

**35th Annual
Statewide Conference**



***Conference Schedule and Reservation Information,
Including Information on the Self-Advocacy Program****

Registration Opens Friday, September 28, 2018 @ 9 a.m.

Conference Location: Bally's Atlantic City Hotel & Casino, 1900 Pacific Avenue, Atlantic City, NJ

On-site Registration: Thursday, November 15, from Noon -1:30 p.m.; and Friday, November 16, from 7:30 - 9 a.m.

For more information on the annual conference, including registration information, and hotel information, please visit the NJACP website: www.njacp.org. Registration will open in mid-October.

*The Self Advocacy Program, made possible, in part, through a grant from the NJ Council on Developmental Disabilities.

Keynote

Friday, November 16, 2018, at 1 p.m.

Ricardo and Donna Thornton



Ricardo and Donna Thornton are active and strong self-advocates in the Nation's Capital, the District of Columbia. They married over 31 years and have a son, Ricky, Jr., who is 31 years old and are proud grandparents. Ricardo and Donna are former residents of the District's institution for people with developmental disabilities, Forest Haven. They had a movie of their life made titled, "Profoundly Normal", and had multiple interviews with Mike Wallace on 60 Minutes about their life as one of the first couples in the country with developmental disabilities to get married.

Both Ricardo and Donna are active members of the District's self-advocacy group, Project ACTION!, a coalition of adult with disabilities. Ricardo and Donna have received many awards and were recognized as "Washingtonians of the Year" in 1997. They are passionate advocates and believe that people should be able to make their own decisions and choices, and that people with disabilities can achieve almost anything with support.

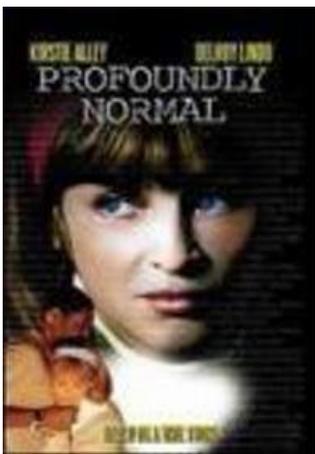
Ricardo has worked for over 39 years at the Martin Luther King, Jr., Library and Donna retired from the Walter Reed Army Medical Center in May, 2017 after working there for over 24 years. They both are active in their faith community where Ricardo is a Deacon. They also enjoy acting and are part of a theatre group,

Players Unlimited, where they perform in annual productions. Ricardo serves on the President's Committee on Persons with Disabilities and was appointed in by President Obama in 2014.

Ricardo serves on the DC DD Council, University Legal Services, and many other Boards and committees and is an international ambassador with Special Olympics. Donna serves on the Board of Directors of Quality Trust and is a mentor to new self-advocates encouraging them to speak up and be heard.

Special Event for NJACP Conference and Self-Advocacy Program Participants

Thursday Night — Dinner & a Movie: Profoundly Normal Sponsored by Qualifacts



Profoundly Normal is a true story of Donna and Ricardo Thornton, two individuals with mental disabilities who forged a life together as a married couple and parents. The Thorntons were profiled twice on 60 Minutes, and in the drama the main characters tell portions of their story in interview style. "Some of [the movie is] right from 60 Minutes, some of it's ad-libbed or written.

Kirstie Alley stars as Donna Thornton, a woman who, from the age of 8, has lived at Forest Haven, an institution for developmentally disabled people of varying ages and levels of ability. There, she meets Ricardo (Delroy Lindo), a fellow resident. They quickly form a bond of friendship. Donna and Ricardo cope with the strict regime at Forest Haven. Despite suffering personal abuse and neglect, they never give up their dream of finding a better life outside the confining walls of the institution. When Forest Haven is closed by a court order, Donna and Ricardo face an entirely new set of challenges — how to care for themselves in the outside world. Simple tasks, such as reading, cooking, and taking the bus, are enormous obstacles for them to overcome. Their friendship blossoms into love, and Ricardo eventually proposes marriage. Despite opposition, the two even have a child, who does not have mental retardation.

During this event, Ricardo and Donna Thornton will be available for a meet and greet.

This event is INCLUDED with either a one-day Thursday, one-day Friday, or two-day (Thursday and Friday) Conference Registration, or registration in the Self-Advocacy Program. A casual buffet dinner will be provided.

Pre-Conference Symposium

Thursday, November 15, 2018, at 1:30 p.m.

