



MARYLAND DEVELOPMENTAL DISABILITIES COUNCIL

*highlights* | **2012**  
ANNUAL REPORT





# Working for communities that include and support everyone.

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## *Dear Friends and Colleagues,*

Welcome to **Highlights 2012**, the Maryland Developmental Disabilities Council's annual report to the public. Known among our many colleagues and friends as simply "the Council," we are pleased to provide this snapshot of our advocacy activities, grant-making, leadership development and capacity building in 2012.

The Council was established 40 years ago and in those years we have impacted many issues across the lifespan. Our overarching focus is on the full inclusion of people with developmental disabilities in all facets of life. We know that for this to truly be realized, people must be afforded equal opportunities and the support they need to live their lives the way they choose. By thoughtfully and strategically investing our staff time and financial resources, the Council has:

- Promoted innovation so systems of supports evolve and attitudes change;
- Established new and lasting services and supports;
- Increased opportunities for people with developmental disabilities to lead meaningful lives;
- Supported an array of advocacy and leadership development so people with disabilities and their families are empowered to speak for themselves; and
- Developed compelling resources to influence attitudes, actions, and decisions.

We continued to evolve in 2012, building on past successes with a strong focus on employment, self-advocacy, child care, assistive technology, and community supports. Please explore Highlights to learn about our many activities and the initiatives we funded – and some of the people, families and organizations directly impacted.

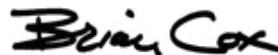
Oftentimes barriers seem insurmountable, resistance to change is strong, misinformation makes it difficult to change minds, and the challenges demanding our attention far exceed our ability to address all of them. However, if we think about other things that once seemed undoable – like closing institutions and helping people lead fuller lives in the community – we remain hopeful, engaged and enthusiastic.

Thank you for your partnership and support. We look forward to working together in 2013.

Sincerely,



Tom Webb  
Chairperson



Brian Cox  
Executive Director



Secretary Raggio presents Council  
with Governor's citation.

# MARYLAND DEVELOPMENTAL DISABILITIES COUNCIL

## OUR VISION:

The Council believes that all people with developmental disabilities should receive the support they need to maximize independence, be productive, and lead the lives they choose in the community.

*Practices that segregate and isolate people with disabilities must end.*

## OUR MISSION:

The Maryland Developmental Disabilities Council is a public policy organization that advocates for the inclusion of people with developmental disabilities in all facets of community life.

## TO ACCOMPLISH OUR MISSION THE COUNCIL:



- Educates and informs policymakers about issues of importance to people with developmental disabilities and their families.
- Advocates for services, policies and practices that support people with developmental disabilities to exercise self-determination and lead productive, fulfilling lives.
- Designs and funds innovative projects that promote community inclusion and improve services and supports.
- Focuses on bringing about lasting improvements in the areas of: education and early intervention, child care, employment, transportation, community supports, recreation, housing, health, and quality assurance.



The majority of Council members are people with developmental disabilities or family members of people with developmental disabilities. One member is a person or a family member of a person once or now institutionalized. The Council includes representatives from state agencies, the Protection & Advocacy System (Maryland Disability Law Center) and the University Center on Excellence in Developmental Disabilities (Maryland Center for Developmental Disabilities). Other Council members include representatives from local agencies and non-profit organizations that provide services and supports to people with developmental disabilities.



## WHO WE ARE:

A small staff works on behalf of the Council to carry-out our mission and address the priorities and goals established in the Council's Five-Year State Plan.



The Maryland Developmental Disabilities Council is part of a national network of DD Councils.



Practices that segregate and isolate people with disabilities must end.

## IMPLEMENTING *Diverse Strategies that Expand Employment Opportunities*

The Maryland DD Council has a long history of designing and investing in diverse initiatives that increase the employment of people with developmental disabilities. Our strong record of facilitating collaborative work has brought lasting results.

