

30 years of whatever it takes.

DISABILITY RIGHTS WISCONSIN 2007 REPORT TO COMMUNITY

TIMELINE OF PROTECTION AND ADVOCACY **1977** Wisconsin Coalition for Advocacy becomes the state's designated protection and advocacy agency for people with disabilities. **1979** Issue influential report on protective services and guardianship. **1981** Develop landmark educational advocacy training manual used by parents of children with disabilities throughout Wisconsin. **1981** Join coalition to support Community Options Program that funds alternatives to nursing homes. **1983** Win groundbreaking case affirming educational rights of children with severe disabilities. **1985** Make case for the right of an individual to live in a community residential setting with funding from the Community Integration Program. **1986** Document serious rights violations at state-run centers for people with developmental disabilities in report entitled *Out of Sight, Out of Mind*. **1986** Inaugurate workshops to help family members and service providers understand the challenging behaviors of persons with disabilities. **1987** Publish *Rights and Reality*, first comprehensive review of all major state and federal rights for persons with disabilities. **1987** Establish programs that provide protection and advocacy for individuals with mental illness. **1992** Open WCA office in Milwaukee. **1992** Expand protection and advocacy mandate to serve persons with physical disabilities and sensory impairments. **1995** Initiate mental health advocacy project that gives consumers tools to advocate for themselves. **1996** Lead successful effort to repeal caps on home care services. **1997** Reach settlement in major seclusion/restraint class action suit against mental institutions.

1997 Increase advocacy activity on behalf of Native American students with disabilities.

1997 Introduce advocacy focus that serves inmates with mental illness in Wisconsin jails and prisons. **1998** Launch self-advocacy workshops for people with cognitive disabilities.

1999 Secure court victory in nationally recognized job discrimination case on behalf of a man with intellectual disabilities. **2000** Establish Family Care Independent Advocacy project. **2000** Win important case requiring Milwaukee County to upgrade their para-transit system. **2002** Take the lead in major effort to provide disability-issues training and technical assistance to organizations that serve victims of domestic violence and sexual assault. **2003** Open Rice Lake office to create visible advocacy presence in northwestern Wisconsin. **2004** Begin administering program of legal backup and support for state-funded Disability Benefit Specialists. **2005** Activate Medicare Part D Help Line.

2006 Change name to Disability Rights Wisconsin. **2006** Initiate SSI Managed Care External Advocacy program. **2007** Investigate death of child in day-treatment program that leads to systems change regarding unsafe restraints. **2007** Win special education case against Milwaukee Public Schools and the state Department of Public Instruction requiring compliance with federal law. **2008** Mark 30 years of whatever it takes to ensure what is right and fair for all persons with disabilities and their families in Wisconsin.

Built on big ideas



Lynn Breedlove & Mark VanDierendonck

Reaching a milestone anniversary in 2007 inspired many of us connected with Disability Rights Wisconsin to consider how the organization got here. What did it take it to make the impact we have made? For board and staff members of Disability Rights, the answer to what brought us strong through 30 years of activism with and on behalf of people with disabilities in Wisconsin is a willingness to embrace and build on *big ideas*, ideas we back up every day with effective action.

In one sense, these ideas comprehend what's at stake for each person whose cause we serve. They are about aggressively advocating for fairness, equality of opportunity and compassion, in bold coalition with many advocacy partners. Our individual advocacy approach goes to the heart of the Disability Rights Wisconsin mission; it is the place we start when we see the need for change.

Operating in the realm of big ideas also inspires commitment to address daunting challenges others are unwilling or unable to undertake. Disability Rights Wisconsin acts with resolve to obtain legal remedies where injustice runs so deep, nothing else will do.

This Report opens with a timeline and stories that highlight important moments in our history. They remind us how influential and respected Disability Rights is in Wisconsin, how important our protection and advocacy role has become.

Proof of how the present reflects our past, we also profile a momentous victory in the special education case we brought against Milwaukee Public Schools and the State Department of Public Instruction. Advocates across the country watched the outcome of this litigation. The case now takes its place alongside similar efforts in Baltimore and Chicago to hold large urban school districts accountable to children with disabilities and their families.

