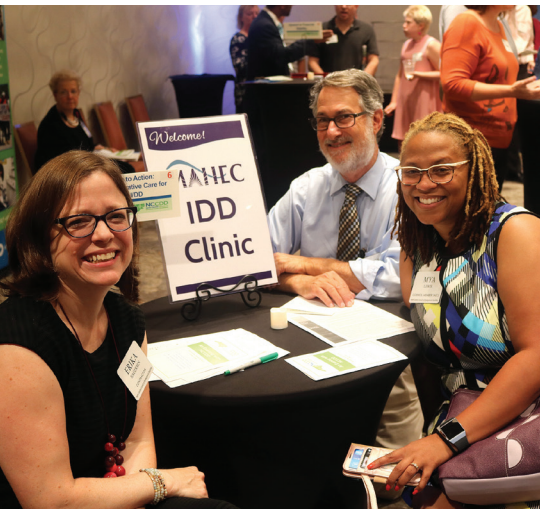


2018 ANNUAL REPORT



Advocacy
Development



Community
Living



Financial Asset
Development

NCCDD

North Carolina Council on
Developmental Disabilities



Our Mission

The North Carolina Council on Developmental Disabilities (NCCDD) works collaboratively, across the State, to assure that people with intellectual and other developmental disabilities (I/DD) and their families participate in the design of, and have access to, needed community services, individualized supports, and other forms of assistance that promote self-determination, independence, productivity, and integration and inclusion in all areas of community life through culturally competent programs. The Council awards its funds to help communities become more inclusive of people with I/DD and to promote the goals of the Developmental Disabilities Assistance and Bill of Rights Act of 2000 (DD Act) for all North Carolinians with I/DD and their families.

2018

The Year in Review

- An Evening with the Council* 2
- The Year of Advocacy 3
- Five Year Plan - Year Two 4
- 2017 Advocacy & Leadership Awards
 - Jack B. Hefner Memorial Award - Sherry Paul 5
 - Helen C. "Holly" Riddle Distinguished Service Award - Tony Dalton 5
- The Power of Initiative
 - New Initiatives 6
 - Continuing Initiatives 7
- EveryBody Works NC 8
- Meet the Influencers 9
- NCCDD Lookbook 9
- The Council 10
- FFY 2018 NCCDD Budget 11
- NCCDD Partners 12
- NCCDD Staff 12

An Evening with the Council

With the Great Smoky Mountains as a backdrop, nearly 200 individuals, including 20 partner organizations from across North Carolina, attended *An Evening with the Council* in Asheville at the August 2018 Council meeting. Attendees were able to meet the NCCDD members and to hear about the work the Council is doing that is impacting Asheville as well as the entire State of North Carolina.

The evening involved networking, meeting new and old friends and learning about resources available in the western part of North Carolina for the disability community. Guests met leaders from organizations such as Project SEARCH, NC Sibs, Emergency Preparedness for People with I/DD and more.



Christine Malloy, MPA; Adrian Sandler, MD; NCCDD Council member Kerri Eaker and Ginny Raviotta, RN, MN, NE-BC



Representatives from Project SEARCH



NCCDD Executive Director Chris Egan (c) with Linda McDaniel, the Director for The Arc of Buncombe County and Greta Byrd



NCCDD Chair Alex McArthur greets guests at the Asheville event.

The Year of Advocacy

The North Carolina Council on Developmental Disabilities (NCCDD) went into our second year of the new Five Year Plan with strong momentum as we continued building lasting partnerships that will help North Carolina become a more fully inclusive and integrated State for all people, including people with intellectual and developmental disabilities (I/DD).

With the continued support of Council members, legislators, advocates, staff and the entire disability community, we kicked off the year focused on specific and strategic goals and achievable outcomes. The Council's work and mission are closely tied with our three goals:

- **Increase financial security through asset development**
- **Increase community living**
- **Increase advocacy development**

During the year, the Council and the community went to work. From speaking at the Transition into Adulthood Conference in Asheville to representing North Carolina at the National Disability Policy Seminar in Washington, DC, to educating lawmakers about the key issues facing the disability community, advocates and our Council members showcased their dedication to building an inclusive North Carolina.

