

## Redesigning Long Term Care in Northern Wisconsin

How many of us are or will be receiving long term care is about to change. We know that for sure. Everything is on the table in this comprehensive look at how we receive long term care services. The final result will be up to all of us, people with disabilities, family members, and service providers. It is important for you to become involved.

We are dedicating a large portion of this edition of North Country News to long term care and how it's about to change. Plan to check out each of these articles. Long term care is a big topic and we are not able to cover everything in this edition of North Country News. Our hope is to get you started with some of the information we will all need to be informed during planning. Our most important point is for you to be involved as much as you are able. Several informational presentations are planned, and regular meetings are being held to develop a new long term care system in northern Wisconsin. These are open meetings. Check out our events calendar for information. All nine counties involved in this redesign will be holding Town Hall meetings by the first week of November. We will have more information on these later.

Just a few days later, we will have a national election on Tuesday, November 7th. This issue of North Country News has information on changes you need to be prepared for when registering and voting and much more. Let us know what you think of this issue and how we can improve North Country News to meet your needs.

## Long Term Care Redesign

John Nousaine, Director

The most significant change in Long Term Care in NW Wisconsin for our lifetime is happening right now.

Northwest Wisconsin Long Term Care Options Consortium (NW-LTCO) is engaged in a complex planning project as part of Wisconsin's Family Care Expansion and Long Term Care reform initiative. The goal is to design a comprehensive plan for providing Long Term Support and health services through a regional Managed Care Organization in Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer and Washburn counties.

The target date for completion of the plan is September 2007. North Country has been invited to sit at the table of these discussions.

This is huge folks, and you need to know and understand what's happening. The NW-LTCO meets every first Monday in Hayward. There will be a NW-LTCO website devoted to this soon. Check our website [www.northcountryil.com](http://www.northcountryil.com) or [www.nwdcoalition.org](http://www.nwdcoalition.org) for updates.

There also will be Town Hall meetings in all counties in October (see Calendar of Events, pg 3). Go there, learn, be involved! Your future depends on it.

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## A Short History of the Community Options Program

Northern Wisconsin's nine counties are beginning to redesign long term care services. Actually, Wisconsin has been redesigning its long term care system for quite a while.

In the 1970's Wisconsin began looking at how to deliver services that people with disabilities need to live in their communities. A combination of local, state, and federal funds were used to provide services that people need to stay in their homes. Many of the people first served were people with developmental or a disability that began early in life. "This system worked," says Betty Ferris, the Project Manager of the LTC redesign effort in northern Wisconsin. Waiver services were added along the way. These programs were grouped under what is called the Community Options Program or COP in the 1980's. All Wisconsin counties have the COP program. CIP, or Community Integration Program is a group of services that support someone leaving a nursing home to live at home. CIP is only one example of a waiver. Waiver services are services that are provided in the community with a combination of funds, including federal. Permission or a waiver needs to be given to spend the federal money in the community, rather than in a nursing home. In the 1990's the concept of "money follows the person" began to be used and it came from the development of waiver or community-based services. However, Ferris points out that most of the money for services for people who are elderly or have other disabilities still go to nursing homes. "It will never work with all these little Band-Aids toward reform. The costs will break the budget of the state," she says.

More recently, we have had Family Care. This effort began five years ago, with five Wisconsin Counties piloting an effort where money would be provided for services that consumers needed. Ferris says this project saved \$400 per participant over what it would cost to live in a nursing home. Consumers reported more satisfaction with the services they received and felt they had been involved with decision-making on what care they got.

For most of us who qualify for the COP program, we go on a waiting list that is often very long. "Do we like our waiting lists?" Ferris asks. "People can't wait; people are choosing not to use long term care."

## Accessible Voting Equipment Gets First Use

The September 12th primary election put northwest Wisconsin's new accessible voting equipment to its first test. A check with several counties and municipalities shows largely positive results:

Ashland, Bayfield, and Douglas Counties and their municipalities chose the Automark system. Results show voters were eager to use the new equipment. Their enthusiasm varied from town-to-town. From 50 % to 90 % of the votes cast used the new machines. Issues reported included difficulties with ink cartridges and concerns that enclosures did not offer as much privacy as the old-style voting machines. Some election judges also complained that the machines were slow to process the results.

