



Cross Disability Advisory Council Kickoff Meeting



July 24, 2025





Agenda

- I. Roll Call**
- II. Introductions**
- III. Why We Are Here**
- IV. CDAC Roles**
- V. Ground Rules**
- VI. Open Meetings**



North Dakota
Cross Disability
Advisory Council

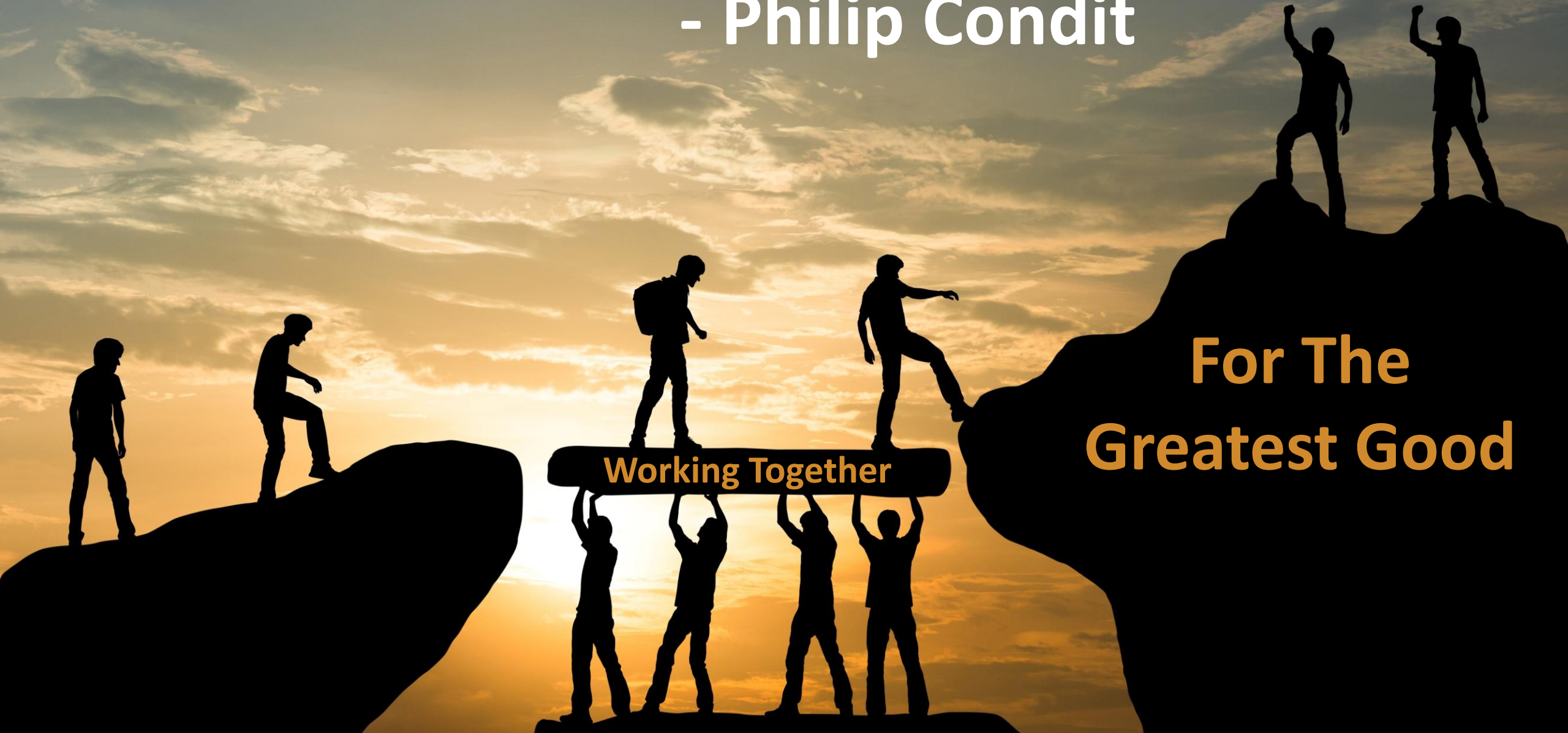
Roll Call



Thank You



None of us is as smart as all of us
- Philip Condit



**For The
Greatest Good**

Why YOU Were Selected



- ✓ *You have a unique perspective, which is highly valued.*
- ✓ *You see the situation, problem, and opportunity from a unique point of view*
- ✓ *Your knowledge and lived experiences are a piece to the puzzle*