Employment, as we know, is a key to building financial security for all of us – and that includes people with disabilities. This year, we launched EveryBody Works NC (EWNC), NCCDD's collaborative disability employment awareness campaign with the North Carolina Division of Vocational Rehabilitation and the NC Business Leadership Network, now known as Disability:IN North Carolina. The goal of EWNC is to bring attention to NC's untapped pool of talented individuals who are ready and qualified to work.

As NCCDD represents the entire State, we were motivated to meet our friends in their communities. NCCDD went to Asheville for its August meeting to meet our partners, friends and advocates in the western part of the State and to learn about the work being done for Asheville's disability community.

Every year we honor the I/DD community and the efforts of advocates by celebrating the anniversary of the passing of the Americans with Disabilities Act (ADA). This year, we released a month-long blog series written by Council members and NCCDD's statewide partners to educate, advocate and celebrate the importance of the ADA and what it's done for the disability community for the past 28 years.



NCCDD Chair Alexandra "Alex" McArthur with NCCDD Executive Director Chris Egan

Seeing all of this advocacy and effort in action motivates us to continue working – strategically and collaboratively – with partners across the State to build sustainable initiatives that increase financial security, our advocacy network and community living.

As 2019 approaches, NCCDD is excited to continue its work towards bringing lasting change to North Carolina on behalf of the 1.3 million North Carolinians with disabilities and their families.

Sincerely,

Alexandra "Alex" McArthur,
NCCDD Chair

Chris Egan,
NCCDD Executive Director

More from *An Evening with the Council*



NCCDD Council member Senator Valerie Foushee and husband Stan



Brian Ingraham and Jesse Smathers of Vaya Health with NCCDD Council member Andrea Misenheimer of Cardinal Innovations



Representatives from the NC Sibs Sibling Support Network

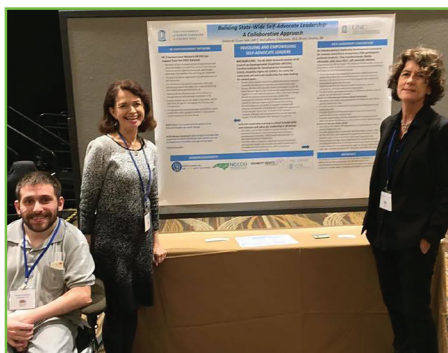


Five Year Plan: Year Two

In its second year of the new Five Year Plan (2017-2021), the North Carolina Council on Developmental Disabilities (NCCDD) is continuing to make an impact across the State towards its three goals of increasing:

- Financial Asset Development
- Community Living
- Advocacy Development

Throughout the year, NCCDD supported events and conferences in the community to further its goals of the Five Year Plan. The events focused on employment, advocacy, financial stability and community living.



Bryan Dooley at the AUCD Conference with Deb Zuver and McCafferty Kenmon

AUCD Conference:

Council member Bryan Dooley presented a poster for the NC Empowerment Network, a self-advocacy organization, at the Association of University Centers on Disabilities (AUCD) conference in Washington, DC in November 2017. Dooley presented with Deb Zuver and McCafferty Kenmon from the Carolina Institute for Developmental Disabilities at University of North Carolina.

Upward to Financial Stability Webinars:

Upward to Financial Stability, an NCCDD initiative, hosted a four-part webinar series in February 2018 on breaking

down barriers to employment for people with disabilities.

The series covered information pertaining to Social Security Administration and Supplemental Security Income benefits, work supports, Medicaid options and other public benefits. The series also helped individuals with disabilities learn the importance of maximizing earnings and savings.



The Power of Play Conference

NCCDD & The Power of Play:

NCCDD participated in and supported The Power of Play Conference in March 2018, which was hosted by the National Inclusion Project. Held in Raleigh, NCCDD brought in Kathie Snow of Disability is Natural from San Antonio, TX as the opening keynote. Council member Dr. Amanda Bergen and Systems Change Manager Philip Woodward led sessions covering natural supports and accessible tourism, respectively.

