

MEETING MINUTES
HUMAN SERVICES SUBCOMMITTEE
FEBRUARY 20, 1987

The meeting of the human services subcommittee was called to order at 8:10 a.m. on February 20, 1987 in room 108 of the state capitol building by Chairman Cal Winslow.

ROLL CALL: All members were present.

HOUSE BILL 373 - AN ACT AUTHORIZING THE DIVISION OF WORKERS' COMPENSATION TO EMPLOY NECESSARY STAFF TO ENSURE TIMELY PROCESSING OF CLAIMS; PROVIDING GUIDELINES FOR DETERMINING STAFFING NEED, ETC.

(47b:000) Rep Paula Darko, House District 2, briefly introduced HB 373, which allows the division to hire more staff to handle Workers' Compensation cases.

PROPONENTS

Bob Robinson, administrator, Workers' Compensation Division
Rep Mary Ellen Connelly
Sen Richard Manning

(47b:047) Rep Darko then closed the testimony on HB 373.

At this time, Sen Manning assumed the chair for the committee.

HOUSE BILL 538 - AN ACT REORGANIZING THE DELIVERY OF HUMAN SERVICES BY STATE GOVERNMENT, ETC.

Rep Cal Winslow introduced HB 538, which would realign and prioritize the human services delivery system based upon services instead of administrative structure. He stated the bill calls for implementation of the reorganized structure in 1989. He added that if the legislature passes the intent of the reorganization in this bill, the next biennium budget would be based upon the new agencies and subcommittees could be aligned accordingly. He stated an amendment to study a reorganization of human services is inappropriate. He further stated the bill calls for a governors proposal to go to a review committee by October 1, 1987, calls for a legislative review committee of eight (8) legislators chosen by the leadership to look at cost effectiveness of services, statements of intent, goals, objectives, priorities, and relationships with other departments; as well as evaluation of the organization structure, and administrative conflicts between agencies in regard to procedures. He noted the bill was referred to the subcommittee due to the \$10,000 appropriation for the legislative review committee.

(47b:153) Bob Frazier, Bozeman, addressed several points in support of the legislation. He stated the time is right for legislators to set achievable goals. He noted there are many entry points into existing systems with no exits; and the labor programs need to be reworked so that individuals can enter and exit the system. He stated institutions should not be grouped by physical plants, that the functions are different and need to be grouped according to human functions, not according to their building abilities. He continued by stated that in 1973 and 1974 the legislature spent \$300,000 to study reorganization but no action was taken. In 1977 another study was conducted, with no action taken. He noted these two (2) studies provide adequate information and basically state the intent of this legislation. Also available, he said, are numerous studies on the areas involved in the reorganization. He submitted exhibit 1 for the record.

(47b:179) Rep John Cobb, co-sponsor of the bill, noted the reorganization is not set in concrete, and that the legislation allows for input, flexibility and changes before full implementation of the reorganization. The reorganization would be presented to the legislative oversight committee for final report.

(47b:193) Jim Smith, Human Resource and Development Council (HRDC) and Montana Association for Rehabilitation (MAR) lobbyist, spoke as a proponent of the legislation for both organizations. His concerns, on behalf of MAR, is that the integrity of the Vocational Rehabilitation (VR) be maintained and protected in any reorganization system that is adopted. He stated this is one area within the department of SRS that does work and is working and isn't broken. In a reorganization that would include rehabilitation, he suggested a horizontal integration of the disabilities programs, with equal stature with all divisions involved. He stated MAR, as a logical outcome of this reorganization, would expect to see less state administration and more services available at the local level.

Mr Smith stated the HRDC's currently have contractual agreements with at least four (4) or five (5) state departments, and feel there is much duplication of effort as their programs are monitored and audited yearly by each of the departments with whom they do business.

(47b:262) Mr Smith stated the HRDC's have serious concerns about their role and mission and its correlation with the state agencies. He suggested a philosophy or mission be set forth at the state level which states the agencies are primarily a pass through mechanism to process funds and allow the most control and flexibility possible at the local level. State agencies should retain fiscal responsibility, quality control, and contract management. He advocated local control of employment, training, self sufficiency programs, WIN, AFDC training, and food stamp job search. He

also advocated an adoption of the policies of the SRS Intergovernmental Human Services Bureau and the flexibility it provides. He stated the HRDC's want to be integrated into the Family Services area instead of the Department of Labor for philosophical reasons. He concluded by stating that better coordination, targeting of resources, and management information for delivery of services is needed for reorganization, and that this legislation meets these three (3) priorities.

