

Harbor Regional Center
Board Development Committee Meeting

February 10, 2021

Meeting Minutes

In attendance: Ron Bergmann (Chair), Chris Patay, Paul Quiroz, Ann Lee, Patrick Ruppe (Executive Director), and Jennifer Lauro (Executive Assistant)

Absent: Joe Czarske, LaVelle Gates

Minutes:

The Board Development Committee did not hold a meeting in January.

The Board Development Committee held a meeting on February 10, 2021 at 3:00 pm via Zoom.

The Board Development Committee met and continued discussions on the role of the Committee and the status to update the HDDF By-Laws. Additionally, the Committee continued review of the 2020 Board Composition data and the relevant sections of the Lanterman Act that pertain to Board Composition (WIC 4622).

Next Meeting: Scheduled for March 10, 2021

OFFICIAL **RE-ELECTION** BALLOT

March 16, 2021

Board of Trustees

The Board Development Committee is pleased to present the following Board members who are up for re-election and eligible for an **additional year term**.

If elected, the term of service for the following Board members will be:

July 1, 2021 to June 30, 2022

Name	Yes	No	ABSTAIN
Ron Bergmann			
LaVelle Gates			

The Board Development Committee is pleased to present the following Board members who are up for re-election and eligible for an **additional two year term**.

If elected, the term of service for the following Board members will be:

July 1, 2021 to June 30, 2023

Name	Yes	No	ABSTAIN
Joe Czarske			
David Gauthier			
Chris Patay			
Paul Quiroz			
Latisha Taylor			
Ann Lee			

**Harbor Regional Center
Board Planning Committee
March 5, 2021**

Members: Kim Vuong, Chair, Client and Board Member; Patricia Jordan, Client; Laurie Zalenski, Parent; Nancy Spiegel, Director of Information and Development

At this meeting, the committee members reviewed the following and provided feedback:

The Re-designed HRC Website

Committee members were provided with an overview of the new website's features and reorganization of information to reach different audiences including applicants for services, early childhood, school age and transition age children, adults, service providers, families, Spanish-speaking clients and families, and job-seekers. We also reviewed areas of interest such as self-determination. A new video, "Preparing for Adulthood" is nearing completion and will soon be added to the featured videos on the home page.

DDS Promoting Service Access & Equity Grant (formerly known as Disparity Grants)

We reviewed the history of HRC grant funding through this program over the last few years and the efforts to increase understanding and access to services for underserved populations through our Bilingual Spanish Speaking Community Outreach and our Parent Mentor programs. We have submitted applications for funding to continue and expand our efforts. The scheduled date for DDS to inform applicants of grant approvals was January 30th, 2021 but we have been advised that they are still reviewing applications and making final decisions.

HRC Performance Plan Year-End Report (draft)

Every year, regional centers submit plans to the Department of Developmental Services (DDS) for achieving designated performance outcomes, such as helping more children and adults to live at home, in supported living, or small licensed homes, rather than large institutional settings, to meet desired timelines, and to promote equal access to services for all clients. Every year at this time, they compile data into a draft year-end report. The committee reviewed this report and commended HRC's performance.

Our Diverse Community: Annual Public Meetings to Review Demographics and Purchase of Service Expenditures by Age, Ethnicity and Residence

The committee reviewed data being prepared for two public meetings coming up in March and provided feedback for the presentations scheduled for:

Thursday March 25, 2021 4:00 – 6:00 pm
Tuesday March 30, 2021 6:00 – 8:00 pm

Harbor Regional Center

Patrick Ruppe, Executive Director
21231 Hawthorne Boulevard, Torrance, CA 90503
Phone: (310) 540-1711
E-mail: info@harborrc.org
www.harborrc.org



Spring 2021

Performance Report for Harbor Regional Center

Every year, the Department of Developmental Services (DDS) contracts with regional centers in California to serve people with developmental disabilities and their families. In addition, every year DDS looks at how well the regional centers are doing. The Department of Developmental Services has established goals for all regional centers, to continuously improve outcomes for the people we serve. These goals can be found as “Public Policy Outcomes” in our annual Performance Plan.

Last year, at Harbor Regional Center (HRC) we served about 15,000 clients. The charts on page two tell you about the clients we serve. You will also see how well we are doing in meeting the DDS goals.

At HRC, we want to improve every year, do better than the state average, and meet or exceed the DDS standard. The charts that follow show some of these key areas in which Harbor Regional Center has continued to improve outcomes for the people we serve.

We have continued to assist people we serve to live in home settings in the community and to provide them with needed services and supports. 99.8% of HRC children and 84.44% of HRC adults live with families or in independent and supported living. Because we continue to assist adults in large healthcare settings such as Skilled Nursing Care to move to smaller more integrated home settings in the community, there are now only 0.071% of HRC adults remaining in large licensed settings serving 7 or more. No HRC children live in large settings serving 7 or more.

While the global pandemic has greatly affected our community, we have reached out to all of our clients and families, increased communication and engagement through virtual and electronic avenues, and provided alternative services and additional supports. In planning for the future, the development of additional community resources to meet specialized needs has continued. For the year 2020-21, we have submitted Community Resource Development funding proposals to DDS to address community needs and increase service options for a range of specialized day services, living options, health services, and training resources.

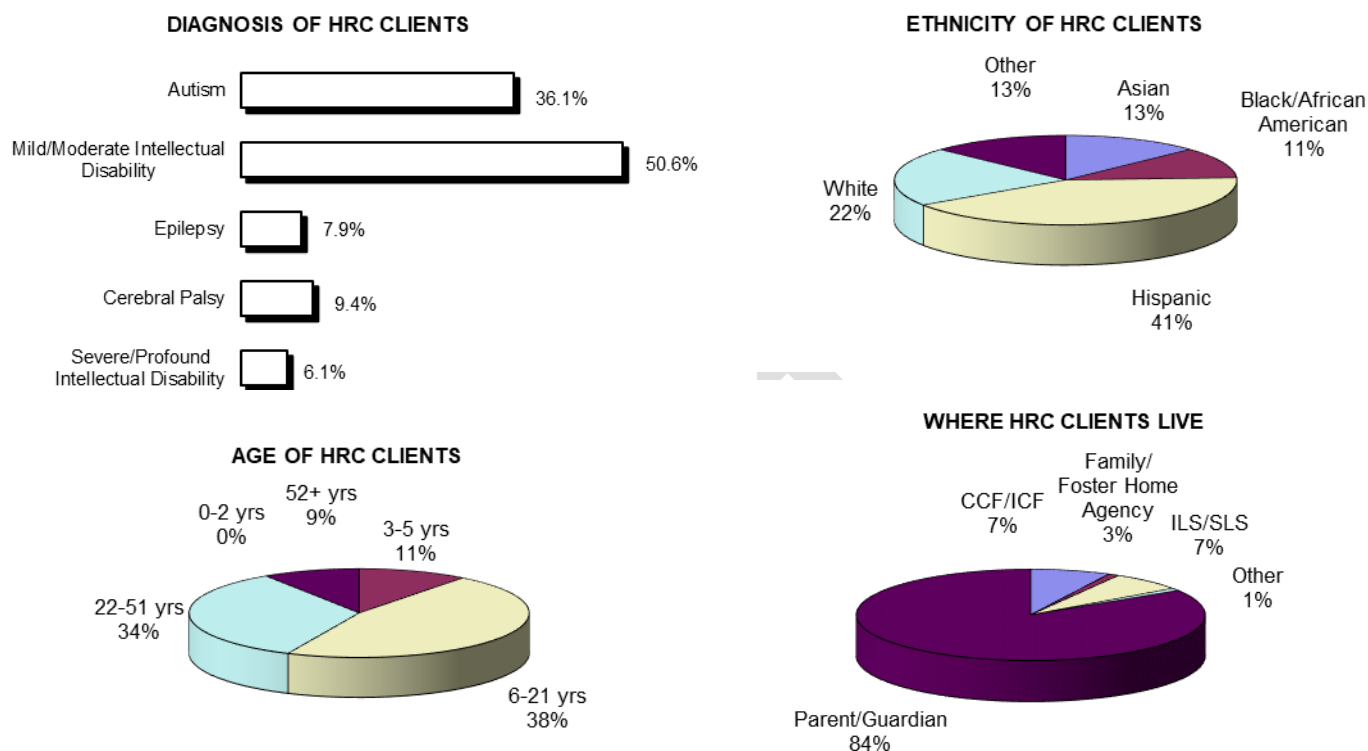
To see the complete Performance Plan go to www.harborrc.org, or contact Nancy Spiegel at (310) 543-0658.