A project last year about inclusive childcare tapped an array of advocacy strategies that define the best of Disability Rights Wisconsin. We share it here as a model of collaboration with lasting impact. The customized training series led to development of a teaching guide many education professionals tell us has powerful truths to tell about how *all* children learn.

Another story to tell is how Disability Rights' 10-year connection with Wisconsin's Native American tribes became stronger in 2007. Our education advocacy services are available now to more Native American students with disabilities thanks to a growing partnership.

Thirty years strong is about people, too, like the late Lila Kelly, a firebrand activist and board member we honor in these pages. It is about the committed professionals who continue to work and volunteer their leadership, and the people who support every effort. Together, they help Disability Rights Wisconsin transform big ideas into real change for people with disabilities. And we plan to keep doing it for years to come.

A handwritten signature in black ink that reads "Lynn Breedlove". The signature is written in a cursive, flowing style.

Lynn Breedlove
Executive Director

A handwritten signature in black ink that reads "Mark VanDierendonck". The signature is written in a cursive, flowing style.

Mark VanDierendonck
Board President

30 years of whatever it takes

Disability Rights Wisconsin turned 30 years old in 2007. The milestone invites a look back at three decades of protection and advocacy for people with disabilities in Wisconsin. It is a reminder that equal access to education, employment, housing, justice, long term care and quality of life is a hope less fragile thanks to the work of Disability Rights—empowered to do whatever it takes to attain what is right and fair.

Disability Rights Wisconsin got its start in October 1977 as the Wisconsin Coalition for Advocacy (WCA), part of a national system of independent protection and advocacy agencies established by Congress to safeguard the rights of people with disabilities. The designation inspired a powerful, enduring idea echoed in the organization's mission—**challenge systems and society to achieve positive changes in the lives of people with disabilities and their families.**

When WCA became Disability Rights Wisconsin in 2006, the name change gave instant voice to that mission. And again, it declared a statewide imprint of protection and advocacy.

30 years of building coalitions

By any name, Disability Rights Wisconsin established itself early as a coalition builder and consistent voice for the rights of the people it continues to serve. Knowledgeable professionals who led the organization into immediate action 30 years ago worked with key advocates in government and the nonprofit sector to develop a self-advocacy curriculum. They helped design and secure legislative support for a program promoting alternatives to institutional care.

WCA, as it was in the mid-80s, took its cause to court and won landmark cases that affirmed the rights of children with disabilities to learn in the least-integrated setting. These and other legal victories set the tone for steadfast efforts that continue today. The 2007 win in a long-fought case brought against the Milwaukee Public Schools shows that, as justice prevails, so these settlements give a face to many issues of discrimination against people with disabilities.

Documenting truths of such discrimination first-hand was a strategy from the start. WCA raised visibility in the state for disability issues by publishing important studies and exposés. More than 20 years ago, the organization circulated reports on rights violations at state centers for people with developmental disabilities, and a comprehensive manual (revised in 2001) on state and federal rights for persons with all disabilities. Innovative training manuals and advocacy tool kits developed by WCA/Disability Rights Wisconsin are valued resources in Wisconsin and nationally.

The organization took up issues of unlawful seclusion and restraint in state mental health institutes in 1997. Its legal advocates regularly intervene on behalf of inmates with mental illness in the state's jails and prisons.

Throughout its history, Disability Rights Wisconsin welcomed opportunities to grow—to do whatever it takes to reach more people with disabilities. With the opening of a Milwaukee office in 1992 and a Rice Lake office in 2003, Disability Rights expanded its presence statewide. An ambitious project to address violence against women with disabilities and Deaf women emerged in 2002 to become a model of collaboration. The organization introduced a Medicare Part D Help Line in 2005.

Disability Rights Wisconsin continues its work at the individual and systems level to ensure equality in housing, employment, education, transportation, long term care, disability benefits and more for all people with disabilities. It is, at 30 years and counting, an exceptional protection and advocacy resource for consumers, their families and the many groups and individuals who share the dedication of Disability Rights Wisconsin to challenge and change the status quo. ■

Advocacy Action Through the Years

Disability Rights Wisconsin focuses its work in four main action areas that support the mission and each other. These brief profiles are a snapshot of determination and commitment—then and now!