### THE 1980s

In the 1980s, the Council partnered with service providers to establish the first supported employment programs in Maryland, demonstrating that people with significant disabilities could work in the community when needed supports are provided. We also assisted TransCen, Inc. in establishing a business relationship with the Marriott Foundation for People with Disabilities that later led to the national **Bridges to School and Work** program. Now operating in seven states, including Maryland, the **Bridges** program continues to provide paid internships to students with disabilities in their last year of school.

### THE 1990s

In the 1990s, Council efforts expanded to include providing information and assistance about the Social Security Administration's SSI and SSDI programs, work incentives, and public health insurance to people with developmental disabilities who were employed or considering work. These efforts addressed the concerns of people who feared the loss of public benefits if they pursued employment. Additional initiatives by the Council resulted in increasing community integration and employment, including the permanent closure of a sheltered workshop.

### THE 2000s

The early 2000s saw Council investment in the expansion of self-employment for people with developmental disabilities. The Department of Rehabilitative Services (DORS), Developmental Disabilities Administration (DDA), The Arc MD and the Council worked collaboratively to adapt a process for providing technical and financial assistance to people who need support to start and operate their own businesses. This initiative helped people achieve meaningful employment through a wide variety of businesses. In addition, the Council invested in **Project Income**, a joint project of Howard and Anne Arundel County providers, designed to increase micro-enterprises.

In 2009 and 2010 we awarded grants to five service providers to improve the employment outcomes of people with developmental disabilities through organizational change, staff development, and a commitment to Employment First; i.e., making employment the first option for all working age adults. These providers received targeted, customized training and technical assistance, resulting in 42 people employed in integrated community jobs. An additional 5 people had paid internships through summer youth employment and 15 gained work experience through volunteering.



**Most critical,  
is that the  
organizational  
changes made by  
the nine agencies  
supported by the  
Council will  
continue to pay  
dividends in the  
form of more and  
more people with  
developmental  
disabilities  
becoming  
employed  
every year.**

**—Tom Webb  
Council Chairperson**

## TODAY - OUR WORK CONTINUES

Building on the momentum of Maryland's move to become an Employment First state, the Council provided grants to an additional four community service providers in 2012 to engage in sustainable organizational change resulting in customized employment services and supports. To date, these projects have helped another 27 people obtain jobs in the community. Most critical, however, is that the organizational changes made by the nine agencies supported by the Council will continue to pay dividends in the form of more and more people with developmental disabilities becoming employed every year.

Seeing a need to improve planning and coordination for transitioning youth, in 2012 the Council also began investing in an initiative to build the capacity of adult service providers who participate in the Maryland Seamless Transition Collaborative (MSTC). The MSTC is designed to improve employment and/or postsecondary education and adult life outcomes for students with disabilities who are exiting school. Four providers that teamed with MSTC sites received grants, in addition to technical assistance to partner more effectively with school systems and DORS and make fundamental sustainable improvements in how they help people get and keep jobs. So far, 19 individuals have received customized employment services that led to a paid, integrated job in the community.

Further supporting our employment efforts, we established and sponsored the **MD Organizational Change Peer Network**, which facilitates information sharing, knowledge building, discussion, and strategic thinking among 11 of the Council's employment grantees.

**Goodwill® Industries** of Monocacy Valley is a prime example of an agency that is experiencing organizational change success with Council support. Since 2010, Goodwill has embraced a community employment program model. It no longer accepts new referrals to its retail day vocational program. Starting in July 2011, all new DDA funded individuals receive tailored services that lead to community employment. Goodwill equipped staff through person-centered planning, customized employment and discovery, and job development field based training. To better provide these services, Goodwill redesigned its department organization along with staff roles and responsibilities and adopted a team-driven structure. A business developer with a business background was hired. Goodwill senior management acknowledges that change has not been easy and more needs to be done; however, the benefits for the people who are employed far outweigh the agency's challenges.

The changes that organizations like **Ardmore Enterprises** are making with help from Council grants are directly impacting the lives of people with developmental disabilities like Atiba.

