



“I hope that at the least, our testimony reminded all who were present at the meeting that there exists a population who cannot survive outside the institution and who will not benefit from community living. Thank you, VOR, for bringing to our notice this meeting.”

**Komala Balakrishnan, VOR member,
after speaking to the National Council on Disability
at its Quarterly Meeting in Atlanta, Georgia on October 7, 2014**

Also Inside:

“’Tis the season’ for charitable giving,” a message from
President Knighton

Page 2

Thank you VOR for upholding the rights of Americans with developmental
disabilities

Page 5

One Family’s Quest for True Integration and Person-Centered Care

Page 6

Pennsylvania and Illinois court cases protect choice;
Georgia tragedies continue

Page 8

Task forces in Colorado, Wyoming and Texas consider facilities’ futures

Page 9

How you can make your year-end donation right now!

Page 10



“Tis the season” for charitable giving

By Ann Knighton, President

“Tis the season” comes to mind when opening mail and email this time of year. From catalogues to requests from charitable organizations, our mailboxes are beginning to overflow.

Although all this mail can seem distracting from the spirit of this wonderful season, it actually fits.

We are approaching a season where we are all reminded of the importance of *gratitude* and *giving*. We show our gratitude to the individuals and organizations that make our personal and broader world a better place to be through words, wrapped gifts, baked goods, volunteering, and charitable donations.

VOR has a wonderfully charitable membership. More than 50% of our members give donations above the minimum membership dues.

These donations in addition to membership dues are critically important because of the significant difference between dues and donations:

- Membership dues pay for member services, governance and the operating backbone of VOR.
- Donations are needed to allow VOR to fund our future advocacy efforts, including our advocacy in support of service choice, our quality in the community initiative, our efforts in support of federally mandated background checks, individual state-level advocacy, research, and more.

In other words, membership dues support our costs that ebb and flow with the size of our membership. **Donations allow us to grow beyond status quo and tackle those pressing issues that are impacting the rights and well-being of all people with individuals with intellectual and developmental disabilities, no matter where they reside and work, now and in the future.**

Donations position VOR to be proactive, not reactive.

VOR: Coming soon to a mailbox near you

VOR’s request for a year-end contribution will soon be among those envelopes you will receive in your mailbox. **Please take the time to read our letter. VOR is doing important work** – advocacy that directly impacts your loved one or friend with intellectual and developmental disabilities. Your donation really does help.

**Thank you for your past and future generosity.
I am truly grateful and wish all of you a wonderful holiday season.**



In this Issue

History, Reality and Choice! Executive Director's Message	3
VOR's 2014-2015 Officers and Board Members	3
Sibling's Perspective	4
Grateful Donor: Thank you VOR for upholding the rights of Americans with developmental disabilities	5
Feature article: One Family's Quest for True Integration and Person-Centered Care	6
VOR: "United, we are a chorus" Wyoming VOR Coordinators seek unity	7
Legal Update	8
Legislative Update	9
State News	9
Memorial and Honor Recognitions	9
Have you considered leaving a bequest to VOR?	10
Year-End and Monthly Giving Contribution Form	11
VOR Board of Directors Thanks YOU	12

VOR MISSION STATEMENT

VOR is a national non-profit organization that advocates for high quality care and human rights for all people with intellectual and developmental disabilities.

History, Reality and Choice!

By Julie Huso, VOR Executive Director

As a VOR supporter you count on us because you know **that VOR is the only national organization that will truly represent all** people with intellectual and developmental disabilities.

History

For 31 years, VOR has been involved and vocal about the travesties resulting from a “community for everyone” movement. We will continue this decades-long legacy well into the future.

Reality

- **Sally** was moved from her facility home this summer and has spent more of her time in the hospital with pneumonia than she has in her new “home.”
- **Stephen** died within months of his transfer.
- **Mark** and his family suffer in silence and isolation while they wait for a community placement.
- **Dozens** of people have died in Georgia after being removed from their facility homes, yet one organization ranks Georgia 4th in the nation on measures relating to “community inclusion.”

This is the reality that VOR fights against daily to change.

Choice

VOR continues to promote our Quality in the Community Initiative to ensure high-quality, person-centered services for all through advocacy and legislation, ensuring legitimate choice from an array of quality options.