Nearly all the towns and municipalities in Burnett, Iron, Sawyer, and Washburn counties used the Sequoia system. Here, too, the machines were the voting device of choice for voters in smaller polling places. According to Burnett County Clerk, Wanda Hinrichs, towns in Burnett County reported that between 50% and 90% of their votes were cast using this machine. Problems with printers were also reported by polls using this system. Hinrichs added that Sequoia's customer support was excellent and solved problems very quickly.

Some municipalities in both Iron and Price counties chose the non-mechanized Vote Pad. At press time, we have been unable to get information on how this system worked for voters with disabilities.

If you would like to share your experience using any of the new voting equipment or if you had problems with the machines, contact North Country. Maureen Ryan at the Wisconsin Coalition of Independent Living Centers would also like to hear from voters with disabilities on how the new machines worked for them. Contact Maureen at 1-800-690-6665 or by e-mail: [moryan@charter.net](mailto:moryan@charter.net).



## Calendar of Events

*All phone numbers are in area code 715 unless otherwise noted.*

### **2nd Annual Self-Advocacy Regional Gathering, October 6-7** at the Americinn, Ashland.

Registration fee is \$40. For more information, call Linda at 682-7171 or 1-888-474-0217 or e-mail Linda at: [ljorgenson@nhnorth.com](mailto:ljorgenson@nhnorth.com).

### **Did You Know?---Now You Know! A Training on Health Care Coverage and Community Supports** will be presented on **October 11** from 9-5 at the Northern Great Lakes Visitor Center, Highway 2, west of Ashland. This training answers questions about Medicaid services, waiver services, prior authorization and more. It's free to all parents, grandparents, or guardians. Call Dea at 1-888-474-0217 for information and to register.

**Crisis: How do we define it? How do we prevent it? How do we successfully live through it?** This two-day workshop will be held **October 16 & 17** at the Kalahari Waterpark Resort, Wisconsin Dells. Crisis is the focus at the October Developmental Disabilities Network. Crisis-creating life changes come in all shapes and sizes. Find out how to cope. Registration is \$40. For brochure and registration forms, visit the DD Network website: [www.ddnetworkinc.org](http://www.ddnetworkinc.org). Registration deadline is October 6.

**The Women's Peer Support Group** in Superior will be having a planning meeting to discuss this year's meeting dates and times and other planning information on Thursday, **October 19th** at 10:30am. The meeting will be held at North Country Independent Living, Superior Office. All women with disabilities over the age of 18 who are interested in joining this group are invited. Contact Gloria for more information at 392-9118 v/tty.

**North Country Independent Living** will be having a **mini-assistive technology fair** at the LCO School in conjunction with their October Family Fun Night on Monday, **October 30th** from 5-8pm.

Contact Jeri for more information. 1-800-924-1220 v/tty. The event is funded by North Country Independent Living and by the Paralyzed Veterans of America Education and Training Foundation.

**People On the Move**, Easter Seal's Project Action transportation training program is coming to St. Paul **October 26-27**. This two-day training offers teachers and trainers the tools needed to expand community transportation options. Training materials are available at their website:

[www.projectaction.easterseals.com](http://www.projectaction.easterseals.com). This training is recommended for human service providers and those providing transportation to members of the disability community.

**Town Hall meetings on Long Term Care Options Consortium, October 17**, 7-9pm, Great Lakes Visitor Center, Hwy 2, west of Ashland. This meeting is for both Ashland and Bayfield County. **October 25th**, 7-9pm, Rusk County. No location yet. **October 30**, 6:30—8:30 for Douglas County. No location yet.

**Autism in the Home, School and Community, November 1-2**, La Crosse. This conference is sponsored by Spectrum Training Systems. <http://www.spectrumtrainingsystemsinc.com>. E-mail: [spectrumtrainingsystems@yahoo.com](mailto:spectrumtrainingsystems@yahoo.com) or call at 920-749-0332.

**Northwest Long Term Care Options Consortium Meeting, November 6**, Ramada Inn, Hayward. 10290 Hwy 27 South and County Rd B. Committee meets the first Monday of the month and is open to the public. 9 - 3pm.

**Election Day, Tuesday, November 7th**. Please remember to vote. (polls open 7 a.m. to 8 p.m.)

**World Congress & Expo on Disabilities, November 17-19**, Pennsylvania Convention Center, Philadelphia. Register on line at: [www.wcdexpo.com](http://www.wcdexpo.com).

