

# Direct Support Professionals (DSP) Advisory Committee Meeting

June 17, 2024

2:00 – 3:00 pm

**Tina Lanier Barrett, MA, LPA, HSP-PA**

Division of Mental Health, Developmental Disabilities, and  
Substance Use Services

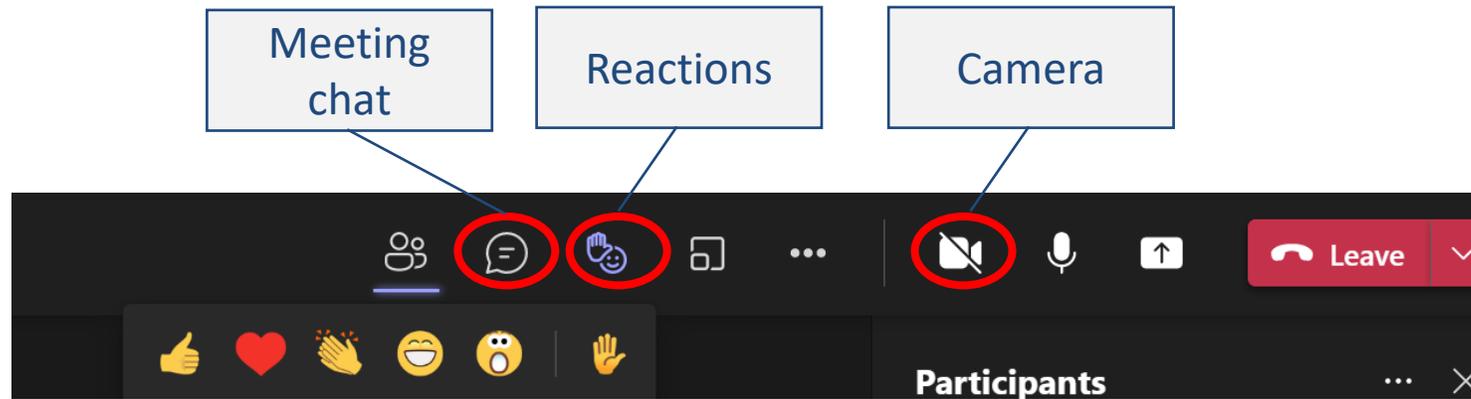
# Agenda

- DMH/DD/SUS Community Collaboration Model
- DMH/DD/SUS Strategic Plan Update
- DSP Recruitment and Retention Grants

**As a reminder, this meeting includes a diverse group of stakeholders: DSPs, providers, plans (LME/MCOs/Tailored Plans, Standard Plans), community partners, consumer and family members, officials from related state agencies/DHHS divisions and DMH/DD/SUS officials.**

# Housekeeping

We encourage those who are able to turn on cameras, use reactions in Teams to share opinions on topics discussed, and share questions in the chat.



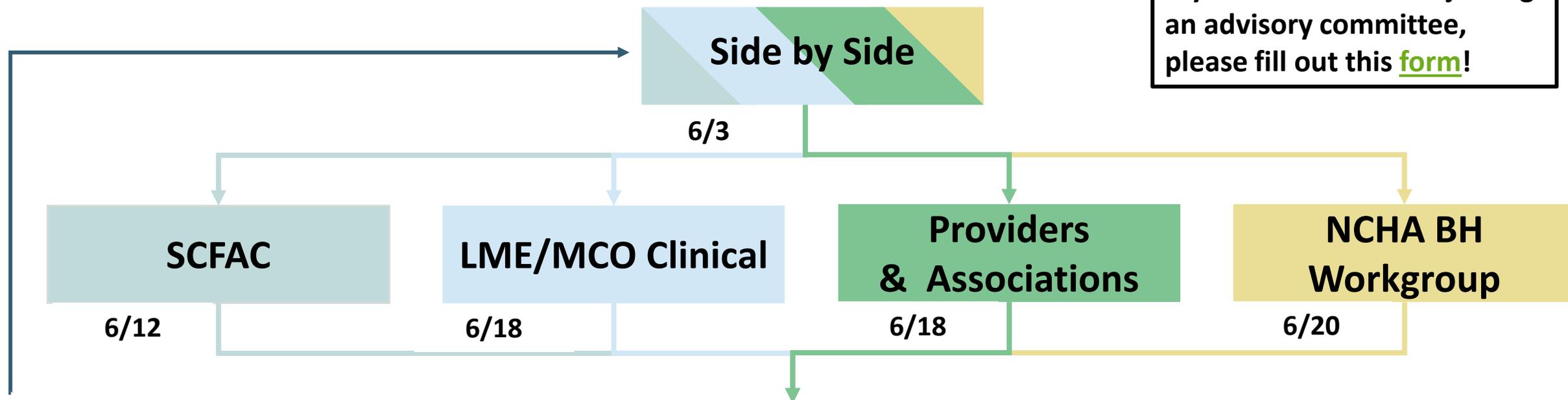
**DMH/DD/SUS  
Community Collaboration Model**