Olmstead requires choice. We should know – VOR is quoted by the Supreme Court: “[T]he ADA is not reasonably read to impel States to phase out institutions, placing patients in need of close care at risk... ‘Each disabled person is entitled to treatment the most integrated setting possible for that person — recognizing on a case-by-case basis, that setting may be an institution.’”

We advocate nationally for choice and quality. We walk the walk. Will you?

No one is asking if the community is ready! The push to close facilities continues before the community is ready or prepared, resulting in tragedy and in the face of great need: Almost 317,000 people wait for services.

VOR and our leaders, members and advocates are hard workers. But, **we need your help. We cannot do this without you. VOR counts on your support – now more than ever. Your gift is extremely important. It helps provide the resources we need to make an immediate impact.**

Please be as generous as possible in 2014. Your gifts are an investment in VOR and help to provide the resources we need to make an immediate impact!

BLACK FRIDAY, CYBER MONDAY.

#GIVINGTUESDAY™ =

DECEMBER 2, 2014

**Generosity. Volunteering. Awareness. Donations.
Please consider VOR: <http://vor.net/donate-now>**



Siblings' Speak Out! The next generation of advocates for those with intellectual and developmental disabilities (I/DD)

By Karen Schupak, a VOR member from Virginia

Hello Fellow Siblings,

It was wonderful to finally be at the VOR Annual Conference in June, after many years of hearing my mother praise VOR's mission, as well as being wowed by Virginia State Coordinator Jane Anthony's award winning advocacy.

As I discussed at the conference, I would love to spearhead a "Siblings Speak Out" group within VOR. Joanna Carl, another VOR member, has offered to help with this project. In an effort to preserve and grow VOR, we would like to try and motivate other siblings around the country to join us and get involved.

Coordinating with VOR committees and staff, the *Siblings Speak Out* initiative's broad **GOALS** are to increase sibling involvement and membership in VOR by coordinating our messaging (frequency and reach) through sibling Facebook posts, tweets, blogs, and articles. We hope that this networking will also increase Sibling connections within each state for peer and advocacy support and ultimately secure local and national press.

As a place to start, here are some **ACTION ITEM** ideas that you may or may not have already tried. Please don't hesitate to tell us that you already tried something and how it worked! We apologize that we are not aware of all the wonderful outreach that you are already doing.

- Invite your entire Facebook friend group to LIKE VOR's Facebook page (/VOR). Connect with other siblings via Facebook.
- **Please send us at least one name of a potential new member from your circle of advocates and caregivers.** We will follow up with a letter introducing VOR.
- Attend the VOR Annual Conference (**June 7, 2015**) and Initiative and bring at least one new participant. We'll recognize the sibling that brings the most new participants.
- Begin a "DID YOU KNOW" weekly series of posts on Facebook regarding the effects of deinstitutionalization and other initiatives that separate people from the home, work and educational settings they need and choose.
- Send us your Sibling Story for use on VOR's website (vor.net/get-involved/siblings-voice), publications, and possibly the press. Touch on how this has affected you personally and also how issues like deinstitutionalization have impacted your sibling and your family.



Karen (center) with families representing Northern Virginia Training Center.

For questions, referrals, to volunteer or provide feedback, please contact Julie Huso, Executive Director at 605-370-4652 or jhuso@vor.net (subject line: Siblings!)

Coming soon:

Karen will soon be sharing her personal story. Her brother, who has profound intellectual and developmental disabilities, receives great care at the Northern Virginia Training Center, a Medicaid Intermediate Care Facility.

Siblings and all can post this on Facebook: "Do you know or have a family member with intellectual and developmental disabilities (I/DD), or autism? If so, visit www.VOR.net to learn more about this national nonprofit organization advocating for high quality care and human rights for all people with I/DD. VOR is the only national advocacy organization supporting a full spectrum of care options to accommodate all levels of individual need and choice.

Siblings, please get involved! The first and most important step is to join VOR.
We are strong in spirit and have a lot to say! Numbers count!



Thank you VOR for upholding the rights of Americans with developmental disabilities

Submitted by Juan Nolasco, PT

State President, California Association of Psychiatric Technicians

I'm Juan Nolasco, and I'm a California Licensed Psychiatric Technician. In addition to being a Psych Tech for more than 10 years, I'm also state president of the California Association of Psychiatric Technicians, which represents the more than 13,000 Golden State professionals who also are the nation's gold standard for direct-care services.