Over 90 sessions covering developmental and physical disabilities.

*All phone numbers are in area code 715 unless otherwise noted.*

## What's Happening with Long Term Care in Northwestern Wisconsin?

Stewart Holman

Long term care can be described as a variety of services that people with disabilities receive over a period of time to be able to live in the community. I admit this is a bit of a layman's definition for long term care. In any case, most of us are going to need some type of LTC during our lives.

Northwest Wisconsin's nine counties have received \$100,000 planning grant to begin looking at better ways to deliver long term care services to people who need them. The counties involved are Ashland, Bayfield, Iron, Price, Sawyer, Washburn, Douglas, Burnett and Rusk. Also involved are the Native American Tribes from St. Croix, Bad River, Red Cliff and LCO. This planning grant will run until September of next year. During this time, everything will be looked at in our long term care system. The goal of this consortium or group is to develop a comprehensive plan to deliver long term care services in our region through managed care.

Betty Ferris of Washburn was recently hired as the project manager. She was the first director of the Wisconsin Coalition for Advocacy in 1976. In 1988, Betty worked with the Unified Services Board of Ashland, Iron and Price counties doing person-centered planning and assessment with people with long term health care needs. Since 2003 Betty has been working with the CESA 12 in Ashland in instructional services and staff development. Betty has also been active in the Washburn/Bayfield community, co-founding the Lake Superior Big Top Chautauqua tent show in 1986.

Betty says we have to ask ourselves a question: Do we like our waiting lists? Right now, going to a nursing home is an entitlement. If a nursing home says you need their services based on what is called a functional screen, you can get in with no waiting. A redesign of long term care will offer us choices and options with our involvement in decision-making. If it is determined that you need long term care, you will be offered a choice of services and you won't be turned away.

Redesigning long term care is a big job for all of us. North Country Independent Living will work to keep you informed on what's happening. Plan to attend a meeting or an information session. If you need transportation, let us know and we'll see what we can locate. Your friends and neighbors will be going to these meetings too.

## Benefits Updates

Scott Anderson

You may have heard of the Medicaid Purchase Plan (MAPP), which is a way to access Wisconsin Medicaid if you have a disability and are employed, but if you are not yet working you can access this program through what is called the Health Employment Counseling Program (HEC). This is a program that lets you have access to MAPP for up to 9 months while you prepare to go to work. Income and asset guidelines are higher for these programs than for regular Medicaid. If you are working or thinking about work this may be a program of interest to you.

Just a reminder that the open enrollment period for the Medicare Part D Prescription Drug Plan is from November 15th to December 31st for 2007. If you are on Medicare and have not enrolled in Part D prescription drug plan yet, this would be the time to look at your options. If you are currently enrolled and would like to switch to a different plan you can do that during the open enrollment period also.

If you get our newsletter on a regular basis you have heard of Social Security's new work incentive that is available in WI called the SSDI Employment Pilot. This is a new work incentive that Social Security is testing in WI and three other states. For persons who are eligible, when they work above Substantial Gainful Activity (\$860.00/mo) they would see a gradual reduction in their SSDI benefit as opposed to losing it all together. Because this is a demonstration project, it is time limited and the deadline for enrolling is Oct. 31, 2006, so if you are interested in learning more about this project or any of the above information contact North Country Independent Living.

## A Statement on Long Term Care Reform from the Wisconsin Coalition of Independent Living Centers

### Long Term Care Reform in Wisconsin needs to:

- Strengthen existing programs for people receiving long term care.
- Expand services so that waiting lists are eliminated.
- Provide enough funding so that people who are living in institutions who want to move back home will be able to.

### Our guiding principles to long term care reform include the following:

- People will choose where they wish to live and receive funding for the services they need.
- A high cost rate must be established so that consumers who need more intensive services will receive them.
- Everyone who is eligible will receive the services they need.
- Services must be available across county lines.
- Allow consumers to increase their safety by hiring family members and spouses for personal care.
- Continue to downsize Intermediate Care Facilities for people with mental retardation, nursing homes and close state centers by 2009.

### Other guiding principles:

- However the long term care system in Wisconsin is managed, it must include an independent, effective, user- friendly independent advocacy agency.
- Wages for personal care workers and other professionals in long term care must be increased to reduce turnover.
- Reform health insurance so that it is affordable and available to direct service workers.
- Ensure that there is sufficient, affordable, accessible and integrated housing for people leaving institutions.