Executive Director, Harbor Regional Center

Summary Performance Report for Harbor Regional Center, Spring 2021

Who uses HRC?

These charts tell you about who HRC clients are and where they live.



How well is HRC performing?

This chart tells you about five areas where DDS wants each regional center to keep improving.

The first column tells you how HRC was doing at the end of 2019, and the second column shows how HRC was doing at the end of 2020.

To see how HRC compares to the other regional centers in the state, compare the numbers to the state averages (in the shaded columns).

Regional Center Goals (based on Lanterman Act)	December 2019		December 2020	
	State Average	HRC	State Average	HRC
Fewer clients live in developmental centers	0.08%	0.03%	0.07%	0.01%
More children live with families	99.44%	99.86%	99.51%	99.80%
More adults live in home settings*	80.84%	83.70%	81.71%	84.44%
Fewer children live in large facilities (more than 6 people)	0.04%	0.00%	0.04%	0.00%
Fewer adults live in large facilities (more than 6 people)	2.15%	0.81%	1.92%	0.71%

Notes: 1) Clients can be included in more than one diagnosis category. 2) Residence Types: CCF/ICF is Community Care Facility/Intermediate Care Facility; ILS/SLS is Independent Living Services/Supported Living Services. 3) Home settings include independent living, supported living, Adult Family Home Agency homes, and clients' family homes. 4) **Green text indicates the RC remained the same or improved from the previous year**, red indicates the RC did not improve.

Did HRC meet DDS standards?

Read below to see how well HRC did in meeting DDS compliance standards:

Areas Measured	Last Period	Current Period
Passes independent audit	Yes	Yes
Passes DDS audit	Yes	Yes
Audits vendors as required	Met	Met
Didn't overspend operations budget	Yes	Yes
Participates in the federal waiver	Yes	Yes
CDERs and ESRs are updated as required (CDER is the Client Development Evaluation Report and ESR is the Early Start Report. Both contain information about clients, including diagnosis).	96.40%	99.45%
Intake/Assessment timelines for clients age 3 or older met	100%	99.56%
IPP (<i>Individual Program Plan</i>) requirements met	99.85%	N/A
IFSP (<i>Individualized Family Service Plan</i>) requirements met	86.4%	86.3%

Notes: 1) The federal waiver refers to the Medicaid Home and Community-Based Services Waiver program that allows California to offer services not otherwise available through the Medi-Cal program to serve people (including individuals with developmental disabilities) in their own homes and communities. 2) The CDER and ESR currency percentages were weighted based on the RC's Status 1 and Status 2 caseloads to arrive at a composite score. 3) N/A indicates that the regional center was not reviewed for the measure during the current period.

How well is HRC doing at getting clients working?

The chart below shows how well HRC is performing on increasing client employment performance compared to their prior performance and statewide average:

Employment data not yet available – data will be added to the final year-end report.

DRAFT

How well is HRC doing at reducing disparities and improving equity?

These tables show you how well the regional center is doing at providing services equally for all clients.

Indicator showing the relationship between annual authorized services and expenditures by individual's residence type and ethnicity

Residence Type	American Indian or Alaska Native		Asian		Black/African American		Hispanic		Native Hawaiian or Other Pacific		White		Other	
	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20
Home	⚠ 0.70	⚠ 0.74	⚠ 0.67	⚠ 0.64	⚠ 0.62	⚠ 0.64	⚠ 0.64	⚠ 0.63	⚠ 0.68	⚠ 0.68	⚠ 0.64	⚠ 0.62	⚠ 0.60	⚠ 0.58
ILS/SLS	✅ 0.85	✅ 0.85	⚠ 0.61	✅ 0.87	✅ 0.77	✅ 0.79	✅ 0.78	✅ 0.76	N/A	❌ 0.08	✅ 0.79	⚠ 0.71	⚠ 0.72	✅ 0.80
Institutions	N/A	N/A	N/A	N/A	❌ 0.40	❌ 0.16	✅ 0.87	⚠ 0.66	N/A	N/A	✅ 1.00	✅ 0.81	⚠ 0.52	N/A
Medical	✅ 0.92	❌ 0.46	✅ 0.87	✅ 0.83	⚠ 0.66	✅ 0.93	⚠ 0.62	⚠ 0.68	✅ 1.00	✅ 1.00	✅ 0.88	✅ 0.86	✅ 0.89	⚠ 0.68
Residential Care	✅ 0.94	✅ 0.82	✅ 0.95	✅ 0.96	✅ 0.95	✅ 0.95	✅ 0.95	✅ 0.95	✅ 0.89	✅ 0.96	✅ 0.95	✅ 0.95	✅ 0.94	✅ 0.95
other	N/A	N/A	✅ 0.81	✅ 0.84	✅ 0.78	✅ 0.92	⚠ 0.67	⚠ 0.70	✅ 0.93	❌ 0.05	⚠ 0.58	✅ 0.88	✅ 0.97	⚠ 0.65

Notes: 1) Institutions include developmental centers, state hospitals, and correctional facilities. 2) Residential includes care facilities intermediate care facilities, and continuous nursing facilities. 3) Med/Rehab/Psych include skilled nursing facilities, psychiatric treatment and rehabilitation centers, acute general hospitals, sub-acute care services, and community treatment facilities. 4) Other includes clients who are out-of-state, in hospice, transient/homeless, or not listed elsewhere. 5) Green check marks are indicated by values less than 1.25 and greater than or equal to 0.75. Yellow warning signs are indicated by values less than 1.5 and greater than or equal to 1.25 and less than .75 and greater than 0.5. Red x's are indicated by values less than or equal to 0.5 and greater than or equal to 1.5. A perfect ratio is indicated as 1.0.