Atiba was originally offered a temporary position with the Municipality of Bladensburg. However, he adapted so well to the position that he is now working full time and earning competitive wages. He is now learning how to use a cell phone he purchased for himself with his first paycheck.



## EXPANDING *the Use of Assistive Technology*

Building on last year's outcomes and with continued investment from the Council, AT: LAST, Inc.'s **All Together in the Mountains** initiative expanded its comprehensive approach to improving assistive technology services and supports in Western Maryland. Activities and notable outcomes include:

- People with disabilities were supported by the initiative to train employers, non-profits, and public agencies on how augmentative communication can facilitate career opportunities and community inclusion.
- In partnership with Overlook Judy Centers and Head Start, 140 child care providers were taught how to create low-tech adaptations and implement simple accommodations necessary to include children with developmental disabilities in typical child care settings. In addition, over 170 special educators and general education teachers were trained on how to support students in their classrooms with the use of assistive technologies.
- Credit and non-credit professional development courses were created on a variety of AT topics. Some of the courses can be offered as part of the curriculum at Frostburg University in the classroom setting and online. In 2013, the Introduction to Assistive Technology course will be replicated at McDaniel College and become a prerequisite to their Master's program for Human Services/Management.
- A Picture Symbol version of DDA's Individual Plan (IP) form was drafted so people with developmental disabilities can better communicate their wants and more fully participate in their planning process. Nearly 60 resource coordinators were trained in quality assurance on how to support people with disabilities in using assistive technology during the IP process.





Advocates  
march to  
the state  
legislature

# ADVOCATING *for Essential Community Supports*

## **PARTICIPATING ACTIVELY WHERE DECISIONS ARE MADE**

In 2012, the Council provided testimony on 34 bills during the legislative session. In addition, we served on many advisory bodies to influence decisions and recommendations aligned with our mission of enhancing inclusion and opportunity. A few examples among many that reflect our work across many life areas include the Coordinating Committee for Human Services Transportation, Autism Commission, DDA Forensics Advisory group, Child Care Resource Network Advisory Board and Employment Regulations Workgroup.

## **UNDERSTANDING ISSUES**

With a deep commitment to ensuring that flexible, readily -available low-level supports remain available to families, the Council contracted for a survey about DDA's Low Intensity Support Services. A wide range of stakeholders, totaling 900, provided their perspectives about what is and is not working well. As a next step, the Council will facilitate further collaborative assessments of LISS with stakeholders and DDA with the intent of recommending improvements and changes big and small.

## **SUPPORTING GRASSROOTS**

With the DDA Waiting List exceeding 7000 people, including over 1400 in crisis categories, the Council continued supporting grassroots advocacy through the End the Wait Now! Campaign grant, managed by The Arc Maryland. In 2012, the campaign educated policymakers, documented personal waiting list stories, and supported people with disabilities and their families to understand and provide feedback to DDA on key issues.

## **FACILITATING PARTNERSHIPS**

The Council brought together transportation stakeholders to identify barriers and solutions for people with disabilities who need access to affordable and reliable transportation. Resources were shared and participants agreed to continue sharing resources and to identify collaborative opportunities.



## SUPPORTING *Advocacy, Leadership & Engagement*

### SUPPORTING STATEWIDE & LOCAL SELF-ADVOCACY

Through two grants funded by the Council, People On the Go of Maryland (POG) made strides in 2012 toward increasing the involvement of local self-advocacy groups in statewide advocacy efforts. POG leaders educated facilitators on the current state of self-advocacy, recruitment, and supporting new members. In an effort to increase youth involvement, POG spread awareness of disability history and the importance of self-advocacy by presenting to 1200 students and faculty at schools in four different counties. Also in 2012, POG held their first independent statewide self-advocacy conference.

The Council's funding also supported a POG legislative internship again in 2012. A new intern, Mat Rice, had opportunities to engage in the legislative process and learn firsthand about strategies for influencing public policy. Mat's activities included developing and presenting testimony, and supporting the work of POG.