It may sound odd, but I'm proud that professional organizations like ours are the minority of VOR's membership.

For 30-plus years, VOR has been the only national voice for choice headed up and driven by people with developmental disabilities and their families, at least 95 percent of whom make up VOR's membership. These are the people we serve 24/7, and they are the ones whose needs, desires and wishes should come first. As it is in VOR and in our own profession, we earnestly believe that individual needs come first and that's the way it must be across the nation. **That's why we're longtime supporters of VOR – an important, steadfast and frankly tireless group.**

California Psychiatric Technicians are licensed nursing professionals specializing in services for people of all ages with developmental disabilities and mental illnesses. In addition to our college-level education and state-mandated licensure and regulation, we take a formal pledge to advocate for these individuals, wherever they live and receive services.

So VOR's advocacy comes naturally to us.

For the past several years, California Psychiatric Technicians have been honored to join individuals and families during VOR's Annual Conference in Washington, D.C. Our members always enjoy meeting everyone and helping educate members of Congress on pressing issues affecting Americans with developmental disabilities. **However, while there are so many positive highlights to being a part of this annual event, our members also always come away gravely concerned about what's happening across our country:** lawyers' opinions favored instead of families'; quality homes shut solely in the name of dogma; choices and services eroded to fit one-size philosophies.

But we Psych Techs are accustomed to challenges.

Undaunted, these Washington efforts put our members and myself in mind of our nation's Declaration of Independence: We California Psychiatric Technicians hold that Americans with developmental disabilities have the right to live the *life* they wish wherever they want, the *liberty* to make -- and be respected -- for their own choices and, of course, the *pursuit of happiness* in whatever unique forms it may take, whether that means holding a job, singing a song or feeling the warmth of the sun. It is our role as licensed and pledged direct-care professionals to facilitate – not to dictate – the independence expressly contained in these self-evident truths, whether at our California facilities or on Capitol Hill.



CALIFORNIA ASSOCIATION OF
PSYCHIATRIC TECHNICIANS

I urge you to become involved in VOR as much as possible.

While we California Psych Techs are pledged, trained and licensed advocates, *individuals and families* are the very best advocates for true person-centered services. We pledge to work with you and other VOR members across the nation to uphold the rights of all Americans with developmental disabilities.

In unity,
Juan Nolasco, PT, CAPT State President
www.psychtechs.net
twitter.com/psychtechs

One Family's Quest for True Integration and Person-Centered Care



Josh, 2014

Nelen Norcross is a firm believer in community integration and a person-centered approach to planning care.

She has been a lifelong advocate for her son, Josh, who has profound behavioral challenges, and recently quit her job in corrections/treatment to work for the Wyoming Independent Living Center.

She knows how integration should look for her Josh, but seriously questions whether the State of Wyoming does.

“ The Face of Inclusion?
We were all prisoners in our own home, completely isolated, Norcross said, describing how her family home was wired with buzzers to keep her family and neighbors safe. **”**

~ Helen Norcross

“For me, community integration and true inclusion means my son is provided with opportunities to live his life to the fullest extent of his abilities while keeping him and others in our community safe,” explains Norcross. “It’s about really focusing on Josh. It’s about person-centered supports, with an emphasis on the person.”

Josh’s early years

For years, Helen and her family attempted to strike a balance between integration and safety. This involved wiring her family home with buzzers so that they knew where her son was at all times.

“Josh’s disabilities make him unsafe for other people and animals,” shared Norcross. “We had a responsibility to keep our younger son safe, as well as our understanding neighbors. Still, to live with alarms that the whole neighborhood could hear if Josh went out the door was exhausting and stressful – and certainly did not mean ‘community integration’ for him.”

As Josh grew so did his challenges and needs. “We were all prisoners in our own home, completely isolated,” she said.

So, Norcross called in that promise made by the State so many years ago when they adopted Josh, only to find that he, along with about 500 other eligible Wyomians with disabilities, faced years of waiting.

Hope evaporates

In March 2014, after over a year of back-and-forth negotiations, the State had finally approved Josh’s waiver application as an “emergency case,” and, recognizing Josh’s profound needs, approved funding at the highest level of care and supervision allowed under the waiver.

With approval in hand, Norcross set out to find a provider willing to serve Josh. After 3 months of looking and rejecting providers, or being rejected by providers that did not have the staff or experience necessary, a quality provider was identified and willing to serve Josh and, much to the gratitude of the Norcrosses, also provide for day habilitation which his waiver funding did not cover.

