

**GOLDEN GATE REGIONAL CENTER BOARD of DIRECTORS  
MEETING**

**Tuesday, October 21, 2025, 5:30 PM**

**Via Zoom Video Conference  
and  
In-Person at GGRC, 1355 Market Street, # 220, San Francisco, CA 94103\***

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- 5:30pm     **I. CALL TO ORDER /INTERPRETATION ANNOUNCEMENT AND INTRODUCTIONS (Jacy Cohen)**
- 5:35pm     **II. CONSENT AGENDA ITEMS (Jacy Cohen)**
- ACTION**         A. Agenda
- ACTION**         B. Record of September 16<sup>th</sup> ,2025 Meeting
- 5:40pm     **III. PUBLIC COMMENT/ANNOUNCEMENTS (Jacy Cohen)**
- 5:45pm     **IV. COMMITTEE REPORTS**
- A. Finance Committee (Michael Bernick)
1. Monthly Financial Statement
- 6:00pm     **V. STATE COUNCIL ON DEVELOPMENTAL DISABILITIES**
- A. Update on SCDD Activities (Sheraden Nicholau)
- 6:10pm     **VI. COMMITTEE REPORTS (Continued)**
- B. Legislative Committee (Shirley Poitier)
- a. [AB1172](#) (Nguyen) – Inhalable Emergency Seizure Medication Bill
- b. Brief Fed Funding Future Update
- C. ARCA Update (Marta Guzman)
- ARCA Academy in November – GGRC Representation
- ACTION**         D. Services Committee (David DeLira)
- a. Approval of POS Guideline Revisions
- b. Board Education: *Employment Services and Supports: A Panel Discussion (Sean Galvin, CSU Director and Service Providers)*
- E. Board Operations (Lynn Pulliam)
- a. Board Retreat Feedback
- b. Mandatory Trainings Progress Update (Board Roles & Responsibilities, Cultural Humility, Whistleblower Policy, Conflict of Interest)

F. Service Provider Advisory Committee (Kate O'Connor)

G. Executive Committee (Jacy Cohen)

6:40 pm VII. **DIRECTOR'S REPORT** (Eric Zigman)

- A. Autism Statement
- B. GGRC Performance
- C. Expansion Positions

7:00 pm VIII. **EXECUTIVE SESSION** (if necessary)

\* You must RSVP to attend in person or to receive the Zoom meeting information. To RSVP or if you have any questions, please email Aria Alokozai at [aalokozai@ggrec.org](mailto:aalokozai@ggrec.org)



# Golden Gate Regional Center

*Supporting Lives of Liberty and Opportunity*

RECORD of October 21<sup>st</sup>, 2025, 5:30 PM

PRESIDING: Jacy Cohen

DIRECTORS PRESENT: David DeLira  
Marta Guzman  
Kate O'Connor  
Shirley Poitier  
Gita Gupta  
Sharon Jones  
Lynn Pulliam  
Michael Bernick  
Brindicy Alcaraz  
Jane Diaz  
Mariana Abballo

DIRECTORS ABSENT: None

STAFF: Eric Zigman  
Lisa Rosene  
Brenda Gonzales  
Lop Hou  
Aria Alokozai  
Ihsan Shagiwal  
Sean Galvin  
Amanda Pyle

GUESTS: Calene (ASL Interpreter)  
Kate (ASL Interpreter)  
Jennifer Carper  
Abby Yim  
Chris Aguire  
Jenica Hadley  
Oscar Arteta (Spanish Interpreter)  
Tamara Ranney  
Bob Twomey  
Virginia Wan-Nogueira  
Anita Juvvadi

## CALL TO ORDER (Jacy Cohen)

Jacy Cohen called the meeting to order at 5:31 p.m. Welcoming remarks and introductions followed. Instructions regarding Spanish and American Sign Language interpretations were provided.