Percent of total annual purchase of service expenditures by individual's ethnicity and age

Age Group	Measure	American Indian or Alaska Native		Asian		Black/African American		Hispanic		Native Hawaiian or Other Pacific Islander		White		Other Ethnicity or Race	
		18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20	18-19	19-20
Birth to 2	Consumers	0%	0%	8%	10%	8%	8%	45%	44%	0%	0%	14%	11%	25%	27%
	Expenditures	0%	0%	9%	11%	5%	8%	46%	44%	0%	0%	15%	12%	24%	25%
3 to 21	Consumers	0%	0%	13%	12%	10%	10%	46%	46%	0%	0%	16%	15%	15%	16%
	Expenditures	0%	1%	15%	14%	10%	11%	37%	40%	0%	0%	23%	20%	15%	14%
22 and older	Consumers	0%	0%	13%	14%	14%	14%	33%	33%	1%	1%	32%	31%	7%	7%
	Expenditures	0%	0%	13%	13%	13%	13%	23%	24%	1%	1%	45%	44%	6%	6%

Want more information?

To see the Performance Plan, go to: www.harborrc.org/accountability

Or contact Nancy Spiegel, Director of Information and Development at 310 543-0658

Harbor Regional Center
Client Advisory Committee
February 6, 2021 via ZOOM
Meeting Minutes

Members Present: David Gauthier, Deaka McClain, Debbie Howard, Mead Dudley, Kim Vuong and Kelly Sutton

HRC Staff Present: Kris Zerhusen, Elizabeth Garcia-Moya and Erika C. Landeros

Other: Life Steps Staff, Jenelle Reyes and State Council Member, Brianna Reynoso

Call to Order & Minutes Approved

David called the meeting to order at 1:08 p.m.

The minutes were reviewed and unanimously approved by all committee members.

Welcome

- Brianna Reynoso, Advocate/QA Coordinator from State Council on Developmental Disabilities introduced herself to the CAC and thanked them for allowing her to join meeting. She explained her role as an advocate, quality assessment, and training and discussed surveys being held via state council.

Presentation

Elizabeth Garcia-Moya, Employment specialist with HRC introduced herself and screen shared a power point presentation regarding Alternative Services for Day

Programs and how things have changed since the stay home order from March 2020; biggest challenges for day program providing services (identified via survey) have been lack of technology including not having access to internet and/or a device such as a tablet or computer; however in the past few months these barriers have been problem solved. Elizabeth Garcia-Moya then highlighted how the day programs have gotten creative to continue providing individual services for clients and stay within recommended safety parameters due to COVID 19. Multiple technological platforms are being used such as face-time, ZOOM, What's Apps, Social Media, newsletters and You Tube to name a few. Virtual tours of day programs for potential new members are being held as well.

In the past year, five new day programs were developed, 3 have already opened up and the other two (Ican in Torrance and David's Place II) will be opening up later in the month.

CAC Member Updates

By David: Provided CAC with update from Board Meeting held on 11/20/2020 via ZOOM explaining this was the first one held with new Executive Director Patrick Ruppe who provided an in depth update regarding COVID 19 and how HRC is advocating for priority for vaccines for clients. He also shared that the Harbor Help Fund authorized \$30,000 in relief aid for HRC Clients in need. Protocol and Policy update was also given.

By Deaka: Provided an update from her last DDS CAC meeting held 11/20/2020 via ZOOM explaining that meetings are usually held in Sacramento. DDS CAC members continue having monthly check ins via ZOOM due to COVID. Joshua presented Health Passport to group which can be found on the DDS website. Two member spotlights were shared and elections were held. She plans on participating at next meeting scheduled for 02/17/2021.

Deaka also updated the CAC with Client Services which Kim is the chair for; HRC Director, LaWanna Blair explained that HRC is still open for business as usual and that HRC has provided gift cards to those in need as well as PPE's; Client rights advocate was discussed as well as Learning Right's.

HRC Updates

Kris updated the committee with the Self Determination and explained that mentor groups are being provided along with facilitators; this group meets one time a month from 6:00 pm to 8:00 pm. Self Determination will be available to all HRC clients as of June 2021. Kris also introduced the CAC to the interim Adult Director, Mary Hernandez as Erica Reimer-Snell has resigned to move onto DDS.

COMMUNITY

Erika encouraged CAC members to reach out to their respective Service Coordinator's if they found themselves in need of PPE's. COVID-19 precautions were discussed by the group, with members sharing tips with each other. Erika agreed to mail everyone COVID-19 Vaccine information and encouraged CAC Members to speak with their medical professionals for medical advice. Brianna Reynoso confirmed that although Regional Center recipients are not able to get their COVID-19 Vaccines and encouraged everyone to contact the Governor's office to request their shot.

All CAC members were encouraged to invite a friend to the next CAC meeting and begin brainstorming how to recruit new members.

Adjournment

David adjourned the meeting at 2:52 p.m.

Next CAC Meeting

The next CAC meeting will be held on Saturday, May 8, 2020 from 1:00 p.m.-3:00 p.m. Meeting to be held via ZOOM if the stay at home order within Los Angeles County is still in place; if the county allows in person meetings, then the meeting will be held in the Long Beach Office with the option to ZOOM as requested by the CAC. Erika Landeros will communicate the location of meeting closer to the day of the meeting.

CLIENT SERVICES COMMITTEE

Virtually via Zoom – January 27, 2021 6-8PM

Attendees: Kim Vuong, Guadalupe Nolasco, Patricia Jordan, Deaka McClain, Fu-Tien Chiou, April Rehrig, Mia Lomedico, Armand Garcia, Lucy Paz (LRA – translator), Griselda Torres, and LaWanna Blair

Welcome and introductions were done. There was a brief check-in and LaWanna provided an update on how HRC has supported families during the pandemic, including some challenges they encountered. She also reminded the committee members to be mindful of their input or suggestions and consider the impact of HRC's whole client population and not a specific group or individual. Committee members were encouraged to share with others that HRC is still open for business and intake appointments continue to take place remotely. HRC recognizes that several families continue to struggle financially and they will provide gift cards to those families in need of support.

The committee was advised that HRC is working on creating a list of trainings that can be offered to the community, including at support groups. Some committee members expressed a desire for special education trainings. HRC shared they are collaborating with Learning Rights and have started a pilot where families can consult with attorneys regarding their concerns with educational supports.

Two committee members are starting a support group for Teens; a flyer will be out soon.

The committee will resume with meeting on Tuesday's instead of Wednesday. The next meeting is scheduled for Tuesday March 23, 2021 from 6-8pm via zoom.

Harbor Regional Center Community Relations Committee March 9, 2021

Monica Sifuentes, MD, Chairperson, Pediatrician/Board Member; Dee Prescott, Service Provider, Easter Seals Southern California; April Rehrig, Parent; Osvaldo Robles, Parent; Nancy Spiegel, HRC Director of Information and Development

Legislation and Advocacy

Each year we have participated in a statewide advocacy event, Grass Roots Day, with the Association of Regional Center Agencies (ARCA), taking a team of HRC staff, client, parent, and service provider representatives, and visiting our legislators in the State Capitol – but the event scheduled for 2020 was cancelled due to the Pandemic.

ARCA has scheduled a virtual Grass Roots Day this year, for Tuesday April 20, with a briefing to be held on the evening before. Because travel is not required this time, we can involve more HRC representatives from more legislative districts within our area. Members of this committee are invited to participate in the meetings with their local representatives if you can be available. ARCA will be scheduling the sessions and Nancy will coordinate with committee and board members to sign up if they wish. More information will be coming soon regarding our main points for advocacy, but we discussed the advocacy that took place for recent Budget committee hearings in the State Capitol. There were many testimonials by constituents from across the state to support making temporary supplemental rate increases for service providers permanent, and to sufficiently fund regional center service coordination so that regional centers can achieve the required caseload ratio.

