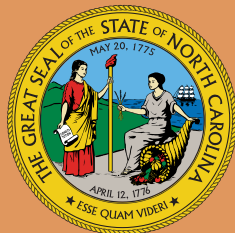


# NORTH CAROLINA

## State Rehabilitation Council

# 2025 REPORT



NC DEPARTMENT OF  
**HEALTH AND  
HUMAN SERVICES**  
Employment and Independence  
for People with Disabilities

# MISSION OF THE COUNCIL

To enhance the employment, independent living and equality of individuals with disabilities in the state of North Carolina.

# PURPOSE OF THE COUNCIL

- To advise and work in partnership with the Division of Employment and Independence for People with Disabilities.
- To assist the division in accomplishing its mission to promote employment and independence for people with disabilities through customer partnerships and community leadership.
- To provide guidance, input and recommendations relative to the development and expansion of vocational rehabilitation services and programs in an effort to maximize employment opportunities and independence for individuals with disabilities.
- To advocate for legislation that supports individuals with disabilities in making successful transitions into the workforce and the community.
- To provide customers and stakeholders of vocational rehabilitation services with a formal mechanism to influence policy and the direction of the division at the highest administrative level of the state.

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## 2025 HIGHLIGHTS



**2,128 individuals with disabilities achieved their competitive integrated employment goal**



**Six months after achieving their employment goal, clients' median quarterly earnings averaged \$3,741**



**36 percent of successful employment outcomes were achieved by transition-age youth**



**The Independent Living Program helped 747 people achieve their goals for independence**



**The NC Assistive Technology Program provided 565 device demos and 974 short-term device loans**



**The Client Assistance Program helped 683 clients and provided mediation, negotiation and advocacy in 202 cases**



**F. Michael Maybee**  
*Chair, SRC*

## MESSAGE FROM THE CHAIR

On behalf of North Carolina's State Rehabilitation Council and those we serve, I thank you for your partnership with, support of, and interest in vocational rehabilitation services during 2025.

It has been a highly active year for the SRC as we further advance and fulfill both our statutory responsibilities and our role as advocate for the employment, independence, and rehabilitation needs of individuals with disabilities in our state.

Throughout 2025, the SRC continued to expand participation in four major areas:

- Hosting public forums to gather input regarding the effectiveness and need for EIPD services;
- Providing input and review for the development and implementation of North Carolina's State Plan;
- Advocating for enhanced funding from the NC General Assembly and other entities to increase recruitment and retention efforts for EIPD staff and service providers; and,
- Enhanced collaboration and information sharing with other state agencies to further improve EIPD services for people in North Carolina with disabilities.

The SRC's participation in these areas is described in this report. The council's work continues to be guided by the goals within our strategic plan: to foster greater collaboration in the delivery of VR services; to increase knowledge of the SRC and its purpose; to explore and apply new avenues for use of technology in SRC activities; and to enhance understanding of what participants want and what EIPD can offer in terms of employment and independent living services.

I am pleased to report on the work and accomplishments of the SRC. Most importantly, I'd like to thank the council members for their work and dedication to advocating and providing a voice for individuals with disabilities in our communities.

Sincerely,

*F. Michael Maybee*

F. Michael Maybee, Chair  
NC State Rehabilitation Council



SRC OBJECTIVES

1

**Consulting with state workforce development board to review, analyze and advise the NC Department of Health and Human Services regarding the performance of the Division of Employment and Independence for People with Disabilities, particularly with responsibilities related to:**

- Eligibility, including order of selection
- The extent, scope and effectiveness of services provided
- Functions performed by state agencies that affect or potentially affect the ability of individuals with disabilities to achieve competitive integrated employment outcomes

2

**Partnering with the Division of Employment and Independence for People with Disabilities to:**

- Develop, review and agree to state goals in accordance with section 101(a)(15)(C) of the Rehabilitation Act of 1973 (the Act)
- Evaluate the effectiveness of the vocational rehabilitation program
- Submit progress reports to the Commissioner of the Rehabilitation Services Administration (RSA) of the U.S. Department of Education in accordance with section 101(a) (15) (E) of the Act

3

**Advising the NC Department of Health and Human Services and the Division Employment and Independence for People with Disabilities regarding:**

- Authorized activities to be carried out under the Act
- Development of and amendments to the Unified State Plan, applications, reports, needs assessments, and evaluations required by the Act

4

**Preparing and submitting an annual report to the Commissioner of the Rehabilitation Services Administration and the Governor on the status of the vocational rehabilitation programs operating within the state and to make this report available to the public**

5

**Conducting reviews and analysis of the effectiveness of consumer satisfaction of:**

- Functions of the NC Department of Health and Human Services provided by the Division of Employment and Independence for People with Disabilities and other public and private entities responsible for providing services to individuals with disabilities
- Employment outcomes achieved by eligible individuals that are receiving services, including the availability of health benefits and other employment benefits in connection with such employment outcomes

6

**Coordinating with other state councils to avoid duplication of efforts and enhance the number of individuals served through participation in:**

