

# Annual Report.



2025

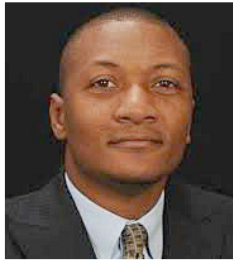
State  
Rehabilitation  
Council

Expect. Employ. **Empower.**

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## Message from SRC Chairperson Lorenzo Brown



As Chairperson of the State Rehabilitation Council (SRC), I am pleased to present the Council's Annual Report. This report summarizes the activities, accomplishments, and recommendations of the SRC during the previous fiscal year sustained efforts of the Alabama Department of Rehabilitation Services (ADRS), SRC members, and partner organizations in advancing employment and independent-living outcomes for individuals with disabilities.

Throughout the reporting period, the SRC continued its close collaboration with ADRS to ensure the perspectives, needs, and priorities of the disability community were fully represented in policy development and program decision-making. Significant progress has been made in enhancing program accessibility, strengthening workforce development initiatives, and improving the delivery of essential rehabilitation services. The accomplishments outlined in this report demonstrate the SRC's ongoing commitment to supporting effective and equitable services for Alabamians with disabilities.

As we look ahead, the SRC remains firmly committed to advancing opportunities, supporting evidence-based practices, and promoting policies that uphold the independence, self-determination, and full participation of individuals with disabilities in all aspects of community life. We look forward to continued collaboration as we work to ensure meaningful and lasting impact across the state.

**Lorenzo Brown, Chairperson**  
State Rehabilitation Council

## Message from ADRS Commissioner Jane Elizabeth Burdeshaw



The Alabama Department of Rehabilitation Services (ADRS) is grateful for the ongoing partnership of the State Rehabilitation Council (SRC). Annually, our combined efforts support vocational rehabilitation services that enable thousands of Alabamians with disabilities to access training, employment, community integration, and increased independence. This support also plays a vital role in meeting the standards set forth in the Rehabilitation Act of 1973, as amended by the Workforce Innovation Opportunity Act and the goals of the Alabama State Workforce Plan. It's exciting to see the progress we've made throughout the first half of this four-year plan cycle.

In 2025, we witnessed new partnerships emerge through the newly established Department of Workforce, expanded relationships with Alabama business and industry and the community college system, expansion of work-based learning opportunities, the success of statewide pre-employment transition services for students, and the removal of policies that created unnecessary barriers to successful service-delivery. Your unique perspectives and individual experiences helped ADRS identify needs, and the state is better prepared to respond to those needs because of your active participation.

We look forward to working with you to modify the state plan, complete the established goals, and build a future where every Alabamian has the opportunity to thrive in meaningful employment.

**Jane Elizabeth Burdeshaw, Commissioner**  
Alabama Department of Rehabilitation Services



## Dr. Graham Sisson leaves a lasting legacy

The trail blazed by Dr. Graham Sisson during his 28-year career and tireless service as the SRC liaison created a remarkable legacy. In the disability community, Graham has been a mentor, advisor, advocate, and friend.

Graham retired on June 1 after helping many by following his motto, “Never give up. The sky is the limit.”

Dr. Sisson has worn many hats throughout his career. He said it has been a joy to have made a difference in the lives of people with disabilities through the Alabama Department of Rehabilitation Services (ADRS), and through many other organizations and nonprofits.

“It has been great,” he said. “There is nothing better than feeling like you have helped somebody at the end of the day. That makes all the difference when you get to help people.”

Soon after graduating from Sheffield High School in 1982, Dr. Sisson became a person with a disability when he sustained a spinal cord injury and a closed head injury as a passenger in a car accident. He was in a coma for eight weeks and paralyzed from the waist down.

Dr. Sisson recovered, learning to use a wheelchair for mobility, and from there, the sky was the only limit for him.

He graduated summa cum laude from the University of North Alabama in 1987. Subsequently, he earned his

Juris Doctorate from Vanderbilt University in 1990 and a doctorate from Auburn University in 2016.