National Update

Esme Grant Grewal

**Vice President of Government Relations
The American Network of Community Options**



Esme Grant Grewal is ANCOR's Vice President of Government Relations. In this role, she works with the Government Relations Committee and ANCOR GR team on all legislative and policy priorities and leads the organization's relationships with Congress and the Administration. Prior to this role, Esme served as the Director of Public Policy for the National Association of Councils on Developmental Disabilities (NACDD), where she worked with all State Councils on Developmental Disabilities on federal advocacy and policy priorities for individuals with intellectual and developmental disabilities. She has past appointments with the American Bar Association's Commission on Mental and Physical Disability Law and as Chair of the American Branch of International Law Association's Disability Committee. Esme is Co-Chair of both the Developmental Disabilities, Autism and Family Support Task Force and International Task Force for the Consortium of Citizens with Disabilities, a coalition of over 100 leading national disability organizations based in Washington, DC. Prior to joining NACDD, Esme led the Disability Rights Program for the U.S. International Council on Disabilities and worked extensively with former Congressman and Majority Whip, Tony Coelho. Esme has served the San Francisco Mayor's Office on Disability where she had the opportunity to participate in implementation of the City's ADA Transition Plan. As an attorney and member of the California Bar Association, she has published multiple law reviews on various topics of disability law. She is a past Board Member of Quality Trust. She is a proud sibling to a brother and sister with developmental disabilities.

Mary Lee Fay

Executive Director

**The National Association of State Directors of Developmental Disabilities Services
(NASDDDS)**



Mary Lee joined NASDDDS in 2012 as the Director of National Core Indicators and the NASDDDS coordinator for the Community of Practice project on Supporting Families. Her main focus is working with states to create sustainable systems that will fully engage people with Intellectual and Developmental Disabilities in their communities and honor the families and relationships that support those outcomes.

Mary Lee has more than 35 years of working in the field of intellectual and developmental disabilities. She worked for the state of Oregon Developmental Disabilities Office from 1987 to 2012. Mary Lee was the state administrator for the program from 2001 until 2012. The I/DD program had a \$1.5 Billion, biennial budget and supported 22,000 children and adults with I/DD. Highlights of her work in Oregon include: closure of all private and public ICF/IDs, implementation of a self-directed waiver using independent brokerages, and re-design of services to focus on person centered thinking. Earlier in her career Mary Lee was the executive director of Oregon Technical Assistance Corporation, a technical assistance non-profit directed at supporting people with I/DD to live fully in their communities. She also worked at Teaching Research, Western Oregon University, as policy analyst and director of two children's group homes.

Networking Cocktail Social Reception

Sponsored by: Scioto Properties

4 p.m. – 6:00 p.m.

Traymore Ballroom

Dinner & a Movie: Profoundly Normal

Sponsored by: Qualifacts

Immediately following the Networking Cocktail Reception

Marlborough B/C

Conference Technical Sessions

Friday, November 16, 2018

Executive Track

Session A-0: 9:00 a.m. – 10:45 a.m.

Session B-00: 11:15 a.m. – 12:45 p.m.

Panel Discussion

**What will our future be in 3-5 years, and
how do providers in the IDD Community prepare for what is coming?**

A separate communication will be sent out regarding the Executive Panel Discussion once all materials have been received from the panelists.

A Note Regarding Technical Break-Out Sessions

NJACP is in the process of applying for CEUs for many technical sessions. As approval is received we will provide updated information on the NJACP and Conference websites, as well as send out emails.

Management Track

Session A: 9:00 a.m. – 10:30 a.m.

Workshop 1

Workplace Violence

Deborah Cmielewski, Esq.

Workplace violence is an ongoing problem that can arise every single day. Violence can occur at all levels of the organization as well as in client settings. This session will review the different categories of workplace violence; special considerations for providers of services in the intellectual and developmental disability space; and legal issues and potential exposure to providers. Topics will also include prevention, education, policy drafting and risk management.

Deborah A. Cmielewski is a partner with the law firm of Schenck, Price, Smith & King LLP in Florham Park, New Jersey. She represents health care providers in corporate and transactional work, HIPAA, fraud and abuse, regulatory and administrative matters. She lectures frequently on health care topics and provides HIPAA and workplace compliance training. Ms. Cmielewski's past experience includes working as the General Counsel and Compliance Officer of a group purchasing organization for specialty pharmaceuticals as well as serving as the Chief of Regulatory Affairs for the New Jersey Division of Consumer Affairs. She also has numerous years of experience in commercial and bankruptcy litigation.

