

Messages & Communications Doc. No. 38GL-26-1889 through 1896.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Date Fri 2/6/2026 2:56 PM
 To Guam Legislature Clerks <clerks@guamlegislature.gov>
 Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

6 attachments (22 MB)

2626COMM Doc. No. 38GL-26-1889.pdf; 2626COMM Doc. No. 38GL-26-1890.pdf; 2626COMM Doc. No. 38GL-26-1891.pdf; 2626COMM Doc. No. 38GL-26-1892.pdf; 2626COMM Doc. No. 38GL-26-1895.pdf; 2626COMM Doc. No. 38GL-26-1893.pdf;

Håfa Adai Clerk's Office,

Please see attached, Messages & Communications Doc. No. 38GL-26-1889 through 1896 for processing:

✓	38GL-26-1889	Guam Power Authority	Documents Relative to Small Purchases and Sole Source and Emergency Purchases for the month of January 2026*
✓	38GL-26-1890	Civil Service Commission	Board Meeting Packet for January 29, 2026*
✓	38GL-26-1891	Department of Youth Affairs	Prior Years Obligations to pay FY2025 Uniform Allowance in the total amount of \$4,950.00*
✓	38GL-26-1892	Guam Housing and Urban Renewal Authority	Revenue and Expense Report for the months of November 2025 and December 2025*
✓	38GL-26-1893	Office of Public Accountability - Guam	FY2025 Annual Report*
✓	38GL-26-1894	Department of Integrated Services for Individuals with Disabilities	FY2025 Annual Report*
✓	38GL-26-1895	Department of Administration	Guam Legislature Budget/Actual Expenditures Report as of December 31, 2025*
✓	38GL-26-1896	Department of Public Health and Social Services	Guam Board of Social Work Board Meeting Packet for February 5, 2026*

Please retrieve Doc. No. 38GL-26-1894 and 1896 from link below:

[Messages & Communications Physical Scanned Copy - Google Drive](#)

Kindly reply to this email



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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Messages and Communications 38GL-26-1894*

2 messages

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

Thu, Feb 5, 2026 at 10:04 AM

To: 38th Committee On Rules <committeeonrules@guamlegislature.gov>, Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>

Håfa Adai,

Please see attached M&C Doc. No. 38GL-26-1894

38GL-26-1894	Department of Integrated Services for Individuals with Disabilities	FY2025 Annual Report*
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*Si Yu'os Ma'åse'**Bernice Rivera*

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.**I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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----- Forwarded message -----

From: **Rose Rene F. Guerrero** <Rose.Guerrero@disid.guam.gov>

Date: Wed, Feb 4, 2026 at 5:23 PM

Subject: FY2025 ANNUAL REPORT

To: eliza.dames@guam.gov <eliza.dames@guam.gov>, speakerblas@guamlegislature.gov <speakerblas@guamlegislature.gov>Cc: Michelle Perez <Michelle.Perez@disid.guam.gov>, Reuel C. Drilon <Reuel.Drilon@disid.guam.gov>, Joseph A. Cameron <Joseph.Cameron@disid.guam.gov>, Rita Sotomayor <Rita.Sotomayor@disid.guam.gov>, Stacy M. Flores <stacy.flores@disid.guam.gov>

Hafa Adai,

On behalf of the Department of Integrated Services for Individuals with Disabilities (DISID), I am pleased to submit the **Fiscal Year 2025 Annual Report** for your review and reference.

Thank you.

Warm Regards,

Rose F. Guerrero

Administrative Assistant

DISID - Department of Integrated Services for Individuals with Disabilities

[138 East Marine Corps Drive](#)

Jones & Guerrero Commercial Plaza, Suite C101


Hagatna, Guam 96910


(671) 475-4624



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2 attachments

 **FY2025 Annual Report.pdf**
17686K

 **38GL-26-1894.pdf**
1209K

38th Committee On Rules <committeeonrules@guamlegislature.gov>
To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Thu, Feb 5, 2026 at 3:40 PM

Håfa Adai,

Received, and thank you



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

FY2025 ANNUAL REPORT

2 messages

Rose Rene F. Guerrero <Rose.Guerrero@disid.guam.gov> Wed, Feb 4, 2026 at 5:23 PM
 To: "eliza.dames@guam.gov" <eliza.dames@guam.gov>, "speakerblas@guamlegislature.gov" <speakerblas@guamlegislature.gov>
 Cc: Michelle Perez <Michelle.Perez@disid.guam.gov>, "Reuel C. Drilon" <Reuel.Drilon@disid.guam.gov>, "Joseph A. Cameron" <Joseph.Cameron@disid.guam.gov>, Rita Sotomayor <Rita.Sotomayor@disid.guam.gov>, "Stacy M. Flores" <stacy.flores@disid.guam.gov>

Hafa Adai,

On behalf of the Department of Integrated Services for Individuals with Disabilities (DISID), I am pleased to submit the **Fiscal Year 2025 Annual Report** for your review and reference.

Thank you.

Doc Type: 38GL-26-1894
 OFFICE OF THE SPEAKER
 FRANK F. BLAS, JR.
 February 4, 2026
 Time: 5:23 PM
 Received: *FBK*

Warm Regards,

Rose F. Guerrero

Administrative Assistant

DISID - Department of Integrated Services for Individuals with Disabilities

138 East Marine Corps Drive

Jones & Guerrero Commercial Plaza, Suite C101

Hagatna, Guam 96910

(671) 475-4624



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FY2025 Annual Report.pdf
 17686K

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov> Thu, Feb 5, 2026 at 8:40 AM
 To: "Rose Rene F. Guerrero" <Rose.Guerrero@disid.guam.gov>
 Cc: "eliza.dames@guam.gov" <eliza.dames@guam.gov>, Michelle Perez <Michelle.Perez@disid.guam.gov>, "Reuel C. Drilon" <Reuel.Drilon@disid.guam.gov>, "Joseph A. Cameron" <Joseph.Cameron@disid.guam.gov>, Rita Sotomayor <Rita.Sotomayor@disid.guam.gov>, "Stacy M. Flores" <stacy.flores@disid.guam.gov>

Hafa Adai,

Confirming receipt of your email.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant



Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na LiHeslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

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38GL-26-1894
Messages and Communications

RECEIVED
COMMITTEE ON RULES
February 5, 2026
10:04 a.m.

Marie Crisostomo



2025

ANNUAL REPORT

October 1, 2024 – September 30, 2025

Department of Integrated Services for Individuals
with Disabilities

138 East Marine Corps Drive
J&G Commercial Plaza Suite C102

Hagåtña, Guam 96910

Tel No. 671-475-4624

Website: disid.guam.gov

Email: dss@disid.guam.gov

TABLE OF CONTENT

1	MESSAGES FROM DIRECTOR Michelle L.C. Perez
2	MESSAGE FROM DEPUTY DIRECTOR Reuel C. Drilon
3	ABOUT DISID Mission & Vision
4	DIVISION (DSS) Division of Support Services
16	DIVISION (DVR) Division of Vocational Rehabilitation
19	FUNDING
20	PROFESSIONAL DEVELOPMENT
21	OUTREACH AND COMMUNITY SERVICE
22	STAFF DIRECTORY

MESSAGE FROM DIRECTOR



MICHELLE L.C. PEREZ

Hafa Adai!