- The Statewide Independent Living Council
- The advisory panel established under section 612(a)(20) of the Individuals with Disabilities Education Act
- The NC Council on Developmental Disabilities
- The NC Mental Health Planning and Advisory Council established under section 1914(a) of the Public Health Service Act
- The Workforce Development Planning Council
- Other public and private organizations, groups and functions

7

**Supporting the coordination and establishment of working relationships among the NC Department of Health and Human Services, the Statewide Independent Living Council, and Centers for Independent Living in the state**

8

**Performing other functions consistent with the purposes of and comparable to other functions performed by the council**



# STRATEGIC PLAN 2023-2025



# COMMUNITY OUTREACH

The Council’s goal is to have greater impact on its mandates in the areas of community outreach, advocacy and SRC member development. To accomplish its goal, the Council designates SRC members as representatives to seven liaison groups, as well as other interest groups.

## GOALS AND STRATEGIES

1

**Increase outreach to individuals with disabilities, employers, and potential partners, to include colleges and universities.**

- a. Plan multi-faceted outreach to employers, potential clients and partners in coordination with other efforts.
- b. Leverage social media to raise awareness of EIPD and its services.
- c. Identify strategies to promote EIPD as a potential career option.

2

**Honor people’s life choices by assuring that goals and service provision are consumer driven and focused.**

- a. Review how casework quality is measured and recommend new measures as appropriate and needed.
- b. Review consumer satisfaction questionnaire to distinguish between experiences with EIPD versus contracted vendors.
- c. Monitor and evaluate performance on consumer satisfaction with their involvement in their Individual Plan for Employment.

3

**Assist EIPD in attracting and retaining professional staff.**

- a. Plan for multi-faceted outreach to employers, consumers and partners in coordination with division efforts.
- b. Draft a bill and submit to legislature with the goal of having the bill incorporated into the budget.
- c. Advocate for salary pay grades for counselors to be aligned at the appropriate level by Human Resources.

4

**Assist EIPD in adapting to new trends in the marketplace.**

- a. Promote telework, NCCareers, and NCWorks.
- b. Promote use of labor market information to align training with client goals and interests and leverage labor market trends, workforce boards and employer relationships to connect clients to trending jobs.
- c. Promote training to help consumers advance careers.
- d. Develop new reporting requirement.

## LIAISON GROUPS

**Council on Education Services for Exceptional Children**

**NC Mental Health Planning and Advisory Council**

**NC Substance Use Disorder Federation**

**NC Council on Developmental Disabilities**

**NC Statewide Independent Living Council**

**NCWorks Commission**

**Commission for Mental Health, Developmental Disabilities, and Substance Abuse Services**

## ACTIONS

1

**Identify candidates who can effectively liaise with the state councils to connect with key partners and facilitate strategic paths for community outreach, advocacy, and member development.**

2

**Exchange information to educate members about advocacy efforts within each sector.**

3

**Enable more stakeholders to participate in statewide and regional events by hosting on accessible virtual platforms.**





## COMMITTEES

The **Executive Committee** acts on behalf of the council consistent with its purpose as outlined in its bylaws, being responsible for compiling the council’s response to the Unified State Plan and triennial Comprehensive Needs Assessment, preparing the annual report, establishing meeting agendas, as well as establishing the general direction of the council and its committees.

### ACTIONS

- 1
- To expand SRC participation in the development and implementation of the Unified State Plan, the committee included these actions within the “Goals, Priorities and Strategies” section of the Unified State Plan during meetings with the division director.
- 2
- Advocated for strong leadership roles on the council and carefully reviewed membership terms. New members are encouraged to serve on designated committees to provide a more balanced representation.
- 3
- Guest Speakers:** Each quarterly meeting featured updates from NCDHHS and EIPD Human Resources on hiring and retention strategies, as well as budget updates from EIPD’s Fiscal Services Director.

**Quarterly Sessions:**

  - **Spring:** Focused on Hurricane Helene disaster relief and the long-term recovery
  - **Summer:** The provider forum featured Pat Sturdivant of Capital Area Workforce Development, with Representative Zack Hawkins and NCDHHS Assistant Secretary Chris Egan speaking to the full council
  - **Fall:** Ginger Yarbrough from the Division of Mental Health, Developmental Disabilities and Substance Use Services and LaCosta Parker from NC Medicaid spoke about Inclusion Works and Olmstead initiatives
  - **Winter:** Dedicated to Geographical Solutions Inc. for ENCORE system updates
- 4
- Legislative and SRC Updates:** The SRC will form an ad-hoc committee in 2026 to address federal match and related issues. Members of the SRC moved into leadership positions, with Yolanda Edwards and Gloria Garton becoming co-chairs of the Consumer Input & Public Outreach Committee; Ping Miller advising on future forums; and Celeste Hunt continuing as Policy and Rules Review Chair. Derek Burress was elected Chair and Amy Miller Vice Chair for 2026.
- 5
- 
- 6
- The winter meeting included an update on HR issues around on-boarding of new employees, with notable improvements since the March meeting. Geological Solutions Inc., developers of the ENCORE case management system, joined to discuss challenges and improvements made to the system.