Workshop 2

Resolving Mobility Issues for Those in your Care

Tom Tierney

This presentation focuses on the automobile resource exemption that SSA and Medical Assistance grant individuals. Providers can have individuals purchase and title their own cars to help fulfill obligations to the community rule and transport them to jobs or day programs. Providers can do this cost effectively with donations, gifting, trusts or ABLE accounts. However, it is important for providers to be aware of how to properly insure this arrangement and cover individual and non-profit liability.

Tom joined Arlington Heritage Group in 2007 bringing years of investment and financial management experience to the executive team. Tom worked at a variety of investment firms prior to Arlington. At American Century Investments, Tom rose to Senior Research Analyst supporting the Healthcare Fund, the Vista Fund, and other diversified equity funds. Prior to that, he performed research on publicly traded biotechnology companies at investment bank ING Barings providing investment coverage to institutional clients. After graduating from Boston University with a Bachelor's of Science in Business Administration, Tom worked for several years at Standard & Poor's where he researched and authored tear sheets in the Equity Research department. Tom holds both the Chartered Financial Analyst and Certified Market Technician designations.

Workshop 3

How to RISE with Resilience and Mindfulness in your Career

Joyel Crawford

Resiliency is a key leadership skillset to not only manage your career but your life. It's the ability to transform challenge into opportunity. When done effectively, one can manage setbacks quickly and the minimum physical and mental cost. This course focuses on the role resiliency plays in your work and career life, assessing how resilient you are and providing useful tools to effectively manage instances where you'll need to bounce back quickly. There will be a strong focus on mindfulness and how it plays a role in resiliency. After working for 20 years in HR, surviving work burnout as a people leader, getting married, moving, losing my father suddenly and still successfully being able to run my own coaching and leadership consulting practice, I will share some key skills and tools that have helped me survive and thrive in my various roles.

Joyel Crawford is a determined and passionate Certified Professional Career Coach and Training Consultant with over 15 years of experience Human Resources and career management. She is thrilled to bring her years of expertise to every training opportunity and is excited about helping others achieve their career and business goals. As a Certified Professional Career Coach and Leadership Development Training Consultant, whether someone is a new grad, an executive, a career changer, or a job seeker hoping to land the next big thing, Joyel helps others expertly navigate every step of the job search through proven resources, tools, and coaching. She provides HR Consulting support to small businesses ranging from Leadership Development Training, Recruiting Support, Executive & Employee Level Coaching, Human Resources Generalist & Leadership Support, Policy and Procedure Creation and Employee Relations.

Born and raised in New Jersey, Joyel began her professional career shortly after graduating Cum Laude at Elon University with a Psychology degree as an Isabella Cannon Leadership Fellow. Joyel obtained her MBA from Fairleigh Dickinson University with a concentration in Management. Joyel is a Certified Professional Career Coach (CPC). She also holds PHR, SHRM-CP, DISC, Birkman and Life Coaching certifications. She is a member of Forbes Coaches Council, Professional Association of Resume Writers and Career Coaches, FemCity and the National Coalition of 100 Black Women. Her career advice has been featured in Forbes, Essence, Huffington Post, The Muse, Girlboss, Thrive Global, and Next Avenue.

Workshop 4

Getting Ahead of the Next Wave of Audits: Quick Tips to Clean Up Your Act

Elizabeth M. Shea, Esq.

Good corporate governance is obviously key to your organization for several reasons. But it is about to become even more critical as the next wave of federal and state audits are expected to take a much closer look at governance issues in both for-profits and non-profit social service agencies. This workshop will focus on common governance issues found in New Jersey's non-profit developmental disability agencies, the potential audit liability that may arise from them, and steps you can take right away to mitigate your risk.

Elizabeth Shea is Of Counsel to the firm. She is a healthcare advocate with extensive experience in human services, particularly in the area of developmental disabilities. Ms. Shea has extensive subject matter expertise in the areas of federal and state Medicaid, including 1915(c) and 1115(i) Medicaid waiver programs; service delivery across the lifespan of individuals with disabilities – including early intervention services, special education, adult services, affordable housing policies and programs; rate setting for state-funded programs; care management for unique populations; and how to safely transition individuals with complex needs from institutional settings to home and community-based settings.