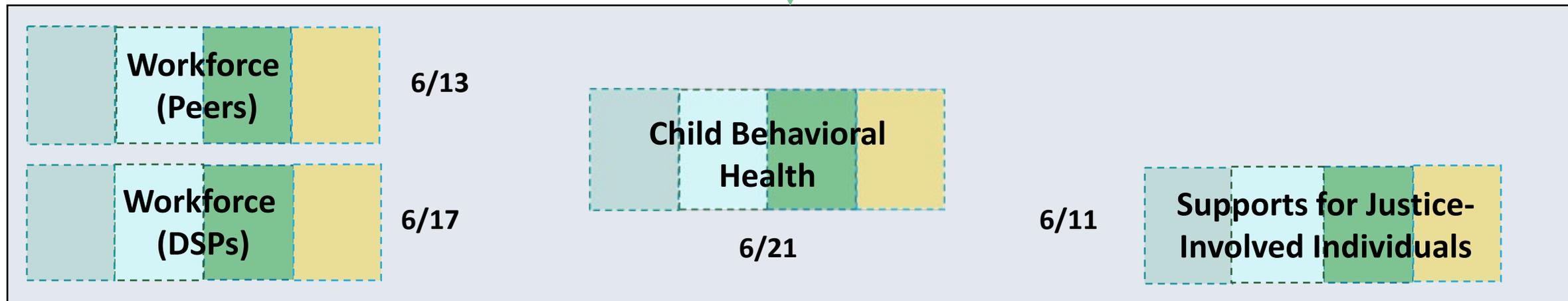
# June Community Collaboration

Topic: Supports for Justice-Involved Individuals

If you're interested in joining an advisory committee, please fill out this [form](#)!



Advisory Committees



**DMH/DD/SUS  
Strategic Plan Update**

**Please Share Your Feedback With Us!**

**The Draft DMH/DD/SUS Strategic Plan for 2024-2029 was posted for public comment!**

Use the link below to read the plan and submit your feedback by **July 1, 2024.**

**Available Here:** [Draft DMH/DD/SUS Strategic Plan for 2024-2029](#)

# **Provider Recruitment and Retention Grants**

# Provider Recruitment and Retention Grants

As discussed in the May Advisory Committee meeting, DMH/DD/SUS proposes creating a one-time grant funding opportunity for provider agencies to support DSP recruitment and retention efforts.