In Southern Maryland, POG hired a community organizer who is working to reinvigorate local self-advocacy groups and establish new entities with a focus on systems change rather than social activities. The groups have identified collaborators and are working to develop a grassroots campaign to advocate for increased access to transportation services. POG is also working with Best Buddies and the local school system to develop a chapter in St. Mary's County.

### ADVOCACY IN ACTION: DD DAY 2012

The theme of Developmental Disabilities Day at the Legislature in 2012 was **"Progress on the Road to Real Lives: Our Work Continues."** Governor O'Malley, cabinet members and legislative champions addressed 380 participants. A march, rally and visits to legislators followed the briefing to garner support for funding and legislation important to the disabilities community.

### DEVELOPING ADVOCACY SKILLS AMONG YOUTH WITH DEVELOPMENTAL DISABILITIES

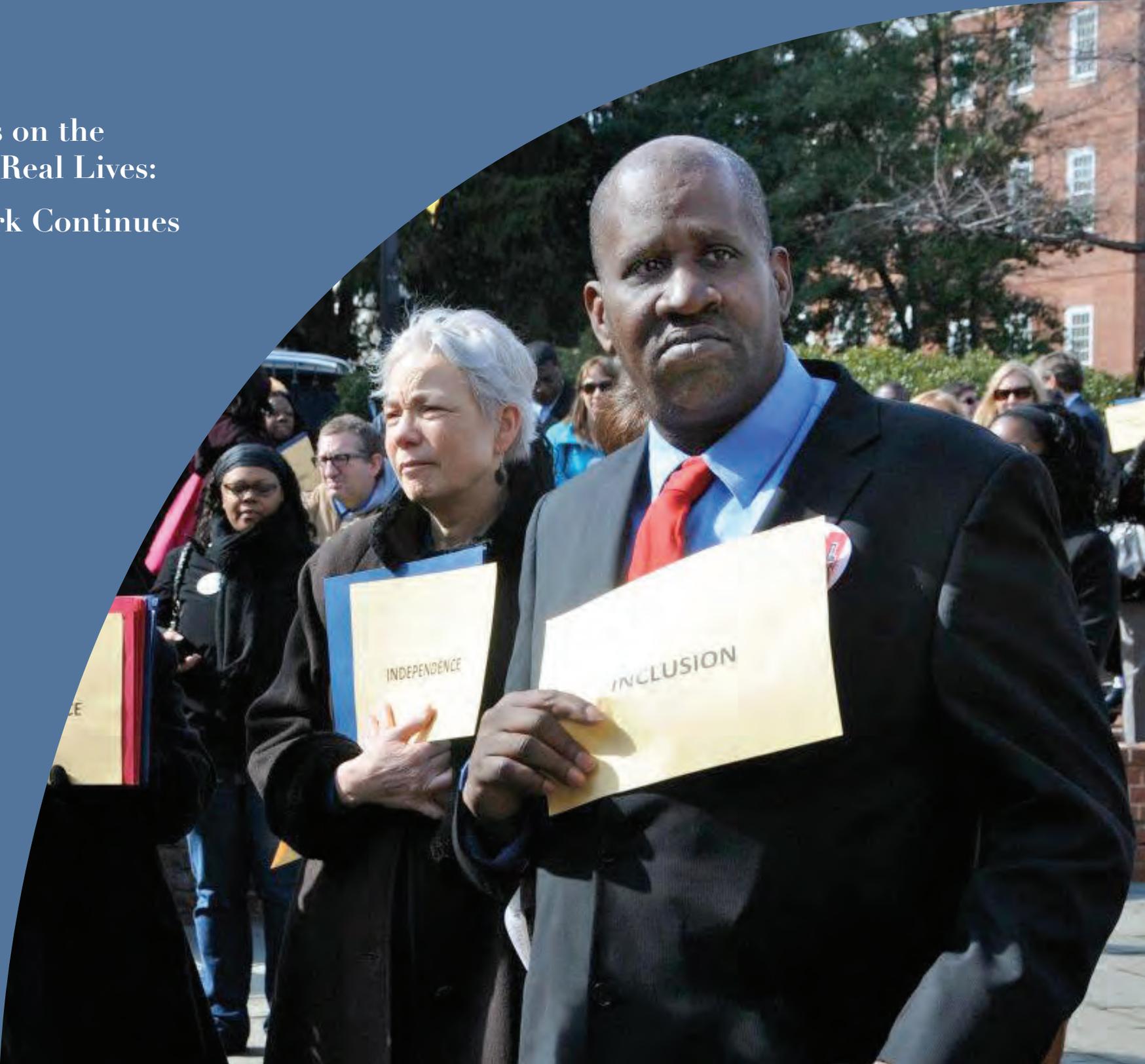
The Council again co-sponsored, co-funded, and participated in the Maryland Youth Leadership Forum (YLF) with a focus on the legislative advocacy day. YLF provided 30 high school students with disabilities the opportunity to attend a week-long event emphasizing leadership, independence, advocacy, and personal and career goal setting. Activities designed to keep graduates informed, connected, and active were initiated.