If you would like to find out more about long term care reform or have questions, call Maureen Ryan, the Director of the Wisconsin Coalition of Independent Living Centers, 608-259-9267 (voice/TTY) or e-mail Maureen at [moryan@charter.net](mailto:moryan@charter.net).



### Superior MS Support Group

meets the second Tuesday of each month from 6-8 p.m. at the Superior Public Library. For more information, contact Pam at 394-6958.

**Ashland MS Support Group** meets the third Wednesday of the month in the Stockton Island Room at Memorial Medical Center. Contact Peggy at 682-6506 for more information.

## Support Groups

*All phone numbers are in area code 715 unless otherwise noted.*

**Ashland Area Brain Injury/ Stroke Support Group** meets the third Wednesday of the month in the Twin Island Meeting Room of Memorial Medical Center, Ashland. For more information, contact Stewart at 682-5676 v/tty or 1-800-499-5676 v/tty.

**Women's Peer Support Group** meets the third Tuesday of each month, 10:30 a.m. at North Country Independent Living, Superior. Contact Gloria for more information, 392-9118 v/tty or 1-800-924-1220 v/tty.

**Chronic Pain Support Group** meets the first and third Wednesdays from 1– 2 p.m. at the Goslin Court main building on Summit Street, Spooner. Contact Sue at 635-9138 for more information.

**Youth Leadership Club** If you are in high school, grade 10 - 12, you may be interested in joining our club. Meetings are held in the Superior Office. Contact Gloria for more information, 392-9118 v/tty or 1-800-924-1220 v/tty.

## Emergency Preparation

### The 3rd Step - Make A Plan

John Nedden-Durst, Disability Navigator

#### How to Create an Emergency Plan

**1. Work with your support network to make a plan.** You should have a plan at home, work, school, or any place you spend time regularly.

**2. You should make a plan** that includes hazards that can impact your community. Apply contingencies you use daily to deal with power outages or transportation delays or breakdowns. This will help you as you consider larger disasters such as tornados, floods, or severe winter storms.

**3. Create a communication plan.** Make sure you and your support network have each other's contact information and alternate ways to communicate if phones are not working (such as an assigned meeting place, using pagers, e-mail or other technology, not always reliant on phone lines alone).

**4. Make an evacuation plan for home, work, school, etc.** Identify a primary and secondary way to evacuate the house or building.

**Points to Consider: *Your personal situation.*** If you require assistance to evacuate, create a plan with the assistance of your support network.

- o If necessary, look into **evacuation assistive devices**, or the installation of ramps at emergency exits. Identify an area of rescue assistance (where emergency services personnel can assist you) in any building you work in or visit regularly.

- o If you require **accessible transportation** to evacuate an area, identify resources, both public and private.

**5. Plan for different ways of sheltering.** Consider what you can do to safely shelter-in-place. Consider how to shelter with friends and family. Finally, consider how a shelter designated for the public would meet your demands.

**6. If you receive regular services (home health care, transportation, dialysis), make a plan with each service provider.** Learn about their disaster plans and how to contact them in an emergency.

Work with them to identify back-up service providers.

(Adapted from the National Organization on Disability [www.nod.org](http://www.nod.org))

In the Next Issue –  
Checklists

## Voting Q&A

**Q.** If I have a disability, what help can I receive while voting?

**A.** You can request assistance with using one of the new voting machines such as the Automark. You can request assistance in how to mark your ballot, if needed. Whatever assistance you need, ask a poll worker for help. By law, polling places are supposed to be accessible for people with disabilities. You may also request that a ballot be brought to you at curbside for voting.

**Q.** If a polling place is not accessible, what should I do?

**A.** You should tell the city clerk. A follow up letter to the clerk is a good idea. North Country Independent Living can help you write such a letter. You should also contact the Wisconsin State Elections board, 1-866-868-3947. e-mail: [seb@seb.state.wi.us](mailto:seb@seb.state.wi.us). The Wisconsin Coalition of Independent Living Centers will also assist with advocacy regarding polling place accessibility, 800-690-6665 or 608-259-9267 V/TTY.

**Q.** Can I have an absentee ballot mailed to me for each election?

**A.** Yes. You will need to complete a statement that says you are unable to get to the polls because of a disability. If you fail to vote using this option, you will have to renew the application within 30 days of notice from the clerk.