Dr. Sisson’s career in rehabilitation began in 1998 when then-ADRS Commissioner Lamona Lucas recruited him to manage the State Rehabilitation Council (SRC). He became an assistant attorney general and was asked to manage the Americans with Disabilities Act hotline.

His reputation continued to grow, and in 2007, Alabama Gov. Bob Riley approached him about becoming executive director and general counsel for the Governor’s Office On Disability (GOOD).

“He said, ‘Graham, I need to make a change and I need you to do this,’” Graham said. “You can’t really tell the governor ‘no.’”

Inevitably, his responsibilities and advocacy efforts continued to grow. He served as deputy general counsel for ADRS, ADA coordinator for the state, headed the ADA reasonable accommodation team for ADRS, and worked on the Pregnant Workers Fairness Act accommodation team. He also served as the SRC liaison and general counsel and was active on many boards and nonprofits.

Although his duties have been demanding and his hours long, Dr. Sisson said he has enjoyed a rewarding career.

## Sylvia Bowen excited to serve as SRC staff liaison

State Rehabilitation Council liaison Sylvia Bowen said difficult situations are often opportunities that help reveal a person's true purpose.

This has been the case for Sylvia, whose daughter Zoe was born with Trisomy 18 and passed away at 14 months old. The experience helped Sylvia realize she wanted to do something to help others.

"My biggest take from it all is that we can always remind ourselves that difficult situations come," said Sylvia. "But if we choose to find the good or the purpose, then we truly can have more meaning to our lives and think much bigger."

Inspired by her daughter's life and by other parents she knew who were on similar journeys, Sylvia began working with ADRS as the State Parent Consultant for Children's Rehabilitation Service. In this role, she was able to increase engagement with CRS parents and, with their experiences and input, helped improve services and develop policies to better support families.

This experience made Sylvia a top candidate to step into the director position for the Alabama Office on Disability (AOD) after Gov. Kay Ivey, by executive order in 2025, moved the Governor's Office on Disability under the ADRS umbrella.

With a law degree, a master's in public health and extensive experience navigating health care systems and disability services, Sylvia now looks forward to advocating for Alabamians with



disabilities of all ages in her new role.

Sylvia said it is an honor to work alongside such engaged people with specific expertise through the SRC, and to learn more about their experiences, goals, and

the needs of the people served through ADRS's Vocational Rehabilitation Service.

"It's all about advocating with collective voices," she said. "It's all of us coming together and saying, our experiences may be different, but we can make sure the needs of people with disabilities throughout the state are communicated to VR and the leadership at ADRS."

Sylvia said she is humbled to be a part of such a dedicated group and looks forward to learning and growing in her new role. She also said she is especially interested in hearing from those receiving services.

"We're not just happy to serve you, we want you at the table," she said. "We want to hear your voices, because those voices matter. Let's sit together, and let's figure out how we can improve VR services that are so critical to the financial independence of individuals with different abilities in Alabama."



## **A unique partnership:**

### *Vocational Rehabilitation Service and the State Rehabilitation Council*

In January 1995, Vocational Rehabilitation Service moved from the State Department of Education to the newly created Alabama Department of Rehabilitation Services (ADRS), established by an act of the Alabama Legislature in May 1994 to consolidate services for Alabamians with disabilities. This milestone event created a unique, collaborative partnership between the State Rehabilitation Council (SRC) and the Alabama Board of Rehabilitation Services. Working in partnership with ADRS, SRC provides valuable input in administrative codes and rules necessary to regulate Alabama's vocational rehabilitation services.

Working together, the Alabama Board of Rehabilitation Services and the State Rehabilitation Council strengthen the quality, efficiency, and effectiveness of vocational rehabilitation services for all Alabamians with disabilities.

## **The mission of the council is ...**

... to provide support and assistance to the Alabama Department of Rehabilitation Services through program planning, policy development, and delivery of services, thus preparing Alabama's citizens with disabilities for competitive employment.