(47b:381) Chris Volinkaty, Developmental Disabilities (DD) lobbyist, stated there is not a good flow of services to the DD individuals through the present system of dealing with five (5) departments. She stated a Department of Disabilities would give an actual mission to Boulder and remove DD from the same department with entitlement programs. She stated DD is looked upon as an entitlement welfare program, which they feel is a rehabilitation program. She concluded by stating that they feel they have, at times, taken a back seat due to the huge budget involved in the welfare programs.

OPPONENTS

(47b:420) Dave Hunter, director of the Office of Budget and Program Planning, noted the administration has testified as a proponent when the bill was heard in state administration, and had offered amendments to the bill that would have retained the basic structure but allowed for a study instead of putting the changes in statute. Since the amendments were not adopted, they are now in opposition of the bill. He noted the reorganization impacts 40% of the general fund spending of the state, and that there was agreement that some reorganization was needed in the social services area, hence the proposed department of family services this legislative session. He stated the next logical step would be in the DD area with a proposed reorganization for the coming biennium session. He stated he does not think it is appropriate, with the amount of time that the legislature and the administration has, to proceed with reorganization. He added the Priorities for People process had looked at reorganization for the DD area, and recommended a serious look at creating a department for DD, and continued work and study of the issue.

He noted two (2) omissions in the legislation: the air quality functions of the Health Department are not transferred anywhere; and all statutes in regard to state assumption of general assistance are omitted. He asked for consideration of possible amendments to address these omissions.

Mr Hunter stated his strongest concern was that the next logical step be taken, which he considers working on a proposal to do something instead of a proposal to fix something in the next session. He stated the bill, to him,

looked like someone took the organizational charts of the departments that provide social services and reorganized them in a way that they thought made sense, as opposed to the perspective of an individual or client in need of services and asking what should I do and how do I get services. He also questioned the local organizational structure of agencies, and if that area had been thought through. Mr Hunter agreed the first step of a constitutional change, but stated the second action should reflect a significant step in the coming biennium, focused on a clear priority, with the reorganization of Developmental Disabilities into a department. He said he did not agree with turning back general assistance to the counties or changing the social services delivery system.

(47b:570) Major General Jim Duffy, director of Military Affairs, opposed section 13 that would transfer the Montana Veterans Home to the department. He submitted exhibit 2 which delineates their five (5) areas of concern.

(48a:000) In response to a question from Sen Harding, Rep Winslow stated there would be a consolidation of eligibility efforts, and not four (4) eligibility determination processes. He added the reorganization is based on services to the client, not on administrative structure.

(48a:019) In response to a question from Rep Switzer, Rep Winslow stated this legislation was set up as a blueprint. Input is requested from the governor's office, there are two (2) years for review of the implementation, and it calls for coordination of effort to finalize the details of the reorganization. He stated the hardest part of the reorganization will be to coordinate the regional service systems of the varying departments. Currently none of the regional delivery areas coordinate. Rep Winslow stated he felt there will be more funds for clients with the duplication of administrative costs eliminated. He added the next legislature would deal with the specifics of the reorganization, and that there are gaps in the current legislation that need attention.

(48a:091) Rep Winslow stated the title "Department of Human Development" was not his preference, and he would like this changed to "Department of Rehabilitation". "Department of Disabilities" was the initial title, but he said some felt it had a negative connotation. The bill passed the house 88 to 8, and was in the subcommittee because of the \$10,000 appropriation.

(48a:123) Rep Winslow then presented his closing remarks. He said this was not an issue of dealing with cost, but of how a structure can be developed that is most effective for the people who are served. This population is in support of the legislation, even though they are fearful of the changes it would involve. He stated the only opposition was from the administration, and he felt it was the legislature's

roll to decide how a reorganization should be accomplished. He added the legislature makes decisions on how to take care of people and how to fund needs, and it should also be the legislature's role as to how those needs are going to be served. He stated there needed to be a review of the whole picture, not just piecemeal application to the system. He added he would appreciate a positive consideration of this measure.

(48a:170) Rep Winslow resumed the chair for the remainder of the meeting.