The **Consumer Input and Public Outreach Committee** reviews, analyzes and makes recommendations to the council regarding the effectiveness of vocational rehabilitation services delivered by the division and other public and private agencies in the state.

### ACTIONS

- 1
- Reviewed the current methods and strategies for monitoring consumer input and public outreach. The feedback provided data to track trends and themes.
- 2
- The subcommittee continued to make improvements to forums based on event feedback. NC State University’s McKimmon Conference and Training Center is contracted to support registration, provide technical support and host the forums. Each forum is intended to be a free-flowing conversation, with registrants receiving materials and resources after the event. EIPD staff were on hand to address technical questions during the forum, avoiding any conflicts of interest and ensuring that accurate information about EIPD is provided.

The **Policy and Rules Review Committee** reviews and makes recommendations relating to division policies and procedures that affect the public, and that are subject to public rule-making hearings under the state’s Administrative Procedures Act and required for compliance with the Workforce Innovation and Opportunity Act (WIOA).

### ACTIONS

- 1
- Draft policies reviewed to provide feedback:

|                                               |                                 |
|-----------------------------------------------|---------------------------------|
| • Case Management System Changes              | • Policy Recharge and Updates   |
| • Intellectual and Developmental Disabilities | • VR Comprehensive Assessment   |
| • Community Access during Natural Disasters   | • IPE Components                |
| • VR/IL Case Management and Eligibility       | • Supervisor and staff training |
| • Hearing Impairments and Appendix            | • Hearing Aid Revision          |
| • National, regional and other conferences    | • Employment Services Team      |
| • CIE Outreach and Bridge to Success          | • Caramore                      |
- 2
- EIPD hosted cross-sectional training to increase skills and knowledge on a variety of topics. In total, staff participated in 7,100 training sessions for a total of 105 days of training.

The Policy and Rules Review Committee (cont.)

ACTIONS

3

This year, EIPD’s policy team prioritized a “policy recharge” through in-person staff trainings delivered by the 12-member Quality Development Specialist Team. The QDS team delivered sessions on VR Eligibility, Comprehensive Assessments, Comparable Benefits, VR/IL Case Management, Supervisor Training, and Financial Needs Survey.

Staff participated in opportunities like New Employee Orientation, Mental Health First Aid, Leadership Training, and Transition Fundamentals Academy, gained knowledge and skills related to ENCORE functionality, communication, WIOA measurements, NCCareers, IPS Milestones, CRP Services, reading medical records, and Disability Benefits 101.

Supervisors attended Support Training and Coaching Knowledge (STACK), a three-day program for unit managers and counselors-in-charge on reviewing and approving casework. As time and budget allowed, staff also attended external training opportunities and conferences.

4

Counselors may sponsor up to five college applications, with additional requests requiring review. EIPD policy covers application fees, seat fees for examinations and highlights the state’s free application week.

5

EIPD updated policy to transition case management responsibilities to Caramore, a residential facility for individuals with severe and persistent mental illness.

6

Updated regulations for purchasing residential modifications to allow local staff to process purchases under a specific threshold without oversight. Purchases over the threshold require multiple approvals and support from Purchasing. Modifications thresholds vary by property type and, although rental modifications are risky, the service is essential because a large segment of our client population lives in rented properties.

7

Policy criteria for hearing aids significantly impact the success of Deaf jobseekers, and EIPD was cautioned to avoid relying solely on audiometric readings. Policy exception requests are reviewed by Chief of Policy and coverage includes Bluetooth capability when recommended by an audiologist or board-certified hearing aid specialist. Vendor participation has declined due to noncompetitive Medicaid rates. EIPD hopes to improve access through updated policy regarding the FDA’s removal of ENT medical clearance requirements.

8

Individuals Plan for Employment policies was revised to facilitate collection of required documentation. Counselors are expected to collaborate with clients on informed choice, build strong relationships, and share career resources.

9

Casework Orientation and Skills Training prepares new counselors to work for EIPD and requires passing an exam. Those who fail may retake COAST or complete a comprehensive exam, with repeat attempts approved by leadership. COAST is supplemented by mentoring to ensure individualized client support.



CONSUMER SATISFACTION SURVEY

The consumer satisfaction survey is mandated by the Rehabilitation Act of 1973, as amended (the Act), which states that the SRC shall conduct a review and analyze the effectiveness of client satisfaction with:

- The functions performed by the designated state agency
- VR services provided by public and private entities responsible for providing services to individuals with disabilities under the Act
- Employment outcomes achieved by individuals receiving services under Title I of the Act, including the availability of health and other employment benefits in connection with those employment outcomes