**STATE REHABILITATION COUNCIL**  
Membership Composition

<b>Mandated Representation</b>	<b>Current Number of Representatives</b>	<b>Number of People with Disabilities</b>	<b>Number of Parents</b>	
Commissioner	1	0	0	
Individuals with Disabilities Education Act (State Department of Education)	1	0	0	<i>SRC membership consists of persons with disabilities, family members, and advocates, service providers, and representatives of the business industry and labor community. Members are appointed by the governor, and all have a personal interest in ensuring that Alabama's citizens with disabilities receive the services and supports they need to become productive and self-sufficient through gainful employment. Membership is geographically and culturally diverse to assure a broad view into decisions that impact vocational rehabilitation services.</i>
Client Assistance Program	1	0	0	
Vocational Rehabilitation Counselor	1	0	0	
Community Rehabilitation Programs	1	0	0	
Business, Industry and Labor	4	0	0	
Physical Disabilities	10	10	0	
Cognitive / Learning Disabilities	0	0	0	
*Disabilities	14	0	0	
Intellectual Disability	0	0	0	
Advocacy Organization	1	1	0	
American Indian Program Representative	0	0	0	
WIA Representative	1	0	0	
Former or Current Recipient of VRS Services	14	14	0	
Parent Training Center Representative	1	0	0	
Assistive Technology Program Representative	1	0	0	
Parent or family member of a person with a disability	1	0	1	
<b>Total</b>	<b>52</b>	<b>25</b>	<b>1</b>	

\* Actual membership is 28, with some individuals representing more than one category, but includes those who retired, resigned, or had their terms expire in 2025. Persons with disabilities comprise a majority (17) of members. This number does not include persons appointed to succeed those rotating off on or after 8/31/25.



## SRC Functions

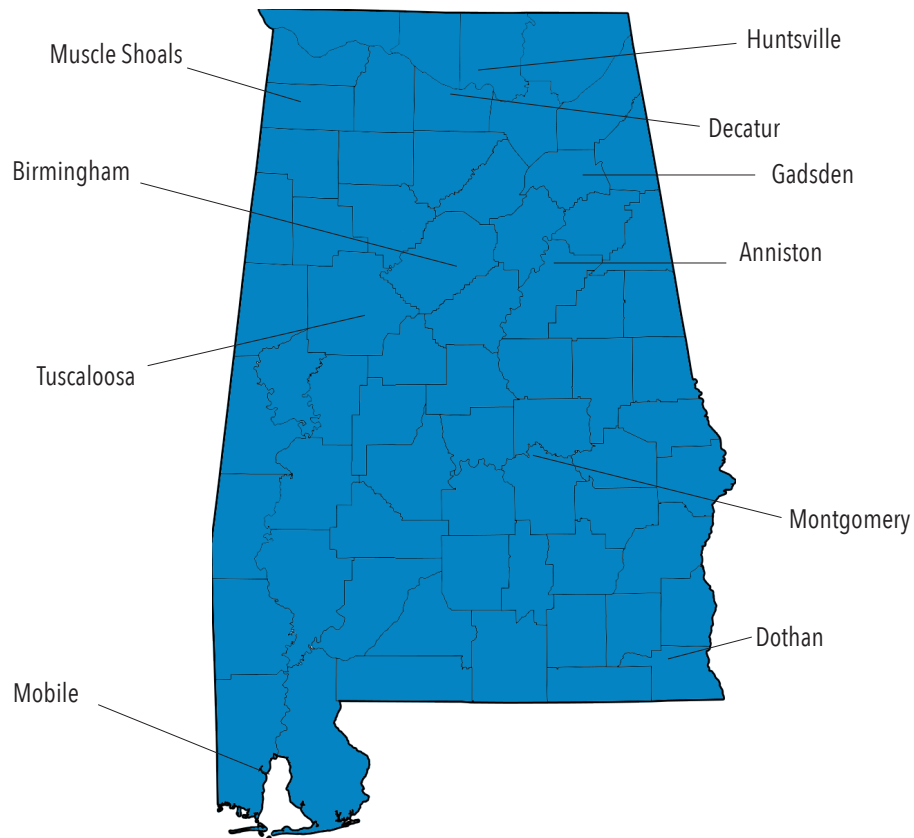
- To review and analyze the State Plan and advise ADRS regarding its related responsibilities within the plan
- In partnership with ADRS, to develop and review goals and priorities, evaluate the effectiveness of the vocational rehabilitation program, and submit reports of progress to the Rehabilitation Services Administration commissioner
- To advise ADRS regarding authorized activities under the Rehabilitation Act, and to assist in preparation of the State Plan and its amendments, and to carry out other requirements of the Rehabilitation Act
- To review and analyze the effectiveness of consumer and other surveys
- To provide for the coordination and establishment of working relationships among ADRS, the State Independent Living Council, and independent living centers
- To coordinate council activities with activities of other councils
- To perform other functions consistent with the purpose of the Rehabilitation Act
- To prepare and submit an annual report of council activities to the governor and the ADRS commissioner