PUBLIC TESTIMONY - DISPLACED HOMEMAKERS - JTPA

(48a:192) Lin Robson, Women in Transition, spoke in support of the Montana Displaced Homemakers Program (DHP), and described the system and the process of serving this population. She stated there are 900 enrollees on AFDC in the state, and the 12 statewide centers serve about 30%, putting 70% to 80% of these women to work at \$5.00 an hour. She closed by stating the centers do reduce public assistance, and submitted exhibit 3 with further statistics in support of the program.

(48a:285) Barbara Archer, Women's Lobbyist Fund, spoke in support of the displaced homemakers program.

(48a:300) Donna Porter, Career Training Institute (CTI) in Helena, stated this displaced homemaker center places 83.3% of the women enrolled in employment at \$5.00 an hour. She spoke in support of JTPA and displaced homemaker funding, which serves two (2) different populations. She said the state money serves women who, for the last six months, because of their family income, are ineligible for JTPA training funding. JTPA funding is targeted for women on AFDC. She added there is a need to serve both populations.

(48a:330) Nancy Colter, Missoula DHP, stated their office placed 78% of the women served at \$5.10 an hour. She urged funding for both JTPA and the Displaced Homemaker Program.

(48a:414) Bunny Albers, Great Falls DHP, stated this office coordinated with 37 other agencies to avoid duplication of services.

(48a:440) Delores Batch, Great Falls, spoke on her experience with the Women in Transition program. She stated she was unable to perform her regular job and was referred to this program, where she is learning new skills for further employment. She added she wanted to work, and wants help, not a hand out, to get back on her feet again.

(48a:472) Pat Neutgens, Great Falls, testified how Women in Transition had given her possibilities, self esteem, and helped her by providing options. She is receiving hands on

experience with computers, has gone back to school for training, and is involved in peer group support.

(48a:523) Evelyn Denlin, who had been married for 40 years and raised seven (7) children, had found herself in a position of having to start over when her marriage ended. She stated she had no outside experience, and had a nervous breakdown after her divorce. She stated contacting Women in Transition was one of the most important decisions she had ever made, and felt they literally saved her life. She said she was extremely depressed, and attended classes in self esteem, resume' writing, interviewing skills, and self help classes. She stated she is looking forward to going into business for herself and asked for continued funding for this program which helps people help themselves.

(48a:625) Emy LaBeau, Billings DHP, stated this office serves four (4) counties, and is seeing an increase in the number of women applying for services. She encouraged continued funding of this program.

(48a:652) Cindy Stergar, Butte DHP, said the Butte office doesn't receive funding from the state because they are a new center. She added the office closed last summer due to a lack of funding. She said state funding was needed to match available federal funding for continued operation. She said there are 700 AFDC families in Butte, and their placement rate is 65% to 80% into training or employment.

Ms Stergar, as a representative of Women in Employment Advisory Council (WEAC), presented the issue of day care, and provided a cost comparison of day care rates versus hourly wage (exhibit 4). WEAC supports transitional child care funding through the Department of Labor. She said \$200,000 was set aside for transitional child care for four (4) months for AFDC women who return to work, for a maximum of \$200 per month. She added that day care was a major barrier to employment, and this funding was similar to New Horizons, presented by Rep Winslow, which they also support. The WEAC proposal would set up three (3) to five (5) service delivery areas as pilot projects in the state, with the service delivery areas in place through the DHP centers. The program would be monitored in 18 months as to its effectiveness. The program would serve 200 women.

(48b:049) Discussion continued on the proposed pilot program, New Horizons, divorce rates, eligibility requirements, setting up day care facilities to provide services, and program clarification.

DEPARTMENT OF LABOR

Brian McCullough, Employment Services, presented an overview of the Centralized Services Division, covering issues and budget differences.

(48b:325) Peg Hartman, acting commissioner, gave a brief overview of the budget issues pertaining to the Commissioners Office.

(48b:356) Bob Fuhrmann, Job Service Division, presented an overview of this division, covering budget issues and differences. He submitted language to amend House Bill 2 for keeping job service offices open if federal funding is cut by using unemployment insurance tax funds (exhibit 5).

Mr Fuhrmann also requested the capital outlay of \$35,000 not included in the LFA budget be included as a contingency budget for building maintenance, as well as the operating expense for \$139,000 for data processing.

Chairman Winslow stated an amendment could be budget amended for this expense.

(48b:560) Gary Curtis, administrator of the Unemployment Insurance Fund, gave an overview of this division's budget.