Ms. Shea also serves as Vice President of Porzio Compliance Services, LLC (PorzioCS), a wholly-owned subsidiary of the firm. As such, she is instrumental in the design and implementation of comprehensive compliance, training and ethics programs for colleges and universities, health care facilities, and disability providers and organizations. She provides support to these entities in various compliance areas, offering highly technical compliance expertise in a more efficient manner.

Workshop 5
Foundations of Positive Behavior Supports (for S/W and Managers)
Donna Marie Simon

The learning focus is the understanding of how to implement Positive Behavior Supports and Applied Behavior Analysis to enable our individuals to manage behavior utilizing a person centered approach and why this approach is important. This training is consistent with NJDDD current standards as alternative curricula according to the Policies and Procedures Manual. The manner in which the material is presented would qualify for additional categories ranging from Executive to Direct Service Professionals. Employees working with individual's requiring behavior supports are required to attend training before providing behavioral services.

Donna Marie Simon is a Behavior Analyst with the New Jersey Institute for Disabilities (NJID). She has conducted staff and caregiver trainings regularly for the last 10 years, and completed numerous trainings and in services on multiple topics including the use of advanced directives in health care, and mental health education topics. Donna has presented for National Association of Social Work, Monmouth Chapter; Bayshore Hospital; Gateway Care Center; Victoria Care Center; and workshops/in-service's throughout NJID.

Management Track
Session B: 11:15 a.m. – 12:45 p.m.

Workshop 14
How to Build a Successful Tri-Partnership between the CEO, Staff and Board to Dramatically Increase Donors and Dollars.

Dennis Miller

This is a highly motivational, educational and interactive session for board members, executive leadership and all staff who wish to dramatically increase total donors and total dollars. Concepts to be covered include:

- Why people REALLY give money
- How to overcome your boards fear of cultivating and soliciting donors
- How to transform your fundraising from the "The tin cup" to the "Investment" theory of philanthropy
- Development is a culture, not a department
- Successful fundraising characteristics of nonprofit organizations

Don't miss this one!! You'll regret you did!.

Dennis C. Miller is a nationally recognized strategic leadership coach and executive search consultant with more than thirty-five years of experience working with nonprofit board leadership and chief executives across the country. Dennis is also an expert in board governance, leadership development, philanthropy and succession planning. In addition, he is a sought-after motivational speaker, retreat facilitator and leadership performance coach. Dennis' experience working with hundreds of nonprofit organizations has provided him with the knowledge and insights to understand the competencies required of today's nonprofit leadership.

Dennis is the Founder of the Center for Excellence in Leadership, Governance and Philanthropy at Fairleigh Dickinson University and served as their Executive Director from 2012-2016. Dennis is the author of four books on nonprofit organization success. His fifth book, *Moppin' Floors to CEO: From Hopelessness and Failure to Happiness and Success*, Dennis mixes together the right ingredients for an engaging, illuminating and compelling autobiography shows how anyone, including a troubled kid from New Jersey, can overcome seemingly insurmountable obstacles, make it to the top and live a happy and fulfilling life.

Workshop 15
Enterprise Risk Management- What You Need to Know to Get Started
Sherise Ritter, CPA, CGFM, CGMA, PSA and Kyle Neeld, CPA, CGMA, PSA

This session will focus on the behaviors of your employees and how they work together and deliver their services. When an organizational culture is collaborative, progressive-minded, open to change and new challenges it provides greater opportunity for continuous improvement and quality initiatives to thrive. The goal is to promote a deliberate approach to culture. When you set the ground rules for what is acceptable behavior people begin to work together in ways that can create break-through performance.

Sherise Ritter is a managing director of The Mercadien Group; principal of Mercadien, P.C., CPAs, and co-chair of the firm's Nonprofit and Human Services Group. She has a broad base of experience and expertise in the performance of audits, reviews, compilations, and advisory services for nonprofit organizations, government entities, colleges and universities. A member of the American Institute and NJ Society of Certified Public Accountants and the Association of Government Accountants, Ms. Ritter is a licensed CPA in NJ and NY, a licensed public school accountant, a Certified Government Financial Manager and a Chartered Global Management Accountant. Sherry earned her Bachelor of Science degree in Commerce from Rider University.

Kyle Neeld is currently a Managing Director at The Mercadieu Group. He is a Certified Public Accountant, Chartered Global Management Accountant, and a Licensed Public School Accountant. He earned a Bachelor of Science degree in Business Administration from Rider University. Kyle is a frequent presenter and author on a variety of topics, including risk, mergers, 990s, and other topics of importance in the Nonprofit Sector.