Why We Are Here

- People & Children
- Their Families
- Health & Human Services
- Communities
- North Dakota
- Impact The Nation



**ND
HHS**



Introductions



Introductions

- Name
- Why This Work Matters To Me
- Something That Makes Me Happy
- Your Hope For CDAC



Many disabilities Many voices
One council One mission



Erin Leveton, Alvarez and Marsal (A&M)

Professional Experience

- Managing Director with A&M's Public Sector Services, specializing in health and human services transformation
- 25+ years of experience working in long term services and supports
- Experienced government leader
- Charting the LifeCourse Coach; University of Delaware Leadership in I/DD graduate; Prosci® Change Management certified



Space Aliens in Bismarck

About Me

Why this Work Matters to Me

I have seen people's lives open up and expand as home and community-based waivers gave them opportunities to try new things. North Dakota's vision to support children with disabilities and their families to have good lives is inspiring. Even more so, because the state isn't going it alone. They are doing it with all of you, recognizing how important it is that people and families are a part of designing the policies and practices that impact them.

Something that Makes me Happy

Sitting by the firepit on my deck, reading a good book, spending time with families and friends. I grew up a block from the beach and love the ocean year-round. Now it's a rare treat, but one I look forward to even when it is freezing outside.



Jillian Salmon, Alvarez and Marsal (A&M)

Professional Experience

- Partnered with multiple states to assess and redesign LTSS programs to improve administrative and operational efficiency, as well as access to services for vulnerable populations
- Led internal and external stakeholder engagement for the ND assessment of I/DD and ASD services
- Charting the LifeCourse Ambassador
- Prosci® Change Management Certified



About Me

Why this Work Matters to Me

Medicaid waivers are such a powerful tool to give people and families the support they need to live and thrive in their communities. It's so special that North Dakota is going on this journey to create a new children's waiver hand in hand with the community. I am honored that I get to do this work with passionate self-advocates, families, advocates, and professionals across the State!

Something that Makes me Happy

My dog Trevi! And cheese, definitely cheese :).



Erin Moore, Alvarez and Marsal (A&M)

Professional Experience

- Evaluated a state's incident management system for HCBS programs and identified opportunities for improvement.
- Conducted a governance assessment of a state's residential school program for youth with ID/DD.
- Experience in process improvement implementation and in project management.
- Prosci® Change Management Certified



About Me

Why this Work Matters to Me

Systems that are meant to help people can be difficult to understand but can also change lives. I am motivated by the strong advocates of all kind that try to make systems better for others. I am excited to do the hard and rewarding work of creating an innovative solution for North Dakotans!

Something that Makes me Happy

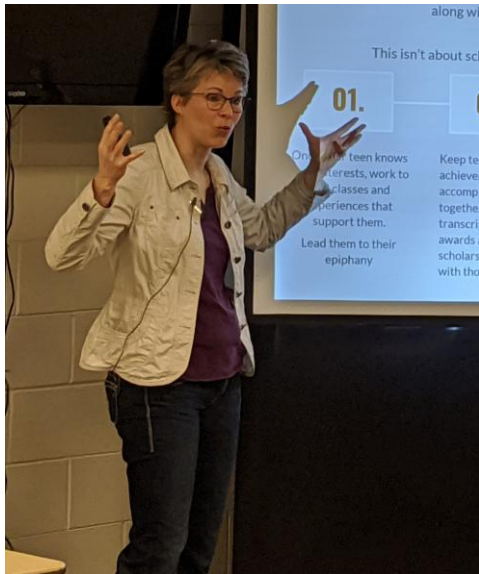
Traveling, reading, and Bear Lake in northern Michigan (not the Upper Peninsula – but the northern part of the Lower Peninsula 😊)



Kathy Miller, ITCB Consulting

Professional Experience

- Educational Consulting, Corporate Training/Curricula Planning, Design, and Delivery. Build programs and resources for training instructors as well as team members.
- Primarily, I do contract work as a training specialist for the aviation industry. Specialty in training teams to integrate new technologies into their work life.