Celebrating ADA 28:

Collecting and sharing blogs throughout the month of July 2018, NCCDD educated, advocated and celebrated the importance of the Americans with Disabilities Act (ADA) and what it means for millions of Americans. The blogs covered hiring and retaining people with disabilities, autism and law enforcement, accessibility and more.

Talking Emergency Preparedness:

In August 2018, Executive Director Chris Egan and Systems Change Manager Philip Woodward traveled to Austin, TX for the Texas Emergency Preparedness Summit on Disabilities. With NC Emergency Management Assistant Manager of Human Services Wendy Pulley and Disability Integration Specialist Sheri Badger, the group presented successes and lessons learned from NCCDD's Emergency Preparedness for People with I/DD initiative. Over 40 people participated, including the Oklahoma, Arkansas and Texas DD Councils.



Texas Emergency Preparedness Summit



2017 Riddle Distinguished Service Award Winner Tony Dalton and 2017 Hefner Memorial Award Winner Sherry Paul

Advocacy & Leadership

The North Carolina Council on Developmental Disabilities (NCCDD) honors the significant contributions made by advocates who are actively working to change attitudes and support greater choices for a more inclusive North Carolina. The Council established its Advocacy and Leadership Awards in honor of two leaders in the disability community who passionately worked and continue to work to build a better North Carolina for people with intellectual and developmental disabilities (I/DD). The awards ceremony was held during the November 2017 meeting in Cary, NC.



Advocacy & Leadership Awards

Advocates, professionals and community members joined NCCDD to celebrate the year's work and to honor the recipients:

Helen C. "Holly" Riddle Distinguished Service Award - Byron Anthony "Tony" Dalton

The Riddle Distinguished Service Award, which is awarded to professionals who have made lasting contributions towards improving opportunities, breaking down barriers and promoting increased quality of life for people with I/DD was given to Byron Anthony "Tony" Dalton of Burlington, NC.

Dalton worked for and led the Developmental Disabilities Training Institute (DDTI) at the University



Council Members Tara Myers and Will Miller

of North Carolina for 34 years. He also traveled as a speaker and consultant, wrote training manuals and grants, and took part in overseeing local, public and private I/DD agencies and organizations.

Currently, he serves on the board of directors in the development of Beyond Academics at UNC-Greensboro, a program that supports students with I/DD through a Comprehensive Transition Program (CTP).

Jack B. Hefner Memorial Award - Sherry Paul

Named after former NCCDD Council member and advocate for people with I/DD, the Hefner Memorial Award recognizes advocates whose actions have improved the quality of life for people with I/DD across North Carolina.

In 2017, the award was given to Sherry Paul of High Point, NC who was a recreation supervisor at High Point Parks and Recreation. There, she became active with Special Olympics of North Carolina serving as a local program coordinator, board member, coach and volunteer games director.

Paul continues to help train Special Olympics' athletes in the Global Messengers program, formerly Athletes for Outreach, a program allowing athletes to share their stories, voices and opinions.



NCCDD Executive Director Chris Egan with guest speakers Nicole and Ryan Rotundo, siblings from Asheville



2017 Riddle Distinguished Service Award Winner Tony Dalton with his family



2017 Hefner Memorial Award Winner Sherry Paul with her family

The Power of Initiative

North Carolina Council on Developmental Disabilities' (NCCDD) initiatives provide resources and training for community members and professionals in the field to become stronger advocates for services and supports for people with intellectual and other developmental disabilities (I/DD) in North Carolina.

Our Newest Initiatives

FINANCIAL ASSET DEVELOPMENT

Inroads to Employment

NC Business Leadership Network

A new in-house initiative that expands on and creates new paid apprenticeships for individuals with I/DD, improves employment prospects and job search skills, demonstrates the impact of post-secondary career mentoring and expands workforce options for youth ages 14-21 through Pre-Employment Transition Services.