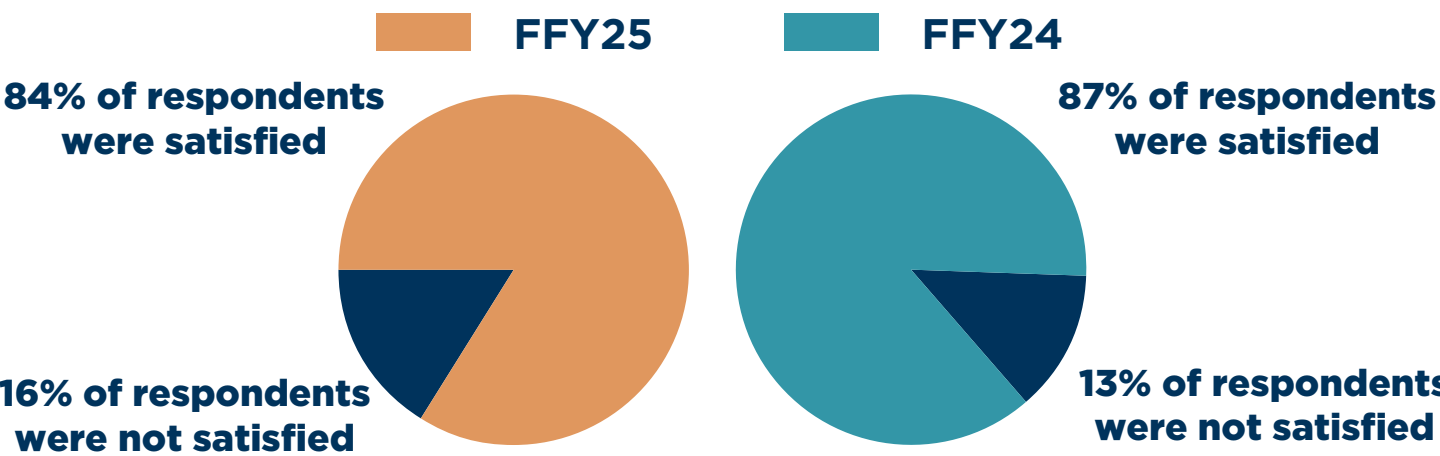
SURVEY PROCESS AND OVERVIEW OF RESULTS

The annual Consumer Satisfaction Survey is conducted by NC State University’s Center for Urban Affairs and Community Services (CUACS) on behalf of the SRC and in cooperation with EIPD. The SRC and EIPD staff share responsibility for analyzing and reporting the results.

In Federal Fiscal Year 2025, 37.2 percent of the 3,783 clients sampled completed interviews, an increase of 1.2 percentage points over FFY24. The adjusted completion rate of 99.2 percent includes only clients that were contacted.

Client satisfaction with EIPD counselors and other staff exceeded 80 percent across all survey items and topped 90 percent for several key service areas. Overall satisfaction was 84, consistent with historical results and reflecting sustained, high-quality service delivery by EIPD staff.