About Me

Why this Work Matters to Me

The community of people that I am able to serve through my work with CDAC is inspiring. I find it deeply satisfying to be a part of the work this team is doing to better the lives of people with disabilities across our state. I am passionate about helping people build happier, more satisfying lives, and I have enjoyed supporting the endeavors of all involved in CDAC, from ND legislators to HHS, from those living with disabilities to care providers. I have a deep respect for these individuals and their commitment to do good.

Something that Makes me Happy

I like to cook! Making a fun meal and enjoying it with my family makes me happy.



Kevin Miiller, ITCB Consulting

Professional Experience

- I help companies and organizations with strategic planning, customer & employee experience, leadership & management training, speaking, and facilitation of events.
- Most of my work involves closely listening to a diverse group of people, understanding them, capturing issues and opportunities, and then developing a solution that does the greatest good with the resources that are available.
- Certified John Maxwell Coach, Teacher, & Speaker



About Me

Why this Work Matters to Me

This work will have a huge impact for individuals, families, workplaces, communities, HHS, North Dakota, and across the nation. CDAC is a Win, Win, Win. When people or families get the services that they need it helps them live rewarding and fulfilling lives. When people are properly enabled they can help companies and communities across our state who are suffering due to the current workforce shortages.

Something that Makes me Happy

Sitting in the living room with family in front of the wood burning fireplace on a cold winter day.



CDAC Roles



Roles

- The Council Overall
- Alvarez & Marsal
- Voting Members
- State Agency Representatives
- ITCB Consulting
- The Public

Advisory Council NDCC 50-06-46

The cross-disability advisory council shall participate with and **provide feedback** to the department **regarding the implementation, planning, and design of the cross-disability children's waiver**, level of care reform for the comprehensive developmental disabilities Medicaid home and community-based waiver, and a service option that will allow payment to a legally responsible individual who provides extraordinary care to an eligible individual through the Medicaid 1915(c) waivers. This subsection does not apply to the Medicaid 1915(c) home and community-based services aged and disabled waivers.

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A person is shown from the chest up, holding a white sign with the word "Help" written on it in a simple, black, sans-serif font. The person's face is partially obscured by the sign and the image is overlaid with a blue tint.

Help

A person is shown from the chest up, holding a white sign with the word "HELP" written on it in a simple, black, sans-serif font. The person's face is partially obscured by the sign and the image is overlaid with a blue tint.

HELP

You Might Be Feeling



Alvarez & Marsal (A&M)

- ✓ **Research relevant waivers nationally**
- ✓ **Share information**
- ✓ **Lead waiver discussions**
- ✓ **Listen to council to gain understanding**
- ✓ **Share examples from other states**
- ✓ **Answer technical questions**
- ✓ **Support state in creating waiver application**

Voting Members

- ✓ Listen and share your lived experiences
 - what is working well
 - problems & gaps
 - solutions
- ✓ Make recommendations for implementation in key areas like
 - access
 - services
 - case management
 - quality
- ✓ Vote

State Agency Representatives

- ✓ Are NOT here to make decisions for ND Health & Human Services (HHS)
- ✓ Listen to voting member's feedback
- ✓ Share perspective from
 - wide variety of people using services
 - current policies, practices, service options
 - community resources
- ✓ Advising the council on our recommendations
 - technical advisors

ITCB Consulting

- ✓ Presiding officer of CDAC
- ✓ Support services for meetings
 - agenda, minutes, public notice
 - communications, reimbursement
- ✓ Neutral facilitator for everyone involved
 - Council
 - Alvarez & Marsal
 - Public
 - Health & Human Services
 - Legislature



➤ Outside of CDAC Meetings
Contact Kevin
701-527-1315
Kevin@ITCBConsulting.com

➤ During CDAC Meetings
Contact Kathy
701-400-8459
Kathy@GoTruConsulting.com



The Public

- ✓ Listen to meeting conversations
- ✓ Your input is appreciated and beneficial to finding the best overall solution
- ✓ Share input during designated times
 - We will have dedicated Public Input sessions throughout the Biennium
 - Submit comments at [NDCDAC.com](https://www.ndcdac.com)
 - At times we may request input during a CDAC meeting

15 min Break



Ground Rules



Robert's Rules of Order

How our meetings are run

- **CDAC Process To Vote**
 - Open Discussion
 - Put Forth Motion
 - 2nd the Motion
 - Vote
- **Minutes Approval – Group Vote**
- **Recommendation Approval – Roll Call Vote**