## CONSENT AGENDA ITEMS (Jacy Cohen)

### **ACTION A. Agenda**

*The agenda for today's meeting was approved.*

*M/S/C) (Kate O'Connor motioned/ David DeLira seconded)*

**ACTION B. Record of October 21, 2025, Meeting**

*The minutes were approved.*

*M/S/C (Kate O'Connor motioned /Jane Diaz seconded*

**PUBLIC COMMENT / ANNOUNCEMENT**

Eric announced that GGRC's first in-person All Staff Meeting (since the pandemic) will be held on Thursday, October 23<sup>rd</sup> in South San Francisco and Marta Guzman from the Board and Sascha Bittner from the Self Determination Local Advisory Committee will be our guest speakers.

Lisa shared that the SDP will be participating in a Resource Fair on November 8th and another on November 15th. In addition, the SDP team will host a Resource Fair in Marin.

Attendees were asked to email [sdp@ggrc.org](mailto:sdp@ggrc.org) for more information.

**COMMITTEE REPORTS**

**Finance Committee (Michael Bernick)**

Michael Bernick asked CFO Lop Hou to go over the financial report.

Lop shared the following financial report:

Monthly Financial Statement: [Financial Status as of August 31, 2025]

Lop reported GGRC's monthly financial statements as follows:

Operations

After two months of operations, year-to-date expenditures are under budget by 3.0%. All operations funds are expected to be fully expensed for the fiscal year over the normal course of operations.

Purchase of Services (POS) Excluding CRDP

After two months of operations, year-to-date expenditures are under budget by 2.4%. The estimated surplus is projected to be approximately \$19.8 million for this fiscal year.

Community Resource Development Plan (CRDP) Funding

Placement funds and Start-Up funds have been approved but have yet to be allocated. These are expected to be fully expensed.

Eric highlighted that our regional center has historically been among the slower-growing centers, with a growth rate of approximately 2–4% in individuals served. Currently, this rate has increased to over 6%, reflecting significant increases. This growth is wonderful in terms of more people getting services but has many impacts on workload capacity in all our departments.

Mike noted that an estimated 480,000 individuals will be served by the statewide regional center system as a whole.

Q and A followed.

**State Council on Developmental Disabilities Update on SCDD Activities (Eric Zigman for Sheraden Nicholau)**

Eric shared that Sheraden has shared a document titled “There should be Law Report” which is a relatively new program for SCDD where people from the community suggest ideas for potential state legislation in regards to people with developmental disabilities. This Report can be shared with Board members and interested others.

Eric also spoke about SCDD reminding folks about their Medicaid Watch portal, where leaders, advocates, and community members can report pre-emptive cuts or denials (of otherwise what should be eligible for services) since the passing of HR 1. SCDD has heard from the community about health care services, IHSS, and other Medicaid funded services in various parts of the state that are already being pulled back (inconsistently).

[https://scdd.sjcl.qualtrics.com/jfe/form/SV\\_bOUlyKKqWCiKgse](https://scdd.sjcl.qualtrics.com/jfe/form/SV_bOUlyKKqWCiKgse)

**Legislative Committee/ARCA Report (Shirley Poitier)**

Shirely and Eric reported on the outcome of three bills:

**AB 1172 Adult Day Program: Administration of Inhalable Emergency Antiseizure Medications**

Shirley reported that a letter from the Association of Regional Center Agencies (ARCA) was shared with the Board members. ARCA sponsored and championed this legislation as it moved from a proposed bill to state law.

The letter from ARCA also announced that Governor Newsom has signed several bills into law that will expand services and protect Californians with developmental disabilities. Specifically, SB 258 (Wahab), AB 1172 (Nguyen), and AB 341 (Arambula) each address different objectives—ranging from enhancing access to dental and health care to clarifying matters related to sexual consent. Collectively, these measures are significant for nearly 500,000 Californians and their families who depend on state laws and regulations to address the unique challenges faced by this community.

**SB 258 (Wahab)**

SB 258 removes the spousal exemption from the definition of rape in the California Penal Code. Under previous law, sexual assault against a spouse who was unable to consent due to a disability was not classified as a crime, whereas the same act committed by a non-spouse was. SB 258 eliminates this inequity by ensuring that all individuals are afforded equal legal protection and by clarifying that there should be no presumption that individuals with disabilities are unable to consent. This bill has been signed into law by the Governor.