However, Norcross’ diligence in finding the right provider for Josh’s needs – a person-centered approach to delivering services – backfired because not enough money was spent on Josh’s care while Norcross was looking for a provider. The Wyoming Behavioral Health Department assumed Josh did not need these services and significantly cut his approved funding.

Related News:

On page 9: The Department of Justice’s definition of “integration” raises questions

On page 9: Wyoming Task Force on Department of Health Facilities considers future of five state-operated facilities, each of which serves separate constituencies (veterans, I/DD, seniors, and mental health).

“No one thought to call me,” said Norcross. “I could have told the Department that the services were not used because I was still trying to find a provider. Josh’s needs certainly didn’t change. Yet, we were back to square one.”

She now wonders just how the Wyoming Behavioral Department defines “person-centered.” Having worked in treatment for so many years and also raising Josh, Norcross understands the person-centered approach better than most.

“My advocacy is critical in helping the State see that urgency [in getting people person-centered care], but what about other families who are suffering in silence? I worry about those people.”

~ Helen Norcross

“I’ve had intensive training in this approach and have seen it work with the most challenging individuals,” Norcross said. “It’s really about treating people like people and respecting differences in choices and needs.”

The Journey Continues

Norcross continues to advocate for Josh using a person-centered approach and will fight to make sure that all funding taken from his Plan of Care will be restored.

Still, she is frustrated by the fight and worries for other families who don’t know the system as well.

“Because Josh’s behaviors affect other people, putting the community at risk if funds are not restored, there should be urgency to getting him appropriate care,” said Norcross. “My advocacy is critical in helping the State see that urgency, but what about other families who are suffering in silence? I worry about those people.”

Norcross also questions how a “systems change” approach toward full inclusion and integration can also be person-centered care.

“‘Integration’ is being pushed as the ideal, but blindly so,” said Norcross. “My family home, wired like prison, is considered ‘integrated.’”

Norcross hopes her work with the Wyoming Independent Living Center will provide her opportunity to reframe the dialogue.

“We’ve lost sight of concepts like ‘community integration,’ and ‘person-centered supports,’” she says. “Families, advocates and elected officials must re-direct collective focus away from ‘bricks and mortar’ and back on each individual.”

“My son’s needs are unique and personal to him,” added Norcross. “What he needs and what I want for him will be different than another individual and another family. Our system must be responsive to individual needs and choice. I am a fighter and I do not give up. I will continue working to change that.”

VOR: “United, we are a chorus”

In separate editorials, Connie Howard and Shawn Humberston, VOR’s Wyoming Co-State Coordinators, have publicly called on families and advocates to work together and present a united front to face the challenges facing for people with disabilities in their state.

“It is our responsibility as citizens of this State to care for our vulnerable citizens: children, the disabled, and the elderly. We are the voices of the developmentally disabled,” Humberston wrote in letter published August 20, 2014 in the Lander Journal.

“While my advocacy is certainly motivated by son and his needs, I also recognize that he is one part of the bigger system,” wrote Howard in a 2013 Casper Star Tribune editorial titled “We must work together, not apart.”

Both object to the State’s plan to cut waiver services as a way to serve more people with less.

“While the State steps over a dollar to save a dime our families are being adversely affected,” Humberston wrote. “The State chose not to expand Medicaid; people are still waiting for services.”

The key, says both Humberston and Howard, is working together to expand, not decrease service options in Wyoming.

“Fragmented, we are just whispers. United, we are a chorus,” concludes Humberston.

Pennsylvania victory: Settlement agreement protects choice

On September 25, attorneys for family intervenors secured a favorable settlement in *Benjamin v. Pa. Department of Public Welfare* (DPW) filed in 2009 by Protection & Advocacy. The settlement requires the State to enable hundreds of Pennsylvania’s intellectually disabled residents to remain in their current facility homes or transition into community-based care, according to individual choice.

“Finally after almost 5 ½ frustrating years, efforts to construct an agreement culminated in a very good outcome,” said Bert Springstead, lead intervenor and retired VOR Board Member and State Coordinator. “For example, it is expected that an unbiased implementation of the agreement’s protocols will diminish the current mistrust of DPW by many family members and guardians.”