We are proud to present the FY 2025 Annual Report of the Department of Integrated Services for Individuals with Disabilities (DISID). This report reflects the hard work and dedication of our team and partners in advancing independence, productivity, and inclusion for individuals with disabilities in Guam.

This year, the Division of Support Services continued to strengthen key initiatives introduced in 2024, including the successful expansion of the stipend-based in-home care program, Guam's first Adult Diaper Bank, and opening of the island's first Adult Day Center servicing twenty-two (22) individuals with disabilities.

The Division of Vocational Rehabilitation strengthened Pre-Employment Transition Services by increasing the number students ages 14-21 who receive services in Guam's schools, and introduced the Business Engagement Unit to expand workforce partnerships.

As we celebrate these milestones, we recognize that important challenges remain—such as ensuring accessible housing, expanding employment opportunities, improving transportation, and meeting the growing need for day programs and in-home care. DISID remains steadfast in addressing these priorities through systemic change, strong partnerships, and person-centered solutions.

Together, we're shaping a future where individuals with disabilities are embraced, supported, and celebrated for all they bring to our community.

MESSAGE

FROM DEPUTY DIRECTOR



REUEL C. DRILON, MS-GERON, BSW

It is with great pride and gratitude that I share this message as we reflect on the accomplishments of the Department of Integrated Services for Individuals with Disabilities (DISID) during Fiscal Year 2025.

This year marked an important period of growth, collaboration, and continued commitment to our mission of ensuring that individuals with disabilities receive equitable access to services, supports, and opportunities that promote independence, inclusion, and quality of life. Despite ongoing challenges, our team remained steadfast in delivering person-centered services while strengthening systems that support individuals, families, and the broader community.

FY2025 highlighted the dedication and resilience of our staff, partners, and stakeholders. Through interagency collaboration, community outreach, and continuous improvement of our programs, DISID expanded its capacity to respond to the evolving needs of individuals with disabilities across the island. Our progress reflects not only strategic planning and accountability, but also the compassion and professionalism of those who serve on the front lines every day.

I extend my sincere appreciation to our staff for their unwavering commitment, to our community partners for their collaboration, and to the individuals and families we serve for their trust and engagement. Your voices continue to guide our work and inspire meaningful change.

As we look ahead, DISID remains committed to innovation, equity, and sustainability. We will continue to strengthen our programs, advocate for inclusive policies, and work collectively to ensure that individuals with disabilities are supported, empowered, and valued members of our community.

Thank you for your continued support and partnership.



About DISID

The Department of Integrated Services for Individuals with Disabilities (DISID) was established under Guam Public Law 24-16 in March 26, 1997 as the designated single point of entry agency that provides, promotes and ensures a full continuum of lifelong programs and services that allows for independence, productivity and inclusion of people with disabilities into the community.

Within DISID, there are two divisions, the Division of Support Services (DSS) and the Division of Vocational Rehabilitation (DVR). DSS leads in the development of a community service delivery system which includes design, implement, administer, coordinate, monitor and evaluate the programs and services of the division for persons with disabilities. DVR provides vocational rehabilitation services to eligible individuals with disabilities, and is identified as the designated state unit to administer Guam's plan for vocational rehabilitation services, and services for adults who are blind.

Vision

DISID's vision is to fashion an environment in which supports and services for persons with disabilities and their families are readily available, easily accessible, and culturally responsive.

Mission

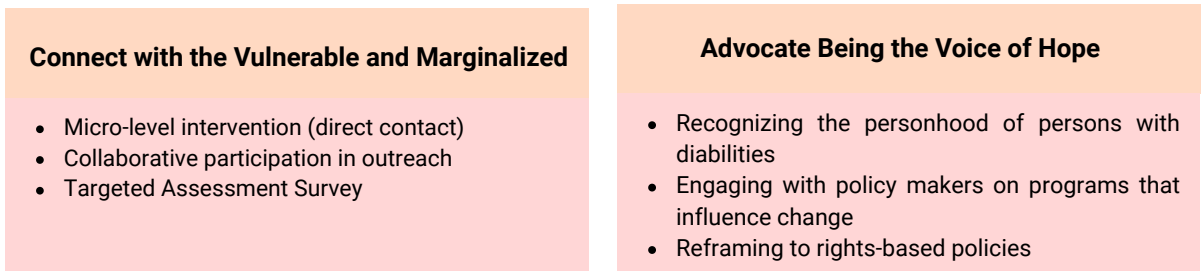
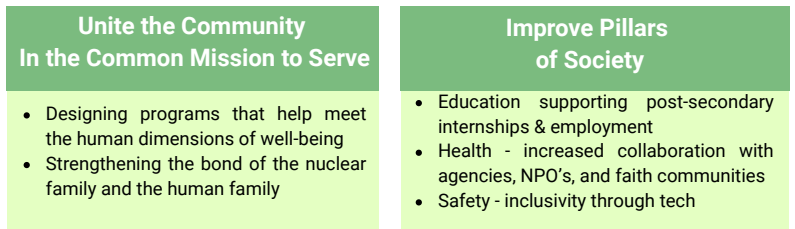
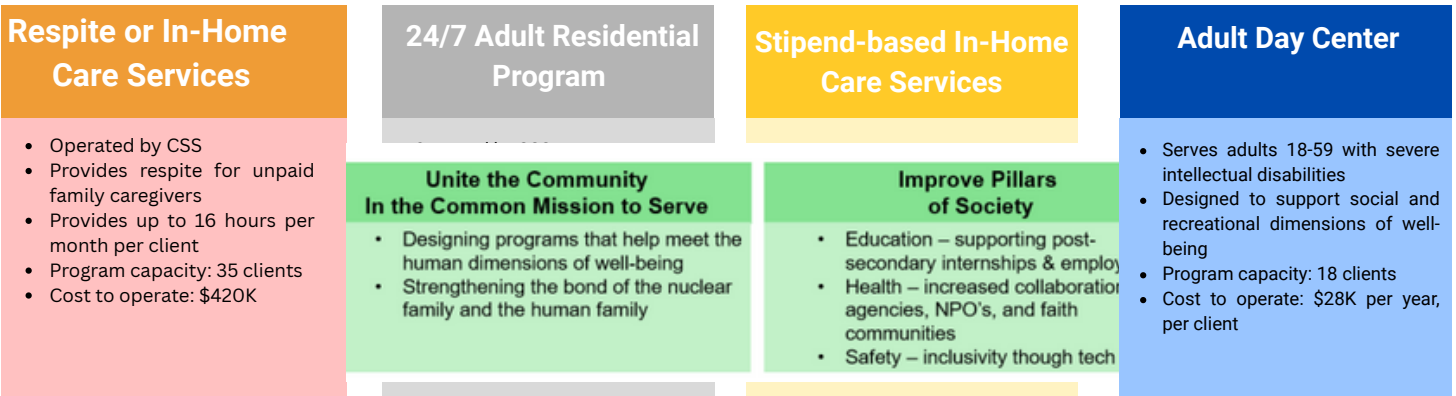
DISID's mission is to increase access to a full continuum of lifelong programs and services that allow for independence, productivity and inclusion for people with disabilities into the community. DISID advances its mission with integrity and a focus on person-centered outcomes.