Kyle focuses his expertise on providing clients, primarily nonprofit organizations and businesses, accounting and consulting services that help them achieve their financial and strategic objectives. The services include audits, reviews, compilations, agreed-upon procedures and various consulting engagements. He also addresses for clients the areas of internal control structures, audit program design and implementation, and risk assessment, as well as planning their audit engagements, reviewing work papers and financial statements, and meeting with their management and boards.

Workshop 16

Two new pieces of legislation in NJ that impact all New Jersey employers: Diane B. Allen Equal Pay Act and the Earned Sick Leave Act

Joe Maddaloni, Esq., with Judy Sailer

These historical new pieces of legislation will impact all New Jersey businesses. For workers, there may be added legal benefits and protections. For employers, the laws create new issues and have the potential for significantly increased liability. This session will address the specifics of the new laws and potential exceptions; the impact of the laws on New Jersey employers; policies and practices that New Jersey employers can implement to comply with the laws; whether current sick leave or PTO policies will require updating as a result of the new laws; methods for determining whether the workforce pay scale complies with the Equal Pay Act; permissible differentials in compensation under the Equal Pay Act; recordkeeping requirements and more.

Joseph Maddaloni Jr., co-chair of Schenck, Price, Smith & King's Labor and Employment practice group, is a former general counsel for an international service company who concentrates his practice in the areas of labor & employment law, commercial law, and regulatory & government affairs. Mr. Maddaloni represents management in all phases of labor and employment law. He is a seasoned traditional labor lawyer who counsels and represents clients on labor matters, including union avoidance techniques, organizing campaign strategy, contract negotiation and administration. He also assists in resolving unfair labor practice charges. Mr. Maddaloni also represents management in general employment litigation & counseling matters concerning discharge, discrimination and harassment, non-compete and restrictive covenants, wage and hour, severance and separation agreements, disciplinary actions, and the development of policies and procedures.

Mr. Maddaloni regularly provides counseling and representation to home care companies and private duty agencies nationwide. He is a leading regulatory authority on the home care industry, and he lectures and writes extensively on issues important to the home care industry. He is a member of the Board of Directors of the Home Care Council of New Jersey, and the Chief Executive Officer of the Home Health Services Association of New Jersey. He serves on the Board of Directors of the National Institute for Home Care Accreditation, and he formerly served as a member of the Board of Directors of the Home Care Association of New Jersey.

Judy Sailer is a Human Resources Specialist at Primepoint. She is an adjunct professor at both Rowen University and Rider University, as well as a Certified HR Profession with SHRM. Judy is a senior manager with valuable experience in the alignment of human capital management, human services, strategic organizations and systems, in addition to the alignment of resources. As a Leadership & Development Professional, Professional in Human Resources, Project Manager, Organization and Staff Developer, Strategic Planner and Mentor/Coach her mission is to make a difference everyday in my community and the world. Judy's specialties include: Organizational Development, Team Building, Managing Change, Strategic Planning, Staff Recruitment, Staff Assessment, Performance Management, Microeconomics, Macroeconomics, Business Finance, Business Law, Staff Training and Development, Leadership Coaching, Facilitating. Judy has presented Human Resources topics at many business seminars.

Workshop 17

Worker's Compensation Exposed: Hidden Costs and Impact of Injuries. How to Get Ahead of the Problem Before it Overtakes your Organization.

Bob Cottone and Ryan Jones

Be Ready to Take the Rising Costs Under FFS. This in-depth analysis of the direct and indirect costs of workers compensation claims, and how they impact organizations financially and operationally, will then lead to discussion of the proactive steps and solutions your organization can take to prevent or mitigate the severity of loss to your business. We will review the very costly, yet least understood aspects of workers comp claims, how these impact your Experience Rating Factor, and ultimately cause skyrocketing premiums that can put your organization in peril under FFS reimbursement constraints.

We will include actual claims data and case studies, and sample tools and policies & procedures, such as provider network management, job functional capacity evaluations, and steps for creating an effective return to work program.

Bob Cottone is an Assistant Vice-President at Rue Insurance specializing in Commercial Insurance Risks - Professional Liability including Medical Malpractice, Biotech, NonProfit Human Service Organizations, and larger general risk.

Ryan Jones, CRIS, is a Risk Management Consultant at Rue Insurance. Ryan helps organizations identify, prioritize and manage risk. This proactive approach helps reduce the cost and exposure of risk by using methods including insurance policies and other methods outside of insurance. The end result is a more valuable, consultative relationship with an insurance professional.