# *Local advisory councils meet regularly to ensure a voice for consumers at the grass roots level.*

In FY 25, topics of discussion included:

- Updates on the Americans with Disabilities Act (ADA) including Equal Employment Opportunity Commission (EEOC) and Department of Justice (DOJ) ADA enforcement actions
  - Updates on state and federal legislation passed in 2025 that affects individuals with disabilities
  - Unmet needs of persons with disabilities to inform the Alabama Office on Disability
  - Proposed Federal legislation that could impact people with disabilities
  - Information from Alabama Department of Mental Health Consumer Empowerment Office
  - Accessing Potential Through Assistive Technology (APTAT) programs and services
- \* Meetings were held via Zoom due to transportation issues for members with significant disabilities

*These advisory groups continue to increase opportunities to obtain consumer input at the local level and as recruiting grounds for SRC*



# SRC performance

During quarterly meetings on March 18, May 13, Aug. 12, and Oct. 21, 2025, the SRC sought to perform the following functions:

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## **Review and provide input on consumer satisfaction surveys**

- Received information on the FY 24 Blind Services Satisfaction Survey
- Received information on the FY 24 Deaf Services Satisfaction Survey
- Made no recommendations for changes to the surveys

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## **Review and provide input on impartial hearing officer (IHO) list**

- Received information on number of hearings conducted during 2025
- There are five hearing officers. No changes were made to the list of hearing officers.

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## **Review and update SRC Resource Plan**

- Changed mileage reimbursement to 70 cents per mile

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## **Review and provide input on Comprehensive System of Personnel Development (CSPD)**

- SRC members were provided information on the Agency's Comprehensive System of Personnel Development (CSPD) including reimbursement policy
- SRC members did not provide input on training for VR counselors to encourage CRC certification
- Certification reimbursement

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## **Training and/or information on the following subjects:**

- ADRS Budget
- Detailed VR process overview
- APTAT Program Update
- Comprehensive Statewide Needs Assessment (CSNA)
- Development of 2028 State Plan
- State and Federal legislative updates
- SRC training
- Traumatic Brain Injury (TBI) program update
- Blind and Deaf Program Town Hall strategic plan meetings

**Coordinate council activities with activities of other councils**

- Provided annual reports and resource plans to other SRCs upon request
- Posted Alabama SRC annual reports on NCSRC website
- The SRC liaison continued to participate in the National Coalition of State Rehabilitation Council conference calls and annual training conferences

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**Establish working relationships among the Alabama Department of Rehabilitation Services (ADRS), the State Independent Living Council (SILC), and independent living centers (ILCs)**

- The SRC has made its meetings open to members of the public including those of the ILCs or SILC
- Some SRC members attend SILC meetings and report back to the SRC
- One member of the SRC is the chair of the SILC and shares information from SILC meetings with SRC members

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**Perform other functions consistent with the purpose of the Rehabilitation Act**

- Signed new conflict of interest forms for new members

# SRC subcommittee activities

## Executive Subcommittee

**Chair:** Lorenzo Brown

**Vice Chair:** Jack Franklin

**Subcommittee Chair:** Jane Elizabeth Burdeshaw

**Staff Liaison:** Sylvia Bowen

**Vision Statement:** To conduct planning for and administration of SRC meetings

### **Responsibilities**

- Schedule and make arrangements for quarterly meetings
- Plan the SRC agenda
- Report accomplishments
- Nominate officers
- Facilitate appointment of subcommittee chairs and SRC members
- Update SRC Resource Plan
- Assist in preparation of SRC budget
- Plan SRC orientation