INDIVIDUAL ADVOCACY: One-to-One

Change happens one person at a time. This belief guides every individual advocacy effort by Disability Rights Wisconsin. Advocacy Specialists consider a person's unique situation and help him or her overcome barriers to independence by identifying goals and making the connection to community resources.

An important core focus of Disability Rights' work since 1977, this action area connects advocates directly with individual consumers and families who need help gaining access to services and opportunity. When witness to patterns of discrimination and abuse, these individual efforts often lead to broader systems advocacy and legal action.

Individual advocacy helps people with disabilities move from institutions or residential care facilities to community living arrangements. It ensures children with disabilities have access to education in the least-restrictive school setting. Over the years, the organization's advocacy professionals have assisted people with managed-care issues, disability benefit issues and mental health issues.

Disability Rights Wisconsin acts to bring the "impossible" within reach, says Executive Director Lynn Breedlove. "For every person lucky enough to find their way through a complicated system, there are many more who could succeed if supplied with the right information or guidance. Our advocates, working one-to-one, truly bridge this gap."

SYSTEMS ADVOCACY: Broad Strokes

Disability Rights Wisconsin's close contact with consumers, their families and caregivers puts the organization in a strong position to promote legislative policies and government programs that positively benefit people with disabilities. Targeting systemic problems at the state and county levels, the organization also works in coalition with other groups to advocate for people with disabilities.

Breedlove notes the broad strokes possible with systems advocacy benefit many people in a single effort. Stronger state oversight of mental health programs, changes in zoning laws affecting group homes and better quality support for long term care stand as proof over the years. "The impact we can have on policy matters is fundamental to our role. WCA, and now Disability Rights Wisconsin, has become a powerful check on willful or widespread misreading of the law."

TRAINING: To the Core

Training goes to the core of Disability Rights' staunch commitment to bring about societal change. Educating consumers, teachers, caregivers, attorneys, community activists and others concerned with disability rights issues is central to giving people with disabilities what they need to exercise their rights and live life to the fullest.

Training initiatives early established the credibility of Disability Rights Wisconsin. Its normalization training, introduced in 1979, helped agencies and consumers statewide envision a better way to provide services. An advocacy training manual published in 1981 set a standard for helping countless parents meet the challenge of fighting for the educational rights of their children. Over three decades, from introducing programs to train special education teachers in 1987 and self-advocacy workshops for persons with cognitive disabilities in 1998 to creating



an ambitious approach to inclusive childcare in 2007, the skilled professionals of Disability Rights have strived to open doors, open minds.

“Besides helping many people understand and work with difficult issues, the training we do raises awareness of those issues in a way more powerful than a million speeches,” Breedlove observes. “People share what they learn, use what they learn and, in the process, change the world around them.”

LEGAL ADVOCACY: Bring the Law to Bear

When individual and systems issues call for stronger measures to end unfair practices, Disability Rights Wisconsin brings the law to bear. The organization took legal action in the 1980s to ensure access to education and protect a person’s right to live in a community setting. Disability Rights’ legal work raised visibility around issues of discrimination in housing, transportation and employment. It has been the means to challenge unlawful seclusion and restraint in state mental institutions. Disability Rights attorneys advise and support advocacy efforts in all priority issue areas and participate in coalition efforts with other rights groups.

“The disability movement knows, we know, it takes more than laws on the books to ensure protection against discrimination,” Breedlove says. “Our experience, and success, in the legal arena is essential to sending the message that everyone in our society is entitled to the greatest possible quality of life.” ■



Major victory in special education case

MPS loses special ed lawsuit

District failed to assign students, state failed to enforce, judge says

By SARAH CARR and ALAN J. BORSUK
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A federal judge ruled Tuesday that Milwaukee Public Schools systemically failed to provide special education services to children who needed them, and the state Department of Public Instruction failed to exercise adequate oversight.

In his decision, U.S. Magistrate Judge Aaron Goodstein said the district broke the law between 2000 and 2005 when it failed to evaluate students with a suspected disability on a timely basis and routinely suspended them instead of figuring out if they needed special

An increase in phone calls back in the late 1990s from parents of children attending Milwaukee public schools signaled something to advocates at Disability Rights Wisconsin. They saw a pattern in what they heard about how hard it was to get attention for a child's needs and access to special education services. They felt it was time to take action.