## Voting in Wisconsin—A How-To Guide

**WHO CAN VOTE:** U.S. citizens 18 or older who have lived in Wisconsin for at least 10 days.

**YOU MUST REGISTER TO VOTE:**

**Before Election Day:** You may register in person or by mail through your clerk's office.

Visit: <http://elections.state.wi.us>.

**On Election Day:** Bring your Wisconsin driver's license or other official Wisconsin ID to the poll with you. If you have one of these, you will have to provide the number.

**No ID? No problem.** If you've never been issued a Wisconsin driver's license or ID, be ready to give the last four digits of your social security number. If you have none of these ID's, you will be assigned a voter number.

**Proof of Residence:** Also bring a recent utility bill or pay stub – any official document with both your name and current address clearly stated.

**VOTING BY ABSENTEE BALLOT:** Cast an absentee ballot at your city or town clerk's office between September 15 and November 6 (general election). Or write to your municipal clerk to request a ballot by mail. Include your full name, your current address, your request for an absentee ballot, and the address you want the ballot sent to. Be sure to sign the letter. Your clerk's phone number and address are in the phone book or at <http://elections.state.wi.us>.

**WHY VOTE?** There are important issues and offices at stake in this election. Please vote on Tuesday, November 7th. Let your voice be heard. (League of Women Voters, Wisconsin).

## LCO School Invites North Country to Family Fun Night in October

North Country Independent Living will be having a mini-assistive technology fair at the LCO School in conjunction with their October Family Fun Night on Monday, October 30th from 5pm until 8pm. \$40 stipends will be available to the first 45 families of a person with a disability who stop by North Country's booth and assist us by completing a couple of surveys. One stipend per household. If the person with a disability in your family is under the age of 18, an adult must be present to complete the stipend request application. Checks will be mailed in November. For more information, contact Jeri at 800-924-1220 v/tty. LCO School invites all neighbors to come to this fun carnival-like event.

This event is funded by North Country Independent Living and the Paralyzed Veterans of America Education and Training Foundation. North Country Independent Living would like to give a special thanks to the LCO Schools for this invitation.

## Technology Corner

**Power Wheelchair,** Quickie, P-100. 2 Scooters and a Jazzy Power chair. Call 715-373-2874 for details.

**Kaye Corner Chair Small with Tray,** 2nd casters. Used twice for daughter. Sells for \$739.95 with shipping and handling from the company. Asking \$350 or Best Offer. Call Genelle, 218-310-2961.

**2000 Chevrolet Astro Van,** All Wheel Drive, 6 Cylinder automatic, 115K, Crow River Lift. Raised roof. Excellent shape. \$8500 negotiable. 715-392-8611. Ask for Skip.

**2006 Chrysler Town and Country Van,** with Rollex conversion. In-floor power ramp with kneeling system. Front seats are removable. Manual tie downs for wheelchair. Leather interior with heated front seats. Cassette/CD player. Power doors, remote controls. Has 2,555 miles. Call Edith at 715-682-4743.

**Pronto M91 power wheelchair with "sure step."** In good condition. Asking \$2,500.00. Call Anne at 715-798-3260.

## Rides to the Polls

Several organizations throughout North Country’s 8-county service area are offering rides to the polls on Tuesday, November 7th. If you need a ride, please call at least a day ahead to schedule your ride. Call earlier, if you can. (715 area code):

<b>Ashland</b>	<b>Bay Area Rural Transit</b> (door-to-door)	682-9664
	<b>Ashland County Aging Unit</b>	682-4414
	<b>Faith In Action</b> (door-to-door)	682-4414
	<b>Glidden area</b> <b>Lauri Jean Zach Center</b>	264-6611
<b>Burnett</b>	<b>Burnett Co. Transportation</b>	349-7600, ext. 1248
<b>Bayfield</b>	<b>Bay Area Rural Transit</b> (Blue Goose, Washburn)	682-9664
<b>Douglas</b>	<b>Douglas County Aging Resource Center</b>	394-3611
<b>Iron</b>	<b>Iron County Aging Unit</b>	561-2108
<b>Sawyer</b>	<b>Sawyer County Resource Center</b>	634-3000
	<b>Sawyer County /LCO Transit</b>	634-6633 1-866-295-9599
<b>Washburn</b>	<b>Faith in Action, Washburn County</b>	635-2252

## Voting Resources Available

There are two resources available for people who have questions about voting. One is a toll-free support telephone line operated by Disability Rights Wisconsin, 1-800-928-8778 (Voice) or 1-888-758-6049 (TTY). Also, you may want to take a look at a voting guide called “Voting in Wisconsin: A Guide for Citizens with Disabilities.” You can view and order this guide on line at:

<http://www.adawipartnership.org/Voting/VotingGuide.htm>

Remember to vote on Tuesday, November 7th. Our vote does make a difference.