DIVISION OF SUPPORT SERVICES

GOAL Division of Support Services (DSS) goal is to increase the number of individuals served through quality programs and services that promote independence and affirm the dignity of individuals with disabilities.

DISID Support Services Programs include:



Through the end of FY 2025, Division of Support Services maintained a caseload profile of 331 clients.



OBJECTIVES

OBJECTIVE 1.1:

To collaboratively work with GHURA, Guam Housing Coalition, the Office of Homelessness and Poverty Prevention, and the Homeless Coalition to establish accessible residential alternatives.

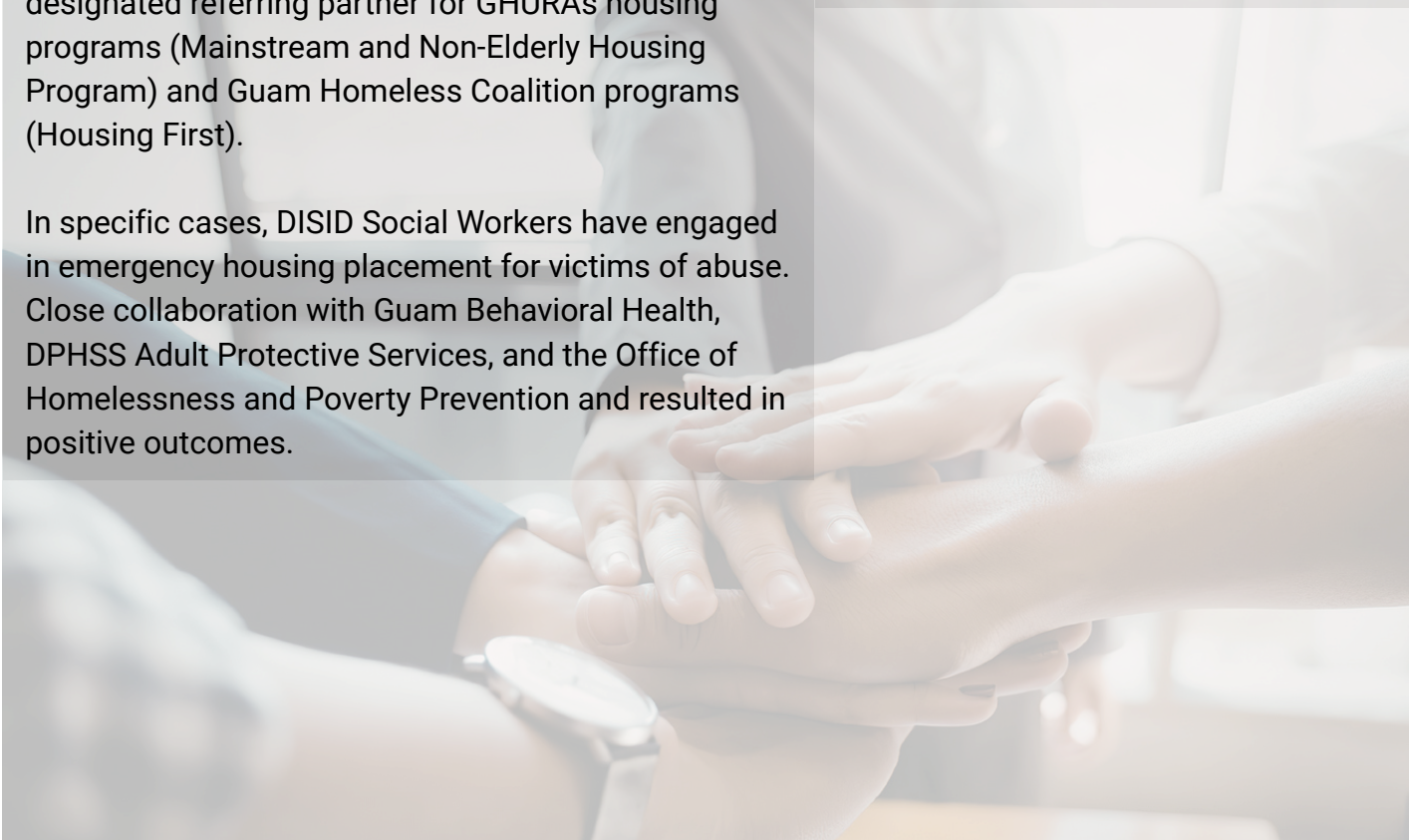
ACCOMPLISHMENTS

As the point of entry for disability programs and services, DISIDs relationship with housing and homelessness or agencies and organizations remains collaborative and strong. DISID Social Workers work with case managers within these agencies to ensure those in need of housing are appropriately assessed and serviced as best as possible. DISID remains a designated referring partner for GHURAs housing programs (Mainstream and Non-Elderly Housing Program) and Guam Homeless Coalition programs (Housing First).

In specific cases, DISID Social Workers have engaged in emergency housing placement for victims of abuse. Close collaboration with Guam Behavioral Health, DPHSS Adult Protective Services, and the Office of Homelessness and Poverty Prevention and resulted in positive outcomes.

CHALLENGES

Availability of accessible housing remains a challenge. Additionally, lack of both personnel, material, and infrastructural resources from involved agencies makes effective response and positive outcomes difficult to achieve.





OBJECTIVES

OBJECTIVE 1.2

To collaborative work with service providers to provide respite/personal care services, community habilitation and day activities programs, adult residential group homes, and potentially adult day care services to provide services and care for individuals with significant intellectual/cognitive and developmental disabilities.

ACCOMPLISHMENTS

DISID has made significant, but positive, impactful changes in this objective.

First, DISID has effectively managed its contracts with Catholic Social Services to ensure responsible and fiscally sound delivery of services. This was accomplished through 1) successful contract for 24/7 Adult Residential Program increasing number of participants from 22 to 25, 2) discontinuance of Community Rehabilitation Program for a more robust and needed Adult Day Center, and 3) non-renewal of Respite/Personal Care Assistance for DISID's direct management of the In-Home Care Program which, at the close of FY25, serviced 90 clients totaling over 35,000 service hours versus only 35 clients with a maximum of 6,720 service hours under the previous contract.

Second, DISID expansion of support programs to include Guam's first and only Adult Day Center servicing clients between the ages of 18-59 with cognitive and developmental disabilities was launched through partnership with the Mayor's Council of Guam. The center is hosted by the Agana Heights Mayor's Office. Also included is the expansion of the In-Home Care program which includes family members as eligible care providers for their loved ones. This program not only allows for the provision of services, but, more importantly, serves to strengthen the family bond while shortening the economic gap that that often exists with families caring for loved ones who have a disability and the aging.



CHALLENGES

The rapid growth of DISID's direct services illuminates the need for additional funding. The lack of available federal grants supporting disabilities for adults is almost non-existent. As such, there is a level of flexibility in local funding that is needed to accommodate these programs.



OBJECTIVES

OBJECTIVE 1.3:

To promote and market DISID Support Services through increased outreach and awareness training in the community.