### **Accomplishments/Activities**

- Scheduled and made arrangements for quarterly meetings, planned the agendas and reported SRC accomplishments
- Set meeting dates for 2026 with SRC approval
- Lorenzo Brown was elected SRC Chairperson at the conclusion of Kathy Lovell's service on the SRC
- Jack Franklin was elected SRC Vice Chairperson at the conclusion of Karl Wade's service on the SRC

## Business Relations and Employment Subcommittee

**Chair:** Vacant

**Vice Chair:** Vacant

**Members:** Keith Patterson • Tiffany Moore • Eric Peebles • Jaime Mitchell • Caitlin Simpson

**Staff Liaison:** Bobbi Stephenson

# SRC subcommittee activities

**Vision Statement:** To enhance employment opportunities for people with disabilities and employer satisfaction with VR services

This subcommittee continued to maintain the following priorities:

1. OFCCP Section 503, 7-percent people with disabilities hiring quota for federal contractors
2. Business and labor market trends that parallel or do not parallel consumer goals
3. E-Verify for employers and agency
4. Federal employment issues under Schedule A
5. Department incentives to promote hiring and retention of people with disabilities

## **Activities**

Discussed the following:

- The subcommittee continued to discuss marketplace for employers and training for employers
- Discussed return to the workplace in the post COVID-era and the benefits remote work provides to the business sector
- Discussed paid work experience and its benefit to business partners
- Discussed the increasing trend of self-employment and the continued training for VR counselors and community partners

## **Legislative/Public Information Subcommittee**

**Chair:** Joey Taff

**Members:** Jack Franklin • Michael Talley • Ashley McLeroy • Dave Riley • Zach Wooley • Jason Martin

**Staff Liaison:** Jill West

**Vision Statement:** To inform SRC members of existing and new legislation which affects the VRS program and people with disabilities, and to advocate for legislation, policies, and practices that will enhance employment opportunities for people with disabilities

# SRC subcommittee activities

## **Responsibilities**

- Monitor existing and new legislation regarding the VR program and individuals with disabilities.
- Advocate for legislation, policies, practices that enhance employment opportunities for individuals with disabilities.

## **Activities**

- Monitored state and federal legislation that affects individuals with disabilities and provided information on pending legislation
- Urged SRC members to continue working with legislators to support the VR program

## **Consumer Services/Program Evaluation Subcommittee**

**Chair:** Gian Carlo Carattini

**Vice Chair:** Vacant

**Members:** Marie Holliday • Isaac Beavers • Phillip Pearson • Andrea Mixson • Sherrie Moultrie • Tiffany Moore • Eric Peebles • Jason Martin • Christy Rothermund-Franklin

**Staff Liaison:** Kelly Lawson and Kristine Klopp

**Vision Statement:** To enhance consumer satisfaction with services, service providers, and employment, and to assist VRS in developing and implementing strategies to ensure consumer satisfaction

## **Responsibilities**

Facilitate council review of the agency's consumer satisfaction survey and results

- Collaborate with the agency in conducting the Comprehensive Statewide Needs Assessment every three years

## **Activities**

- Reviewed Blind Consumer Satisfaction Survey and its results
- Received information on Deaf Consumer Satisfaction Survey and results
- Made no recommendations or changes to existing blind or deaf surveys
- Provided updates on member programs

# SRC subcommittee activities

## Membership/Nomination Subcommittee

**Chair:** Jack Franklin

**Members:** Kevin Orr

**Staff Liaison:** Sylvia Bowen

**Vision Statement:** To maintain SRC membership to ensure compliance with federal law and enable the SRC to perform its duties

### **Responsibilities**

- Maintain current membership list
- Recruit new members to fill vacancies
- Secure re-appointments of existing members where eligible
- Assist in orientation of new members
- Assist in identifying training needs of SRC members