Community Support

During the holiday season of 2020, some of our long-time supporters worked with us to support clients and families in need in new ways. The Carson/Gardena/Dominguez Rotary again selected 20 HRC families in their area to receive holiday meal boxes. The Gardena Elks converted their Merry Beary Christmas party to a drive through event at HRC for 125 young HRC children. Long-time Adopt A Family sponsors adopted 59 families and many more provided monetary donations for our Holidays Are For Sharing campaign. This year our community was exceptionally generous and donated over \$60,000, with which we have been able to purchase gift cards to distribute to clients/families in need.

Vaccine Advocacy and Support

Our community participated in statewide advocacy efforts to prioritize people with developmental disabilities and underlying health conditions for vaccine eligibility. Recently the California Departments of Public Health and Developmental Services announced that on March 15, individuals with certain underlying health conditions and disabilities ages 16 and older would become eligible for the vaccine. The City of Long Beach has already begun, as of March 8 to vaccinate our clients. On this date, the state confirmed that all regional center clients would be considered eligible under this category. We discussed the activities at HRC to assist our clients/families to be as informed as possible, and have as much assess

as possible for obtaining the vaccine when eligible. We will continue to provide updates on our website and in E-news bulletins to facilitate access by our community. Dee Prescott shared the good news that Easter Seals had conducted vaccine clinics for their staff and clients, including three in the HRC area (Torrance, Cerritos, and Norwalk).

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
January 6, 2021

Opening:

The regular meeting of HRC Self Determination Advisory Committee was called to order at 6:06PM on Wednesday January 6, 2021 via Zoom. Quorum was established.

Committee Member Present

Linda Chan-Rapp, Parent
Rosalinda Garcia, Parent
Julianna Martinez, Parent
Deaka McClain, Client
Sunghee Park, Parent
David Oster, Client
Johnanthony Alaimo, Office of Clients Rights Advocacy representative

Committee Member Absent

Patricia Jordan, Client
Miriam Kang, Parent

HRC Staff Present

Antoinette Perez - Director of Children's Services
Liz Cohen-Zeboulon - Client Services Manager
Judy Samana Taimi - Client Services Manager
Katy Granados - Client Services Manager
Donna Magana- Client Services Manager
Ashley Brown- Intake Manager

SCDD Staff

Brianna Reynoso- Absent

Visitors

Felicia Ford	Lucy Paz (Interpreter)	Florante Hernandez
Betty Pearson	Damaris Ruiz	Ken Currie
Jordan Feinstock	Vianey Gomes	Damaris Ruiz
Amelia Castellano	Guadalupe Izquierdo	Jessica Baer
Olivia Gonzalez	Sherry Johnson	Rick Wood
Jordan Feinstock	Marbella Carrillo	Oonh Vuong
Heidi Lemus	Sheila Jordan Jones	Jennifer Hernandez
Maria Zavala	Katie Hornberger	Ronald Salda

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
January 6, 2021

Connie Legaspi

Karen Cull

Welcome: Introductions of committee members and guests - Via Chat on Zoom

Approval of Minutes

Quorum was established; 7 committee members present during zoom meeting. Deaka McClain and Juliana Martinez motioned for approval of minutes. Minutes from November 9, 2020 meeting were approved. No discussion regarding minutes, no objections.

Harbor Regional Center Monthly Update - Antoinette Perez, Director Children's Services.

- There are 95 individuals who are part of the SD Program/one SD case just transferred in from South Central Los Angeles Regional Center
 - Of the 95: 16 participants are live as of January 1, 2021
 - 27 approved budgets
 - 18 spending plans completed
 - 22 completed PCP plans
 - 2 participants missing SDP orientation
 - 5 fair hearings in SDP regarding increase in budget (1 withdrew from SDP)
 - 3 HRC prevailed
 - 1 withdrew from fair hearing
 - 1 pending
- Informational meeting was held via zoom in December, 10 participants attended. 3 names were submitted to DDS.
- Information available on HRC website. Anyone interested in attending any trainings offered for SDP, please register via HRC's website.
- Spanish Informational Meeting will be held on January 20 at 6pm via Zoom, Link is available on the HRC website. This meeting is only in Spanish.
- HRC Service Coordinators training continues across all three department since October 2020. All SC's have been exposed to SDP training however this is in-depth training. There are 5 trainings remaining and makeup sessions will be scheduled.
- HRC Resource Development
 - Currently in the process of vrending Emlyn FMS
- Transition funds

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
January 6, 2021

- Linda reminded the committee about the transition funds that were provided to all RC's for SDP implementation
- Skills 4 Care was unable to present during this meeting due to conflicting appointments.
- SDP Task force
 - Antoinette is tasked with leading the SDP task force due to barriers to implementing SDP
- DDS directives regarding SDP
 - Link was shared with the committee in chat box

Questions about HRC update:

- Suggestion of vendoring Mains'L FMS made by Parent Jessica B.
- Barriers preventing individuals from going live including the family having other priorities and participants would like for local participants to go through the journey first
- Juliana Martinez asked how these barriers can be decreased
 - Changes can be made at the state level and the goal is to utilize the task force to create consistency throughout all RC's regarding SDP
- Felicia Ford asked about how HRC is approaching disparities in underserved communities including the African American community
 - Antoinette responded that currently HRC has the Promotora program that addresses disparities among the Hispanic and African American community however there is a struggle in hiring staff for the program as there are limitations to who can be hired. Information will be sent to Ms. Ford for follow up.
- Parent asked what barriers is HRC experiencing in SDP implementation
 - Families understanding of the RC system, generic resources, and how this relates to the individual's development disability
 - Families are challenged with accessing services usually because there is a disagreement in the frequency of the service
 - More education in SDP is necessary including resources
- Parent asked regarding the FMS DDS directive
 - Currently RC's have not received direction regarding FMS subcodes however this applies to individuals that need to use the FMS costs of their budget to fund for COVID supports. HRC is adding COVID supports back in the budget therefore this has not been an issue.

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
January 6, 2021

- Parent asked questions regarding the phone application for HRC staff to use to call the families
 - This is currently in the pilot phase to HRC management prior to rolling out to SC's however it will be available this year

Statewide Updates:

Linda Chan Rapp reported on statewide updates;

- Julie Eby McKenzie will be presenting on unmet needs for next month meeting
- Linda shared results from a withdrawal survey that was conducted statewide
 - There is not enough in the budget for what is needed
 - 29% too much work to be in the program
 - 5.9 % the services that are needed are not available through the program
 - 11% difficult to find providers
 - 10% too many appointments
 - Majority of them said that the services delivered through traditional system is sufficient
 - 15% interested in the program however have other priorities
 - More training and education is necessary to understand the program including FMS and individual budget

Rick Wood - Kern County - Chair of Statewide SDAC

- Parent of an individual who is a participant of SDP for 21 years
- Shared that these barriers and concerns are consistent throughout the state
- Encouraged all those who would like to be a part of the program to participate and lead the way with the program
- Role of Statewide SDAC
 - 21 Regional Centers
 - All are encouraged to move forward
- Encouraged everyone to review the report that was drafted including possible solutions. This was presented to DDS for review.
- 15% of HRC SDP participants are live in the program and is consistent with the state numbers
- Developed a working committee comprised of 7 people (Linda a part of this group)
 - Goal is to mentor 2 other chairs to figure out creative ways to implement the program
 - Push by RC's to get every member of SDAC live in SDP by March 1 (to add 100 people in the state)