Counsel for intervenors won an appeal overturning an earlier 2011 settlement that placed at risk the right of choice, and intervenor counsel negotiated a new settlement that protected the rights of all facility residents, creating substantial procedural safeguards governing individual choice. Counsel for intervenors are Ben Hoffart of Sidley Austin, LLP (New York) and Carl Solano of Schnader Attorneys at Law (Philadelphia), and VOR as Amicus Curiae (“friend of the court”).

VOR in Pennsylvania:

VOR enlisted the *pro bono* support of Sidley Austin, LLP to represent concerned families and legal guardians as intervenors. VOR also participated as Amicus, represented by DLA Piper (Lesli Esposito and Nancy Rappaport), in support of intervenors.

Georgia: Settlement implementation continues to result in tragedies

VOR in Georgia:

VOR has shared news of human tragedies, and our outrage, with a coalition of families and advocates, Congress, the National Council on Disability, the Department of Justice, State officials, the state legislature, and the press.

In spite of a federal court monitor imposing a temporary halt of transitions, the State’s own reporting for 2014-to-date signals ongoing tragedy. In its “2014 Interim Quality Management Report” (August 2014), there have already been 72 deaths, and hundreds of hospitalizations, injuries, elopements, encounters with law enforcement, and alleged abuses. These statistics cover all constituencies, but according to the State, community developmental disability providers reported “1,443 deaths and critical incidents or 69% of all incidents during this report period.”

New Jersey Families Appeal Dismissal

Thirty-five residents of two New Jersey facilities slated to close, represented by their families/guardians, appealed the dismissal of *Sciarrillo v. Christie*, arguing that the State is violating the rights of residents per the ADA/*Olmstead* and other laws to have individualized assessments as to needs, required services, and least restrictive environment, and the right to choose such setting that best meets those needs. This lawsuit comes against a background of State policies in support of developmental center closure and a “Return Home New Jersey Initiative,” which is requiring New Jersey residents now receiving out-of-state services to “return home” for services, without regard to the ability of New Jersey to provide safe and appropriate care.

VOR in New Jersey:

VOR filed an *Amicus* brief in support of the residents/families’ appeal in *Sciarrillo*. VOR has also supported individuals and families affected by developmental center closures and the Return Home New Jersey Initiative by coordinating several state-level action alerts that resulted in hundreds of families sending thousands of letters to state legislators and state officials.

Illinois: Court affirms right of choice, but appeal still necessary

Relying upon the State’s testimony that it would honor guardian choice as to placement, federal Judge Marvin Aspen denied plaintiffs’ (residents/guardians) motion for a preliminary injunction and declared that Murray Developmental Center closure process may continue. But in so doing, Judge Aspen affirmed certain vital rights of residents and guardians regarding choice. He indicated that all choices (according to the State) were available to guardians including facility-based services provided in State Operated Developmental Centers (SODCs), private Intermediate Care Facilities for the Developmentally Disabled (ICF/DDs), and community-based settings. (Source: Murray Family Association, July 2014). Even so, families felt compelled to appeal. They point to an assessment process that “recategorized and recast Plaintiffs’ severity of disability” which could ultimately force them to accept inadequate services,” leaving them at risk of “irreparable and grievous harm.”

The Department of Justice’s definition of “integration” raises questions

In its Americans with Disabilities Act (ADA) “technical assistance guide,” the Department of Justice (DOJ) interprets the ADA “integration regulation,” which requires that individuals with disabilities be served in “the most integrated settings,” to mean a setting that “enables individuals with disabilities to interact with nondisabled persons to the fullest extent possible,” explaining that “[i]ntegrated settings are located in mainstream society,” and afford individuals choice in daily life activities and access community opportunities. Although this language requires consideration of individual experiences, abilities, and choice, DOJ calls its ADA enforcement website, “Olmstead: Community Integration for Everyone,” revealing a bias that seems to disregard individual choice, as required by *Olmstead*.

Massachusetts: Long-Awaited Background Check Law Requires More Waiting, Fixes

VOR and its state-level affiliates, COFAR and CCMR, are calling on the Massachusetts legislature to revisit the new background check law, expressing concern about a delay of implementation and some ambiguous language, while supporting national background check requirements for persons hired to work unsupervised with people with disabilities.