That action—and the perseverance to go with it in a case that stretched over seven years—brought victory in 2007 when Disability Rights registered a major win on behalf of children eligible for special education services in Milwaukee Public Schools (MPS). Federal Judge Aaron Goodstein ruled against MPS and the State Department of Public Instruction (DPI) in a decision handed down last September.

The court found MPS did not provide the services required by the federal Individuals with Disabilities Education Act (IDEA) and DPI did not do enough to monitor the district's compliance.

Disability Rights Managing Attorneys Monica Murphy and Jeff Spitzer-Resnick led the case. They filed the initial complaint in September 2001 after good-faith efforts to negotiate a solution came to nothing. "MPS claimed they were doing lots of things right," Spitzer-Resnick recalls. "We saw problems across the board."

The decision to take legal action set Disability Rights on course to make what became the largest commitment of advocacy resources in the organization's history. After filing the case as a class action, multiple discovery phases, trials involving expert witnesses and parents of students affected, and three rounds of mediation, the September 2007 ruling came as a relief. Not only did it resolve the long-running court case, but the well-publicized outcome demanded serious improvement in how district schools respond to children who present behavior challenges.

Murphy says changes outlined in a proposed settlement with DPI will have a positive impact on discipline practices. "It makes me optimistic that many more children will get the help they need—special education or not."

The settlement originated when DPI proposed negoti-



The Milwaukee Journal Sentinel reported the outcome of Disability Rights' case against MPS and DPI on September 12, 2007. Disability Rights attorneys Jeff Spitzer-Resnick and Monica Murphy (above) led the seven-year fight for access to special education services in Milwaukee public schools.

ating separately with Disability Rights following the decision. It calls for establishing an early intervention system in every MPS school to improve the process for evaluating students eligible for special education services. It specifies parent or guardian participation in individual education plan meetings and proposes an outside monitor for the district's special education services. Under the settlement, MPS also is required to refer students suspended for 10 or more days during the school year or held back a grade for early intervention services that could include being evaluated for special education services.

Months later, as the court gave final approval to the agreement between Disability Rights and DPI, MPS continued its objection to settlement terms, objections rejected by the court.

For Disability Rights, the case was and is about *accountability*. "MPS and DPI had a responsibility to these children and that's where we kept *our* focus throughout," Spitzer-Resnick says. "When all is said and done, that accountability needs to be there long after the settlement is finalized."

Over the course of the epic case, Murphy and Spitzer-Resnick say that DPI saw the scope of the problem in the state's largest district and its own responsibility to correct the problem. Already DPI has made changes in the response to IDEA complaints at a systems level, a move bound to have an impact statewide.

Visible proof of Disability Rights' determination to pursue any district that disregards the needs of students with disabilities is another positive result of the MPS case. Advocates have made important inroads recently with administrators around the state who understand the consequences and come prepared to find solutions. ■

disabilityrightswi.org makeover improves important resource

Thanks to a major makeover in 2007, the Disability Rights Wisconsin website became a richer resource for the people who use it. Disability Rights Assistant Director Joan Karan says the revamped website emphasizes accessibility, and features expanded content and translations of essential service and contact information in Spanish and Hmong. It also has an underlying template that makes the site easy to update.

It is the first substantial overhaul since Disability Rights launched its online presence in 2001. "It was time to use improvements in the technology to enhance our use of an important information outlet," Karan says.

Alex Szele, Computer Support Specialist for Disability Rights, collaborated with a staff work group to outline changes and additions. He updated the site's look and rebuilt critical navigation components.

Accessibility improvements to the website are based on standards set by the international Web Acces-

sibility Initiative. These include explanatory text on all rollover links and images, and a consistent layout that makes it easier for people with visual impairments and other disabilities to move around the website.