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
January 6, 2021

- Rick shared how Kern RC utilized the SDP transition funds
 - SDAC decides how this money is spent
 - "Fast-track" individuals into SDP
- Rick is going to all SDAC meetings to ask that a portion of the 2021 transition funds be given to the SDAC to allow for meetings to continue
- Rick provided his contact information

Office Clients and Rights Advocacy

- Johnanthony Alaimo shared his contact information and provided a link to DRC's services and supports

State Council Update:

- Briana Reynoso was absent

Public Comments:

- Linda opened it up for others to increase connections with other participants who are part of SDP
 - Social media was suggested however there is a standing Facebook page that is already available
 - Suggestion of holding SDAC meetings during the day or Saturdays to allow for more participants
 - Trainings on how a parent can go live in SDP
 - Important to know the quality of the IF work
 - Learning and teaching families to become employers in SDp
- Slides with DVU was shared in chat box
 - "Thinking outside of the box" publication from DVU

Next meeting: February 3, 2021 via Zoom 6PM-8PM

Adjournment, Conclusion

Meeting was adjourned at 8:03 PM. Minutes submitted by Katy Granados

Abbreviations

HRC Harbor Regional Center

PCP Person-centered plan

SCDD State Council on Developmental Disabilities

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
January 6, 2021

SDP Self-Determination Program

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

Opening:

The regular meeting of HRC Self Determination Advisory Committee was called to order at 6:05PM on Wednesday February 3, 2021 via Zoom. Quorum was established.

Committee Member Present

Linda Chan-Rapp, Parent
Rosalinda Garcia, Parent
Deaka McClain, Client
Sunghee Park, Parent
David Oster, Client
Patricia Jordan, Client
Miriam Kang, Parent
Johnanthony Alaimo, Office of Clients Rights Advocacy representative

Committee Member Absent

Julianna Martinez, Parent

HRC Staff Present

Antoinette Perez - Director of Children's Services
Liz Cohen-Zeboulon - Client Services Manager
Judy Samana Taimi - Client Services Manager
Katy Granados - Client Services Manager
Donna Magana- Client Services Manager
Ashley Brown- Intake Manager
Jessica Eich- Client Services Manager

SCDD Staff

Brianna Reynoso, Present
Julie Eby-McKenzie, Present

Visitors

Paul Quiroz	Lucy Paz (Interpreter)	Kyungslil Choi
Alma Morales	Connie Legaspi	Olivia Gonzalez
Melissa Jones	Damaris Ruiz	Vianey Gomes
Naomi Hagel	Deepa Rajun	Yuki Hadeishi
Blanca Lara	Hilda Jimenez	Maria Zavala
Pia Hernandez	Yvette Torres	
Carola Mararon	Sheila Jordan Jones	

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

Welcome: Introductions of committee members and guests - Via Chat on Zoom

Approval of Minutes

Quorum was established; 9 committee members present during the zoom meeting. Linda Chan-Rapp had an additions to the minutes under the report from Rick Wood who is the co-chair of the statewide SDP committee which he requested \$3000 for funding of a person in state council to help support the statewide committee in support in its work of getting things ready for June 7 for the program to available to everyone. David Oster and Johnanthony Alaimo motioned for approval of minutes. Minutes from January 6, 2020 meeting were approved. No discussion, no objections.

Harbor Regional Center Monthly Update - Antoinette Perez, Director Children's Services,

- There are 95 individuals who are part of the SD Program/one SD case just transferred in from South Central Los Angeles Regional Center
 - Of the 95: 18 participants are live as of February 1, 2021
 - 29 approved budgets
 - 21 spending plans completed
 - 24 completed PCP plans
 - 2 participants missing SDP orientation
- Information available on HRC website. Anyone interested in attending any trainings offered for SDP, please register via HRC's website.
- English Informational Meeting will be held on February 17 at 6pm via Zoom, Link is available on the HRC website.
- HRC Service Coordinators training continues across all three department since October 2020. All SC's have been exposed to SDP training however this is in-depth training. There are 2 trainings remaining and makeup sessions will be scheduled.
- Fair Hearings and Outcomes: No fair hearings or decision letters issued for SDP in the last month. We are more effective in helping participants understand the parameters within SDP
- HRC Resource Development
 - No new providers have come on board in respect to FMS
- Preparing for June 2021:
 - Training of our in house staff and our providers
 - Developing a plan to roll out and a notification to all of the clients and families in our area regarding the steps to SDP by creating an information

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

sheet. Reviewing statewide materials to choose which materials that will be appropriate for Harbor Regional Center to Harborize them to reflect the Harbor community. We should have everything up and running by March.

- Transition funds
 - Skills 4 Care: Paul Quiroz, Program Director introduced the program
 - Non-profit that has been providing training services to families since 2006. This is a training program to identify gaps of discharging patients home. Provided mentor support for when the patient arrived home and the education was being applied.
 - Resource Specialist: Gigi Thompson—Experience with Regional Centers, FMS and Independent Facilitators; Advisory committee—Professional and Regional Center affiliates; Coach/Mentor—Individuals on staff with the knowledge base to support families on SDP. Locations in Torrance and Long Beach
 - We want to solve issues and work with families individually. Instead of just sending generic information, we can address specific needs and specific questions.
 - To provide individualized training to families on SDP by identifying what issues they are struggling with. What resources do people need to move forward in the process? To provide mentoring for families who require individualized support and information review throughout the SDP process. Development of training materials, presentations and resources.
 - Goals of the Training: To provide all the necessary information for families to navigate and make decisions on SDP. To provide the information needed in the language they feel the most comfortable with. We utilize a live translation service to assist in 176 languages. Assist in providing resources as requested, including research if necessary. Maintain contact with the families to make sure they understand the information and are moving forward in the process.
 - Mentor Selection: We are currently working on identifying individuals who have a strong knowledge of the regional center SDP. As a coach/mentor, the goal will be to increase a SDP participant's knowledge of the SDP and provide enhanced support throughout the various stages leading up until a participant has gone "live" in the program. The ideal candidate must be a current or former participant or family member of a participant of the SDP who has achieved "live" status. They must also demonstrate cultural competency and skills to

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

mentor, coach, and support other participants. The coach/mentor must also believe in the importance of fostering collaborative participant-professional relationships based on mutual trust, understanding, and respect.

- Ideal candidate will possess the following characteristics and skills: Engage HRC SDP Participants, Promote Parent-Professional Partnerships, conduct follow-up meetings, and work as an integral team member of HRC.
- What's Next: We will be screening and identifying mentor/coach. Will be adding to our Advisory committee. Will be creating training materials and resource library. We will provide our phone contact information to the group. Email: paulq@skills4care.com

○ Questions

- David: Does this come out of my budget?
- Paul: This does not come out of your budget and is 100% free to you.
- Deaka: If I am still struggling through SDP, will you be able to match me up with a mentor?
- Paul: Pose the question to me and I will identify the mentor that will be assigned to you and it could be addressed with 1 phone call or 10 phone calls depending on your situation.
- Deaka: Can I apply to be a mentor?
- Paul: Yes, there is a screening process to become a mentor. We are currently screening so if anyone is interested, please send me the information.
- Deaka: We voted on monies to go towards the mentor program.
- Antoinette: Yes, this is the program that we are using the transition funds for.
- Linda-Chan Rapp: How soon can you go live because we have people in different stages? If we can identify where people are stuck, we can have people take advantage of this support.
- Paul: I can start next week by taking phone calls and determine where the need is and start gearing up for when we have the program go live.
- Antoinette: We will do the referral process through the service coordinators and streamline it so our staff are aware and fully knowledgeable with this support so we can get the information out in a systematic way to our clients and families.
- Miriam: How long do we have this funding for?