Jonathan Greeson

COMMUNITY LIVING

Cross-System Navigation in a Managed Care Environment

i2i Center for Integrative Health

A new partnered initiative that studies the cross-system navigation components that accompanies the NC Department of Health and Human Services (DHHS) managed care system plans, integrating both physical and behavioral health and accesses the Medicaid options available to

individuals with I/DD. Through this initiative, NCCDD plans to produce a Workforce White Paper and Grant Recommendation Report to make workforce development and navigation support recommendations to DHHS, state policymakers and other leadership.

Natural Support Network Development

FIRST Resource Center

This new natural support network initiative expands the capacity of North Carolinians with disabilities to develop non-paid relationships, foster opportunities for natural supports and train Network Facilitators and individuals with I/DD who want to develop their support networks. Through this initiative, a specialized Training Guide will be shared across the State explaining how natural supports form and their benefits to individuals with disabilities.

ADVOCACY DEVELOPMENT

Inclusive Leadership Development Training

Disability Rights NC

This new initiative creates an opportunity for Disability Rights North Carolina and the Center for Creative Leadership to partner with NC stakeholders on the design and implementation of an innovative leadership development program for people with I/DD, family members and guardians, professionals and other stakeholders to support advocacy for systems change in North Carolina.

Continuing Initiatives

FINANCIAL ASSET DEVELOPMENT

Expansion of Employment Opportunities for People with I/DD

An in-house initiative that establishes apprenticeships for individuals with I/DD, continues to support the expansion of Project SEARCH and forms a coalition/partnership tasked with increasing employment opportunities for people with I/DD in North Carolina.



Stevie Toole

Upward to Financial Stability

National Disability Institute

This initiative provides education and training to spread financial awareness and conduct financial literacy training for individuals, families and service providers to raise expectations for people with I/DD to develop financial assets. As of April 2018, Upward to Financial Stability curriculum trainers have provided trainings to over 2,000 stakeholders.

2,000

No. of Stakeholders who received financial training from Upward to Financial Stability





Carolyn Sampson

COMMUNITY LIVING

From Planning to Action: Integrated, Collaborative Care for People with I/DD

The Arc of North Carolina in partnership with Easter Seals UCP and the Autism Society of NC

This partnered initiative transitions the systems change planning groundwork of the Medical Health Home Initiative into actionable demonstrations that advance innovation and access to quality healthcare for people with I/DD. This initiative piloted two demonstrations with Duke University and the TEACCH autism program to increase primary care provider capacity.



Rethinking Guardianship: Building A Case For Less Restrictive Alternatives

NC DHHS Division of Aging and Adult Services

NCCDD funds this initiative for training, consultation and technical assistance to support the development of policies and practices, relative to guardianship and alternatives to guardianship that advance productivity, independence, integration, inclusion and self-determination for people with I/DD. The initiative built a knowledge base of best practices; introduced Restoration to Competency forms; developed the *Understanding Guardianship* video; and launched a resource website: ssw.unc.edu/rethinking/home




Dominique Faison

Supported Living: Making the Difference

Vaya Health

NCCDD and NC's Money Follows the Person's joint effort supported a learning collaborative of interested I/DD providers to examine how to better facilitate the practice of individuals with I/DD to live in their own homes

and provide technical assistance to providers and direct support staff on supported living practices. As a result, 27 people have moved into their own homes, 11

27 
 People with disabilities who have moved into their own homes (11 from group living) because of Supported Living

ADVOCACY DEVELOPMENT

Inclusive Advocacy Leadership Development (IALD)

The Council's in-house initiative focused on strengthening the visibility of self-advocacy in North Carolina. The NC Empowerment Network (NCEN) was created in collaboration with all of the NC DD



NORTH CAROLINA EMPOWERMENT NETWORK

Network partners. The initiative also focuses on leadership development education and training for self-advocates, parents, professionals and other stakeholders.