### **Activities**

- Through the SRC liaison, updated the SRC list on the Alabama Secretary of State's website
- Reported the need to fill an employer vacancy on the SRC and the expiration of member terms on August 31, 2025.
- Nominated members to fill vacancies

## Bylaws Revision Subcommittee

**Chair:** Isaac Beavers

**Members:** Bob Lujano • Kevin Orr

**Staff Liaison:** Sylvia Bowen

**Vision Statement:** To maintain SRC Bylaws so that they are consistent with federal law and allow for smooth operation of the SRC

### **Responsibilities**

- Monitor effectiveness of bylaws
- Recommend any necessary changes on an annual basis

### **Activities**

- Continued to monitor the effectiveness of the bylaws and will recommend any necessary changes yearly
- Isaac Beavers was nominated and replaced Lorenzo Brown as subcommittee chairperson

## **Deaf Advisory Subcommittee**

**SRC Liaison:** Ryan McDonald

**Staff Liaison:** Ben Hollingsworth

**Vision Statement:** To inform the SRC and the VR agency of issues or input for the VR program for people who are deaf

### **Responsibilities**

- Report on issues related to the deaf and assist in the development of a strategic plan for people who are deaf

### **Activities**

- Continued to inform SRC members of issues in the deaf community
- Discussed training and conferences on issues concerning deaf and hard-of-hearing Alabamians

## **Blind Advisory Subcommittee**

**SRC Liaison:** Rod Skene

**Staff Liaison:** Dana Barber

**Vision Statement:** To inform the SRC and the VR agency of issues or input for the VR program for people who are blind or visually impaired.

### **Responsibilities**

- Report on issues related to the blind or visually impaired in the development of a strategic plan for people who are blind or visually impaired.

### **Activities**

- Informed SRC members of the results of the 2025 Blind Satisfaction Survey
- Shared information from the Blind Advisory meetings
- SRC liaison attended and participated in the blind services strategic planning



## Auburn’s Aidan Anderson has a bright future

Mobile resident and Auburn University junior Aidan Anderson was recognized as the 2025 Student of the Year by the Alabama Governor’s Committee on Employment of People with Disabilities (GCEPD) during its annual ceremony.

Aidan, who began losing his vision at 19 after his freshman year at Auburn, said he was thrilled to earn such a distinguished honor.

“I was just super excited to know that I was being acknowledged with such a prestigious award,” he said. “Whenever I first experienced this disability, I was filled with a lot of confusion and fear. To know that I was able to conquer it and face it, that really meant the world to me. I felt honored, enthusiastic, and excited.”

Aidan said he was uncertain of his future as a student when he began losing his vision, but with the help of a desktop magnifier, a handheld magnifier, Zoom text on his laptop, and other tools, he remained successful.

ADRS Senior Vocational Rehabilitation Counselor

Carmen Young, who helped Aidan secure the tools needed to continue his education, said he is very deserving of any accolades because he has maintained a positive attitude and strong work ethic despite his challenges.

“To me, that stands out a lot because you’re 19 years old, you are in college, and go from having vision to not having vision,” she said. “He didn’t stop. He didn’t let that stop him from achieving his goals or getting the degree to work in the career field he wants to. He hasn’t let anything stop him.”

Aidan, who is a computer science and software engineering major, said he hopes to pursue a career in cybersecurity. He said he would like to work in a role where he can find vulnerabilities before they are detected by enemies of the United States whether it be organized crime syndicates or hackers.

“My goal is to discover those vulnerabilities, develop solutions, and implement them across different sectors,” he said.



## Accommodations help Chandler Rice find direction

The success of Athens native and Calhoun Community College student Chandler Rice has not always come easy. Chandler, who graduated Magna Cum Laude and in the top 10 percent of his class in May, pushed through many difficulties before he found the right support system and accommodations.

Chandler, who has autism, is turning his passion for cars into a career and sharing his story with others. He has spoken to students about focusing on strengths, using ADRS services when help is needed, and building a relationship with VRS Counselor Greg Thompson.