Wyoming: Health Facility Task Force Considers Facilities’ Futures

In November, members of the Wyoming Task Force on Department of Health Facilities will make its final recommendation for the future of Wyoming’s five safety-net medical centers serving people with developmental disabilities (the Wyoming Life Resource Center), mental illness, veterans and seniors. Wyoming legislators formed the group after a consultant’s assessment uncovered more than \$151 million in renovation needs among the five locations. VOR Co-State Coordinator, Shawn Humberson, is a member of the Task Force (see related Wyoming news, page 7).

Texas: Uncertain Future at Institutions for Disabled Texans

A State Sunset Advisory Commission has recommended the closure of 6 of Texas’ 13 state-supported living centers, drawing fire from families and some state lawmakers. Supporters of the centers argue that community-based care does not work for everyone — especially people with profound medical and behavioral disabilities. They say closures would be hugely disruptive to the people living there, to their families and to the employees of the facilities, which are often located in remote communities. The State cannot close any of the centers without a legislative directive, so the commission’s recommendation will be considered by the Legislature. VOR is helping by reaching the media and coordinating an Action Alert to connect families with their elected officials.

DOJ Appropriations Update

In the Summer 2014 issue of *The Voice*, we reported that the U.S. House passed report language that urged DOJ “to factor the needs and desires of patients, their families, and caregivers, and the importance of affording patients the proper setting for their care, into its enforcement of the Americans with Disabilities Act.” The Senate has yet to act.



L-R: Harris Capps, Suzanne Johnson, Julie Huso, Kathleen Roberts, Linda Bodiford

VOR’s Julie Huso speaks to families in South Carolina

On September 30, Julie Huso, VOR’s Executive Director, spoke to families at the Coastal Center in Summerville, SC. Coastal Center, a Medicaid Intermediate Care Facility, is home to more than 150 people with profound intellectual and developmental disabilities. Huso offered an overview of federal laws affording individual and families certain rights. “Families are the most effective voice for their disabled loved ones,” Huso said. “They know best. It is critical that families be on the frontline, educating legislators and state officials about the unparalleled, highly specialized care provided at Coastal and the State’s other Regional Center homes. These homes are true communities of residents and caring people.”

Colorado: Task force created to review centers

A 15-member task force is reviewing the operations and futures of the three regional centers for people with intellectual and developmental disabilities. State officials say there are no plans to close the centers; families fear otherwise. Ellen Laurence, VOR State Coordinator and the “Save our Regional Centers” coordinator, is a member of the Task Force. VOR’s Julie Huso spoke to the group about *Olmstead* and other rights, and VOR is helping with a response to the State’s *Olmstead* Plan.

Have you considered leaving a bequest to VOR?

VOR encourages you to contact your personal attorney and tax accountant to receive professional advice to determine the best way for you to make a lasting gift to VOR. The following is an overview of the benefits and types of bequests that can benefit VOR, a charitable organization.

Types of Bequests

Cash Bequest

VOR receives a specific dollar amount from your estate.

Bequest of Property

VOR receives specific assets, such as securities, real estate, or tangible personal property.

Residuary Bequest

VOR receives all or a percentage of the remainder of your estate after the payment of any specific bequests and expenses.

IRAs/Retirement Plan

VOR is designated as a beneficiary of the remainder of your IRA or qualified pension or profit-sharing plan.

How to Make a Bequest: Sample language Sample Beneficiary Designation Language for a Spouse and VOR:

“The beneficiary is my spouse as long as he/she survives me. The beneficiary of any amount(s) remaining in the plan after the death of my spouse, or of the entire amount in the plan upon my death if my spouse does not survive me, or of any portion thereof that my spouse may disclaim, is designated to VOR, for its general charitable purposes and advocacy work.”

Sample Beneficiary Designation Language for a Bequest to VOR

“I give (_____ dollars or _____ percent of the residue of my estate) to VOR a national advocacy organization located in IL, a charitable corporation (for its general purposes); these funds are not designated and it will be at the discretion of VOR to use the funds appropriately for their national advocacy work.”

If you would be interested in receiving additional information please contact Julie Huso, Executive Director, at jhuso@vor.net or at 605-370-4652.