### WHAT TO WATCH FOR IN 2013

After meeting with stakeholders and conducting research, the Council issued a request for proposals focused on youth self-advocacy. TransCen, Inc. was selected to implement a new project to increase the knowledge, experience, and skills of young adults with disabilities ages 14-21. Youth will learn strategies to advocate for themselves and ways to direct personal decisions in their own lives. This collaboration with the Somerset County Public School System and ArtStream is being piloted and evaluated and successful activities replicated.



Progress on the  
Road to Real Lives:  
Our Work Continues

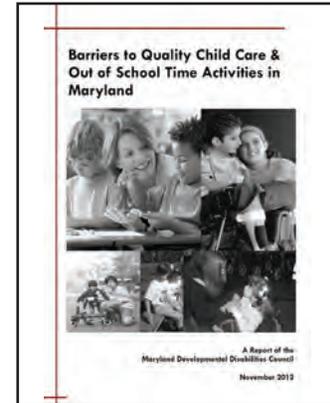


## EXPANDING *Inclusive Child Care Opportunities & Enhancing Quality*

The Council was active in many ways in 2012 to promote access to high quality, inclusive child care and out of school time activities.

### IDENTIFYING BARRIERS AND RECOMMENDING SOLUTIONS

After evaluating the feedback received from families and child care providers throughout Maryland on our expansive child care survey, the Council issued a report, ***Barriers to Quality Child Care & Out of School Time Activities in Maryland***. The report outlines 15 recommendations that cover funding, capacity building, training & technical assistance, policy, rights, and information dissemination. With support from other organizations, we are using our report to raise public awareness, educate policymakers, and advocate for implementation of the recommendations. ***Barriers to Quality Child Care*** can be found on the Council's website.



### SUPPORTING CHILD CARE PROVIDERS

Through a grant from the Council, Maryland Family Network is completing a web-based training module for child care providers about children with developmental disabilities and specific strategies to use in child care settings to ensure inclusion. Child care providers continually stress the need for this type of training. This online course will be available in 2013 in English and Spanish.

We also conducted three trainings, in conjunction with the MD Center for Developmental Disabilities, about the ADA and inclusive practices in early childhood programs for child care providers and other early childhood program providers at statewide conferences.



### MARYLAND OUT OF SCHOOL TIME & INCLUSION

The Council, in partnership with the Maryland Out of School Time Network and other stakeholders, identified strategies to improve the availability of high quality, inclusive out of school time activities for youth with disabilities. As a result of this collaboration and the recommendations of the Council's child care report, a larger symposium has been scheduled to further discuss these strategies and methods of implementation.

### OFFICE OF CHILD CARE ADVISORY COUNCIL

The Council initiated and facilitated a discussion with the Office of Child Care (OCC) and stakeholders about including more information about inclusive child care within Maryland EXCELS, the quality rating and improvement system, so that parents have access to information about child care facilities and providers who appropriately support children with disabilities. Work continues.