(48b:607) Bob Jensen, administrator of the Employment Relations Division, presented the budget issues for this division.

The meeting was adjourned at 10:25 a.m. (49a:046)

A handwritten signature in cursive script, reading "Cal Winslow", written over a horizontal line.

Cal Winslow, Chairman

DATE 2-20-87
HB

The Reorganization of Montana's
Human Service Delivery System

The State of Montana is presently suffering budget shortfalls of historic magnitude. Not since the early 1960's has the "bust cycle" reared its angry head to the extent seen today. When the state moved out of its last downward cycle in the mid sixties and proceeded into a much more robust economy in the seventies, state services were increased to meet anticipated needs. Those needs represent much of Montana's present governmental system. During the seventies state legislators were advised to increase state spending for education and services to meet the concerns of an expanding population. Revenue was readily forthcoming and new program ideas sprouted with continuing frequency. Many of those ideas were good ones and deserved funding while some were of less desirable quality. As the number of state programs increased, they were added with little mention made regarding how they fit into the system. The service delivery system was rarely, if ever, examined and has given us our present "hodge podge" approach to state services. This is particularly true of the human service components of state government. All entities are presently in place to provide a continuum of services, however many of them don't fit into a service delivery model which is useable by the people of Montana. There are many notable examples of such misplaced entities within departments. Some of them are:

* Programs for disabled persons are housed in six state agencies. SRS provides some services to persons through its Developmental Disabilities, Vocational Rehabilitation and Visual Services divisions; the Department of Institutions provides services through the Montana Development

Center, Eastmont and Mental Health; the Office of Public Instruction offers services through special education; the Department of Labor serves disabled workers through Workers' Compensation; and the Department of Health provides handicapped children's services. In addition, the Montana State Library has blind and physically handicapped services.

* There is no identified continuum of services for welfare recipients which would move individuals from a receiver of services mode to a producer of goods. Several agencies now provide services to this population. They include: the Department of Labor which provides assistance through Job Service and apprenticeship options; Social and Rehabilitation Services provides basic benefit programs to recipients in the form of general assistance, aid to families with dependent children, medical insurance, food stamps, energy assistance, etc.; OPI provides vocational education programs including some services to adult basic education; and vocational technical schools exist in several of Montana's largest cities.

* Montana's Department of Institutions is a notable example of grouping on the basis of "physical plant". It doesn't take long for most anyone to draw the conclusion that there is little correlation in service delivery between the Montana Development Center and the State Prison, or the Veteran's Home and the Youth Treatment Center, or the Center for the Aged and the Eastmont Human Services Center.

In order to better meet the identified needs of Montana's citizens, a full scale reshuffling of social service departments

needs to take place. This adjustment would provide not only the opportunity for better service delivery but additionally would allow legislators the chance to examine more closely the services provided to the state's citizenry. Such a service delivery system would be more easily understood by the taxpayers in the State of Montana, or in other words, legislators could better explain to constituents the services the state provides to people and why.

While the following recommendations have been researched extensively, they should by no means be taken as the ultimate solution. Each of the recommendations needs to be examined closely and debated thoroughly before any final conclusions can be drawn. The impact of the recommendations could effect seven entities of state government; the Department of Social and Rehabilitation Services, the Department of Labor and Industry, the Department of Health and Environmental Sciences, the Department of Institutions, the Department of Justice, the Department of Commerce, and the Office of Public Instruction. The proposal as follows would add two departments and eliminate three departments which would have a reduction effect of one on the administrative entities of state government. The two new departments would be titled the Department of Youth and Family Services and the Department of Disability Services. One department would be renamed and expanded in scope. The Department of Labor and Industry would evolve into the Department of Benefits, Training and Labor Services. The Departments of Social and Rehabilitation Services, Institutions and Health and Environmental Sciences would be eliminated.

The three reorganized departments would be configured as follows:

Department of Youth and Family Services

Community Services Division (SRS)

Pine Hills School (DofI)
Youth Evaluation Program (DofI)
Aftercare Programs (DofI)
County Probation Programs
Center for the Aged (DofI)

Department of Disability Services

Vocational Rehabilitation (SRS)
Visual Services (SRS)
Alcohol & Drug Abuse (DofI)
Developmental Disabilities (SRS)
Montana Development Center (DofI)
Eastmont Human Services Center (DofI)
Workers' Compensation (DofL)
Montana School for the Deaf and Blind
Handicapped Children's Services (DofH)
Montana State Hospital (DofI)
Mental Health (DofI)

Note: Either a statutory working agreement should be established with OPI Special Services or it should be considered as another entity of such a department.