**AB 341 (Arambula)**

AB 341 recognizes that dental care is essential for individuals with developmental disabilities. However, many individuals experience significant fear or anxiety related to dental treatment, which can lead to behaviors that necessitate sedation or general anesthesia, or result in delayed care until pain or health complications become severe. This bill seeks to reduce the barriers and challenges faced by individuals with developmental disabilities and their families in accessing appropriate dental care.

GOLDEN GATE REGIONAL CENTER

RECORD OF MEETING –

October 21<sup>st</sup>, 2025

Shirley welcomed the Board members and interested others to attend the GGRC Board Legislative Committee that is held every 1st Tuesday of the month at 3pm via Zoom.

Eric added that Assembly Continuing Resolution 55 reaffirmed the Legislature’s ongoing commitment to the Lanterman Act, which established California’s entitlement to services for individuals with developmental disabilities. While the resolution does not create new law, it serves as a symbolic acknowledgment of the Act’s legacy and the 1985 *ARC v. DDS* decision that made these services a legal entitlement. This reaffirmation comes at a critical time as the state faces uncertainty regarding potential federal funding changes. The Association of Regional Center Agencies (ARCA) was the sponsor of ACR 55.

Looking ahead, the Governor’s FY 2026–27 Budget will offer greater clarity on how potential federal funding reductions may affect state programs. Although California currently maintains a stable fiscal position, any federal cuts could place additional strain on state service systems. As the payer of last resort, regional centers may experience increased demand if other systems are unable to provide necessary services, underscoring the importance of sustained legislative and fiscal support for individuals with developmental disabilities.

Brindicy spoke about the inhalable anti-seizure medication bill and added that awareness and training for parents, caregivers, and volunteer staff in day programs and licensed homes are critical. Brindicy stated that she will share a website that is designated to support communities living with epilepsy.

Amanda shared that this website will be added to the resources being compiled for the new GGRC website. Once reviewed, these materials will be incorporated into the site’s resource section to ensure comprehensive support for the community.

Q and A followed.

**ARCA Update (Marta Guzman)**

Marta shared that she attended the recent regional center Board Delegates and ARCA Board of Directors meetings and described them as valuable learning experiences. The sessions covered the ARCA Delegates Board Member competencies report, partnership-focused guidance from DDS leadership, ARCA initiatives like employment programs, and strategies to improve system efficiency, including billing codes and software updates. From her interactions in the Delegates group, Marta feels that our regional center is performing well.

The ARCA Board of Directors adopted a strategic thinking standard of practice to align priorities across all 21 regional centers. Upcoming events include the ARCA Academy in Sacramento (November 14–15) and a Delegate Retreat, providing further opportunities for training and collaboration. Past ARCA Academies have provided Delegates with greater insight into system operations and a deeper appreciation for efforts to serve clients effectively.

**Services Committee (David DeLira)**

David DeLira shared that the consideration of the revision to Purchase of Service Guidelines is an action item for Board approval this evening. He asked Lisa Rosene to cover the proposed

changes. David mentioned that the Services Committee had reviewed the changes and recommended them to the Board

Lisa highlighted that several corrections and updates have been made to the Purchase of Services (POS) Guidelines. Notable revisions include:

- State Developmental Centers: Previously described in detail, there is now only one center (Porterville), serving individuals found incompetent to stand trial.
- Alternative Residential Model (ARM) Rate Reform: Levels have been expanded from 1–4 to 1–7, with Level 7 corresponding to the current Specialized Residential Services (service code 113). Program designs and population assignments are being updated in collaboration with vendors.
- Continuous Nursing ICF: No longer exists and has been removed from documentation.
- Rent Subsidies: Eligibility now includes risk of homelessness, in addition to medical, behavioral, or psychiatric conditions.
- Independent Living Skills Training: Monthly hours have increased from 25 to 80 hours under rate reform.
- American Sign Language (ASL) Usage: If standardized ASL language and funding are adopted by the regional center, DDS approval is not required, and this will be reflected in the communications section.