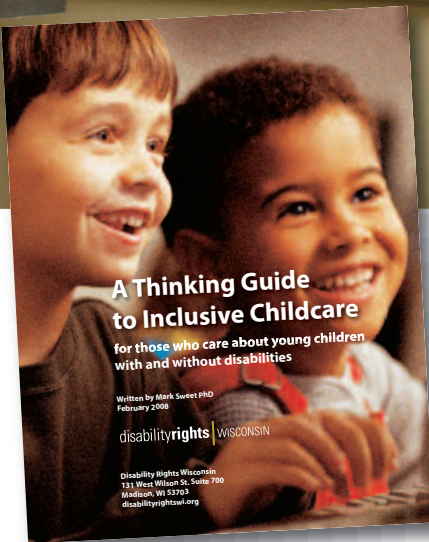
Szele says making the website accessible, easy to search, and with information that is timely and relevant gives users a reason to return. He adds that the upgrade is an ongoing process and encourages people to test it out and provide feedback.

Among content improvements, disabilityrightswi.org features information on priority action areas and Disability Rights programs. The "Contact Us" page includes an explanation of the intake process for people seeking advocacy help. "What's New" takes visitors to current announcements, recent media coverage and Disability Rights publications available for free download. ■



Inclusive childcare project gets people thinking

ALEX SZELE



Mark Sweet conducts a training session, above. At left, the cover of the inclusive childcare training guide he developed in conjunction with the 2007 YMCA project.

basics, says Mark Sweet, Trainer and Consultant with Disability Rights Wisconsin. *Recognize their similarities. Acknowledge their differences. And be curious about the individual child's point of view.*

These recommendations reflect the purpose behind an inclusive childcare consultation and training project Sweet and Disability Rights undertook in 2007. Collaborating with the YMCA at Pabst Farms in Oconomowoc, he developed a unique training program designed to encourage staff members running the YMCA's daycare and early

Advice to people who work with young children in a learning environment comes down to

childhood programs to think critically about how they communicate with or teach children and the expectations they bring to the exchange.

"The goal was getting them to pause long enough to wonder what the child thinks about the interaction before deciding what do to next," Sweet explains. During the course of the yearlong project, supported by a grant from The Ziemann Foundation, he visited the classrooms monthly to observe activity and discuss individual children with staff members. Sweet says the process gave valuable context to the training events and provided him with data for an important inclusive childcare training guide that emerged from the project.

The sessions deliberately did not deal with different disabilities. "The training centered instead on supporting

people in their relationships with children who act in all kinds of ways,” Sweet says. “I wanted them to become conscious of how they think about and talk to individual children.”

YMCA at Pabst Farms Inclusion Specialist Kim Schooley says it was a huge benefit having Sweet’s expertise available to childcare staff members every month for a year. “Mark brought an outside perspective to our teaching techniques that helped us make our classrooms more inclusive,” she adds. “Instead of molding the child to fit the lesson, we saw how to mold the lesson to fit the child.”

The generous timeframe allowed Disability Rights to develop a close rapport with the YMCA group. The trust relationship that evolved gave Sweet valuable material for *A Thinking Guide to Inclusive Childcare*, the publication he authored as an adjunct to the project. *A Thinking Guide* combines classroom scenarios, challenging questions, sample conversations and relevant research to provide ideas and strategies for childcare practices that promote an inclusive experience.

Initially written to meet the needs of YMCA at Pabst Farms and other YMCA programs, *A Thinking Guide* is reaching a wider audience of people and programs interested in bringing children with and without disabilities together. The publication, available as a download from the Disability Rights website, is earning praise from childcare and teaching experts across the state who use it to update their own training programs.

Sweet says the project made him appreciate the pressure some childcare providers feel to promote academics over play-centered activities. “Invention and interaction are important to the developmental and play lives of all children. Viewing the classroom through the lens of inclusion reminds us to pay attention to the learning that comes from play.” ■

From the pages of *A Thinking Guide to Inclusive Childcare* “Wondering about a child’s perspective can help you make more inclusive decisions. Any adult who gives a group of children directions aloud and wants them all to listen, wait, make eye contact, keep their hands to themselves and sit still is guaranteed to come across children who do not and cannot follow through as directed. These children should not be dismissed as having poor attention, of misbehaving, of being distractible, naughty or having a disability. A child’s actions offer a great deal of usable information about what they need and how they learn. Adults often focus too much on what children are not doing—or not doing to adult satisfaction. An inclusive attitude holds that children teach us what might help them when we are willing to notice their attention and demeanor.”

What professionals are saying about *A Thinking Guide to Inclusive Childcare*

“Childcare staff are experienced, committed workers who do not appreciate training that simply tells them what to do. Instead, [the *Guide*] offers them a chance to build confidence within their own team and to consider the needs of all children.”

