

ABILITIES COMMITTEE MINUTES  
THURSDAY, MAY 14, 2020 AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		11-Jun-19	9-Jul-19	27-Aug-19	17-Sep-19	8-Oct-19	26-Nov-19	14-Jan-20	13-Feb-20	12-Mar-20	9-Apr-20	14-May-20
<b>Maggioncalda, Jim CHAIR</b>	TFG Management Services	X	X	X	X	X	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ		X	X							X	X
Cirii, Frank	Local Area Operations Director		X	X		X	X	X		X	X	X
Deitz, Jeffery	Division of Vocational Rehabilitation Services											
Donato, Carl	Wawa	X		X	X	X		X	X		X	X
Forman, Lois	Bancroft	X		X			X	X	X	X	X	X
Fugee, Antoinette	Center for Family Services								X			
Hale, Dawn	The Arc of Camden County	X	X		X			X			X	X
Lucas, Angela	JEVS HireAbility			X	X	X			X			X
Marks, Karen	Jewish Family & Children Service of Southern NJ									X		X
McClintock, Monica	Adjunct Professor, Rowan College of SJ					X	X		X	X	X	X
Smith, Veda	Camden County Independent Living Center								X		X	
Taguwa, Denise	LWD-WDB Coord + Support				X		X				X	
Veneziani, Jennifer	Program Planning and Development Specialist, DVRS											
Swartz, Jeffrey S.	WDB Executive Director		X			X	X	X	X	X	X	X
Varallo Kathleen	WDB Administrative Assistant	X	X	X	X	X	X	X	X	X	X	X

**WELCOME**

Jim Maggioncalda, Abilities Chair, welcomed attendees to the conference call and thanked them for attending. He made a roll call of attendees to the conference call. Attendees reviewed the meeting materials. Kathleen Varallo, Administrative Assistant, WDB, noted that she included a draft sponsorship letter for the upcoming event.

Jim asked if we heard any response from Bancroft about sponsorship. Kathleen reported that although she addressed the letter draft to Bancroft, Lois Forman, Bancroft, noted at the last Abilities meeting that Bancroft is having a challenging year due to the state emergency. Lois had said that it might be unlikely that Bancroft would be able to sponsor this year's event. She also said that the committee will need to discuss other alternatives or options for sponsorship. Without sponsors, we cannot continue planning the event as in the past. WIOA funds cannot be used to run programs. She said it will be brought up at the next Executive Committee Meeting, May 20<sup>th</sup>, a conference call at the WDB. In years past the WDB has been very fortunate and appreciative to have Bancroft and JEVS offer their generous sponsorship of the Abilities Events. The Camden County Board of Freeholders does generously sponsor the venue and some other costs associated with the event.

Jim asked Jeffrey S. Swartz, Executive Director, his thoughts on recognizing Steve Ravitz, Ravitz Family Markets-Shoprite and somehow tying to work that in to the event. Steve Ravitz was a great humanitarian. He gave a lot to the community and did a lot to encourage inclusive hiring practices and hiring individuals with special abilities. Jim made the committee aware that Steve Ravitz passed from complications of COVID 19. Jeff thought it was a great idea to honor Steve Ravitz. Jeff said he's known Steve and the family for many years and he was a friend to the WDB. He was at the forefront of hiring individuals with intellectual and physical disabilities. He did not know a way to relate Steve Ravitz to this particular program about Veterans and PTSD.

There may be something the committee can do that is definitely worth discussing. The Committee discussed the idea and agreed to find a way to work this recognition in to the program. Kathleen said the committee could also dedicate a page in the event program guide to honor Steve Ravitz.

Lois joined the call and gave an update that Bancroft is having challenges with raising funds for protective equipment (PPE) to serve their community of clients. Their regular fund raising events such as the Butterfly Ball and Gold Tournament are on hold as well. She said the committee could send a sponsor request for the Abilities event but she could not say what their response will be. Kathleen said the draft is meant for approval and the committee can forward additional possible contacts to the WDB. Carl Donato, Wawa, suggested that the WDB send the letter to the Wawa Foundation. Jeff said the WDB will follow up. He also said that he joined a conference call with Matt Verney, Vice Chair, WDB, and the foundation representative at Truist Bank, formally BB&T Bank. They encouraged the WDB to make an application to the Truist Foundation for their educational sustainability and community development grant. The deadline for applications is July 31, 2020. The grant is available under their Education Equity Pillar. We could combine some of the Literacy and Abilities Committee programs in this grant application.

Monica McClintock, Adjunct Professor, Rowan University, suggested the WDB send a sponsor letter to some of the law firms in Camden County that have a focus or specialty on Veterans Affairs. Monica said she would do some research and forward some contacts to the WDB. Angela Lucas, JEVS HireAbility, said she will get back to the committee about sponsorship.

### ABILITIES COMMITTEE UPDATES

Event: **“Veterans and PTSD-Strategies for Workplace Inclusion”**

Proposed date: Tuesday, October 27, 2019 – 8:00am-11:30am

Location: Camden County Boat House, Park Blvd, Pennsauken, NJ

Jim reported he will be meeting with Matt Verney, Vice Chair, WDB. Matt is very involved with the Greater Philadelphia Veterans Network. They will be speaking about speaker possibilities. Kathleen suggested that the program they conducted, with a Veterans panel, could be re-created in Camden County at the Abilities Event.