## PROMOTING *Education Policies & Practices*

### LEADERSHIP & COLLABORATION

The Council served as chair of the Special Education State Advisory Council (SESAC) for a second year. This year we helped focus the SESAC on empowering families by providing comprehensive information and opportunities to give meaningful input to the MD State Department of Education (MSDE) about policies that affect students with disabilities. We also served as a member of the State Interagency Coordinating Council and the Education Advocacy Coalition, which also advise MSDE.

The Council participated in a workgroup that made recommendations to the State Superintendent about standards for Maryland School Assessments and teacher/principal evaluations. As a result, evaluations will focus on a combination of performance, progress, as well as efforts made to close the achievement gap of students in particular subgroups, including students with disabilities.

### WHAT TO WATCH FOR IN 2013

The Council selected three new projects for funding that will educate and build the skills of parents about the special education process and other issues affecting children with developmental disabilities. These projects are specifically focused on groups of parents who are not currently being reached and have difficulty accessing available training and resources.

- The Maryland Center for Developmental Disabilities will conduct education, training, and skill building sessions for parents living in Maryland's nine Eastern Shore counties.
- TransCen, Inc. will educate, train, and build the skills of parents in Somerset County, taking into account geographical and other barriers families face in this area of the state.
- The Arc Baltimore will educate, train, and build the skills of transient and homeless families in Baltimore City and County who have children with developmental disabilities.



# PROVIDING *Information & Resources*

## ACCESS FOR SPANISH SPEAKERS

The Council funded numerous organizations to translate resources for people with disabilities and their families into Spanish. This included a guardianship handbook by the University of Maryland, materials about Medicaid, and Low Intensity Support Services information. The translated materials are available statewide.



## INCREASING AWARENESS ABOUT DEINSTITUTIONALIZATION

In 2012, we distributed over 800 copies of *What's Possible: 9 Stories of Changed Lives*. To date, over 3,800 copies of this Council publication, which tells the stories of people who moved from an institution to the community, have been used throughout the country for educational, awareness and training purposes. In addition, 85 copies of the Council's Emmy award winning short documentary, *Departing Rosewood*, were distributed for various audiences in Maryland and other states.

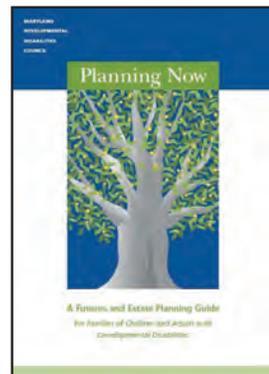
## CONFERENCE ATTENDANCE

The Council dedicated over \$16,000 to send 66 people with developmental disabilities, families and professionals to participate in conferences and seminars on leadership, advocacy, and post-secondary education.



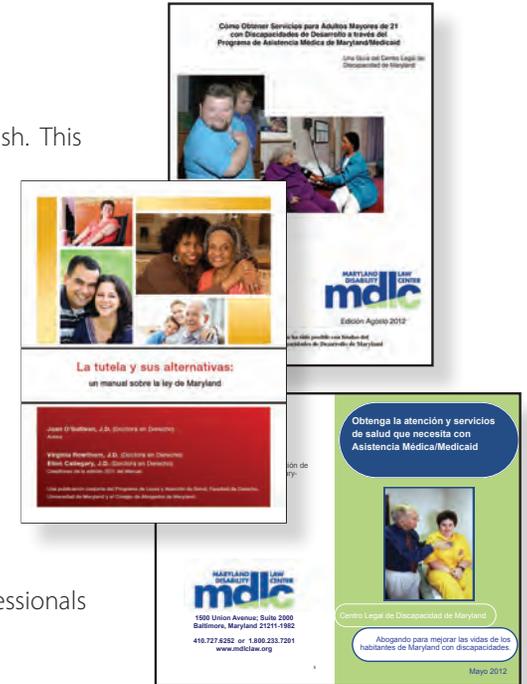
## FUTURES & ESTATE PLANNING

With the help of attorneys, financial experts and parents, we updated *Planning Now*, our futures and estate planning guide, and translated it into Spanish. Over 600 copies have been distributed so far and the guide is available on our website. We also co-sponsored, in conjunction with the MD Center for Developmental Disabilities, three regional information sessions about estate planning for families of people with developmental disabilities.