Molly Murphy, Ph.D

Integrated Development Services

Madison, Wisconsin

“Children need to be seen for who they are, not for who we expect them to be. This book really gets to the heart of that and shows us how easy it is to let children simply be who they are—children.”

Joanne Marquez, Assistant Director

Sunny Day Preschool and Daycare Center

Sun Prairie, Wisconsin

Outreach to tribes builds trust



Michael MacDonald

underserved population and build trust for the organization's efforts inside a culture cautious of outsiders.

A parent advocate himself, MacDonald had worked with several of the tribes before Disability Rights asked him, more than 10 years ago, to visit reservations and help families overcome discriminatory practices that denied their children with disabilities access to mandated education services.

The trust generated from this outreach effort got a welcome boost in 2007 when Disability Rights signed an agreement with the Great Lakes Inter-Tribal Council (GLITC) to provide educational advocacy for children in all tribal areas of the state. Disability Rights also has separate contracts with individual tribes.

MacDonald, who is based in Manitowoc, feels Disability Rights' commitment to and influence on the special education issue impressed GLITC. "They see as I do the way school districts respond when parents who seek advocacy help and understand their child's rights get involved and are prepared to fight for those rights," he says.

The GLITC agreement establishes stronger ties with Disability Rights on behalf of its members—a move in line with GLITC's own mission to support member tribes in expanding sovereignty and self-determination.

Jeff Spitzer-Resnick, Managing Attorney with Disability Rights who provides MacDonald with legal backup and legal advocacy on some of the cases he handles, says the agreement bolsters Disability Rights' positive connection with Native American communities in Wisconsin. "Disability Rights saw a need and initially used our own

"Gaining respect for the children who need special education services was a starting point. Tribes cared but parents didn't know what to do, how to advocate for their kids, how to demand those services."

Advocacy Consultant Michael MacDonald describes his work with Wisconsin's Native American tribes on behalf of Disability Rights Wisconsin as a chance to advocate for an

resources to meet it," he notes. "Eventually, individual tribes contracted with us. Now the endorsement by GLITC helps us reach many more people."

Spitzer-Resnick adds that Disability Rights hopes the closer relationship develops into a chance to expand services to Native American adults with disabilities.

On the school front, MacDonald and Disability Rights continue to bring parents and school districts together, in an effort to ensure every Native American child who needs special education services receives appropriate attention.

In MacDonald's words, the change over a decade is heartening. "More parents are involved and vocal," he explains. "The tribes also feel they have a voice in the education of their children and districts are showing an interest in helping students with disabilities graduate—partly because of Disability Rights, but also because the parents make it known they're not giving up on their kids." ■



**Remembrance:
Lila Kelly**

The disability rights movement in Wisconsin and nationally lost an outspoken, stalwart champion when Lila Kelly died on February 4, 2007, at age 79. Kelly's advocacy fires first ignited as she fought for improvements in special education on behalf of her daughter with Down syndrome. Her determination led the Wisconsin legislature to pass a law in 1973 requiring "free and appropriate public education" for all children with disabilities. The Wisconsin law

Recognition

Disability Rights Wisconsin and individuals within the organization who help guide its efforts on behalf of all people with disabilities enjoyed recognition from respected colleagues in 2007.

The Coalition of Wisconsin Aging Groups (CWAG) presented Disability Rights Executive Director **Lynn Breedlove** with its *2007 President's Award* last November. The grassroots coalition of groups serving the interests of Wisconsin's senior citizens is an important advocacy partner of Disability Rights Wisconsin. CWAG honored Breedlove's years of dedication to protecting the rights of people across the disability spectrum.

Volunteer commitment to another vulnerable group earned Disability Rights Attorney **Ellen Escalera** a *Backyard Hero Award* from Community Shares of Wisconsin in 2007. Escalera donated her legal expertise to victims of domestic violence who turn to the group UNIDOS Against Domestic Violence. The award recognized her valuable legal advocacy and her role as a member of the UNIDOS board. Both Disability Rights and UNIDOS are member agencies of Community Shares.

