington monument and turned for home. The first sun we'd seen in almost a week greeted us warmly in the state of Tennessee!

Erin Worsham is a Nashville artist and writer, is a Partners graduate and is internationally renowned for her computer "paintings."



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FOR MORE INFORMATION ABOUT THE COUNCIL, CONTACT THE COUNCIL OFFICE AT The Andrew Jackson Building, 500 Deaderick Street, 13th floor, Suite 1310, Nashville, TN 37243-0228, **T:** (615) 532-6615, **TTY:** (615) 741-4562, **F:** (615) 532-6964, **E:** tnddc@state.tn.us, **W:** www.state.tn.us/cdd

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Nashville, TN 37203

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