“This is a very helpful resource for families. It presents rather complicated information in a very straight forward, easy to understand format.”

— feedback about *Planning Now*, the Council's estate planning publication



“The promise this holds for the people I support is huge. I am excited and thankful to be a part of this project.”

Service provider from  
AT: LAST, Inc.'s assistive  
technology training



# IMPACTING ISSUES *through Small Grants*

## EDUCATING THE PUBLIC

Check-off coupons were printed and distributed across the state to encourage tax payers to allocate a portion of their return to support the Maryland Waiting List Equity Fund. The Fund helps pay for community services for Marylanders with developmental disabilities. Over \$200,000 was donated via tax returns submitted in 2012.

## SUPPORTING PUBLIC AWARENESS AND DIVERSITY

Co-sponsored the Reel Abilities Film Festival in Washington D.C., Maryland, and Northern Virginia. Award-winning films celebrated the lives, stories and art of people with disabilities. The films were accompanied by community discussions that explored and celebrated diversity.

## CELEBRATING DISABILITY HISTORY

Co-sponsored the 22nd ADA Anniversary Celebration. Governor O'Malley, people with disabilities, and leaders in advocacy addressed over 250 attendees.



FORM 502 2012 MARYLAND INCOME TAX

NAME \_\_\_\_\_ SSN \_\_\_\_\_

**MARYLAND TAX COMPUTATION**

21. Amount from line 20 (taxable net income) GO TO TAX TABLE OR COMPUTATION WORKSHEET

22. Maryland tax (from Tax Table or Computation Worksheet)

23. Earned income credit (1/2 of federal earned income credit)

24. Poverty level credit (See Instruction 18)

25. Other income tax credits (Attach Form 500CR)

26. Business tax credits (Attach Form 500CR)

27. Total credits (Add lines 23 through 26)

28. Maryland tax after credits (Subtract line 27 from line 22)

**LOCAL TAX COMPUTATION**

29. Local tax (See Instruction 19 for tax rates and worksheet.) Multiply line 28 by your local tax rate 0 or use the Local Tax Worksheet