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

- Linda: It is funded during the 1st year. We have more funds coming for the 2021
- Antoinette: We have 2 years' worth of funding. The first year we had about \$54,000 and the second year we had about \$87,000. We are going to stretch that dollar as much as we can and again, we are relying on Skills4Care to go above and beyond and if we have to, we will supplement money as well.
- Linda: The priority to get those individuals that have gone live to be available or apply for this mentor program. Will you be contacting those families that have gone live if they are interested in this program? How will that work?
- Antoinette: I was supposed to send Paul a list; however, I just sent you and Rosalinda an email if you have any recommendations of people who would be great in this role. I have some internal recommendations but maybe you know somebody
- Rosalinda: I will review it and send it to you.
- Linda: Can they be live through another regional center and just through Harbor?
- Antoinette/Paul: Yes
- Alma Morales: Considering Skills4Care is a Cambrian Home non-profit entity and Cambrian is also a vendored FMS at HRC, is there any measures addressing a possible conflict of interest, etc.?
- Paul: I am providing the information and training to the participant and I am not self-referring. This program is helping our families understand how SDP works. When resources are available, I will be providing all resources that are available to the families. Educating people on what questions to ask so they understand the process.
- Antoinette: We have a similar mentor program provided called the promatora program and it's not a program to replace the role of what the service coordinator can do. Service coordinator's role is to provide the families with the list of options. It's to do more of that 1:1, hands on work that the service coordinator can't do because they have a high caseload and they are stretched so thin and the SDP program is so complicated and so it's to augment that.
- Linda: Could you let our committee as you work with our families the common problematic areas that are families are dealing with going live with SDP so we can address those concerns in our meetings?

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

- Absolutely, I can provide that feedback to this committee of what's going on and where the challenges are.
- DDS directives regarding SDP
 - No new directive have come out but there was a guidance letter that was provided.
 - Guidance letter as a follow-up to the directive related to FMS funds. At Harbor, we are figuring out who are the participants that went live during that period of the waiver, figure out the dollar amount and then we are going to amend the budget to put the funds back into the budget. Participants can utilize these funds only if the waiver is still in place due to the pandemic. The waiver is in place starting October 2020 and has been extended to February 2021. If you were live during that period, you are entitled to have the FMS funds put back into your budget to assist with providing COVID supports. You have this money to purchase COVID supports if necessary. We're not in a rush for everyone else because we continue to provide for COVID supports if you need them. We're not going to wait for the reimbursement of the FMS but will coordinate their supports.
 - In Traditional services, we are doing POS to purchase respite, childcare, etc. In SDP, most of the families were re-allocating the budget to cover COVID supports. At Harbor, we continue to fund for the extra supports and put it into the budget. DDS is not saying there is extra money you get for COVID.

Presentation by Julie Eby-McKenzie (SCDD): Unmet Need

- How unmet needs can impact the SDP budgets?
- Budget adjustments:
 - Identifying new needs such as changes in circumstances, change in medical/physical/mental status, change in family dynamics, etc. Then the team can decipher how much money the regional center would spend on those types of services.
 - Unmet Needs
 - Underutilized Needs: authorized services but some were unused due to not able to find the appropriate provider, loss of transportation, etc.
- Budget Certification: Not every identified need will result in a budget increase. It will only result in an increase if the service is what the regional center would have spent anyway if you were to stay in regional center services. SDP must be cost neutral; this means it can't cost regional center more than providing traditional

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

services. If a need is identified and it is not something that the regional center would spend money for, it cannot get added to your budget.

- "The RC certifies on the individual budget document that RC expenditures for the individual budget, including any adjustment, would have occurred regardless of the individual's participation in the Self-Determination Program."

Questions about Presentation

- Karen Cull: A need for camp but can't be added to the budget
- Julie: I haven't talked about the next step after the budget development which is the spending plan. However, for the sake of developing the budget, how that money is allocated, that will be a different process. You are relieved with some of the constraints that are on the regional centers.
- Karen Cull: Will COVID be a change in circumstance because right now I am not using respite because I don't want a stranger coming to my home but when COVID is over, we would want our respite hours back. So would that be a change in circumstance?
- Julie: Yes, that would be an unmet need due to underutilized of services.
- Karen Cull: If I were to pay for the services that was identified in the IPP because the regional center was not able to find a program. Is my paying for the program a generic support so therefore it's not an unmet need?
- Julie: The regional center should be paying for the service. And if they weren't paying for it is because the program wasn't a vendor of the regional center. If the need is identified and it is something could have paid for, that should get added to your budget. Possible contention with some regional centers and just be prepared for that possibility. Parents responsibility to pay for supports that they are required to pay as parents in raising their children
- Miriam: You can definitely add in your respite support as an unmet need that you weren't able to use due to COVID.
- Linda Chan-Rapp: Added back in the budget the classes that the regional center would have paid for but due to COVID, they haven't been able to access the classes.
- Deaka: Can SDP pay for services like books for school or camp? Is it different for each regional centers?
- Miriam: There is a lot of misinformation out there but definitely can include respite as camp.
- Julie: Spending plan process will help you understand how to spend the funds in the budget and that can be a different conversation

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

- Melissa: From Orange County, if you have the description of services in self-determination, it will answer all of your questions regarding services.

Statewide Updates:

- Barriers Report from SSDAC, August 2020
 - Regional centers should conduct outreach to potential person-centered planners and conduct trainings for interested persons and entities. Regional centers should provide opportunities for participants to meet and engage with independent facilitators.
 - Reimbursement for vendored providers are done in a timely way
- Progress report
 - 16 participants have gone live
 - Challenge to the committee member to commit to going live before June or what are the obstacles you are facing with going live
- Vote from the committee member if you would like to set aside \$3000. Each advisory committee has been asked to donate these funds so we can have more meetings 2 times a year and to allow a staff member from state council to support these meetings
 - Rosalinda: We want to make sure to that everyone is clear that this money will be taken from this committee to support the state. So these funds will be taken from the committee that could support our local efforts and provide it to the state for them to use.
 - Linda: Yes and what the state will be doing is to benefit all of the SD programs. This will be \$3000 taken out of the \$87,000 that we have to work with this coming year.
 - Miriam: Is this to pay the person's salary?
 - Linda: Yes
 - Rosalinda: This is to pay to support more meetings, pay the support staff, or to pay staff support for having additional meetings so they can further progress is my understanding.
 - Linda: Instead of taking hours away from existing staff, the part-time staff will be dedicated to supporting the SD program and the local committee across the state.
 - Miriam: Now that we have meetings on zoom due to COVID, is it DDS and the state that are asking for this money to use?
 - Rosalinda: It will be the state council.
 - Miriam: I am inclined to be a little leery to give that much money only because over the last 5 years, very little has happened up there and it's been

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

us that had to really drive it. I don't understand why there hasn't been more meetings since we've gotten so used to zoom.