ACCOMPLISHMENTS

Support Services staff have done an incredible job in advancing awareness of DISID programs and services. Refer to Key Highlights for details. DISID is now a key participant in conferences and trainings around disability services and programs. Additionally, DISID's MOA with PBS Guam to produce printed, audio, and video will allow information on DISID Support Services to reach more individuals in the community.

CHALLENGES

As information on DISID programs and services spread throughout the island, there is a trend beginning to form with more individuals seeking such services. Challenges in infrastructure (e.g. transportation) make it difficult for many individuals to reach DISID. Navigating through these obstacles remains a challenge.

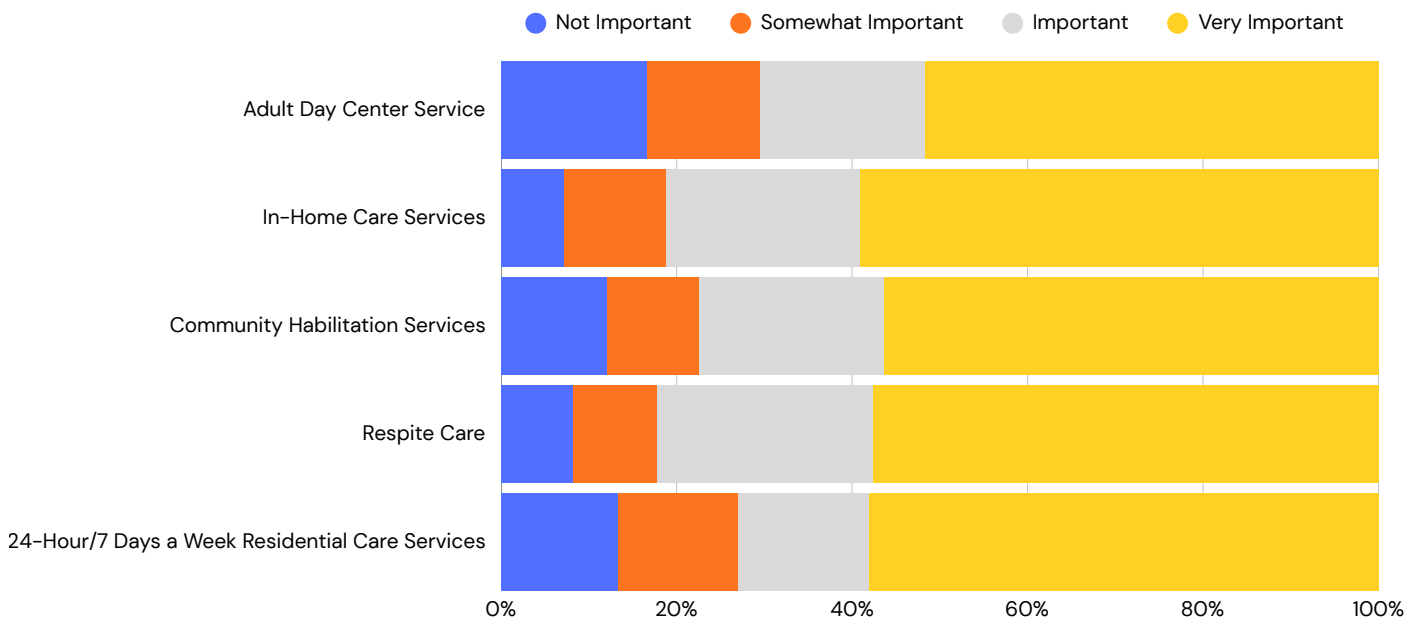




KEY HIGHLIGHTS

In July 2025, DISID launched its 2nd Targeted Assessment Survey. The Targeted Assessment Survey is designed to collect data on the level of importance of programs and services provided by the Department of Integrated Services for Individuals with Disabilities. Data collected aids in the assessment of current programs and helps to guide new program development based on needs. Results as follows:

SUMMARY OF THE IMPORTANCE OF SERVICES



	24-Hour/7 Days a Week Residential Care Services	Respite Care	Community Habilitation Services	In-Home Care Services	Adult Day Center Service
Not Important	54	33	49	29	67
Somewhat Important	55	39	42	47	52
Important	60	99	85	89	76
Very Important	234	232	227	238	208

Implications for future programs:

- Expansion of DISID’s In-Home Care program, particularly for family care providers
- Research and development of programs to address the needs of individuals experiencing cognitive decline and challenges with self-care
- Strengthening partnerships with agencies and organizations in assistive technology to address the needs of individuals with mobility challenges
- From August through September, DISID surveyed care providers and care recipients under the In-Home Care Program. As part of ensuring effective delivery of services and program compliance, the aim of the surveys was to determine level of satisfaction of both client and in-home care provider. Survey results are as follows:



I. VOICES IN OUR COMMUNITY



2ND ANNUAL TARGETED ASSESSMENT

The Department of Integrated Services for Individuals with Disabilities (DISID) conducted its second annual targeted assessment survey to gather critical data from individuals with disabilities and their families across Guam.

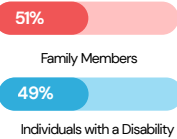
This report summarizes the findings from the 2025 survey, providing insights into the demographics of the respondent population, the perceived importance of various support services, current utilization of government programs, and reported daily living challenges.

The primary purpose of the survey was to identify and quantify the needs of the community served by DISID to enhance existing programs and develop new services that improve the quality of life for individuals with disabilities on Guam. Data collected regarding household composition, financial status, and geographic location aims to tailor future initiatives to the specific realities of the population.

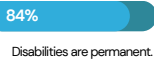
COMMUNITY NEEDS ASSESSMENT

Who We Heard From

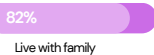
RESPONDENTS



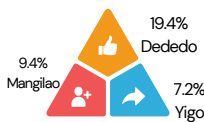
DISABILITY STATUS



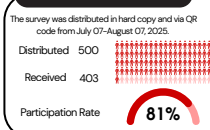
LIVING SITUATION



Top Villages (Residency)



Survey Distribution & Participation



Daily Living Challenges

Most Common Difficulty



Most Common Difficulty



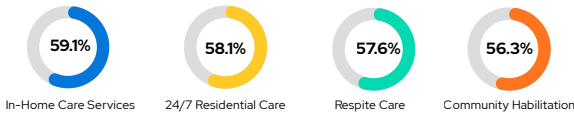
Cognitive & Self-Care Needs



Services in Demand

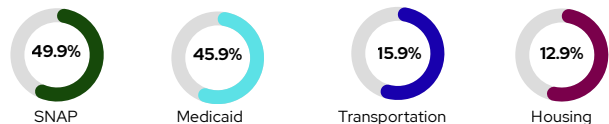
Highest Demand.

Lowest Demand.



Current Government Service Utilization

High Utilization



Summary

The community prioritizes in-home and residential care. Physical mobility is the most common challenge, and a large portion of the population faces financial vulnerability.



Next Steps

- Expand high-demand In-Home & Respite Care programs.
- Investigate and address barriers to Transportation Services.
- Prioritize initiatives that improve island-wide physical accessibility.



I. VOICES IN OUR COMMUNITY

Survey Distribution & Participation

The survey was distributed in hard copy and via QR code from September 16 – October 16, 2025.