Chandler's message to the students is simple.

"If you truly want to go after something, just apply yourself a little bit," he said. "Don't overstress about things."

He also encouraged the students to be open to receiving help when it is needed.

"One of the things I told them is to make sure you contact Mr. Greg, especially if you decide you want to go to college," he said. "If that's something you truly want to do, make a plan."

This advice has already proven helpful for Chandler, who, as a student at Calhoun, tutored other students and even achieved the role of adjunct assistant for his program.

His story is remarkable when he describes how his success as a student took shape. Chandler experienced struggles and behavioral issues in elementary school and found it hard to fit in. When he began middle school, he built closer relationships with teachers who understood his situation and would not allow him to fail. It was a difficult transition, but his grades soon improved to As and Bs.

High school was a huge turning point. Again, Chandler said teachers were very accommodating, and his mother was always involved.

Greg recalled that it was his first day on the job when the two met. He traveled to Athens High School with his supervisor, Nancy Adams, to help Chandler plan his next steps.

The two connected immediately. Greg helped Chandler secure a computer and Glean, a note-taking program that assists students as they review lectures.

Chandler said the items provided by Greg made a tremendous difference in classes that were more challenging, especially math.

Greg was quick to share the credit.

He said Chandler's mother is heavily involved in his education and planning. Greg said working with the two of them has been a pleasure.



## Anniston's Dallas Scifferle is eager to excel

In only a few months, Oxford's Dallas Schifferle has made a positive impression on his employer, Wise Environmental, and coworkers. During a recent awards ceremony, Dallas was named the company's Most Improved Employee.

Dallas said he was shocked when his name was called because he had only been with the company for a short time.

"It was a blessing and an honor to get that award," he said. "I didn't ever think something like that would happen."

While this came as a surprise to Dallas, those who know him well expected nothing less. Dallas, who is deaf, has always had a strong work ethic, a big heart, and a desire to advance in everything he does.

The habits he built at a young age have served him well. His supervisor, Jarrod McMichael, said Dallas has been a wonderful addition to their team.

"He is always willing to go above and beyond to perform functions for customers and other co-workers," he said. "Not only does he go above and beyond when performing tasks for the company, but he also constantly seeks new training so that he might add more capabilities and responsibilities to his personal workload. Dallas has been a crucial member of our team over the past year, and working with him

has been a true blessing."

The impression Dallas left on those who assisted him through the Talladega Vocational Rehabilitation Service office was no different. VRS Counselor Tamera Hardaway, who first met Dallas when she was employed at the Alabama Institute for the Deaf and Blind, said he reached out to her after she'd joined ADRS when he began a job search.

Tamera said Dallas was highly motivated and had a plan in place.

"Dallas is a go-getter," she said. "He told us what he wanted to do, where he wanted to work, what he was struggling with, and where he needed help. He was so easy to work with because he already knew what we wanted. He had a goal, he had a family to take care of, and he wanted to make sure his mom and dad were taken care of."

Tamera brought Employment Specialist Jennifer Cooper into the mix, and the two worked together to hone his interviewing skills, develop a resume, navigate job openings that fit his skills, and learn about accommodations for communication on the job.

When Dallas was officially hired, ADRS was able to help him secure new hearing aids and tools as well.

Dallas said his goal is to earn a CDL and continue to advance.

# SRC membership



**Lorenzo Brown**  
Chair, Consumer  
Birmingham  
Appointed in 2025



**Jane Elizabeth Burdeshaw**  
Commissioner  
Alabama Department of Rehabilitation Services  
Montgomery



**Consumer**  
Isaac Beavers  
Huntsville



**APEC**  
Gian Carlo Carattini  
Montgomery



**Parent**  
Christy Rothermund-Franklin  
Madison



**Consumer  
SILC**  
Jack Franklin  
Vina



**Employer**  
Mercedes Hawkins  
Children's Hospital  
Center Point



**Consumer**  
Bob Lujano  
Birmingham



**Consumer**  
Marie Holliday  
Altoona



**Community  
Rehabilitation Program  
Representative**  
Joni House  
Valley



**Chair, employer**  
Kathy Lovell  
Birmingham  
Rotated off August 31, 2025



**Consumer**  
Kathleen Ryan-McDonald  
Owens Crossroads



**Assistive Technology  
Representative**  
Accessing Potential Through  
Assistive Technology  
Ashley McLeroy  
Warrior