Grant Component	Proposed Criteria
<b>Eligible Use of Funding</b>	<ul style="list-style-type: none"> <li>• Funding must be used to provide direct supports to DSPs, such as:                             <ul style="list-style-type: none"> <li>• Hiring and retention bonuses</li> <li>• Child/dependent/senior care support</li> <li>• Transportation support (e.g., public transit, car maintenance, ride share reimbursement)</li> <li>• Food supports</li> </ul> </li> <li>• Funding can build upon existing programs</li> <li>• Funds must be expended within one year of award</li> </ul> <div data-bbox="1574 582 2474 743" style="border: 1px solid black; border-radius: 15px; padding: 10px; text-align: center; margin-top: 20px;"> <p><i>Are there other uses of funding DMH/DD/SUS should consider for the grants program?</i></p> </div>
<b>Examples of Activities Ineligible for Funding</b>	<ul style="list-style-type: none"> <li>• Any required or basic training for DSPs</li> <li>• IT system enhancements</li> <li>• Recruitment/outreach marketing campaigns</li> <li>• Health insurance, including medical or dental insurance</li> <li>• Legal expenses</li> <li>• Funding may not be non-duplicative of investments providers are already making in their workforce, including rate increases tied to other funding sources</li> <li>• Administrative costs for the grant program may not exceed 10% of the total funding awarded</li> </ul>
<b>Grant Size</b>	<ul style="list-style-type: none"> <li>• Total budget for the grants will be finalized by DMH/DD/SUS based on review of proposals; tentatively ~\$7-9 million</li> </ul>

# Information To Be Collected to Inform Funding Decisions

DMH/DD/SUS would request proposals from provider agencies for how they would use grant funding to support their DSP workforce.

## Provider Agency Information

- ✓ Number of full-time and part-time DSPs employed
- ✓ Counties served
- ✓ Services provided and populations served
- ✓ Non-profit status
- ✓ DSP turnover and vacancy rates

**Is there other information or details DMH/DD/SUS should request to inform which proposal are funded?**

## Proposal Information

- ✓ Narrative description of recruitment and retention project(s)
- ✓ Amount of funding requested and breakdown of how funding will be used
- ✓ Implementation timeline
- ✓ Sustainability plan
- ✓ Number of DSPs served by the project
- ✓ Role of DSPs in the development of the proposal
- ✓ Other funding sources or partners (if applicable)
- ✓ Potential barriers to implementation
- ✓ Evidence to support the efficacy of the proposal

# Draft Approach for Collecting Proposals and Issuing Grants

DMH/DD/SUS is considering working with LME-MCOs to gather proposals from provider agencies in their networks for how they would use grant funding to support their DSP workforce. To expedite distribution and support program sustainability, funding would be distributed to provider agencies via the LME-MCOs.



- DMH/DD/SUS would release a survey to LME-MCOs in summer 2024 and provide a two-month window for LME-MCOs to respond (i.e., submit proposals)
- DMH/DD/SUS would then review the survey responses and select proposals; **DMH/DD/SUS is targeting awarding grants in late 2024**
- Provider agencies must engage DSPs in the development of their proposals
- DMH/DD/SUS intends to prioritize funding for small providers, non-profit providers, and providers who serve rural populations
  - State facilities and self-directed workers will not be eligible for this funding
- DMH/DD/SUS will work with provider agencies to determine what information/data would be collected and shared with the state to evaluate the outcomes of investments

# Discussion: Evaluating Provider Proposals for Recruitment and Retention Grants

DMH/DD/SUS will develop criteria for evaluating which proposals to fund and at what level. The Division is interested in receiving stakeholder feedback on the development of these criteria.

## For Discussion

- What are the specific criteria DMH/DD/SUS should use in evaluating proposals for funding (e.g., number of people served, DSP vacancy rate)?
- How should DMH/DD/SUS weigh the different criteria?

# Looking Ahead

- **Upcoming Activity:**
  - **DSP Advisory Committee (July 15<sup>th</sup>)**
  - **DSP Provider Recruitment and Retention Survey Release (Summer 2024)**
  - **DSP Focus Groups (Summer 2024)**
  - **Community College Pilot Design and Implementation (ongoing)**