These changes ensure POS Guidelines align with current laws, rate reforms, DDS Directives and service standards.

David Delira asked for motion for approval of the POS Guidelines as well as the new DDS American Sign Language (ASL) Directive.

Kate O'Connor made a motion and Jacy Cohen seconded. The Board unanimously voted to approve the POS Guidelines. There was no further discussion. The Guidelines will now be sent to DDS for their review and approval.

*M/S/C (Kate O'Connor motioned /Jacy Cohen seconded)*

#### Board Education: Employment Services and Supports: A Panel Discussion (Sean Galvin, CSU Director and Service Providers)

Eric underscored that Golden Gate Regional Center has historically been a leader in employment services, with higher employment rates and average wages compared to other regional centers. However, like all other regional centers, employment levels dipped during the pandemic and have since partially recovered. The recovery at Golden Gate regional center has not been as strong as desired, due in part to challenges in high-cost areas requiring sufficient job developers and job coaching staff. The Board presentation marks the beginning of a renewed focus on employment, aligning with state efforts to rededicate resources and support employment opportunities for individuals served.

Eric facilitated a panel on Employment Services and Support with Abby Yim, Chief Executive Officer at Integrated Community Services (ICS) and Virginia Wan Nogueira, Senior Director of Workforce Inclusion and Program Optimization at Arc San Francisco. Eric asked the panelists to describe their employment programs, including the populations they serve, the types of services they offer, and to share their successes in providing Employment opportunities for people with developmental disabilities as well as challenges with regards to staffing in their

respected organizations.

Abby Yim, Chief Executive Officer at Integrated Community Services (ICS) shared that ICS is a cross-disability service provider collaborating with the Department of Rehabilitation, Golden Gate Regional Center, and Marin County to deliver a comprehensive range of employment and other services. ICS emphasizes innovative, individualized approaches, including supporting participants in starting micro-enterprises through programs like Tailored Day Services (TDS) and Self-Determination. Their strategies align participant interests and passions with evolving job market opportunities, including post-pandemic shifts, while accommodating individual needs and accessibility requirements to ensure successful employment outcomes.

Initiatives include a simulated driving program which can lead to flexible work such as Lyft or Uber drivers, micro-enterprises such as Etsy shops and photography businesses, and traditional programs like vocational farm and therapeutic garden training. Partnerships with local businesses, including a skin care company (led by a CEO with a disability), provide real-world work opportunities. These efforts combine innovation, skill development, and individualized support to help participants achieve meaningful employment.

Abby noted that expanding successful employment programs is challenging in competitive regions like the Bay Area. With fewer larger companies hiring people with disabilities, employment services face increased difficulty. Adequate funding and job development rates are critical to recruit and retain skilled employment specialists, and many providers are reducing services due to these challenges.

Abby concluded by emphasizing creative approaches to employment that leverage Rate Reform and Tailored Day Services (TDS). Key strategies include skills-building, education, and aligning participant abilities with job placements, as well as using TDS funding to support diverse pursuits like publishing, portfolio development, and artistic projects. Networking and employer relationship-building are also emphasized to help participants secure meaningful employment. Abby stressed developing career pathways within disability service providers. The ICS DSP training program enables individuals receiving services to work as Job Coaches and in independent living skills staff roles. Hiring panels include participants themselves, promoting inclusion and representation in agency decision-making. These strategies help address workforce shortages, support participant career growth, and foster a more inclusive organizational culture.

Virginia wan Nogueira, Senior Director of Workforce Inclusion and Program Optimization at Arc San Francisco shared that Arc San Francisco provides employment programs for adults aged 16 and older who are part of the regional center. Services include job development, internships, and long-term support, covering skills assessment, interest exploration, education, job fairs, interview preparation, onboarding, and job coaching. The center operates three internship programs—in Marin at an organic farm, locally with supported on-site internships, and a long-term partnership with California Horticultural Sciences. Individual placement programs are also offered, tailored to each participant's goals to ensure customized support throughout the employment process.