“The Reese-Lawrence Family is very grateful for your support, prayers and expressions of sympathy extended to us during my daughter, Amy Reese Lawrence’s illness and recent passing to the challenge of cancer. All of us will miss her forever, most especially her “sister” Ginger. Love never dies. Thank you.” ~ Mary Reese

The Benefit: Federal Estate Tax Savings

An outright gift to VOR from your estate – whatever the amount, and whether it is expendable or for endowment – is entirely free from federal estate taxes. This means that VOR is able to use the full amount of the bequest, whereas if it were left to an individual, a significant amount might go to federal estate taxes. Also, bequests generally are not subject to state inheritance or estate taxes.

Tribute

Thank you to all individuals who requested or gave donations in honor of someone special, or in memory of a loved one.

For those who have lost someone special, please accept our deepest sympathy.

IN MEMORY

Arthur Krueding
Amy Lawrence

IN HONOR

Orian Ruth Adams
Julie Huso
Kathleen Roberts



L-R: Amy Lawrence, Ginger Massa, and Mary Reese

VOR CONTACT INFORMATION:

www.vor.net
/VOR (Facebook)
@VOR_NET (Twitter)
(877) 399-4867

Executive Director
Julie M. Huso
836 S. Arlington Heights Rd, #351
Elk Grove Village, IL 60007
605-370-4652 Voice
605-271-0445 Fax
Jhuso@vor.net

Dir. of Govt. Relations & Advocacy
Tamie Hopp
PO Box 1208
Rapid City, SD 57709
605-399-1624 Voice
605-399-1631 Fax
Thopp@vor.net

Washington, D.C.
Larry Innis
529 Bay Dale Court
Arnold, MD 21012-2312
410-757-1867 Voice/Fax
LarryInnis@aol.com

Attention all VOR Members! Does VOR have your email address?

If not, you're missing important information! Send your email address to info@vor.net to receive our e-news and alerts.

VOR Membership: A truly meaningful gift

Consider giving the gift of VOR membership this holiday season to fellow advocates, friends or family members. Individual memberships are just \$40 and a great way to support VOR's mission. Just fill out the form below with the name and contact of the individual(s) receiving the gift. VOR will reach out to them directly, share the good news of your gift and welcome them to VOR. Numbers count and information is power. **Gift memberships are a great way to benefit VOR and those you care about.**

Membership/Contribution Form: VOR, 836 S. Arlington Heights Rd., #351
Elk Grove Village, IL 60007; by fax 605-271-0445 or donate online @ <http://www.vor.net/online-membership-form>

Thank you for your dues and contributions!

Name _____
Address _____
City _____ State _____ Zip _____
Telephone number(s) _____
Fax _____ E-mail _____

Referred by (if applicable): _____

My contact information has changed.

Membership Categories

Individual --- \$40
Family/Parents' Association --- \$200
Professional Assoc./Corp. --- \$250

I would like to make an additional donation to support future efforts of VOR. An additional gift is enclosed for:

___ \$5,000 ___ \$1,000 ___ \$500 ___ \$250 ___ \$100 ___ \$___ Other

Checks made payable to VOR, or by credit card: **Visa** **MasterCard** **Discover**

Card Number: _____

Amount to charge: \$ _____ Expires: _____ CVC (3-digit security) Code: _____

Signature: _____

If the minimum dues requirement poses a financial difficulty, please contact our office in confidence (877-399-4867). If it is our best interest that you receive VOR's information, so please call if \$40 per year poses a financial hardship. If you have included VOR in your estate planning, please let us know. If you would like additional information about your planned giving options, please call Julie Huso at VOR, 605-370-4652 or jhuso@vor.net.

DEC14NL

I would like to give the gift of a VOR membership to:

Name _____
Address _____
City _____ State _____ Zip _____
Telephone number(s) _____
Fax _____ E-mail _____

I would like to make a tribute gift:

This gift is in ___ In Memory ___ In Honor of: _____

Send Acknowledgment to: _____

**I would like to make MONTHLY donations
to VOR. Please charge my credit card
\$_____ each month.:**



836 S. Arlington Heights Rd., #351
Elk Grove Village, IL 60007
877-399-4867 toll free
605-271-0445 fax
www.vor.net

Non-Profit Org.
U.S. Postage
PAID
Permit No. 2857
Palatine, IL 60095

*A national, non-profit 501(c)(3) volunteer association
speaking out for people with intellectual and developmental disabilities*

**The VOR Board of Directors thanks each and
every one of you for your advocacy and
financial contributions.**

Wishing you all a happy and safe holiday season!