Department of Benefits, Training and Labor Services

Job Service and Training (DofL)
General Assistance (SRS)
Aid to Families with Dependent Children (SRS)
Related Benefits (Food Stamps, LIEAP, etc.) (SRS)
Unemployment Insurance (DofL)
Labor Standards (DofL)
Worker Appeals (DofL)
Medicaid (SRS)
State Medical (SRS)

Note: Statutory agreements need to be established with OPI (vocational and adult education), the Vocational Technical Schools, and the Montana University System.

In addition to complete the shift the following needs to be done to complete the system:

*Move the Human Rights Commission to the Department of Justice.

*Move the State Prison and Swan River to the Department of Justice.

* The VA Home now under DofI should be given to the Veterans Administration.

*The Department of Health and Environmental Sciences would be disbanded by moving its three basic functions to other departments. They are: give the environmental functions to Department of Natural Resources; move the records and regulatory functions to the Department of Commerce; and move the direct service components, depending on the emphasis, to Youth and Family Services or Disabilities Services as appropriate for quality service delivery.

In summary, these moves would create a state service delivery system that makes sense and better serve Montanans. In the period of fiscal decline the state needs to maintain its quality of services but in order to accomplish objective, will need to examine unique ways to make do with less. This model presents the opportunity for discussion of such a system.

EXHIBIT 2

DATE 2-20-87

HB _____

Impact of moving the Veterans Home at Columbia Falls from the Department of Institutions to the Department of Military Affairs.

1. The Department of Military Affairs has no background in the operation of a nursing home type facility and would have to purchase that knowledge via trained personnel or professional consultants. This would result in duplication of services within the executive branch at a time when the cost of government needs to be reduced. The DMA cost of providing these services would probably be higher than that of the Department of Institutions as they can use the expertise for all their facilities rather than just one.

2. The Veterans Home currently has approximately 70 full time employees and an annual operating budget of \$1,800,000. The employees are a mix of professional, clerical, and maintenance employees and because of the additional work load in administrative support for personnel support and finance administration 1.5 additional FTE would have to be added to the DMA budget. This would not result in any reduction in personnel at the Dept. of Institutions.

3. The Veterans Home operates on a revolving special revenue fund that is generated from payments from the Veterans Administration and Social Security and direct pay by residents of the Home. The cost of a patient's contribution is based on an ability to pay. The Ability to Pay formula is an elaborate mechanism that the Dept. of Institutions developed for all of its client care and has been tested in the courts for fairness. The Department of Military Affairs would have to either adopt the current system and administrate the billing process or create its own and go through the law suit process of proving the system. Either alternative would be expensive and a duplication of the service.

4. DMA would have to employ a person trained in the rules and regulation of operating a Licensed Nursing Home and also trained in the Department of Health regulations for this type of facility. This person would also be a duplication of the services already provided by the Dept. of Institutions. This position could be the liaison person between the Department and the Administrator of the Institution and would be the DMA representative at the various inspections performed by the Veterans Administration, Federal Government, and the State.

5. Because of the inherent legal problems with an institution of this size the Department would either have to put an attorney on its staff or have one on retainer. DMA does not currently have a legal staff available for this use as the Dept. of Institutions does.

MEDICAL
MEMENTA-M.



EXHIBIT 3
DATE 2-26-87
HB _____

WOMEN IN TRANSITION

Gallatin Council on Health & Drugs

202 South Black • P.O. Box 1375 • Bozeman, MT 59715 • (406) 587-1721

THE MONTANA DISPLACED HOMEMAKER SYSTEM A Job Placement *Program*

The state of Montana has a system in place which puts public assistance recipients to work. The Montana Displaced Homemaker System serves clients who earn less than 70% of poverty.

During the 12 months ending June 30, 1986 the centers enrolled 774 clients and placed in unsubsidized jobs 429 clients. Of the clients served 206 were receiving welfare. The programs not only reduce public assistance roles by direct removal of recipients but also by prevention. Because all clients are low income they are potential welfare recipients; if centers can serve them before they enroll, welfare dollars will be saved.