Virginia noted that participants' employment interests have shifted since the pandemic, with many exploring new industries beyond traditional corporate roles. A hospitality-focused internship program at a local food hall in San Francisco provides hands-on experience and mentorship, helping participants build skills, confidence, and leadership. Some participants have progressed to become mentors or secure long-term employment, demonstrating the value of

mentorship and short-term internships in creating career pathways.

Virgina shared that the current employer-driven job market presents both opportunities and challenges. While recruitment of direct support professionals has been manageable, finding qualified management-level staff and additional employment specialists remains difficult due to competition with other industries.

Virgina added that although funding for job coaching has improved, there is insufficient investment in job development—the work involved in helping participants find employment, build skills, and receive education before placement. She emphasized that effective employment services require significant preparation, and increasing funding for job specialists and development would improve outcomes and support participants in obtaining meaningful employment.

Virgina concluded that they engage participants through a weekly Client Advocacy Committee, ensuring their voices are heard by their Board of Directors. Participant input is also incorporated into employment roles, such as job coaching and DSP positions, as well as administrative functions, supporting person-centered services, and meaningful inclusion in agency operations.

Q and A followed

### **Board Operations (Lynn Pulliam)**

#### **Board Retreat Feedback**

Lynn shared that she will follow up with Board members to gather feedback on their experiences during the recent Board Retreat. Jacy highlighted that the Retreat provided an important opportunity for Board members to connect and engage outside of regular meetings, fostering collaboration and team cohesion. She emphasized how Board Members were given presentations about changes in the federal government with potential consequences (provided by Tony Anderson, the Associate Director of ARCA) and heard about a relatively new and exciting service called Coordinated Family Services.

Marta expressed pride in representing GGRC at the ARCA Board Delegates meeting, noting the Board's strong commitment to team building and collective engagement.

Additionally, Eric mentioned that mandatory training courses on Board Roles & Responsibilities, Cultural Humility, Whistleblower Policy, and Conflict of Interest are required for all GGRC Board Members. These trainings will be offered through live webinars and/or recorded sessions to provide flexibility, while completion remains a core responsibility. These training sessions will be provided to ensure all members fulfill the requirements and to support them in being effective members of the Board.

### **Service Provider Advisory Committee (Kate O'Connor)**

Kate shared that the Service Provider Advisory Committee (SPAC) remains active with about 250 service provider participants on their list serve, with meetings varying in size. Members appreciate guidance from the Regional Center on directives, rate reform, quality incentives, and federal funding updates. Discussions highlighted the importance of the Lanterman Act, ensuring adequate funding for services, and challenges in staffing, particularly employment services. The committee also values industry advocacy efforts that support providers and educate DDS.

After 30 years at Lighthouse, Kate announced that she has accepted a new role as Executive Director at Cornerstone Community Homes. She will continue in her facilitation role at SPAC and as the SPAC representative on the GGRC Board. One SPAC member opening remains to be filled.

**Executive Committee Updates (Jacy Cohen)**

Nothing to report this month.

**Executive Director's Report (Eric Zigman)**

Autism Statement

Eric reported that GGRC posted a recent statement on our website addressing misinformation regarding autism, referencing guidance from HHS, DDS, pediatric medical associations, and other regional centers. This statement received positive feedback from families and staff, and the agency plans to continue providing timely, informative communications in the future.

GGRC Performance

Board members were encouraged to attend the upcoming GGRC performance contract review meeting on November 12 to see and discuss results from the FY 24-25 performance contract, which tracks longstanding state-mandated performance measures, including employment outcomes. The report reflects a regional center's performance across key measures.

Expansion Positions

Eric shared that GGRC has approved 27 new expansion positions, reflecting continued growth since the pandemic. Golden Gate Regional Center has grown from approximately 210 staff in 2020 to over 320 today. Eric emphasized the extensive efforts of HR and leadership teams in recruiting, hiring and training new staff across all levels, supporting organizational growth and increasing operational capacity.

Jacy thanked our guest speakers and all Board members and adjourned the Board meeting at 7:31 pm.

Respectfully submitted,  
Aria Alokozai