Those who nominated **Ellen Henningsen** for the State Bar of Wisconsin *2007 Pro Bono Award for a Legal Services Attorney* credit her with an impressive history of representing public interest causes and clients. Honored for

providing legal services to low-income populations and promoting a commitment to pro bono service, Henningsen continues her efforts to improve access to legal services for all people in her role as Staff Attorney in the Disability Benefit Specialist Program for Disability Rights Wisconsin.

A strong commitment to raising awareness about sexual assault against people with disabilities earned Disability Rights Wisconsin the *2007 Voices of Courage Community Support* award from the Wisconsin Coalition Against Sexual Assault (WCASA) last year. **Amy Judy**, Coordinator of the landmark Violence Against Women with Disabilities project for Disability Rights who accepted the award, works closely with WCASA and the Wisconsin Coalition Against Domestic Violence to advocate for responsive and accessible services to benefit all survivors.

Disability Rights Managing Attorney **Monica Murphy** received a *Distinguished Service Award* from the Equal Justice Fund in 2007 in recognition of her commitment to equal rights and justice. The award noted the central civil-rights focus to her legal career, and the dedication and vigor Murphy brings to securing positive outcomes for the people she represents. ■

was a model for federal legislation enacted two years later.

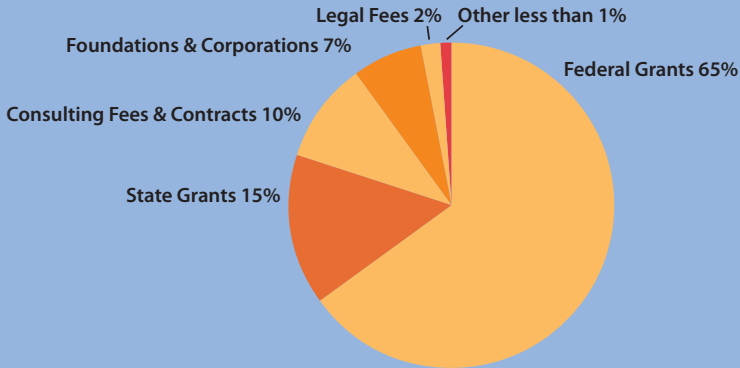
Kelly served on the Disability Rights Wisconsin (then Wisconsin Coalition for Advocacy) board of directors for six years in the 1980s. Fellow activists remember her as a powerful voice for the organization and a visionary who did not hesitate to challenge the status quo. Disability Rights Executive Director Lynn Breedlove recalls Kelly was the leading voice on the board to establish the office in Milwaukee. Seventeen years later, Disability Rights' presence in Wisconsin's largest city has made a positive difference for thousands of people.

Monica Murphy, Managing Attorney in the Milwaukee office, says Kelly had a gift for keeping the organization's advocates honest. "Lila wouldn't hesitate to call you on the carpet if she thought you were giving in or giving up."

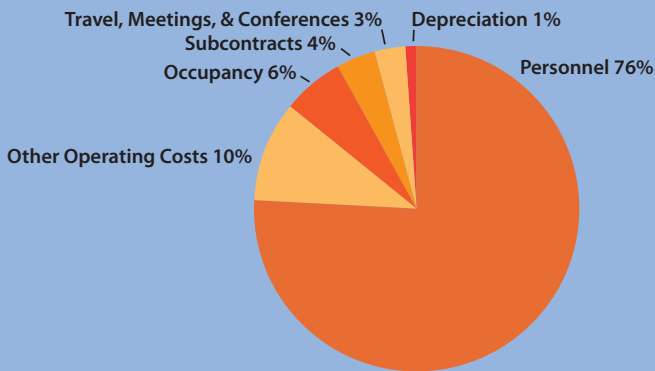
Breedlove also remembers Kelly as a good sounding board. "You could count on her for an intelligent, thoughtful opinion," he says. "She was fearless, whether talking to a school board member, a legislator or the governor. By her courage, she gave us all courage." ■

Financial and Service Highlights

Revenue FY07



Expenses FY07

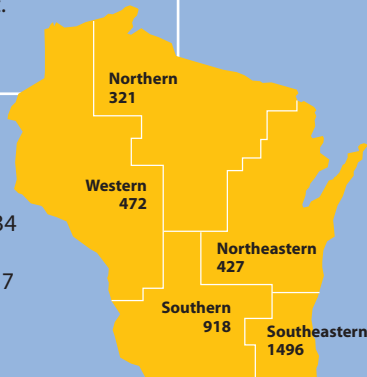


Foundation/Corporation Partners

- Equal Justice Fund
- Faye McBeath Foundation
- First Business Bank
- Greater Milwaukee Foundation
- Mortenson, Matzelle, and Meldrum, Inc.
- Otto Bremer Foundation
- Wipfli LLP
- Wisconsin Trust Account Foundation
- Ziemann Foundation, Inc.