30. Local earned income credit (from Local Earned Income Credit Worksheet in Instruction 19)

31. Local poverty level credit (from Local Poverty Level Credit Worksheet in Instruction 19)

32. Total credits (Add lines 30 and 31)

33. Local tax after credits (Subtract line 32 from line 29) If less than 0, enter 0

34. Total Maryland and local tax (Add lines 28 and 33)

35. Contribution to Chesapeake Bay and Endangered Species Fund (See Instruction 20)

36. Contribution to Developmental Disabilities Waiting List Equity Fund (See Instruction 20)

37. Contribution to Maryland Cancer Fund (See Instruction 20)

38. Total Maryland income tax, local income tax and contributions (Add lines 34 through 37)

39. Maryland and local tax withheld (Enter total from your W-2 and 1099 forms if MD tax is withheld)

40. Taxable amount applied from 2011 return, payment made (Attach Form MW506NRS)

41. Taxable amount applied from 2011 return, payment made (Attach Form MW506NRS)

42. Taxable amount applied from 2011 return, payment made (Attach Form MW506NRS)

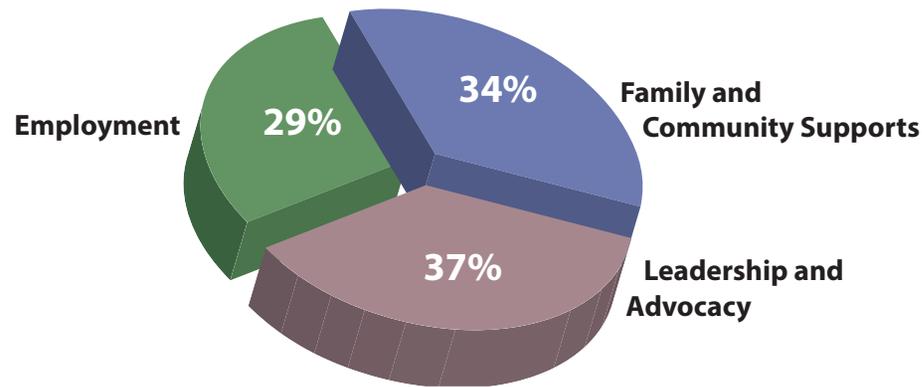
43. Taxable amount applied from 2011 return, payment made (Attach Form MW506NRS)

44. Taxable amount applied from 2011 return, payment made (Attach Form MW506NRS)

45. Taxable amount applied from 2011 return, payment made (Attach Form MW506NRS)

highlights 2012

## TOTAL PROJECT EXPENDITURES in 2012: \$387,568



■ Employment	\$110,622	29%
■ Family and Community Supports	\$131,840	34%
■ Leadership and Advocacy	\$145,106	37%

## THE MARYLAND DEVELOPMENTAL DISABILITIES COUNCIL IS ON FACEBOOK!

If you haven't already, please consider "Liking" our page where we share information about Council publications, announcements and funding opportunities, in addition to other timely news and information important to people with developmental disabilities, their families and allies in Maryland.



THIS PUBLICATION IS AVAILABLE  
IN ACCESSIBLE FORMATS/LANGUAGES  
UPON REQUEST AT:

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1.800.305.6441 | [info@md-council.org](mailto:info@md-council.org) | [www.md-council.org](http://www.md-council.org)

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## 2012 MARYLAND DEVELOPMENTAL DISABILITIES COUNCIL MEMBERS

**Thomas P. Webb, Chairperson**

Kent County

**Eric Cole, Vice Chair**

Montgomery County

**Deborah Badawi, MD**

Family Health Administration, DHMH

**JoEllen Barnhart**

Washington County

**Patricia Bayliss**

MD Department of Aging

**Damon Briggs**

Montgomery County

**Jamal Cannady**

Wicomico County

**Eva Cowen**

Montgomery County

**Lisa Derx**

Howard County

**Sharon Dockery**

Montgomery County

**William DuSold**

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**George Flamer**

Talbot County

**Gail Godwin**

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**Karen A. Guilbault**

Cecil County

**Angela Harp**

Baltimore County

**Alice Harris**

Represented by Karla Saval  
MD State Department of Education

**Theresa Herbert**

Harford County

**Polly Huston**

Division of Rehabilitation Services, MSDE

**Aaron Kaufman**

Montgomery County

**Rosemary King-Johnston**

Baltimore County

**Frank Kirkland**

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**Virginia Knowlton-Marcus**

Maryland Disability Law Center

**Amanda Lay**

Montgomery County

**Wendell McKay**

Howard County

**Aileen O'Hare**

Montgomery County

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Frederick County

**Grace Pushparany-Williams**

Prince George's County

**Steve Pyles**

Prince George's County

**Cathy Raggio**

Maryland Department of Disabilities

**Julie Randall**

St. Mary's County

**David Schlegel**

Cecil County

**Christopher Smith**

Maryland Center for  
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**Paula Suter**

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**Jeri Wasco**

Montgomery County

**Jane Wessely**

Office of Health Services, DHMH

## 2012 COUNCIL STAFF

**Brian Cox**

Executive Director

**Catherine Lyle**

Deputy Director

**Angela Castillo-Epps**

Director of Communications/  
Policy Specialist

**Rachel London**

Director, Children & Family Policy

**Faye Bell-Boulware**

Administrative Coordinator  
*August 2012-present*

**Linda Nelson**

Office Manager *(through June 2012)*