Distributed 85

Received 60



Participation Rate

71%

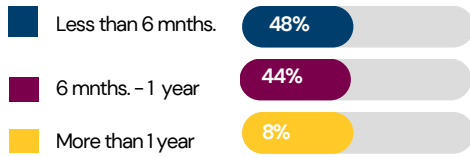
STIPEND-BASED IN-HOME CARE PROGRAM CLIENT SURVEY

The In-Home Care Program provides compassionate, non-medical support to individuals with disabilities and their families. The program is open to anyone who wishes to provide care services—including family members—ensuring that everyone receives the care and support they deserve in the comfort of their own home.

The purpose of the survey was to collect feedback from individuals receiving in-home care services from DISID-DSS. The goal was to understand client satisfaction, assess the quality of care provided, and identify areas for improvement.

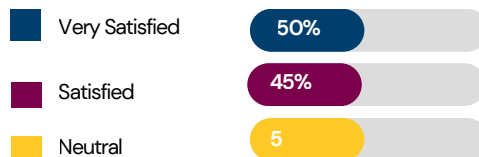


Duration of Care



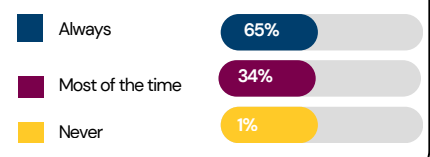
Key Insight: Most clients are relatively new to the program, reflecting steady growth and onboarding of new households.

Overall Satisfaction



Key Insight: Satisfaction is exceptionally high—95% positive ratings.

Safety & Comfort

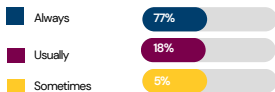


Key Insight: Nearly all clients feel safe with their caregiver—an essential indicator of quality.

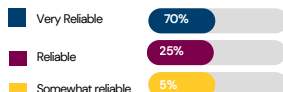
CAREGIVER RELIABILITY & TIMELINESS

Caregivers consistently show strong dependability and follow-through.

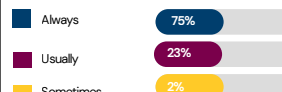
Timeliness



Reliability



Task Completion



Communication with DISID-DSS

Communication with DISID-DSS is accessible, responsive, and helpful.

Contacting DISID-DSS



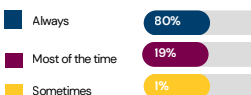
Satisfaction with DISID Response



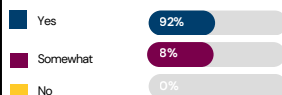
Respect & Personal Preferences

Interactions are overwhelmingly respectful, kind, and person-centered.

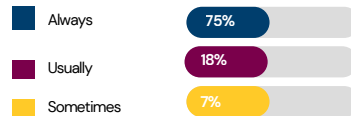
Respect & Kindness



Respect for Routines



Daily Living Support



Key Insight: Most clients consistently receive help with daily needs like meal prep and housekeeping.



WHAT CLIENTS VALUE MOST

- Comfort of family caregivers
- Reliable daily support
- Kindness and compassion
- Someone to talk to
- Help with mobility and exercises

Key Insight: The program strengthens client well-being, independence, and emotional support.

CLIENT APPRECIATION

Clients express gratitude for the program:

- "Thank you for the much-needed support!"
- "Customer service is excellent."
- "I love that my care provider is family."



- More caregiver hours
- Backup caregiver system
- Transportation & shopping support
- Continue services like bed bathing
- Benefits for caregivers (e.g., medical/dental)



Next Steps

- Expand caregiver hours for those with higher needs
- Implement backup caregiver availability
- Explore transportation, shopping, and additional services
- Assess feasibility of caregiver benefits
- Continue ongoing feedback to guide improvements

Overall Insight

Clients report high satisfaction, strong trust, and meaningful relationships with their caregivers. Improvements in hours, service expansion, and support systems will further strengthen the program's impact.



I. VOICES IN OUR COMMUNITY

STIPEND-BASED IN-HOME CARE PROGRAM PROVIDER SURVEY

The In-Home Care Program provides compassionate, non-medical support to individuals with disabilities and their families. The program is open to anyone who wishes to provide care services—including family members—ensuring that everyone receives the care and support they deserve in the comfort of their own home.

The primary goal of this survey was to understand the perspectives of care providers regarding their overall satisfaction, training requirements, and the challenges they encounter. The confidential feedback will guide improvements in training, communication, and support within the In-Home Care Program.



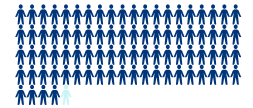
Survey Distribution & Participation

The survey was distributed in hard copy and via QR code from September 05–October 16, 2025.

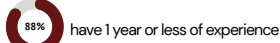
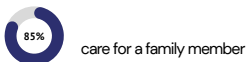
Distributed 85

Received 84

Participation Rate



Who are the Care Providers



Key Insight: Most caregivers are family members who are new to the role—highlighting the need for strong onboarding and accessible training.

Overall Experience



Key Insight: Satisfaction is high and caregivers feel valued and purposeful.

Training & Preparedness

Caregivers want more hands-on, safety-focused training, especially newcomers.



Top training requests:

- CPR/First Aid/AED,
- Behavioral Health
- Mobility
- Safety, Nutrition

Top DSAT Format:

- Virtual Training



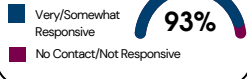
Communication & Support

Communication and responsiveness are strong with very few reporting gaps.

Contacting DISID–DSS



Responsiveness



Care Plan Clarity



What Caregivers Want Improved

Streamlined processes and better resource access would significantly reduce stress.

- More financial support/hours
- Faster payment processing
- Free PPE & care supplies
- Online timesheets
- More training options

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Challenges Caregivers Face

Caregivers need both emotional and practical support to reduce burnout.

- Physical & Emotional Strain
- Behavioral/Mood Management
- Communication Challenges with Clients
- Financial strain & need for supplies
- Limited free time

- Providers are highly satisfied with the program and their experience.
- Most feel supported, respected, and able to make a meaningful difference.
- Training and communication are generally strong but can be improved.
- Many providers face physical, emotional, and environmental challenges.



Overall Insight

Recommended Next Steps

Improve training offerings

- CPR/First Aid/AED
- Safe transfers and mobility equipment
- Behavioral and mental health support
- Specialized disability awareness

Strengthen communication and response systems

- Faster response times
- More proactive check-ins
- Online timesheet submission system

Enhance provider support

- Offer PPE and cleaning supplies
- Provide referrals for supplemental services
- Explore increasing provider hours where appropriate

Address home safety concerns

- Fire hazard evaluation
- Home accessibility assessments
- Support with mobility equipment resources

Expand caregiver wellness supports

- Burnout prevention resources
- Support groups
- Access to training and community programs





I. VOICES IN OUR COMMUNITY

CENTRAL ADULT DAY CENTER (ADC) PROGRAM

The Central ADC Program is committed to enhancing the social and recreational well-being of adults with disabilities. To ensure we continue to provide meaningful and effective services, we conducted our Annual Program Survey. Feedback from clients, parents, and legal guardians is essential for assessing the program's strengths and identifying areas for improvement.

The survey gathers insights on how well the Central ADC Program meets participants' needs. Honest responses will guide program planning, enhance service delivery, and inform future improvements.