NC ADA Network/ Fiscal Intermediary

The NC ADA Network supports grassroots groups, led by people with disabilities, to conduct projects that promote voluntary compliance with the Americans with Disabilities Act (ADA) in their local communities. The Fiscal Intermediary provides timely, accurate reimbursement for the

funding of Network Affiliate Group ADA initiatives and participant travel/training expenses. Over 23 local grassroots groups, led by people with disabilities, from across North Carolina are active members of the NC ADA Network.

23 
 Local grassroots groups, led by people with disabilities from NC, are active members of the NC ADA Network.

Please Note: Photos 1-4 on these pages are from the NCCDD Lookbook - *One Workforce*. Read more about it on page 9 in this report.



First Meeting of NCEN as a member of the NC AIDD Network

North Carolina's Untapped Pool of Talent

Every
Body Works NC

EveryBody Works NC (EWNC) is a collaborative campaign with the North Carolina Division of Vocational Rehabilitation (NCVR) and the NC Business Leadership Network (NCBLN) to increase awareness of the untapped pool of talent found in the NC disability community and create more jobs and job-oriented educational opportunities. Additionally, the campaign educates self-advocates and their families about the value of employment and how to access employment, training and education programs to improve an individual's employability.



Businesses are looking for good workers, who are going to be loyal, longtime employees, and be able to do the job that is in front of them. There is an untapped labor market in our disability community. People with disabilities are educated, have worked hard in school, and they need to transition to the workforce.

*- NC DHHS Secretary
Mandy Cohen*

The EveryBody Works NC campaign was launched October 2017 in Charlotte, NC by the North Carolina Council on Developmental Disabilities (NCCDD) at the NC Business Leaders Network Conference. The effort allows employers the opportunity to learn about recruitment and job placement services for people with disabilities and information about assistive technologies and accommodations; potential employees can learn about disability benefits counseling, job placement services, assistive technology, and education and transition programs.

NC Dept. of Health and Human Services (DHHS) Secretary Mandy Cohen fully supported EveryBody Works NC, bringing focus and attention to the employment awareness program for people with I/DD. She spoke to capacity crowds of business leaders, employers, human resources executives and communities-

at-large about why hiring people with disabilities is a win-win-win for everyone involved.

Former NCCDD Council member and passionate advocate Renate Macchirole was integral to the direction of the inaugural



NCVR Director Tara Myers, NC DHHS Secretary Mandy Cohen, NCCDD Executive Director Chris Egan and Jackie Tetterton, Facility Director at WorkSource East at the Goldsboro event.

introduction of EveryBody Works NC in Kill Devil Hills, NC in February 2018. Her initiative and energy brought together Secretary Cohen, the Outer Banks Chamber of Commerce and the local business community to learn why employing people with disabilities is good for business. The event kickstarted an energetic campaign throughout the State, introducing EWNC to North Carolina.



EveryBody Works NC hosted events across the State to bring attention to the untapped pool of talent and why businesses benefit when they hire people with disabilities.



NC DHHS Secretary Mandy Cohen speaks to an audience of local businesses at the EveryBody Works NC event at the Outer Banks in February 2018.

Visit nccdd.org/everybody-works-nc-home.html for info.



NC DHHS
Secretary
Mandy Cohen

Meet the Influencers

NC Dept. of Health and Human Services Secretary Mandy Cohen championed EveryBody Works NC, bringing attention to the employment awareness program for people with I/DD; and why hiring people with disabilities is a win-win-win for everyone involved.

Former NCCDD Council member and passionate advocate Renate Macchirole was integral to the direction of the inaugural introduction of EveryBody Works NC in Kill Devil Hills, NC in February. A passionate advocate, Macchirole passed away in August 2018 at the age of 67. She will be missed by all of us here at NCCDD.



Renate
Macchirole

One Workforce: A Photographic Lookbook



Joshua Brinkley



Jennifer Wardlow



Mallory Snellen

Visit NCCDD's Lookbook online to read the stories of inclusive employment at <https://lookbook.nccdd.org>



Businesses today are emphasizing diversity and inclusion as a matter of policy, which includes hiring people with disabilities.