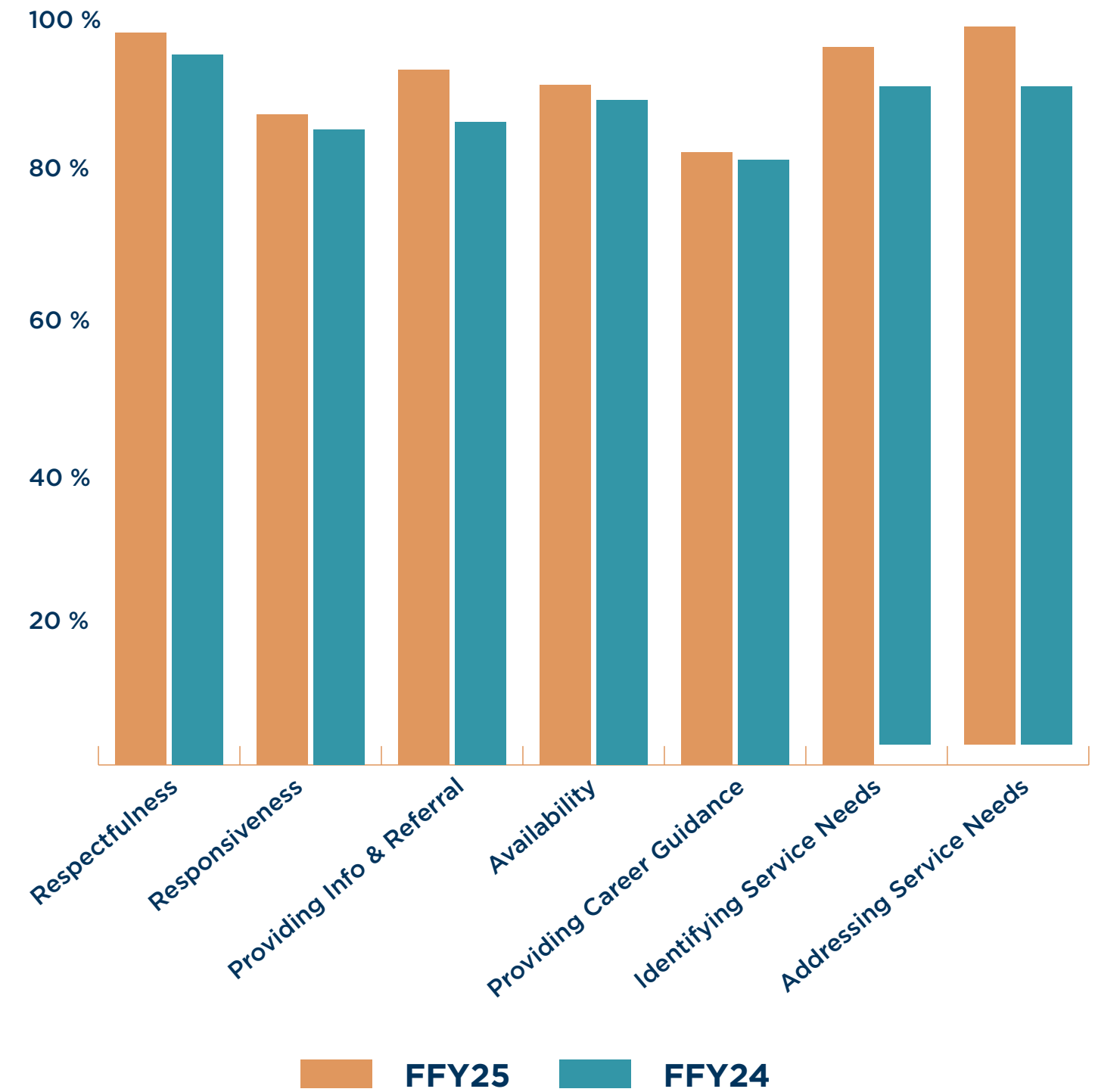
OVERALL SATISFACTION





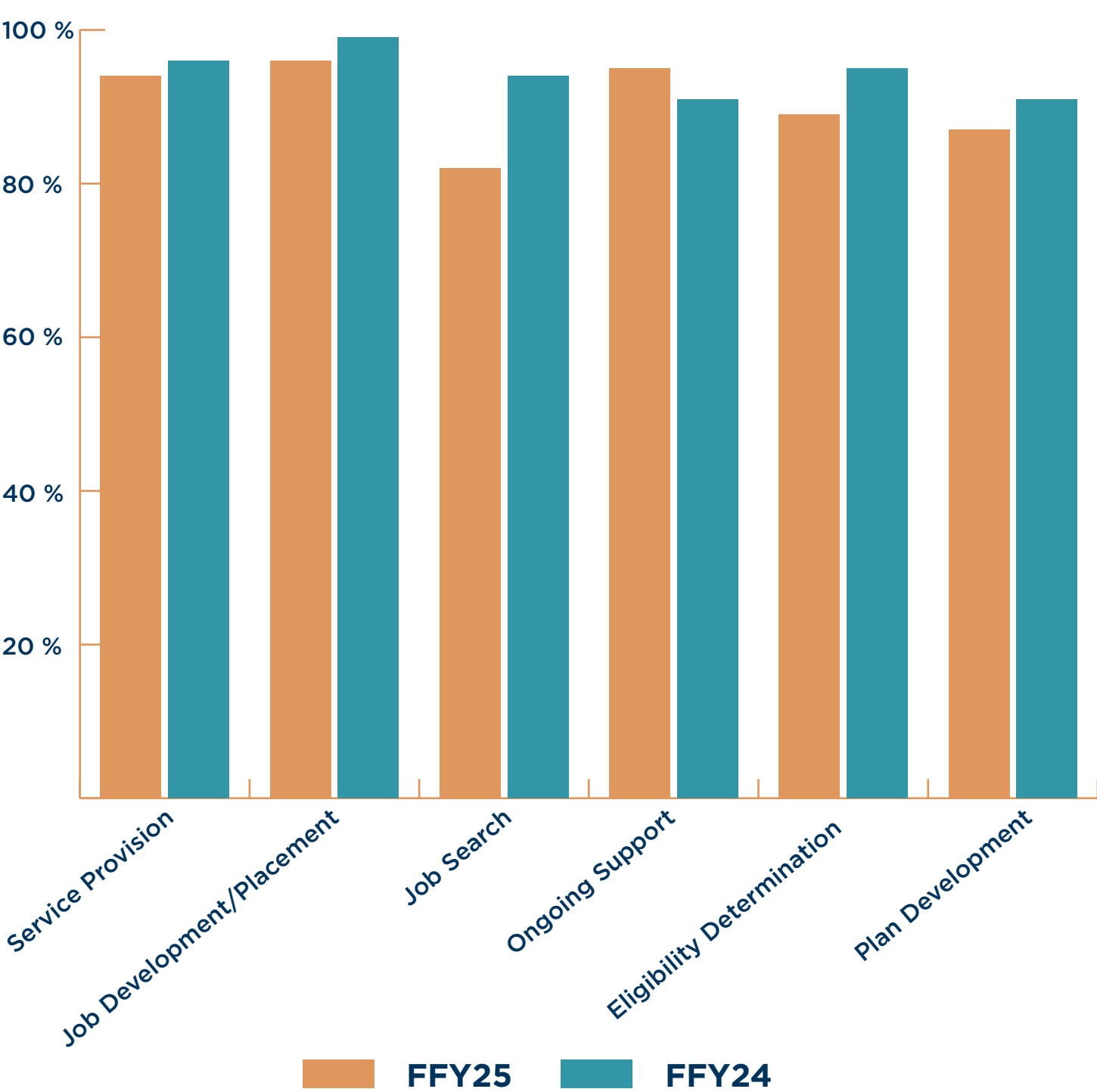
## CONSUMER SATISFACTION SURVEY

### SATISFACTION WITH EIPD COUNSELORS AND STAFF



## CONSUMER SATISFACTION SURVEY

### SATISFACTION WITH TIMELINESS OF SERVICE







## CONSUMER SATISFACTION SURVEY

### CLIENT ASSISTANCE PROGRAM AND RIGHT TO APPEAL

In the second section of the survey, clients are asked if their counselor informed them about how the Client Assistance Program can help them address service-related concerns.

Clients were also asked if they were informed about their right to appeal agency decisions they may disagree with. Response options are “yes,” “no,” and “I don’t remember.”

In FFY25, among clients who recalled receiving this information, 79 percent reported being informed about CAP and 89 percent reported being informed about their right to appeal.

These results indicate that most clients who remember these discussions did receive key information about supports and due process protections.

### BARRIERS TO EMPLOYMENT

In the third section of the survey, respondents are first asked if they are currently working. Those who indicate they are not working then receive nine follow-up questions about potential barriers to employment.

In FFY25, 43 percent of the 1,271 respondents reported that they were employed at the time of the survey. This group includes clients with open VR cases who are working toward their employment goals (e.g., those seeking to maintain or advance in their jobs), clients who have already been placed in a job, and former clients with recently closed cases.

Among respondents who were not employed, the most frequently cited barriers centered on needing more direct employment support, with nearly half reporting they need additional help with their job search (48%).

Many respondents also indicated they need additional VR services (38%) and cited medical problems (38%) as a barrier.

Practical readiness and access challenges were also common, including lack of transportation (22%) and not feeling ready to work (20%), while fewer respondents identified no desirable jobs available (18%), discrimination (10%), or concerns about losing benefits (10%). Child care or elder care (4%) was the least frequently reported barrier.



## PUBLIC FORUMS

In 2025, the SRC’s Community Input and Public Outreach Committee hosted three virtual public forums. Additionally, the SRC hosted a hybrid forum focused exclusively on service providers and EIPD staff. The SRC’s virtual events are open to the public and advertised statewide; the forums are also recorded and posted on the web for anyone unable to attend.