Kathleen reported that she did contact Timothy P. Galvin MSN, RN, CCRN, Maj, DANG Administrator for Section of Military, Diplomatic, and Field Surgical Affairs, Cooper University Health Care. He is willing to participate in the event. She suggested that Jim or someone from the committee contact him to give him more of an idea about the content of the program. The Committee may have to finalize whether or not to go with one speaker and the panel of Veterans or three main speakers including Tim Galvin and a Neuropsychologist from Bancroft. Jim said he will contact Tim to find out how much time he would need to speak and then we can build the program from there. He said we could invite him to the next meeting. Jeff said the speakers and

program will be dependent on sponsorship. Lois said that she spoke to the head of Neuropsychology at Bancroft and they are very receptive to providing a speaker. Jim asked if there was someone specific. Lois said the whole department is very good. Any one of the Neuropsychologists is sure to give a great presentation about the science of PTSD. Jim asked Lois to finalize a speaker.

Jim asked the committee for their thoughts on a deadline for beginning to market the event. Angela asked if the event will still be hosted at the Camden County Boathouse. Jim said the Camden County Board of Freeholders has agreed to sponsor the venue again this year. Jeff said that data and safety will dictate the overall approach to hosting large group events. The Committee is continuing to plan the event with the hope that it will take place with adaptation to social distancing standards at that time. Jim said that September will tell us what standards will be in place at that time. The Committee discussed the possibilities of offering the event both live and virtually. Public safety and concerns will drive the decision. Jeff said that some individuals may be concerned about large gatherings even as far out as October. Jeff also said the WDB is looking in to the purchase of a ZOOM account to host committee meetings through the rest of the program year. Monica said that one concern with both options is that many individuals will tend to make plans at the last minute based on their schedule and some people will cancel at the last minute too. She said Human Resource Managers may be taxed more than they ever have been. She said from the TRI State SHRM perspective, we are postponing the May conference which is really the biggest fund raiser for the year. There is no firm decision about rescheduling it to the fall of this year. The monthly meetings are being scheduled online. With so many events being considered for the fall months, it's hard to predict what the attendance is going to be whether we host it online or in-person. Her thoughts are that the sooner the committee can get the word out and start promoting, the better chance we'll have for a success. All agreed it will be hard to get everyone to commit either way. Carl said, based on his experience as a DJ at weddings and all types of events, if you get an invitation out at least two months ahead, he felt it might be better to wait until August to promote the event. It will still be two months out and there will be a little more certainty about attending public events. He suggested waiting until August. He agreed that HR Managers are very busy now working more than one position within their company. All agreed it will be wisest to wait until August to promote the event. Angela asked if the Garden State Employment and Training Association (GSETA) would still moving forward with the planning of their October Workforce Conference. Kathleen said that they are in a wait and see position and are still considering an event with alternative options for hosting.

#### OUTREACH OPPORTUNITIES

Kathleen asked how we could work more closely with Tri-State SHRM or has there been any further discussion about meeting with them. Monica and Jim both agreed they seemed very receptive to working with the WDB and the committee but they are also in a flux right now and will not start their new program year until September.

#### COMMITTEE UPDATES

The Committee discussed their personal working situations during COVID-19 response efforts. Monica said she began working with students at Rowan on summer internship opportunities. She offered interns for any types of jobs that might become available through the committee. Dawn Hale, The Arc of Camden County, is still supporting able individuals that are working.

Her staff is working with businesses to make sure they have the supports they need. Carl reported that Wawa started the practice of cleaning all store surfaces throughout the day. It is working so well that it will continue even after COVID -19 response efforts with a team called "Clean Force" They will wear a separate noticeable uniform and their primary purpose, every single day, will be to clean and sanitize every area of each store. Carl also said that in working with the family leave department, he realized that Wawa is participating in supportive employment in a bigger way than he ever realized. Many of these supported employees are taking leave but will return to work as soon as it is safe to do so. Some of these employees have been working at Wawa for twenty plus years. He will make available new guidelines for employment coaches that will be more specific and make their jobs easier. Angel said that JEVS is working through COVID -19 response efforts. The Camden County College is closed for the summer. Her employment specialists are doing a great job and achieving job placements. JEVS is still working to fulfill a grant for hiring and job placement of individuals with special abilities. They are looking closely at scheduling events later in the year.

Frank Cirii, Local Area Operation Director, reported that the One-Stop is currently closed to public access. Most of the calls have been related to unemployment claims. The One-Stop staff is working with current customers of the Learning Link as best they can by providing access to Aztec online learning. He also said the One-Stop is planning future safety measures for a moving re-opening date. Once there is guidance from the state we will better understand how to proceed.

#### NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, June 11, 2020 at 8:30am at the WDB office, 1111 Marlkrass Road, Suite 101, Cherry Hill, NJ 08003. This meeting will be conducted as a conference call. A notice will be sent out with dial-in information.

Submitted by

*Kathleen Varallo*

Administrative Assistant