Many see increases in productivity, less turnover and enhanced company culture. By showing the value of an inclusive workplace, we can create awareness of this untapped pool of talent in NC and across the country.

- NCCDD Executive Director Chris Egan

As part of EveryBody Works NC, NCCDD launched *One Workforce: Inclusive Employment in North Carolina*, a photographic lookbook aiming to bring attention to how employment in a competitive and integrated workplace provides a pathway to independence and financial benefits for people with disabilities. Highlighting 30 people from

across the State, *One Workforce* gives an intimate account through stories and photographs showcasing each person's talents, determination, initiative and work ethic in their chosen field of employment. Through authentic stories, the lookbook documents how employment enhances the lives of people with disabilities and benefits society.



NCCDD

North Carolina Council on
Developmental Disabilities



The Council North Carolina Council on
Developmental Disabilities (NCCDD),
a 40-member body appointed by the Governor, is made up of:

- People with Intellectual or other Developmental Disabilities (I/DD)
- Parents/Family Members/Guardians
- Representatives of State Agencies
- State Legislators
- Representatives from Disability Rights NC and the Carolina Institute for Developmental Disabilities (CIDD)
- Provider and Local Management Entities/Managed Care Organization Representatives

COUNCIL MEMBERS

- **Dawn H. Allen**, Public at Large
- **Dr. Amanda Bergen, NCCDD Committee Chair**, Parent
- **Wayne Black**, Director, Division of Social Services; Representative of the State Developmental Disabilities Authority (DHHS) (Alternate - Teresa Strom)



Supreme Court of NC Justice Cheri Beasley (center) conducted the affirmations for the new Council members at the November 2017 quarterly meeting.

- **Katherine Boeck**, Person with a Developmental Disability
- **Eric Chavis**, Person with a Developmental Disability
- **NaKima Clark**, Parent
- **Anna Cunningham**, Parent

- **Alison S. Dodson**, Sibling
- **Bryan Dooley**, Person with a Developmental Disability
- **Christina Dupuch**, Representative of Nonprofit Group Concerned with Services to People with I/DD (Alternate - Andrea Misenheimer)
- **Kerri Bennett Eaker, NCCDD Committee Chair**, Parent
- **Mary Edwards**, Consumer Affairs Program Manager, Division of Aging and Adult Services; Representative of the Division of Aging (DHHS) (Alternate - Joseph Breen)
- **Jason Faircloth**, Person with a Developmental Disability
- **Sen. Valerie Foushee**, Representative of the NC Senate
- **Myron Michelle Gavin**, Parent
- **Dr. Joshua Gettinger**, Parent
- **Brendon Hildreth**, Person with a Developmental Disability
- **Kathleen "Katie" Holler**, Parent
- **William Hussey**, Director, Exceptional Children Program, Dept. Public Instruction; Representative of the NC Dept. of Public Instruction (Alternate - Dreama McCoy)
- **Rep. Verla Insko**, Representative of the NC House of Representatives
- **Dr. Gary N. Junker**, Representative of the State Department of Public Safety
- **Dr. Kelly Kimple**, Chief, Women's and Children's Health Section, Div. of Public Health, Representative of Women's and Children's Health (DHHS) (Alternate - Danielle Matula)
- **Aldea LaParr, NCCDD Secretary**, Person with a Developmental Disability
- **Kristy Locklear**, Parent
- **Virginia Knowlton Marcus**, Executive Director, Disability Rights NC (DRNC), Representative of the State Protection and Advocacy Agency
- **Alexandra "Alex" McArthur, NCCDD Chair**, Person with a Developmental Disability
- **William Miller, Esq.**, Person with a Developmental Disability
- **Tara Myers**, Division of Vocational Rehabilitation Services; Representative of the Division of Vocational Rehabilitation Services (DHHS) (Alternate - Jim Swain)
- **Dr. Wing K. Ng, NCCDD Secretary**, Parent
- **Dr. Joseph Piven**, Carolina Institute on Developmental Disabilities, University Center on Excellence (UCEDD) (Alternate - Deborah Zuver)



North Carolina Council on Developmental Disabilities celebrates the one year anniversary of NC ABE Act at the February 2018 meeting.