### MARCH PUBLIC FORUM - WESTERN REGION

Focused on the western region of the state, 91 individuals attended the March 20 public forum. The forum included discussion of the impact of Hurricane Helene on the region, as well as the efforts by EIPD staff to support affected communities. The biggest challenge for impacted communities was communication, technological limitations, and reaching people in severely damaged areas. At the time of the forum, attendees expressed confusion about the various types of services available and who provides them. Attendees highlighted how impacted communities are coping with the aftermath of the storm in different ways.

### JUNE PROVIDER FORUM - CAPITOL AREA

This June 11 event marked the first SRC forum intended to give community rehabilitation providers an opportunity to express concerns, ask questions and engage directly with EIPD leadership and staff. The 85 attendees heard from guest speaker Pat Sturdivant of Capitol Area Workforce Development, which provides staffing assistance, training and other services for businesses while overseeing NCWorks Career Centers. The SRC considers the Provider Forum a success and will plan to host a similar event in the future.

### SEPTEMBER PUBLIC FORUM - EASTERN REGION

Focused on the eastern region, 85 people attended the Sept. 11 forum, which highlighted vocational rehabilitation services and resources available, including WorkSource East Career Training Facility courses of study, its residential options, and its retail store.

### DECEMBER PUBLIC FORUM - CENTRAL REGION

With over 80 people in attendance, the Dec. 4 public forum focused on the central region. Angie Boyce was introduced as the new central regional director and attendees heard updates on the budget, Pre-ETS, Project Spark mini-sites and practical insights about the job search process.



## RECOMMENDATIONS

### RECOMMENDATIONS

- 1
- Increase Marketing and Outreach**  
EIPD has supported all recommended adjustments and expansions to the methods of outreach, including increased frequency and expansion of outreach venues to potential clients and partners.
- 2
- Improve Efficiency of VR Process**  
EIPD supports all components of this recommendation and is currently addressing them. The procedures for purchasing prosthetics and orthotics have been improved and ongoing work is being done to simplify the self-employment evaluation process to a feasible extent.
- 3
- Client Assistance Program Reporting to SRC**  
EIPD has incorporated the recommended changes and will continue with these standing topics until the Council recommends further adjustments.
- 4
- Jointly Conduct Consumer Input Sessions**  
EIPD will continue to support jointly conducted input sessions three times annually, ensuring that the VR program addresses consumers' needs through its service provision.
- 5
- Direct Service Position Vacancy Reporting**  
EIPD supports this recommendation and will continue to work with SRC members to regularly provide updates through statewide and regional vacancy reports.
- 6
- Conduct Telephonic Client Satisfaction Surveys**  
EIPD supports this recommendation and will continue its adjusted sampling practices, contracts, and purchase orders accordingly.