- Rosalinda: I agree, and that's why everyone understand what we are supporting. There is no metric for us to measure that these funds we are giving back to the state to support their efforts are going to measure out and we have experienced in the last years less than appropriate efficiency.
- Deaka: We have a certain amount of money and this is the money we are using to pay for the mentorship program which is needed. We have more money and we have to decide if we will be giving them that money from our budget but we may need that money for something else and they are only giving that to us for so long. That's a lot of money for a staff that we don't know what they will be doing.
- Miriam: When I have gone to those meetings, it was a waste of my time and money. It was more for paper trail.
- Deaka: They can give us that money and we can turn on zoom for them
- Johnanthony: If only a few advisory committees will give the money, what are they going to use it for? If only 2 advisory committees give the \$3000, what are they going to do with \$6000?
- Rosalinda: We need to make a decision on do we want to use our money for our own local use for the areas where we see there is a need or do we want to support the state for what they would or should have done. It's best if we would move forward with the vote
- David: I like the mentor program and funds going to the state council is not a good idea.
- Antoinette: When was working with the statewide group as part of the report that I generated for the executive group. We identified that the money, the dollar being a barrier for implementation. Although we appreciate the money that has been awarded to us thus far for the 2 years, it's not enough to really do much. As ARCA starts to prepare for the budget hearings in February, they're going to be advocating for more money for SDP because we just don't have enough to do what we want to do. That's just food for thought for this committee. Even the money that we have is scarce and we need every penny of it.
- Linda: There are 11 out of the 21 regional centers that have already pledged \$3000 per regional center because they want to be more effective as a committee. It's hard to get things done with just meeting twice a year. We can vote if we want to take \$3000 out of the \$87,000 for the next year. The

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

staff's responsibilities is to generate the reports, coordinating meetings for the sub-committees, data analysis, collecting data.

- Rosalinda: We need to consider whether it's our responsibility to fund them how they run the programs or not.
- Miriam: I would like to hear something positive what this money could be used for because right now is hard to see the positive. If it's staff time, it's during working hours. So right now, they have 33,000 to do more meetings during working hours.
- Rosalinda: Having more inefficient meetings doesn't make them better. Maybe continue with the number of meetings they have and making them more efficient. Giving them money to have more inefficient meetings does not sound like a wise investment.
- Deaka: Did they say how many more meetings they want to have?
- Linda: I think they want to meet quarterly or more often. But to be fair, meetings that Miriam and Rosalinda sat in, we had our own chairs coordinating what was going on. Right now, we have Rick Wood coming on board with Maria Marquez to try and get some positive things done in terms of communicating with DDS in making things more consistent throughout the state. To collect data so we can report and to analyze what needs to be changed.
- Rosalinda: Made a motion to vote for or against appropriating \$3000 to the state. David Oster second the motion.
 - Rosalinda: No
 - Deaka: No
 - Sunghee: Yes
 - David: No
 - Johnanthony: Abstain
 - Patricia: No
 - Miriam: No
 - Linda: Yes
- Statewide Meeting on the 16th of February
- Presented the one page form from SCLARC on the process of entering the Self Determination program called "The Path to receiving services in the Self Determination Program." Harbor is in the process of developing their own form and will be available to our clients and families in the near future.
 - Karen Cull: Do they start at the information meeting or do they go directly to the orientation? When is going to be the first orientation? Does it have to be after the June date? How quickly can we get this done? Do you have the list of the clients that have been submitted for the lottery that you can send

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

that information to? The person-centered plan, is it possible to get that done before the date?

- Antoinette: If you feel you have received the information you need and are ready to move to the next step, you can go ahead and move to the next step. Sometime in March, we will be announcing to our community what the steps are for Harbor along with the timelines. Yes, we have the list. So we are going to send the information to all of clients and families in our community. We want to make sure that everyone understands the process and are informed; especially our staff so they are able to answer any questions the community may have. If you are seeking the payment from the state of up to \$2500, you have to be in the program and it is not available to those that are not in the program.
- Linda: Is the \$2500 available to those participants who are coming in on June 7?
- Antoinette: We haven't received any clear direction on this yet.
- Susan: Has Harbor started their orientations for the June 7 start date?
- Antoinette: That will be part of our roll out in March and we certainly can get people oriented in advance.
- Miriam: Does it change when a client goes from children's to adults?
- Antoinette: Since we are not doing specialized caseloads, everyone has been trained in SDP. He may stay with his current service coordinator with SDP. We keep them as long as they are in the school district and then transition them to adult services.

Office Clients and Rights Advocacy

- Johnanthony Alaimo shared his contact information and provided a link to DRC's services and supports
 - Reach out if any concerns with the regional center, IHSS, school, or SSI

State Council Update:

- Briana Reynoso
 - Central Coast regional office is holding meetings on the 2nd Monday of every month at 3 PM for SDP advocates (participants, Independent Facilitators, families, advocates, and regional center staff) to discuss the importance of SDP. Upcoming meeting will focus on person centered plans and how you make it a part of your everyday life.

HARBOR REGIONAL CENTER
Self Determination Advisory Committee
Meeting Minutes
February 3, 2021

- Contact information provided if anyone would like a copy of the flyer to register for the meeting
- Contracted with DDS to do their quality assessment project and we are in the middle of our survey cycle. Assessments conducted with adult consumers who randomly selected and will be done over zoom. For Harbor, the representative is Jenny Villanueva.

Public Comments:

- Linda provided information on the SDP conference through Disability Voices United in April 16-18; HRC will do a courtesy vendorization for our community to access this conference
 - Antoinette: contact your service coordinator regarding funding of this conference
- Susan: Person-centered plans can be done now and not have to wait.
- Karen: Taking the money factor out of the person-centered plan, can I then complete a person-centered plan that I pay for?
- Miriam: Yes and you will be one step ahead.