# Appendix

# Introductions

# Direct Support Professionals (DSP) Advisory Committee Membership

Name	Organization
<b>Providers</b>	
Alicia Barfield	North Carolina Healthcare Association
Amy Miller	OE Enterprises, Inc.
Anita Daniels	actualities limited & Union Baptist Church
April Taylor	Alberta Professional Services
Baines Jamil	Archmade LLC
Barry Dixon	Dixon Social Interactive Services Inc.
Betsy MacMichael	First in Families of NC
Brandi Baker	Residential Services Inc.
Brittney Peters-Barnes	NC START
Bryan Dooley	Solutions for Independence
Cameron Ford	NOVA Behavioral Health
Carson Ojamaa	Children's Hope Alliance
Chris Faulkner	Family Solutions
Christina, Bell	ECVC Inc.
Corie Passmore	Tammy Lynn Center
Corye Dunn	Disability Rights NC
Darlene Norton	Gaston Residential Services, Inc.
Debra Rouse	Rouses Group Home Inc
Devin Lyall	Wilkes Recovery Revolution, Inc.
Devon Cornett	Abound Health
Eileen Slade	NC START Central
English Albertson	Primary Health Choice, Inc
Erika Taylor	Brody School of Medicine at East Carolina University, Dept. of Family Medicine
Gerald Bernard	Charles Lea Center Inc.
Herb Whitesell	Davidson, Holland, Whitesell & Co., PLLC
Holly Richard	The Arc of North Carolina

Name	Organization
<b>Providers</b>	
Holly Watkins	The Arc of North Carolina
Jamie Tutor	All Ways Caring HomeCare
Janet Price-Ferrell	FIRST
Jeffrey Demagistris	Lutheran Services Carolinas
Jemma Grindstaff	UNC TEACCH Autism Program
Jen Greveling	BAYADA Habilitation
Jennifer Street	Animo Sano Psychiatry
Jessica Hicks	Cape Fear Vocational Services
Jill Baron	Piedmont Health Services
Joel Maynard	The North Carolina Provider Council & The Developmental Disabilities Facilities Association
John Nash	The Arc of North Carolina
Joseph Horrigan	Duke University
Joyce Harper	Freedom House Recovery Center, Inc.
Julia Adams-Scheurich	Oak City Government Relations, LLC
Julie Walker	The Cognitve Connection
Karen McLeod	Benchmarks
Karin McDaniel	Adult Life Programs, Inc.
Katherine Hyde Hensley	Hensley Counseling & Consulting
Katherine Wilson	Wilson's Constant Care LLC
Kathy Keith	Community Partnerships, Inc
Kathy Merritt	Wayne Opportunity Center/ part time Cherry Hospital (retiree)
Kelly Husn	BAYADA Habilitation
Kelsey Parker	Carolina Outreach, LLC
Kelvin Barnhill SR	Flovi Services
Kerri Erb	Autism Society of NC
Kevin Anders	Children's Hope Alliance

# Direct Support Professionals (DSP) Advisory Committee Membership

Name	Organization
<b>Providers</b>	
Kimberly Mitchell	Boundless Miracles, LLC
Krista Zappia	Children's Hope Alliance
LaTonya Harris	Avidity Integrated Care LLC
Laura Combs	Baptist Children's Homes
Laura McRae	Pinnacle Family Services
Leiloni Mulligan	A World of Opportunity LLC
Leonard Shinhoster	Alexander Youth Network
Lisa Morrison	Successful Visions LLC
Lisa Poteat	The Arc of NC
Luke McDonald	Novant Health
Luwanda Smith Daniels	Alternative Behavioral Solutions Inc.
Margaret Mason	CBCare
Margery Sved	self
Maria McLaughlin	Rainbow 66 Storehouse
Mary Butts	Carobell Inc
Mary Jones	El Futuro
Mary Scholz	Brighter Strides
Max Baenen	Thrive Behavioral Solutions
Mebane Boyd	NC Partnership for Children
Melinda Rhodes	Jacobs Hope NC LLC
Michael Maybee	Watauga Opportunities Inc.
Michelle, Kluttz	NC START East/West
Mike Chapman	UNC TEACCH Autism Program
Monica Long	Alpha Management Community Services, Inc.
Niki Hodges	Abound Health
Norman Turner	Kittrell Job Corps Center