**Employer**  
Jaime Mitchell  
Veterans Affairs  
Tuscaloosa

# SRC membership



**CAP Representative**  
Andrea Mixson  
Pelham



**Special Education**  
Tiffany Moore  
Montgomery



**Employer**  
Sherri Moultrie  
UAB  
Birmingham



**Labor**  
Keith Patterson  
Opelika



**Consumer**  
Phillip Pearson  
Birmingham



**Consumer**  
Eric Peebles  
Mobile



**Consumer/Veteran**  
Dave Riley  
Semmes



**Consumer**  
Rodrick Skene  
Talladega



**Consumer**  
Joey Taff  
Montgomery



**Consumer**  
Karl Wade  
Montgomery  
Rotated off August 31, 2025



**VRS Counselor**  
Tankiya Weldon  
Montgomery



**WIA Board Representative**  
Tammy Wilkinson  
Montgomery



**Consumer**  
Roosevelt Wright  
Huntsville



**Consumer**  
Zach Woolley  
Birmingham



# SRC Meeting Schedule for 2026

*Starting in 2026, the State Rehabilitation Council will begin an exciting new system of rotating meetings. Members will have an opportunity to visit and tour Alabama Department of Rehabilitation Service offices in three regions of the state along with a traditional meeting at the Montgomery State Office. The 2026 meetings include:*

*January 27, 2026 (Montgomery)*

*May 5, 2026 (Birmingham/Lakeshore)*

*September 1, 2026 (Dothan)*

*December 1, 2026 (Tuscaloosa)*

# 2025 highlights



## **Total VR (VR General and Blind/Deaf)**

Total served: 45,793

Closed Rehabilitated: 3,999

Plans Developed: 7,879

Applications: 9,455

Average Hourly Wage of Closed Rehabilitated cases: \$16.37

Average Annual Wage of Closed Rehabilitated cases: \$28,822

## **VR General**

Closed Rehabilitated: 3,198

Plans Developed: 6,675

Applications: 8,146

Average Hourly Wage of Closed Rehabilitated cases: \$23.65

Average Annual Wage of Closed Rehabilitated cases: \$45,161

## **VR Blind/Deaf**

Closed Rehabilitated: 797

Plans Developed: 1,198

Applications: 1,300

Average Hourly Wage of Closed Rehabilitated cases: \$23.65

Average Annual Wage of Closed Rehabilitated cases: \$45,161

# SRC Conflict of Interest Policy

## **Statement of Policy**

No member of the council shall cast a vote on any matter that would provide direct financial benefit to the member or the member's organization or otherwise give the appearance of a conflict of interest under state law. 34 CFR Part 361.17(g). When conflicts of interest are identified, the council member to whom the conflict applies must abstain from voting on the issue causing the conflict.

## **Required Disclosure**

Each council member shall disclose orally or in writing all conflicts of interest, including those which are unclear or potential. Such disclosure shall be made to the chairperson of the council.

## **Effective Date**

This Conflict of Interest Policy shall become effective immediately upon approval by a majority of the council. Upon such approval, this policy is incorporated by reference into the council bylaws.

*Approved: November 29, 2000*

Special recognition and gratitude to former members Kathy Lovell and Karl Wade for tireless service on the SRC.

Prepared by:



Alabama Department of  
**REHABILITATION SERVICES**  
OFFICE OF COMMUNICATIONS AND INFORMATION

**Jane Elizabeth Burdeshaw**  
Commissioner

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*rehab.alabama.gov*

*In the provision of services and in employment practices, the Alabama Department of Rehabilitation Services does not discriminate on the basis of race, sex, creed, national origin, religion, age or disability. This material is available in alternate format, upon request. 12/25*