You Were Selected To Provide Feedback (1 of 3)

We need what you have → Wisdom, Knowledge, Lived Experiences

- Talking / Sharing / Asking Questions
 - Virtual – raise hand in Teams (test now)
 - In Person – motion to me (I will acknowledge that I saw you)
 - I will call on you (at times we will hold back on conversation)
- You can type your thoughts in the Chat to capture them
 - Just make certain to put the topic you are commenting on
 - We don't want to lose good thoughts or points



You Were Selected To Provide Feedback (2 of 3)

We need what you have → Wisdom, Knowledge, Lived Experiences

- Everyone is Equal – Everyone's input is Valuable
- You can voluntarily share
- If you don't share, you WILL be called on
- If you are sharing too much, you might not be called on sometimes
 - We need to have time for everyone to share





North Dakota
Cross Disability
Advisory Council

I Keep "The List"



				X	X	Andrea	Hansen
				X	X	Danielle	Robbins
				X	X	Darcy	Andahl
				X	X	Janakate	Walker
				X	X	Joan	Connell
				X	X	Jonathan	O'Konek
				X	X	Julianne	Hornvedt
				X	X	Kayla	Johnson
				X	X	Kendra	Vander Wal
				X	X	Kirsten	Dvorak
				X	X	Kyle	Erickson
				X	X	Lorena	Poppe
				X	X	Paul	Kolstoe
	X	X	X	X	X	←	Lunstad
						←	Peterson

You Were Selected To Provide Feedback (3 of 3)

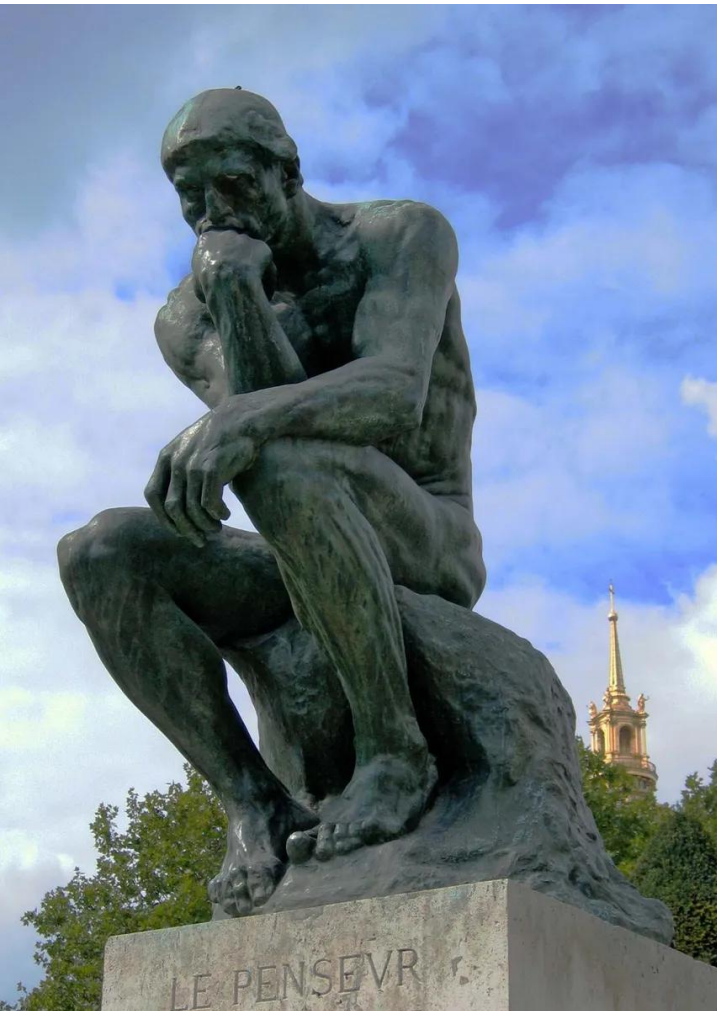
We need what you have → Wisdom, Knowledge, Lived Experiences

- The goal is to do the greatest good for the most people
 - Resources are limited – You need to think about everyone
 - We are not here advocating for 1 thing
 - We are advocating to help those in Need
- We share our thoughts & experiences
- Not everyone will agree – that is common and healthy
- We NEED different and unique points of view
 - That is why YOU were selected