Next meeting: March 3, 2021 via Zoom 6PM-8PM

Adjournment, Conclusion

Meeting was adjourned at 8:15 PM. Minutes submitted by Judy Taimi

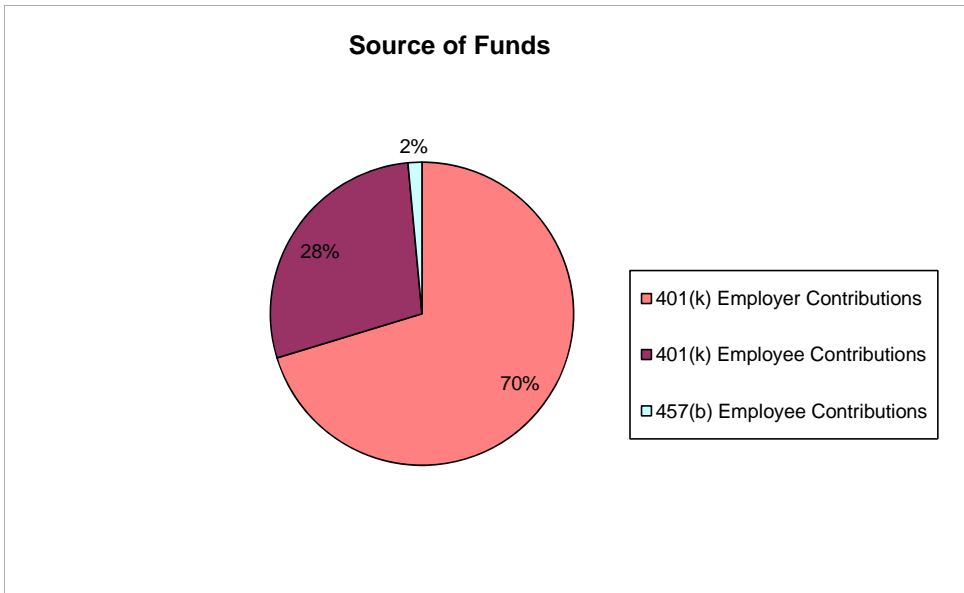
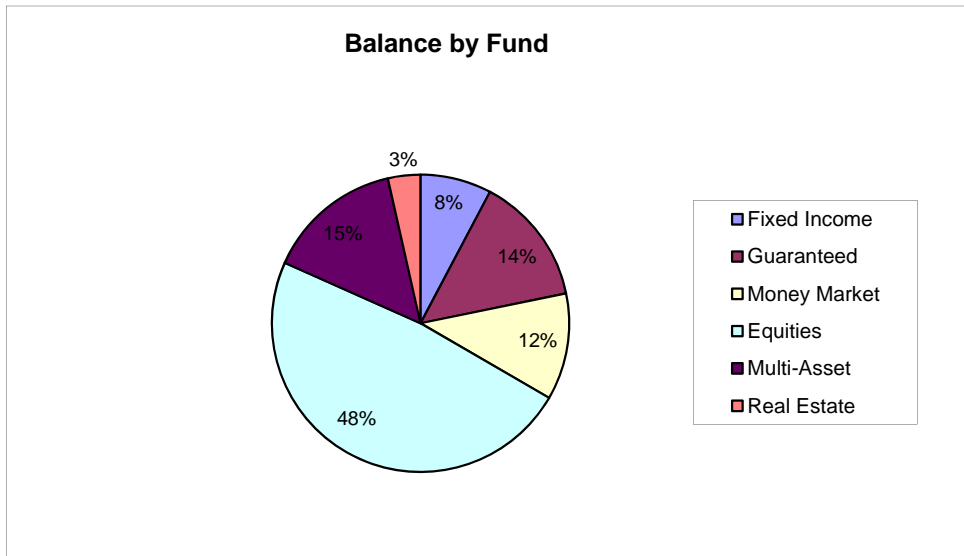
Abbreviations

HRC Harbor Regional Center
PCP Person-centered plan
SCDD State Council on Developmental Disabilities
SDP Self-Determination Program
IF Independent Facilitator

**Harbor Regional Center
Retirement Plan Balances as of 12-31-2020**

	401(k) Employer Contributions	401(k) Employee Contributions	457(b) Employee Contributions	Total Balance
Fixed Income	\$3,154,488	\$1,201,421	\$20,856	\$4,376,765
Guaranteed	\$4,471,692	\$2,796,351	\$649,886	\$7,917,929
Money Market	\$5,071,598	\$1,474,580	\$13,090	\$6,559,268
Equities	\$19,458,215	\$7,772,720	\$41,676	\$27,272,612
Multi-Asset	\$6,250,146	\$2,005,131	\$98,604	\$8,353,882
Real Estate	<u>\$1,296,798</u>	<u>\$704,090</u>	<u>\$5,373</u>	<u>\$2,006,261</u>
Total	\$39,702,937	\$15,954,294	\$829,486	\$56,486,717

* Plan Balances include active and terminated employees still in the Retirement Plan.
 ** Employee Contributions include **\$1,287,245** in Rollover funds.



**Harbor Regional Center
Retirement Plan Balances as of 12-31-2020**

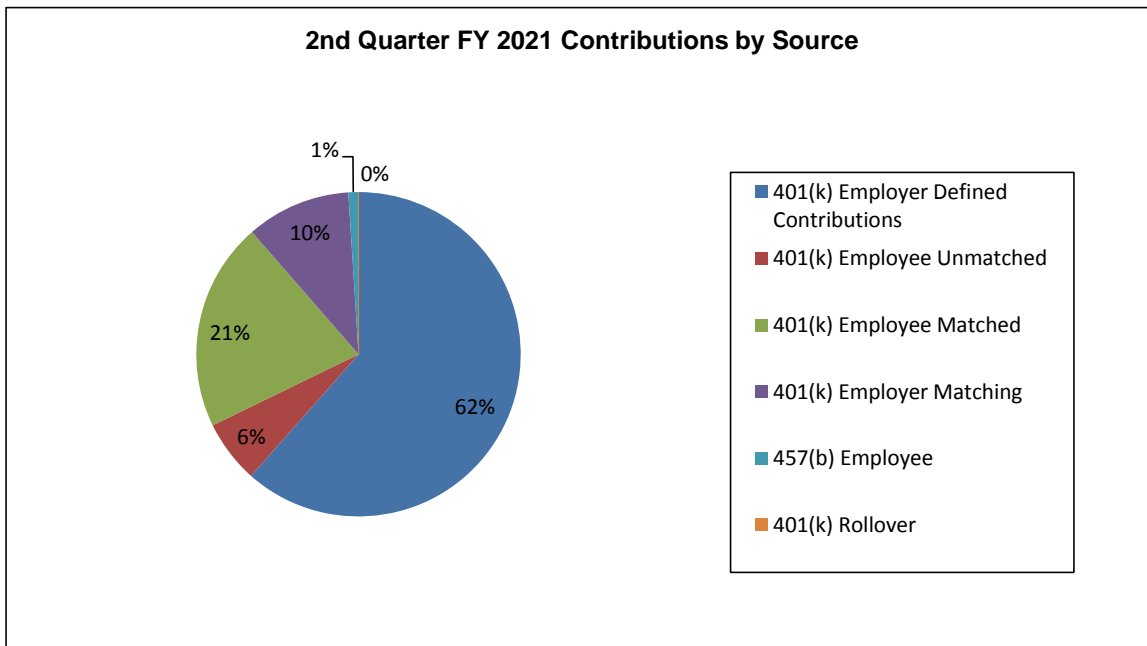
	<u>401(k)</u>	<u>457(b)</u>
Fund Balance 9/30/20	\$53,143,739	\$1,344,765
Activity 10/1/20 - 12/31/20		
Distributions	(\$3,224,857)	(\$571,524)
Contributions	\$921,003	\$16,116
Net	\$50,839,885	\$789,357
Fund Balance 12/31/20	\$55,657,232	\$829,486
Gain/(Loss)	\$4,817,346	\$40,129
% Gain/(Loss) for the Period	9.06%	2.98%

Participants

Active Employees in Retirement Plan	333	5	52%
Terminated Employees in Retirement Plan	302	4	48%
Active Employees Total Balance	\$37,748,645	\$554,795	68%
Terminated Employees Total Balance	\$17,908,587	\$274,690	32%

Contributions

Employer			
Defined (10%)	\$554,150	\$0	
Matching (50% of Employee Matched)	\$96,120	\$0	
Employee			
Matched (up to 6%)	\$192,239	\$0	
Rollover	\$8,583	\$0	
Unmatched	\$69,912	\$16,116	
	\$921,003	\$16,116	



**Harbor Regional Center
Retirement Plan Balances as of 12-31-2020**

<u>Loan Information</u>	<u>as of 9/30/2020</u>	<u>as of 12/31/2020</u>	<u>Increase/ (Decrease)</u>
Employees with Loans			
Active Employees with Loans	28	29	1
Terminated Employees with Loans	<u>4</u>	<u>4</u>	<u>0</u>
Total	32	33	1
 Average Balance Amount	 \$9,860	 \$8,800	 (\$1,060)
 Loan Value Total	 \$315,512	 \$290,385	 (\$25,127)