Name	Organization
<b>Providers</b>	
Pablo Puente	ServiceSource
Pam Clark	FIRSTwnc
Rebecca Simmons	Falling Starr Home Care LLC
Richard Anderson	Horizons Residential Care Center
Richard Edwards	CBCare
Richard Walker	Carobell, Inc.
Robyn Codrington	Affiliated Sante Group-CriSyS
Ronald Metcalf	RAP/ Abound Health LLC
Sandra Johnson	Primary Health Choice
Sarah Rosenquest	UNC- SOM Psychiatry
Sarah, Garrett	SouthLight
Shawn Poe	Chatham Trades, Inc.
Sherrell Gales	Abound Health
Sierra Jones	Triumphant Homes LLC
Stephanie Almeida	Smoky Mountain Harm Reduction
Stephanie Tyson	Resourceful Clinical Laboratory
Sudhakar Kaushik	jeeva AI Health systems
Suzanne, Byers	Transylvania Vocational Services
Talley Wells	NCCDD
Teresa McKeon	The Arc of Davidson County, Inc.
Terri Bernhardt	Monarch NC
Therese Garrett	WellCare NC
Tiffany Randazza	Catawba Valley Healthcare
Tim, Barnard	Person Co. Group Homes
Tina Woody	BlueWest Opportunities
Tom O'Brien	Industrial, Opportunities, Inc.

# Direct Support Professionals (DSP) Advisory Committee Membership

Name	Organization
<b>Providers</b>	
Tracy Smith	CBCare
Vanessa Alvarado	Duke Health
Venkata Ravi Chivukula	Novant Health
Wendy Briggs	Ralph Scott Lifeservices, Inc.
Yasmin Gay	Atrium Health Wake Forest Baptist/ Wake Forest University School of Medicine

Name	Organization
<b>Consumers and Family Members</b>	
Amie T Brendle	CFAC and Advocacy / Advisory Groups and Committees
Angela-Christine, Rainear	Employer of Record
Annette Smith	SCFAC
Annika Jeffries	MHA
benita purcell	VAYA CFAC also work for a provider in a rural community
Benjamin Throckmorton	N/A
Beth Field	LAND (Leadership Alliance for Neurodevelopmental Disabilities)
Carol Conway	PACID
Connie Wooten	Cherry Hospital (work) and RHA Bear Creek
Crystal Foster	SCFAC
Crystal White	Easterseals UCP
Debbie Chapman	Trillium
Gwen Collman	Parent
Janet Breeding	SCFAC
Jeff Phillips	Secure Direction NC, LLC
Jennie Lee	Parent
Jennifer Petersen	Self
Johnnie Thomas	SCFAC
Katherine Fields	Employee of Record
Laura Radulescu	Wake Enterprises
Leann Henkel	Trillium MidState CFAC
Lilly Parker	SCFAC
Linda Campbell	CFAC
Lisa Carroll	Partners-CFAC Member
Lisa Roberson	EOR
Lorraine LaPointe	Orange County - CFAC Member

# Direct Support Professionals (DSP) Advisory Committee Membership

Name	Organization
<b>Consumers and Family Members</b>	
Marisa Kathard	N/A
Pam Hunter Dempsey	NCCDD
Pamela Clark	Employee of Record
Poonam Pande	N/A
Rachel Menna	Self
Ray Hemachandra	Vaya CFAC
Sandra Buckman	North Central CFAC
Sarah Potter	PCFAC, MTN, NC WAT
Sarah, Britton	SimplyHome
Sherri McGimsey	NAMI
Stacie Tonucci	Family Member
Velma Gaye	N/A
Zondra Moss	Abound Health