Survey Distribution & Participation

The survey was distributed in hard copy and via QR code from October 17 to October 31, 2025.

Distributed 18

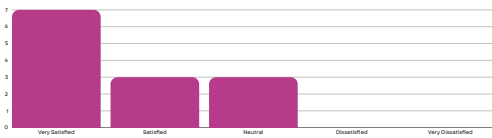
Received 14

Participation Rate



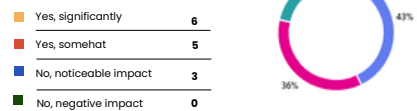
Overall Satisfaction

Observation: Most respondents (71%) reported being "Very Satisfied" with program services.



Impact on Social Wellness

Observation: The majority of respondents (79%) indicated a positive impact on social wellness.



Most Beneficial Aspects of the Program

- Safe and nurturing environment for participants
- Supportive and helpful staff
- Opportunities for socialization and recreation
- Consistency and reliability of the program
- Individualized attention and care

Notable Comments:

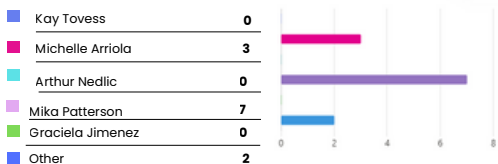
- "The ADC program has been most beneficial and consistent for our family member. He looks forward to attending, and staff have been amazing."
- "Staff are truly heartwarming, caring, and involved. They have been a blessing to our family."

Suggestions for Improvement

- Organize monthly or quarterly field trips and community outings
- Offer more outdoor recreational activities
- Provide 1:1 aides for participants in need
- Introduce skill-building activities and workshops
- Enhance transportation options
- Conduct periodic stakeholder meetings

Follow-Up Meeting with DISID Social Worker

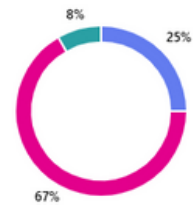
To further discuss feedback, a DISID Social Worker will contact you to schedule a meeting in December 2025. Please provide your availability and preferred social worker:



Preferred Meeting Platform

Participants indicated their preferred platform

In-person	3
Phone Call	8
Zoom	1



SUMMARY AND NEXT STEPS

The survey indicates high overall satisfaction with the Central ADC Program, particularly regarding staff support, socialization opportunities, and safety. Key areas for improvement include transportation, activity variety, and additional community outings. Feedback will guide program enhancements and planning for the next fiscal year.

We sincerely thank all participants for their input, which is invaluable in helping us continuously improve services for adults with disabilities.

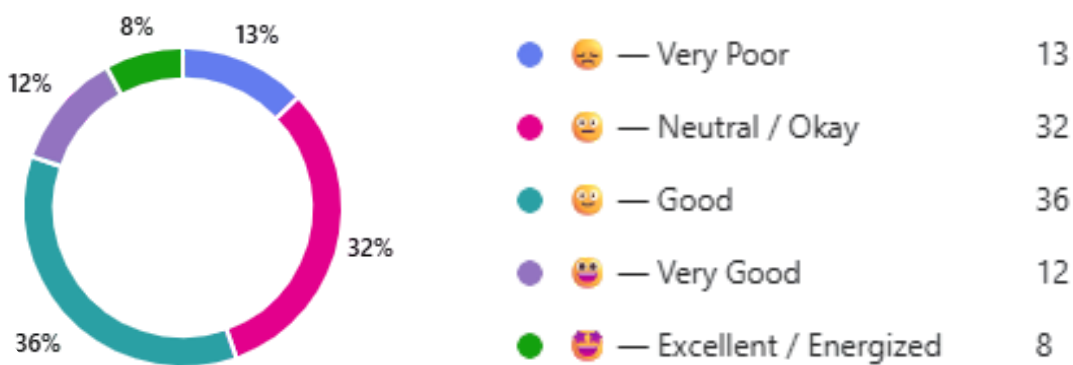




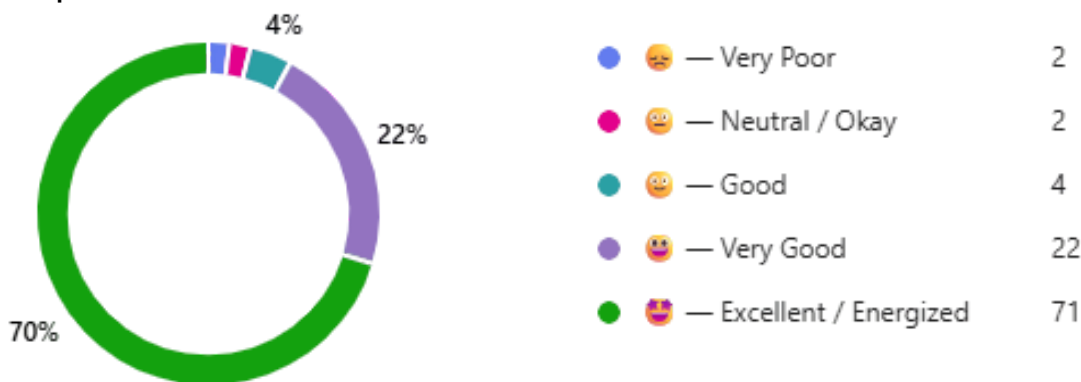
II. DISID’S INAUGURAL CONFERENCE

On August 15th, DISID held its inaugural conference themed, “Beyond Barriers: Reclaiming Purpose and Humanity in Disability Services”. The conference was a transformative experience – reconnecting meaning with mission and purpose with passion, thus reigniting the strength of collaboration and community in serving those in most need.

Participants wellness check at the start of the conference.



Participant wellness check after conference/overall.





III. CAPACITY BUILDING

DISID Support Services increased capacity by filling critical positions including:

- One (1) Program Coordinator III
- Two (2) Community Program Aides
- Promotion of a Social Worker I to ADA Coordinator
- Hosted five (5) students from Guam Community College’s Human Services Program in preparation for the Social Work Program at the University of Guam.

IV. STRENGTHENING PARTNERSHIP THROUGH PROGRAMS INITIATIVES AND OUTREACH

DISID continued to strengthen partnerships with non-profit organizations and institution of higher education. These partnerships include:

- Church of Jesus Christ of Latter Day Saint: primary donor of Durable Medical Equipment (DEM) including wheelchairs, patient beds, walkers, safety bars, and wheelchair ramps.
- Guam Bicol Club: contributors to DISID’s Adult Diaper Program and Adult Residential Program.
- University of Guam: Nutrition education program for DISID’s adult residential clients, book donation, participation in job fair and other outreach events, and internship program
- Blind Community of Guam: DISID participated and assisted in the planning of the organization’s first 5K run/walk event.
- UOG CEDDERS: DISID participated in several CEDDERS events including the GSAT symposium, CEDDERS annual conference, and 1-3-6 & Beyond community outreach events.
- Guam Veterans: DISID participated in the Veterans Symposium and appeared on the Veterans with Benefits Talk Show to share information on programs and services.