- **Cheryl L. Powell, NCCDD Vice Chair**, Person with a Developmental Disability
- **Dave Richard**, Deputy Secretary for Medical Assistance, Representative of the Designated State Agency (DSA-DHHS)
- **Ryan Rotundo**, Sibling
- **Nessie Pruden Siler, NCCDD Committee Chair**, Person with a Developmental Disability
- **Daniel Smith, Esq.**, Parent
- **James Stephenson, Esq.**, Parent
- **Dr. Peggy Terhune**, CEO, Monarch; Local Non-Governmental Agency
- **Sandra Terrell**, Director of Clinical Services, Division of Medical Assistance; Representative of the Division of Medical Assistance (DHHS) (Alternate - Deb Goda)
- **Dr. Jason Vogler**, Interim Senior Director, Division of Mental Health, Developmental Disabilities and Substance Abuse Services (Alternate - Mya Lewis)
- **Kelly Woodall**, Person with a Developmental Disability

Please Note: Green indicates a new Council Member

FFY 2018 NCCDD ACTUAL & BUDGET REPORT

Financial Asset

ACTUAL	Amount
BUDGET	\$2,015,964
EXPENSES TO DATE	\$718,442
FFY 2018 BALANCE	\$1,297,522

BUDGET	Amount
Financial Asset Development Committee	\$20,000
Community Living Committee	\$255,000
Advocacy Development Committee	\$245,000
Cross-Cutting Functions	\$945,964
Council Administration	\$550,000
Total Budget	\$2,015,964

*For the Period of October 1, 2017
- September 30, 2018*



3125 Poplarwood Court • Suite 200

Raleigh, NC 27604

919-850-2901 (TTY) • Fax 919-850-2915

Toll Free 800-357-6916 (TTY)



NCCDD PARTNERS

Under the general provisions of the Developmental Disabilities Assistance and Bill of Rights Act of 2000 (DD Act), the DD Councils, the protection and advocacy (P&A) agencies and the University Center for Excellence in Developmental Disabilities (UCEDD) coordinate and collaborate on projects, initiatives and activities they undertake to fulfill the purpose of the DD Act.*

***The Developmental Disabilities Assistance and Bill of Rights Act of 2000 (DD Act)** intends to “assure that individuals with developmental disabilities and their families participate in the design of and have access to needed community services, individualized supports and other forms of assistance that promote self-determination, independence, productivity and integration and inclusion in all facets of community life.”

Administration on Intellectual and Developmental Disabilities (AIDD) provides financial and leadership

support to organizations in every state and territory in the United States to ensure that individuals with intellectual and other developmental disabilities (I/DD) and their families can fully participate in and contribute to all aspects of community life.

NC DEVELOPMENTAL DISABILITIES NETWORK PARTNERS

Carolina Institute for Developmental Disabilities (CIDD) is a comprehensive program for services, research and training relevant to individuals with I/DD and their families. It is the state’s federally mandated University Center for Excellence in Developmental Disabilities (UCEDD).

Disability Rights North Carolina is a nonprofit organization whose team of attorneys, advocates, paralegals and support staff provide advocacy and legal services for people with disabilities across NC. It is the state’s federally mandated protection and advocacy agency.

NCCDD STAFF

Chris Egan,
Executive Director

Cora Gibson,
Administrative Assistant

David Ingram, Systems
Change Manager

Melissa Swartz, Systems
Change Manager

JoAnn Toomey,
Director of Operations

Yadira Vasquez,
Business Officer

Shar’ron Williams,
Business Services
Coordinator

Travis Williams, Systems
Change Manager

Philip Woodward,
Systems Change
Manager

Letha Young,
Office Assistant



www.nccdd.org