This CDAC is **VERY Diverse**

Our lived experiences & knowledge are very different



- We may not understand each other
 - Almost like we are speaking a different language
- We need to
 - Use plain language (not acronyms)
 - Clarify “What did you mean by saying that?”
 - Think about the point we are trying to make
 - Clearly explain the problem or solution
 - **ASK QUESTIONS**



- **Others have unique perspectives, varying experiences and use different words**
 - **You need to clarify your perspective, so others can understand it**
 - **If we ask you to clarify or reexplain your statement, it doesn't mean we disagree.**
- We are trying to make certain EVERYONE understand**



Food & Travel Rules

We need to follow the Medicaid & State Agency Policy

- Meals are on reimbursement basis only
 - We can't cater in meals for the meetings
- Track your mileage
- Save ALL your receipts
- Expenses are paid at the state rates
- You will be sent a CDAC Travel Reimbursement Form
- We will send you a check from ITCB for your expenses



Focusing On The Present/Future

We put in a lot of work to make the past recommendations



- ~1,000 hrs of time just in meetings was invested by voting members, state agency representatives, A&M, and ITCB in CDAC or public input meetings
- Past decisions, recommendations, & votes had significant time invested to arrive at those conclusions



Prioritizing Our Initial Focus & Work

We will be addressing things in a certain order



- NDCC 50-24.1-47 CDAC ... shall participate with and provide feedback to the department on the planning, design, and ongoing implementation of the **family paid caregiver service pilot project** ...
- NDCC 50-06-46 CDAC shall participate with and provide feedback to the department regarding ... a service option that **will allow payment to a legally responsible individual who provides extraordinary care** to an eligible individual through the Medicaid 1915(c) waivers
- Paid Family Care Giver work is expected to begin late 2025 or early 2026



Member Clarity



Voting Members Who Are State Employees

Representing their occupation and bringing their area of expertise

- We reached out to certain fields because their expertise was needed
- The only applicants that were received for Psychologist & Psychology were state employees
- State voting members are **not representing** the state
- They are representing **their profession & professional experience**



State Agency Representatives

Are a resource to CDAC and will be brought in as needed

- By request, state agency representative will attend certain meetings where their expertise is required.
- They are valuable resources whose knowledge and expertise is vital to our understanding certain items and CDAC's success.



Not to intimidate us
or tell us what to do
BUT
To bring their expertise
to make our jobs easier



Open Meetings



North Dakota Open Meeting Laws

- **Public Entity** created by NDCC
- **Open Meetings** are required
- **Public Business** (advisory power)
- **Open Records** for public business
- **One Way Communication** (safest)
- **Working Together** Outside Meetings

CDAC Charter



CDAC Charter

Our authorizing document

- Open the floor for discussion
- Motion to approve
- Second the motion
- Voting

CROSS-DISABILITY ADVISORY COUNCIL CHARTER

Rev Date 11JUL25 DRAFT

RESPONSIBILITIES AND PURPOSE

Authority

NDCC 50-06-46

Statutory Purpose

"The cross-disability advisory council shall participate with and provide feedback to the department regarding the implementation, planning, and design of the cross-disability children's waiver, level of care reform for the comprehensive developmental disabilities Medicaid home and community-based waiver, and a service option that will allow payment to a legally responsible individual who provides extraordinary care to an eligible individual through the Medicaid 1915(c) waivers. This subsection does not apply to the Medicaid 1915(c) home and community-based services aged and disabled waivers."
NDCC 50-06-46 (1)

Type of Engagement

Advisory - Offering advice, recommendations, opinions, or feedback

As an "advisory" body, the Cross-Disability Advisory Council (CDAC) members will:

- Serve as an advisory resource providing feedback to HHS regarding the
 - "implementation, planning, and design of the cross-disability children's waiver"
 - "level of care reform for the comprehensive developmental disabilities Medicaid home and community-based waiver"
 - "a service option that will allow payment to a legally responsible individual who provides extraordinary care to an eligible individual through the Medicaid 1915(c) waivers"
NDCC 50-06-46 (1)
- Serve as a forum for discussion about lived experiences with the current waiver programs.
- Provide a venue for members to offer feedback on the areas that are well-functioning, need improvement, and existing gaps with current waiver access or services.
- Offer ideas or suggestions for improvement on waivers or services.
- Review and offer feedback regarding proposed changes to the waiver: design, access, goods or service that are included, and support from case management.