## MEMBER DEVELOPMENT

### MEMBER DEVELOPMENT OPPORTUNITIES

- 1
- Senior Director for Employment and Community Access Updates**  
NCDHHS Senior Director of Employment and Community Access Kenneth Bausell provided updates on Medicaid expansion, Inclusion Works, Individual Placement Supports (IPS), and North Carolina Brain Resource and Injury Screening (NC BRAINS).  
  
Bausell also shared updates on the Healthy Opportunities Program, cross-departmental work to improve the child welfare system through Path NC, the launch of NC Medicaid's Children and Families Specialty Plan, Mobile Opioid Treatment resources, as well as efforts to better serve justice-involved youth. He presented changes to Housing and Urban Development funding rules that impact almost 2,900 North Carolinians benefiting from supportive housing and highlighted the \$20M investment by NCDHHS to recruit and retain licensed mental and behavioral health providers in rural and under-served areas.  
  
Members also learned that EIPD was reviewing the rules in NC Administrative Code 10A Chapter 89 as required by law. Public comments were accepted from Nov. 1 to Dec. 31.
- 2
- Division Director Updates**  
EIPD Division Director Kathie Smith provided quarterly updates to the council on a variety of topics, including successful outcomes rate for Employment First interns; the May 2025 launch of Disability Benefits 101 website; how the new CIE Outreach Team, Peer Mentoring and Bridges to Success expand opportunities for people with I/DD to achieve their goals for employment; the State Olmstead Plan; and how IPS supports the Transitions to Community Living initiative.  
  
Smith also provided updates on funding, and funding constraints, that have delayed leadership hiring process, along with detailed plans to expedite hiring process and increase staff training and development.

Member Development (cont.)

MEMBER DEVELOPMENT OPPORTUNITIES

3

Fiscal Director Updates

EIPD Fiscal Director Judy Cajigas provided the SRC with quarterly budget updates, presenting information about the impact of the federal shutdown on staffing patterns and operations; the required deadlines for responding to funding requests; and the process improvements made to track payments for purchased services. Cajigas also explained how she closely tracks travel, training and other costs to avoid risking loss of funds.

4

Human Resources Director Updates

NCDHHS Assistant Director of Human Resources Macceo Shorts updated the SRC on EIPD’s vacancy rate over time, as well as the efforts being made to improve recruitment and retain more staff. Shorts provided information on new processes in place to reduce delays during onboarding process and potential opportunities to incentivize applicants in remote areas.

Shorts detailed the wide variety of system changes and process improvements currently being implemented and also addressed challenges that can’t be resolved by NCDHHS, including wider trends in hiring and the labor market and limitations due to noncompetitive salaries and outdated job classifications.

5

Statewide Independent Living Council Updates

SILC Director Gloria Garton provided operational updates on the seven Centers for Independent Living in the state, along with updates on funding, events, activities related to employment and their quarterly meeting agendas. Garton also shared details on the the 2024-2027 Statewide Plan for Independent Living and the Alliance for Disability Resources re-entry program.

6

Client Assistance Program Updates

CAP Director Tania Bowers provided the regular update on plans to update the system CAP uses to track cases, which helps them identify trends in client issues that should be discussed at her monthly meeting with the division director. Bowers shared details on staffing the program, introduced a new hire and shared an annual report about client contact, cases and resolutions.

7

Legislative Update

Representative Zack Hawkins, I/DD Caucus Co-Chair, spoke with the full council about House Bill 933, the I/DD Omnibus Bill, which would increase Medicaid rates to raise direct care worker hourly pay to at least \$18.00, fund additional Innovation waiver slots, convene working groups to create a 10-year plan to address the waiver’s registry of unmet needs, address other known issues around Medicaid and more. He encouraged legislative engagement to promote competitive wages and high-quality services for people with I/DD.

8

NC Careers Update

NCDHHS Assistant Secretary of Employment and Community Access Chris Egan, serves on the NCWorks Commission on behalf of NCDHHS Secretary Devdutta “Dev” Sangvai. He provided an update on NC Careers, the state’s career exploration platform that hosts data and tools for students, parents, educators, jobseekers, and career counselors. Egan explained the evolution of the website, which launched in 2020, and funding challenges that NCcareers has faced.

9

Developmental Disabilities Agency Update

Ginger Yarbrough, who serves as Chief Clinical Officer of I/DD, TBI, and Olmstead for NCDHHS provided an update on the new strategic plan for Inclusion Works, the cross-departmental initiative to increase opportunities for people with I/DD to work in CIE.

10

NC Medicaid Update

LaCosta Parker, I/DD Program Manager for the Division of Health Benefits, updated the council on NC Medicaid’s \$319M shortfall, as well as cross-departmental efforts to improve long-term supported employment services, including new training opportunities for health plans and tailored care managers, aligning service codes with required activities. Parker also highlighted the need to align assessments with those codes and increase access to Innovations waivers.