## WISTECH LOAN CLOSET

North Country has a loan closet with hundreds of items designed to make your life easier. For people with disabilities, getting the right piece of technology to do a task can mean the difference of being able to stay in your home or going to a nursing home. Call 800-924-1220 v/tty to find out more about the items in our loan closet.

*WisTech and the National Institute for Disability and Rehabilitation Research (NIDRR), U.S Department of Education, help to make our loan closet possible.*

## TELEWORK

The Wisconsin Telework Program is a statewide, alternative loan program that allows Wisconsin residents with disabilities to purchase computers and other equipment needed to work from home or from other remote sites away from the office, such as work on the road or at a telework center.

Telework is made possible through a grant from the Rehabilitation Services Administration. The Department of Workforce Development and the Division of Vocational Rehabilitation received the grant and provide program and fiscal oversight.

**North Country Independent Living staff are able to answer questions you may have. Call 800-924-1220 v/tty.**



## Transportation Update

Bob Olsgard, Transportation Coordinator

**County Transportation Meetings Highlight Coordination Needs** During July and August, transportation stakeholders in Northwest Wisconsin have attended county-wide meetings to develop human services transportation coordination plans. The meetings were organized by the Northwest Regional Planning Commission in conjunction with County human services agencies. Public transit representatives, private providers, non-profits and private citizens were also in attendance.

Participants at the meetings rated their county's programs on how well they coordinate transportation services and suggested steps for future improvements. Most-wanted on the list of improvements was having one place to call for all transportation services, followed by coordinating funding and attracting additional funding. Frequently mentioned obstacles include; funding restrictions that prevent providers from carrying multiple riders on the same trip, difficulties crossing county lines, and a lack of sufficient funding, particularly at the local level to make these changes a reality.

Participants at four of the meetings agreed to continue working together as a group to complete the work identified in their plans.

**State announces new vehicle awards for 2006-07** Wisconsin's Lieutenant Governor Barb Lawton visited Northwest Wisconsin this summer, stopping in Superior and Shell Lake to announce capital grants for new vehicle purchases under the WisDOT's elderly and disabled vehicle acquisition program. For the two -year cycle including 2006 and 2007, nearly a half-million dollars has been granted to seven different programs in Ashland, Bayfield, Douglas and Washburn Counties. In all, 17 new minivans, and small buses will be added to Northwest Wisconsin's fleet over the next two years. All but one of the new vehicles will be accessible.

### **WISLOAN**

WisLoan is a statewide, low interest loan program that allows a Wisconsin resident with a disability to purchase assistive technology or make home modifications so that he or she can live more independently or productively. **Contact North Country for more information.**

WisLoan is a federally-funded project of the National Institute for Disability and Rehabilitation Research (NIDRR) and the U.S Dept. of Education.

## Donation for North Country Independent Living

North Country welcomes your support in fulfilling its mission of empowering people with disabilities. Your contribution is tax deductible. North Country Independent Living is a non-profit agency with 501(c)(3) status.

Enclosed is my donation of \$ \_\_\_\_\_

Name \_\_\_\_\_

Organization/Company \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_

Mail to:  
North Country Independent Living  
2231 Catlin Ave. Suite 16  
Superior, WI 54880

I would like to volunteer at North Country

**Board of Directors**

**Gayle Wahner**, Superior  
**Tom Draghi**, Hayward  
**Ben Barrett**, Trego  
**Paul Zahurance**, Saron  
**Johnilee Nyberg**, Minong  
**Mary Jane Grande**, Ashland  
**Justin Nicoletti**, Herbster  
**Bill Gallik**, Superior  
**Karen Secor**, Montreal

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**ALTERNATE FORMATS AVAILABLE**

If you require any of this information in an alternate format, please contact us.