There are 12 Displaced Homemaker Centers in Montana receiving \$125,000 in state funds a year and about \$300,000 in JTPA federal funds a year for a total of \$425,000 or \$35,416 per center. At that rate each of the 429 placements in jobs cost \$990. Looking only at clients served by state funds 150 clients were placed in jobs for a cost of \$893 per placement. This cost per placement is the lowest of any Montana job placement program for any targeted population. When this inexpensive cost per placement is compared with the cost of maintaining one family on public assistance it is clear that funding these programs saves the public funds. It costs an average \$700 per month to maintain a family of 3 on public assistance (medicare, fuel assistance, rent assistance, food stamps and AFDC). When we place 429 clients in jobs a potential \$300,300 is not spent in public assistance programs. It costs the state \$125,000 a year to save that amount.

Potential need in the state of Montana can be understood by knowing that there are 20,117 female heads of households in Montana according to the 1980 Census. The median income of those households with children under 6 is \$4,931 also according to the 1980 Census. There are 9,173 families on AFDC in Montana and most of them are female heads of household according to SRS using 1986 data. In 1986 according to the Department of Labor there were 4,704 women in the Montana workforce. This adds up to a total of 15,000 single female heads of household as discouraged workers and potential public assistance candidates.

The centers are eligible for sources of money which require a dollar for dollar match. The centers have been able to raise 30% more in funds for the centers to serve even more potential public assistance candidates by using this match. If the state provides \$125,000 at a minimum a great deal more in funds is generated through private and public sources.

Support LC 1067 sponsored by Rep. Nancy Keenan and signed by Rep. Norm Wallin and Sen. Paul Boylan among others.



TANSISTIONARY CHILD CARE FOR AFDC RECIPIENTS

EXHIBIT 4
DATE 2-20-87
HB _____

Costs of Day Care:

Average cost of day care for 1 child at the state rate of \$9.00/hr

=\$160.00(usually more \$207.00)

2 children at state rates =\$320.00 per month (\$414.00 using state maximum rates)

Over a four month period this would =\$828.00 for one child
=\$1656.00 for two

Over six months the figure would be, =\$1242.00 for 1 child
=\$2484.00 for 2 children

Compare this to wages for a one month period: 40 hours a week

Minimum wage \$3.35/hr.=net=\$425.00/month

\$4.50/hr=net=\$562.00/month

\$5.00/hr=net=\$608.00/month

\$6.00/hr=net=\$716.00/month

\$7.00/hr.=net =\$787.00/month

Take the wage minus the cost of day care, it leaves little to live on:

1 child \$425.00-207.=\$218(for rent, gas, power bills, food, clothes etc.)

\$608.00-\$207.=\$401.00

\$716.00-207=\$509.00

2 child. 716-414.00=\$302.00

AFDC Recipients that leave and go to work: Examples:

Butte Silver Bow=over 700 AFDC recipients

1986=101 went to work

average of 20 had children under 6 years old, all others had children in school, many would need after school care

Missoula has an average of 5 AFDC recipients leave the roles each month, estimate that 3 go to work each month

Helena has 139 AFDC recipients with 112 with children under 6

Glendive has an average of 20 AFDC recipients go to work each year.

EXHIBIT

5

DATE

2.20.87

Unemployment Insurance tax for keeping Job Service Offices open if
Federal Funding is cut.

Amendment to HB 2
Page 43, following line 25
Insert

"The Job Service federal spending authority for current level operations
of all existing job service offices. If federal funds are less than
these amounts, the department may supplement federal funds with state
unemployment assessments as provided in section 39 - 51 - 404(4),MCA."

VISITORS' REGISTER

HUMAN SERVICES SUBCOMMITTEE

BILL NO. _____

DATE February 20, 1987

SPONSOR _____

DEPT Labour

NAME (please print)	Representing	SUPPORT	OPPOSE
Bunny Albers	YWCA/WIT	✓	
Barbara Archer	Women's Lobbyist Fund		
Dr. Pares C. Patel	Women in Ministry	✓	
Chris Vollbrecht	Trinity	✓	
Bat Neutgens	WIT	✓	
Nancy Carter	YWCA / New Horizon		
Kathryn Smith	YWCA / New Horizon		
Jean Brown	Breeman DHC	✓	
Jean LeBlond	CPA	✓	
Emily Jean	Breem YWCA DHC	✓	
Jess Whalen	YWCA Women's Centre - DHC	✓	

IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.