Total Individuals Served Statewide in FY2007

One-to-one Advocacy: 3634
(see map at right)
Training/Consultation: 5417



Statement of Revenue and Expenses for FY06 and FY07

Revenue	FY07	FY06
Federal grants	\$ 2,031,129	\$ 1,863,465
State grants	477,969	510,591
Foundations & Corporations	214,895	269,947
Legal Fees	51,489	82,426
Consulting Fees & Contracts	308,698	310,046
Other	13,393	17,399
Revenue Total	3,097,573	3,053,874
Expenses		
Personnel	\$ 2,303,787	\$ 2,304,454
Subcontracts	105,795	86,780
Occupancy	191,001	169,869
Travel, Meetings, & Conferences	101,046	108,724
Other Operating Costs	312,660	325,657
Depreciation	35,276	23,083
Expense Total	3,049,565	3,018,567
Net Income (loss)	\$ 48,008	\$ 35,307

Statement of Financial Position for FY07 and FY06

Assets	FY07	FY06
Current assets:		
Cash and cash equivalents	\$ 205,944	\$ 297,997
Accounts receivable	8,268	12,505
Grants receivable	277,318	203,592
Prepaid expenses	74,141	73,881
Total current assets	565,671	587,975
Property and equipment, net	273,369	303,436
Total Assets	\$ 839,040	\$ 891,411
Liabilities and Net Assets		
Current liabilities:		
Accounts payable	86,499	70,767
Accrued payroll	67,679	66,104
Amortized rent	3,421	3,421
Leasehold improvement payable	26,269	26,269
Accrued vacation	88,758	131,875
Grant funds received in advance	81,116	116,457
Deferred revenue	56,558	66,097
Total current liabilities	410,300	480,990
Long-term liabilities:		
Amortized rent	14,254	17,674
Leasehold improvement payable	205,727	231,996
Total long-term liabilities	219,981	249,670
Total liabilities	630,281	730,660
Unrestricted net assets	208,759	160,751
Total Liabilities and Net Assets	\$ 839,040	\$ 891,411

Board and Staff Members 2007

Board

Ben Barrett
Trego
Donald Fell
West Allis
Mary Jane Grande
Ashland
Jerome Holzbauer
Milwaukee
Chris Hunter
Madison
Catherine Kunze
West Allis
Mary Lynn Larson
Appleton
James Powell
Sun Prairie
Thomas Rhorer
La Crosse
Katherine Schneider
Eau Claire
Mark VanDierendonck
Waukesha
Marilyn Walczak
Milwaukee
Benita Walker
Madison
Yeng Vang
Wausau

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Managing Attorney
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Law Clerk
Kristine Beck
Administrative Specialist
Joanne Berman
Advocacy Specialist
Alicia Boehme
Advocacy Specialist
Lynn Breedlove
Executive Director
Jo Cauley
Advocacy Specialist
Stephanie Czukas
Law Clerk
Kari Ehrhardt
Social Work Intern
Ed Erwin
Social Work Intern
Ellen Escalera
Staff Attorney
Jessica Gilkison
Staff Attorney
Phyllis Greenberger
Advocacy Specialist
Dianne Greenley
Supervising Attorney
Mitch Hagopian
Supervising Attorney
Jodi Hanna
Supervising Attorney
Ellen Henningsen
Staff Attorney
Kim Hogan
Intake Specialist
Lisa Jameson
Receptionist/Clerical Assistant
Amy Judy
Violence Against Women with
Disabilities Project Coordinator

Joan Karan
Assistant Director
Pat Kelly
Advocacy Specialist
Kristin Kerschensteiner
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* for persons with disabilities and their family members

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