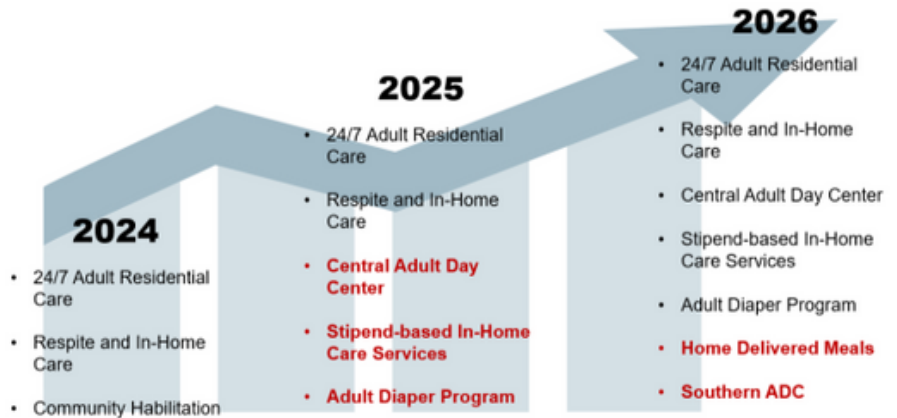




V. PROGRAM EXPANSION

DISID remains committed to expanding programs and services for individuals with disabilities and their families. The Division of Support Service is proud to have expanded its reach through the development and implantation of programs. The addition of the Central Adult Day Center, advancement of the Stipend-based In-Home Care Services, and development of Guam’s only Adult Diaper Program show progress in DISID’s effort to provide inclusive and accessible services. The effort will continue in FY2026 with the anticipated addition of a Southern Adult Day Center and a Home Delivered Meal program.

GROWTH IN SERVICE DELIVERY



VI. ADA COMPLIANCE

With the addition of an ADA Coordinator, DISID’s mandate to provide guidance on matters related to compliance with the Americans with Disabilities Act is actively in motion. In addition, providing the necessary (and required) Disability Sensitivity and Awareness Training (DSAT) to government agencies, including satisfying the requirement for law enforcement recruits and personnel is now in full swing. In FY25, DISID has provided such training to 307 participants from the following agencies:

Agency / Organization	Number of Participants
Agana Heights Mayors Office	14
TOGHE - Guam Behavioral Health	17
DISID (Interns)	3
Department of Agriculture	16
Guam Community College	11
Guam Customs	15
Guam Customs	17
Guam Customs	21
Guam Customs	20
Department of Corrections	18
Guam Customs	15
Department of Labor	15
Department of Labor	28
Guam Customs	7
Department of Labor and DPHSS	39
Department of Labor	34
GCC	17



DIVISION OF VOCATIONAL REHABILITATION

The Division of Vocational Rehabilitation (DVR) administers the Vocational Rehabilitation (VR) Program Services to eligible individuals with disabilities, especially individuals with significant disabilities, to obtain, secure, or maintain an employment outcome.

DVR serves as Designated State Unit (DSU) to administer Guam's state plan for vocational rehabilitation services and for the blind. The provision of the DSU and such services are made possible through the State Vocational Rehabilitation (VR) Services Program, which was established under the Rehabilitation Act of 1973 and amended by the Workforce Innovation and Opportunity Act (WIOA), and which provides federal grants to support statewide VR programs. Guam's State VR Program includes:

- Vocational Rehabilitation Services;
- Pre-Employment Transition Services (Pre-ETS);
- Supported Employment Program; and
- Independent Living for Older Blind Program.

Goal

DVR's goal is to increase the employment outcomes for persons with disabilities, which includes adults and students ages 14-21, seeking employment or self-employment through a cost-effective and efficient Vocational Rehabilitation Program.



Objectives

Objective 1.1

To collaborate with the State Rehabilitation Council (SRC)

Objective 1.2

To improve services for VR Program Participants that are Blind and Visually Impaired

Objective 1.3

To meet or exceed local and federal production productivity standards

Objective 1.4

To ensure that Comprehensive Staff Personnel Development (CSPD) opportunities are developed and approved for DVR Managers/Supervisors, Vocational Rehabilitation Counselors and Support Staff

Objective 1.5

To improve case management/tracking system and submit required federal reports in a timely manner

Objective 1.6

To improve VR Pre-Employment Transition Services (Pre-ETS) for Youth eligible and potentially eligible Students with Disabilities (SWDs), as well as transitioning SWDs to VR Services

Objective 1.7

To enhance the Community Rehab Provider (CRP) service delivery system through greater outreach, training, evaluation, and development of new CRPs.

Objective 1.8

To collaborate with GovGuam, Federal Agencies, Federal Contractors, and the Private Sector to place and hire qualified individuals and veterans with disabilities.

Objective 1.9

Long range transition plans will be developed for division DVR to determine the most effective outreach strategies, methods, and time frames to collaborate with schools and employers.





Accomplishments

Enhancing and increasing Pre-Employment Transition Services (Pre-ETS) as follows:

Pre-ETS represent the earliest set of services available for students with disabilities (SWD) ages 14-21 who are enrolled in post-secondary education and are eligible or potentially eligible for VR services.

- Services are short-term in nature, and designed to help students identify career interest, which may be further explored through additional vocational rehabilitation (VR) services, such as transition services and other individualized VR services.
- Include a very specific set of activities that must be charged appropriately to the minimum fifteen percent (15%) Pre-ETS reserve funds: five required activities, four coordination activities, and nine authorized activities.

The five required Pre-ETS provided directly to SWD include:

1. Job Exploration Counseling;
2. Work-based Learning Experiences;
3. Counseling on opportunities for enrolment in post-secondary program and institutions of higher education;
4. Workplace readiness training, to develop social skills and independent living; and
5. Instruction in self advocacy, to include peer mentoring

The following schools include six (6) Guam Department of Education High Schools, three (3) charter schools, and other educational middle and high schools (Private), and Department of Youth Affairs (DYA).

CHALLENGES

- Establishment of a One-Stop Center
- Establishment of a Business Engagement Unit
- Staffing & Human Resources Development

