

Draft

**State Rehabilitation Council (SRC)**  
**Employment Committee Meeting Minutes**

October 7, 2025

**Attendance**

**Members Present**

Zane Lambros  
Martin Appel  
Stephanie Johnson

**Members Absent**

Martin Appel

**Staff Present**

Lindsey Powers

**Guests Present**

Jennifer Baier  
Nichole Walla  
Joyce Behrens  
Vincent Vollaro  
Quincy Davis

**Minutes**

**Call to Order**

Zane Lambros called the meeting to order at 1:03 pm. Introductions were made, and a quorum was present.

**Roll Call**

Members introduced themselves, and a quorum was established.

## **Approval of Meeting Minutes**

Zane Lambros moved to approve the August 12, 2025 meeting minutes. Stephanie Johnson seconded the motion. The meeting minutes were approved by unanimous voice vote.

## **Call to the Public**

A call to the public was made with no response forthcoming.

## **Committee Member Updates**

Zane Lambros stated the SRC could potentially assist the Rehabilitation Services Administration (RSA) with their employment activities by developing a list of employers that were inclusive in hiring individuals with disabilities. She noted that it could be difficult for counselors to know what employers would be receptive to hiring VR clients. Stephanie Johnson stated that RSA was in the process of building an employment outreach team that would work with the local VR offices to understand what each client needed. She noted the goal was to have 9 employment outreach specialists statewide although there were only 2 currently. Stephanie Johnson stated the employment team would educate staff in the Arizona Job Connections sites to ensure the equipment was accessible and functioning. She noted that if there were any gaps or a lack of a point of contact in any of the AJC offices, the employment team specialists would become that point of contact. Jennifer Baier stated that a list of employers that hired individuals with disabilities was a good thing, although some of those employers could become inundated with employment requests. She added that the committee could expand on that list to include employers that worked with other agencies such as DDD or long-term care clients. Zane Lambros agreed with the need for an inclusive list, although the SRC was created to specifically work with VR. She agreed that it was great to have everyone attending the meeting as individuals worked with different populations of clients. Jennifer Baier stated the committee could identify a couple of champion employers such as REI, which had sought out individuals with disabilities to hire, or a smaller business that hired one individual with a disability and would share the success story.

Zane Lambros stated the committee would also be willing to review any of the employment outreach specialist training materials and offer feedback. Stephanie Johnson stated RSA was in the process of building the team, which would align with Employment First that was relaunching in the state. She noted that she did not have any training materials to share yet, although individuals could review Windmills training

materials, which could be used concurrently with RSA's training materials. Zane Lambros summarized that the committee could begin contacting members from their networks to compile a list of employers that have hired individuals with disabilities and receive any updates regarding any training materials.

### **Agenda and Next Date of Meeting**

The next SRC Employment Committee meeting was scheduled for January 6<sup>th</sup> from 1:00-2:00.

### **Adjournment**

Zane Lambros motioned to adjourn the meeting. Stephanie Johnson seconded the motion. The meeting was adjourned at 1:32 p.m.