Name	Organization
<b>Community Partners</b>	
Alicia Brunelli	NC Harm Reduction Coalition
Angel Callicutt	Montgomery County
Angel Jones	Green Rural Redevelopment Organization (GRRO)
Anna Ward	Carolina Institute for Developmental Disabilities
Antania hubbard	Adcnc
Avi Aggarwal	NAMI Wake County
Betsey Zook	Forsyth Tech Community College
Dawn Gentry	Alliant Health Solutions - NC Quality Improvement Organization (QIO)
Debra Barnette	Community Care of the Lower Cape Fear
Diamond StatonWilliams	North Carolina General Assembly
Donna McMillan	HBCU Collaborative Network
Dunaway, Kerry	New Hanover County Government
Ellen Carroll	NCHA
Jennifer Wright	Goodwill Northwest North Carolina
Jessica Aguilar	SCFAC
Keiba Young	First In Families of Mecklenburg County, a project of InReach
Kezia Scales	PHI
Lisa Jackman	NC START West
Lisa Pluff	UNC Greensboro
Marilee Johnson	Alliant Health Solutions
Martha Turner-Quest	NC Psychological Association
Nathan Boucher	MFP funded project
Patricia Keul	Disability:IN North Carolina
Robin Zeigler	Division of Public Health, Oral Health Section
Smalls, Eunika	City of Greensboro
Stephanie Walker	AHEC

# Direct Support Professionals (DSP) Advisory Committee Membership

Name	Organization
<b>Community Partners</b>	
Suresh Nagarajan	PCG
Suzy Mayberry	NC START East
Tara Fields	Benchmarks
Tim Gallagher	Individual
Tracie Potee	Soar Parenting and Life Wellness Coaching Services Inc.
Trish Farnham	NC Coalition on Aging---WECARE Project
Troy Manns	CHPD/CHT Crisis Unit
Wanda Douglas	Hope Community Clinic
William Edwards	Transitional Services Center, inc
Zavera Basrai	MFP funded project

Name	Organization
<b>State Employees</b>	
Debra Mack	Guilford County
Dr Latonya Lee Niang	Cape Fear Community College
Kara Finch	Stanly Community College
Porscha Orndorf	Asheville-Buncombe Technical CC
Ronni Zuckerman	UNC Chapel Hill School of Social Work
Sandi Lane	Appalachian State University

Name	Organization
<b>LME-MCOs/Tailored Plans, Standard Plans</b>	
Aimee Izawa	Alliance Health
Dr. Uzama Price	Alliance Health
Brian Perkins	Alliance Health
Claudette Johnson	Alliance Health
Emily Kerley	Alliance Health
Jocelyn Stephens	Alliance Health
Sandhya Gopal	Alliance Health
Sara Wilson	Alliance Health
Melissa Payne	Alliance Health
Allison Crotty	Partners Health Management
Amilcar Blake	Partners Health Management
Doug Gallion	Partners Health Management
Elizabeth Jordan	Partners Health Management
Michelle Stroebel	Partners Health Management
Cindy Ehlers	Trillium Health Resources
David Owen	Vaya

# Direct Support Professionals (DSP) Advisory Committee Membership

Name	Organization
<b>Internal</b>	
Tina Barrett (Workstream Lead)	DMHDDSUS
Kelly Crosbie	DMHDDSUS
Ginger Yarbrough	DMHDDSUS
Saarah Waleed	DMHDDSUS
Charles Rousseau	DMHDDSUS
Jeffery Kearney	DMHDDSUS
Scott Pokorny	DMHDDSUS
Jennifer Bowman	DMHDDSUS
Keith McCoy	DMHDDSUS
Betty Vines	DMHDDSUS

Name	Organization
<b>Other State Officials</b>	
Karen Wade	Office of the Secretary - Policy Director
Michael Ganley	DSOHF
Nicholas Galvez	NC Office of Rural Health
Holly Riddle	Office of the Secretary - Olmstead/TCL
Melissa Swartz	NC Council on Developmental Disabilities
Michelle Merritt	Division of Health Benefits (NC Medicaid)
Leigh Fleming	DHHS
Tara Heasley	Division of Health Benefits (NC Medicaid)
Deborah Goda	Office of the Secretary - Olmstead/TCL