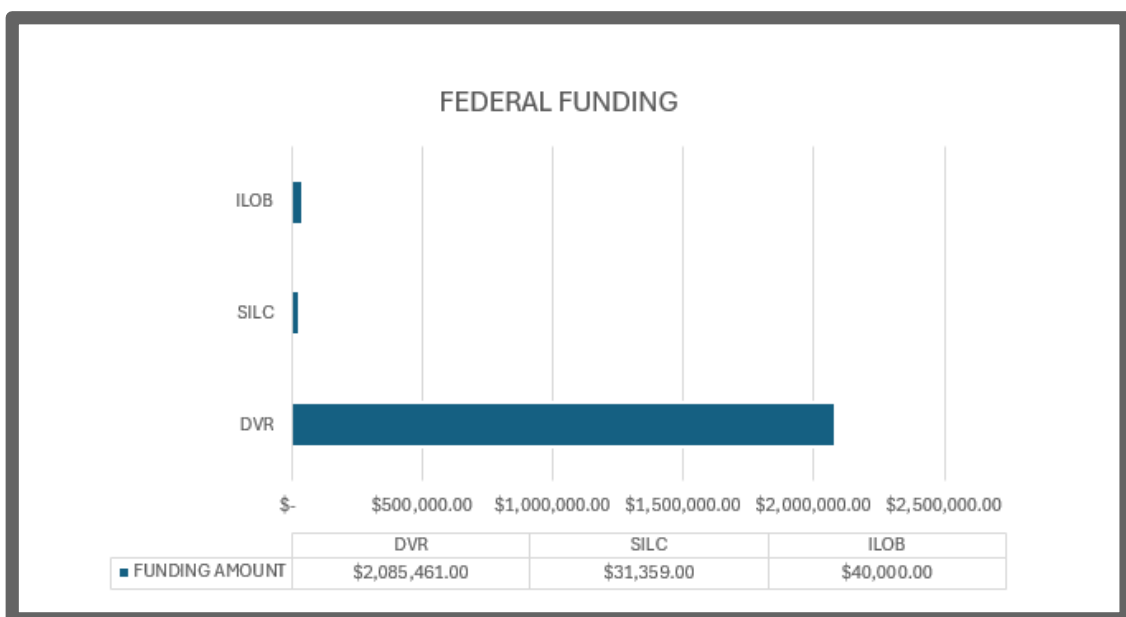
KEY HIGHLIGHTS

VR SERVICES, PRE-ETS, SUPPORTED EMPLOYMENT (SE), & ILOB PROGRAMS	Total Program Participants & Services
VR Program Participants Served	315
Pre-ETS Students Served	175
Pre-ETS Provided	325
SE Program Participants Served	0
ILOB Program Participants Served	5



FUNDING

DISID's operation and program services are supported from local and federal funds.





PROFESSIONAL DEVELOPMENT

DISID supports educational and skills enhancement opportunities for its employees. With these efforts staff are equipped to provide quality service as well as the agency meeting local and federal mandates.

Training Title	No. of Staff Certified
Health Insurance Portability and Accountability Act (HIPAA)	10
Pacific (Region 9) Americans with Disabilities Act (ADA) Train-the-Trainer	3
Grants Training	1
SafeTALK	2
National Association of Social Workers Training & Conference	6
Adult Protective Services Training	28
Guam System for Assistive Technology Conference	3
SIM Mapping Workshop	2
Rooted in Resilience: Healing, Thriving, and Preventing Sexual Violence in Island Communities	3
Strengthening Systems and Services for Victims of Sexual/Domestic Violence	3
Guam Developmental Disabilities Mini Conference	3
Vocational Rehabilitation Technical Assistance Center – Quality Education	7
Vocational Rehabilitation Technical Assistance Center – Quality Management	3
National Technical Assistance Center on Transition (NTACT:C)	8
San Diego State University Rehabilitation Counseling	7
Virginia Commonwealth University-Rehabilitation Research and Training Center	7
University of Wisconsin-Stout-Counseling, Rehab & Human Services Department	11





OUTREACH AND COMMUNITY SERVICE

DISID participated in fourteen (14) community events during this reporting period. Through these efforts, DISID continues to strengthen partnerships with government and private- and non-profit organizations.

Community Event	Lead Organization
Annual Passport for Services	Guam Homeless Coalition
Point-In-Time Homeless Count (PIT)	Guam Homeless Coalition
31st Guam System for Assistive Technology Conference and Expo	University of Guam CEDDERS
Guam Legal Services Corporation – Disability Law Center Public Input Session	Guam Legal Services Corporation
Mayor’s Council of Guam Board Meeting	Mayor’s Council of Guam
4 th Annual Veteran’s Benefits Symposium	I Hinanao, I Magahet Yan I Ininna (HMI) Guam
Outreach for Human Services Practicum	Guam Community College
Support Services outreach to all Mayor’s Offices for disability services	DISID Support Services
1-3-6 and Beyond Outreach at various villages	Guam CEDDERS
Career Day	University of Guam
Inalajan Middle School Career Day	Inalajan Middle School
Okkodo High School Career Day	Okkodo High School
Guam Coalition Against Sexual Assault & Family Violence Conference	Coalition Against Sexual Assault & Family Violence
Guam Homeless Coalition Summit	Guam Homeless Coalition



STAFF DIRECTORY

Director's Office

Michelle L.C. Perez, Director
michelle.perez@disid.guam.gov

Stacy M. Flores, Special Projects Coordinator
stacy.flores@disid.guam.gov

Division of Support Services

Reuel C. Drilon, MS-Geron, BSW
Support Service Administrator
Acting Deputy Director reuel.drilon@disid.guam.gov

Vivian PM Valdes, MPA
Program Coordinator III
Kay Toves, Social Worker II kay.toves@disid.guam.gov

Leilani Rose N. Delgado, LMSW
Community Program Aide I
leilani.n.delgado@disid.guam.gov

Michele Arriola, Social Worker II, LBSW
michele.arriola@disid.guam.gov

Kay Toves, BA Psych.
Social Worker II
Kay.toves@disid.guam.gov

Andrew Linhardt, BA Psych
Social Worker I
ADA Coordinator
andrew.linhardt@disid.guam.gov

Arthur Nedilc, BA Crim. Justice
Social Worker I
arthur.nedilc@disid.guam.gov

Mika Patterson, BA Psych
Social Worker I
mika.patterson@disid.guam.gov

Graciela Jimenez, BSW
Community Program Aide II
graciela.jimenez@disid.guam.gov

Iris HMC Sablan
Community Program Aide I
iris.hmc.sablan@disid.guam.gov

STAFF DEPARTURES

Audrey JA Topasna
Deputy Director

Melanie-Joy Ogo
Administrative Assistant

Fiscal / Administration Office

Rita Sotomayor, Administrative Service Officer
rita.sotomayor@disid.guam.gov Rose Guerrero,

Administrative Assistant
rose.guerrero@disid.guam.gov

Division of Vocational Rehabilitation

Joseph A. Cameron, Administrator
joseph.cameron@disid.guam.gov

William Kando, Special Projects Coordinator
william.kando@disid.guam.gov

Virjulyynn Manibusan, Administrative Assistant
virjulyynn.manibusan@disid.guam.gov

Lydia Calvo, VR Counselor III
lydia.calvo@disid.guam.gov

Geraldine Aguon, VR Counselor II
geraldine.aguon@disid.guam.gov

Arcie Tuazon, VR Counselor I
Arcie.tuazon@disid.guam.gov

Michael Poblete, Program Coordinator IV
michael.poblete@disid.guam.gov

Jocelyn Quinata, Program Coordinator I
joceyln.quinata@disid.guam.gov

Alvin Ancheta, VR Counselor I
Alvin.ancheta@disid.guam.gov

Selene Linhardt, VR Counselor I
Selene.linhardt@disid.guam.gov

Daniel Dimag, VR Counselor I
Daniel.dimag@disid.guam.gov

Jared Leon Guerrero, VR Worker I
Jared.leonguerrero@disid.guam.gov

Carmelia Quinata, Clerk I
carmelita.quinata@disid.guam.gov





THANK YOU

Fostering independence, productivity, and community inclusion for individuals with disabilities and their families on Guam.



138 East Marine Corps Drive
Jones & Guerrero Commercial Plaza,
Suite C102 Hagåtña, GU 96910



(671) 475-4624
Fax: (671) 477-2892



dss@disid.guam.gov



www.disid.guam.gov

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