A&M

1 hr Lunch

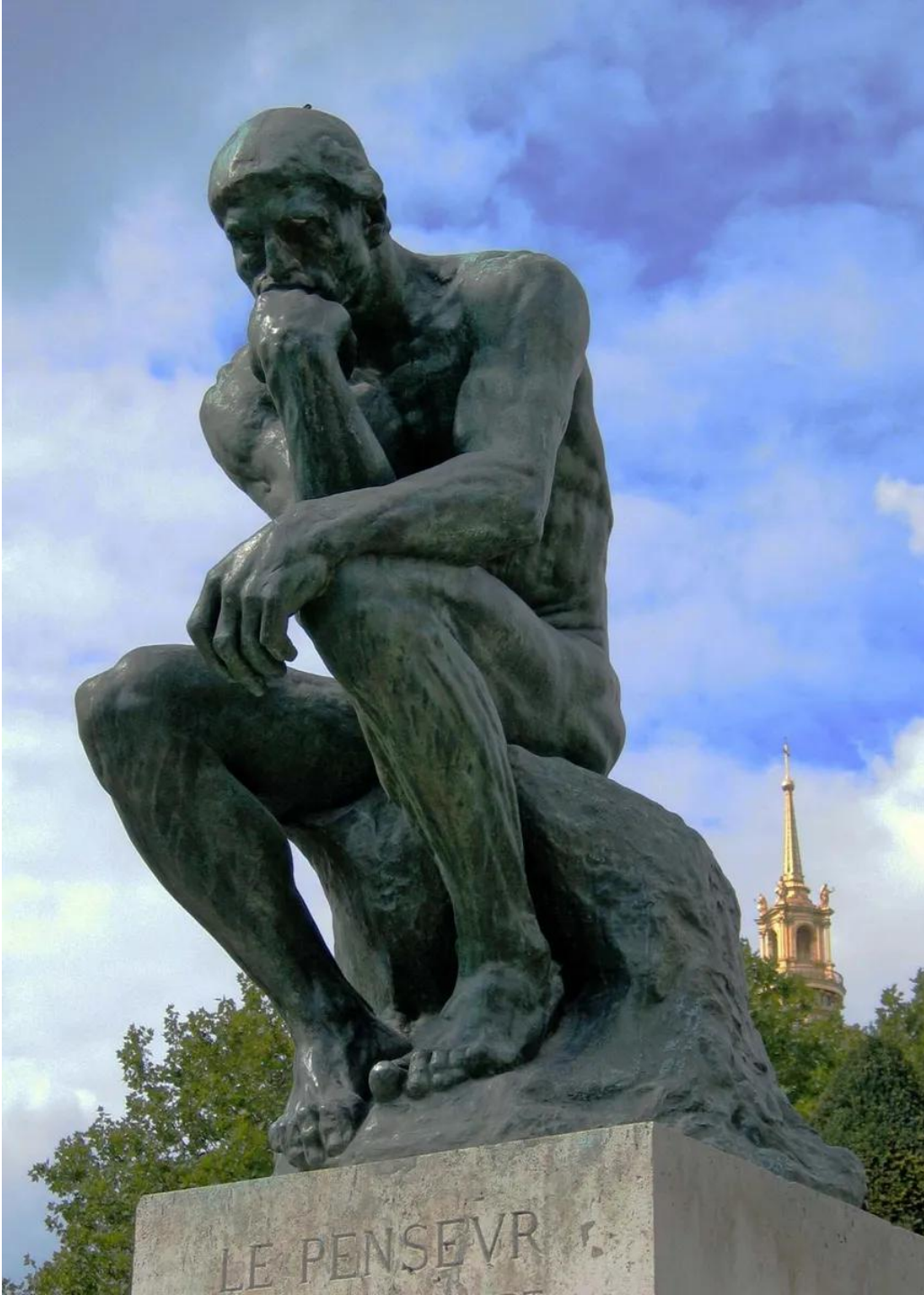


A&M

15 min Break



A&M



What Now

- Subcommittees
 - ❖ Survey – Which One?
- Locking in Meeting Dates & Times for 2025

Future Meeting Dates

- OCT 16th – Full Council
- ??? ?th – Full Council
- APR 16th – Full Council



Team Photo 16OCT25



Adjourn