10

Case Management System Updates

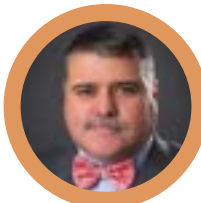
EIPD’s Strategic Business Initiatives Manager, David Meaux, updated the council on ENCORE, including the delay of phase II deployment. Representatives of the system vendor shared their perspective on the delays, explaining how system stability has taken priority over phase II activities and how they are planning to enhance the user experience.



2024-25 VOTING MEMBERS



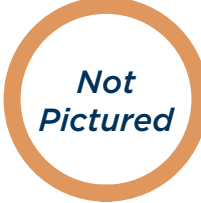
**Michael Maybee, Chair**  
Boone, NC  
Representing: Labor



**Derek Burress, Vice Chair**  
Snow Hill, NC  
Representing: Disability  
Advocacy Groups



**Tania Bowers,**  
Raleigh, NC  
Representing: Client  
Assistance Program



**Beverly Colwell**  
*Pending Appointment*  
Raleigh, NC  
Representing: State  
Education Agency



**Tracey Craven**  
*Termed 6/30/2025*  
Graham, NC  
Representing: CRP  
Service Providers



**David Dyson**  
Greensboro, NC  
Representing: Disability  
Advocacy Groups



**Yolanda Edwards**  
Winston-Salem, NC  
Representing: Non-  
EIPD Rehabilitation  
Counselors



**Kelly Friedlander**  
*Resigned 3/4/2025*  
Durham, NC  
Representing Disability  
Advocacy Groups



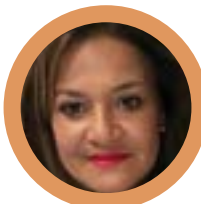
**Emma Friesen**  
*Termed 6/30/2025*  
Durham, NC  
Representing: Disability  
Advocacy Groups



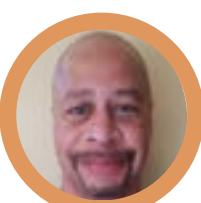
**Gloria Garton**  
Wilmington, NC  
Statewide Independent  
Living Council



**Berlina “Yvette”  
German** *Resigned  
11/17/2025*  
Raleigh, NC  
Representing: Division  
of Workforce Solutions



**Celeste Hunt**  
Maxton, NC  
Representing: Section  
121 Project Director



**James Jones**  
*Termed 9/30/2025*  
Fayetteville, NC  
Representing: Regional  
Rehabilitation Centers-  
Physically Disabled



**Basil Lyberg**  
*Appointed 6/3/2025*  
Charlotte, NC  
Representing: Disability  
Advocacy Groups



**Amy Miller**  
*Appointed 7/12/2025*  
High Point, NC  
Representing: CRP  
Service Providers



**Clare “Ping” Miller**  
*Termed 6/30/2025*  
Cary, NC  
Representing: State  
Chamber of Commerce



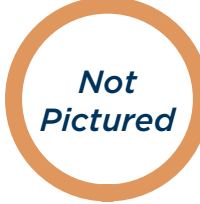
**Anne Monterosso**  
*Resigned 9/3/2025*  
Raleigh, NC  
Representing: State  
Education Agency



**Michelle Muir**  
*Appointed 11/18/2025*  
Raleigh, NC  
Representing: Division  
of Workforce Solutions



**Chelsea Pinneo**  
*Resigned 4/15/2025*  
Maple Hill, NC  
Representing: EIPD  
Consumers



**Aparna Sudhini**  
Cary, NC  
Representing: Business  
and Industry



**Elizabeth “Beth” Voll**  
Concord, NC  
Representing: Parent  
Training and Information  
Centers



**Kathie Smith**  
*Ex-Officio Member*  
Raleigh, NC  
EIPD Director



**Patrina Wims**  
*Non-Voting Member*  
Raleigh, NC  
Representing: EIPD  
Counselors

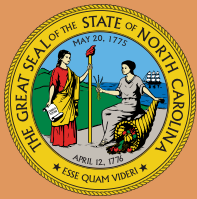
**VACANT**  
*Senate Pro Tempore Appointment*  
Representing: State Chamber of  
Commerce

**VACANT**  
*Speaker of the House Appointment*  
Representing: Disability Advocacy Groups

**VACANT**  
*Governor Appointment*  
Representing: Business and Industry

**VACANT**  
*Governor Appointment*  
Representing: Regional Rehabilitation  
Centers-Physically Disabled

**VACANT**  
*Governor Appointment*  
Representing: EIPD Consumers



NC DEPARTMENT OF  
**HEALTH AND  
HUMAN SERVICES**  
Employment and Independence  
for People with Disabilities

## **NORTH CAROLINA STATE REHABILITATION COUNCIL**

<https://www.ncdhhs.gov/divisions/eipd/councils>

### **2025 MEETING SCHEDULE**

**March 20 - 22 (Virtual)**

**June 12 - 13 (Raleigh, NC)**

**September 11 - 12 (Virtual)**

**December 4 - 5 (Virtual)**