Clinical Track

Session A: 9:00 a.m. – 10:30 a.m.

Workshop 6

Wheelchair Safety and Seating for Patients with Complex Medical Needs

John Reck

This presentation will focus on current recommended best practices for the safe transportation of wheelchair riders. Presenters will review procedures for proper securement of the wheelchair frame and use of the occupant restraints. Presenters will discuss real word challenges in the transportation of wheelchair riders with complex medical needs and give strategies to improve safety, and comfort of the riders.

John Reck is the Director of Assistive Technology at Matheny Medical and Educational Center. He is responsible for coordination of inpatient and outpatient wheelchair clinic services, along with providing direct patient evaluation and treatment services. He is a physical therapist with over 28 years of experience working in pediatrics, developmental disabilities, and complex wheelchairs. He is a certified Assistive Technology Practitioner (ATP), and certified Seating Mobility Specialist (SMS) through the Rehabilitation Engineering and Assistive Technology Society of North America (RESNA).

Workshop 7

911 Has Been Called.....What now?

Donna Allison, R.N. and Cynthia Audibert, R.N.

Review of basic First Aid for medical and trauma emergencies with a focus on the I/DD population. Tips for stabilizing clients until 911 arrives.

Cynthia Audibert is a Nursing Supervisor at Matheny Medical and Educational Center. She is the President of the Board of Directors for the Northern NJ Developmental Disabilities Nurses Association. Ms. Audibert has 30+ years working as an administrator in a variety of settings in the community with I/DD individuals before getting her nursing degree at Goodwin College in Connecticut. She has dedicated her nursing career to using her knowledge in I/DD and specializing in I/DD medical care.

Donna Allison, RN, is an Adjunct Faculty member of Warren County Community College; a Charge Nurse at Camp Nejeda, a summer camp for children with Type 1 Diabetes; an American Heart Association ACLS/PALS & CPR Instructor with St Claire's Hospital; and a Nurse Educator at Matheny Medical and Educational Center.

Workshop 8

Using Positive Behavioral Interventions and Supports to Deliver Evidenced Based Services to Adults with IDD

Michelle Lipchock, DSW, LCSW

The presentation will discuss an evidenced-based practice that increases social behavior outcomes across settings by highlighting concrete examples from the Devereux Positive Behavior Interventions and Support (D-PBIS) framework. D-PBIS is a three tiered framework specifically developed for alternative settings such as schools, residential treatment facilities, and community care residences that focuses on the strengths of each individual by defining, teaching and supporting desired behaviors to create a positive environment. The key components of the framework such as active engagement, error correction, and self-monitoring will be explored as well as the importance of activity schedules, lesson plans and positive based language. Additional components integral to D-PBIS implementation, staff training, observation and feedback, will be displayed with tools and staff training videos. This trauma informed model overview provides a prevention-oriented method that helps programs further implement evidence-based practices and maximize positive prosocial behavior outcomes. Participants will be able to discuss the implications and sustainability of implementing D-PBIS with staff and individuals served in community based settings. Learning Objectives: Participants will learn the components of D-PBIS in serving adults in community based settings. Participants will describe the strategies for implementation and sustainability of D-PBIS in community based settings. Participants will understand how the D-PBIS framework is used for data based decision making.

Dr. Lipchock is currently the Clinical Director at Devereux Advanced Behavioral Health-New Jersey, and a Clinical Instructor School of Social Work at Rutgers, The State University of New Jersey. She received her Bachelor's and Master's Degree in Social Work from Temple University. She completed her BCaBA Certification Coursework from Rowan University. Finally, Dr. Lipchock earned her Doctor of Social Work from Rutgers University in 2017. She is a highly motivated clinical administrator committed to the delivery of quality behavioral health services to children, youth, adults and families. Research interests include child welfare system, effects of foster care placement on

developing identity, modern attachment theory, positive behavioral supports, and children rights issues. Areas of expertise include child welfare, trauma informed care, and trauma-focused cognitive behavioral therapy.

Clinical Track *Session B: 11:15 a.m. – 12:45 p.m.*

Workshop 18 ***Wheelchair Transportation Safety & Problem Solving*** **Bradley King**

This presentation will focus on current recommended best practices for the safe transportation of wheelchair riders. Presenters will review procedures for proper securement of the wheelchair frame and use of the occupant restraints. Presenters will discuss real word challenges in the transportation of wheelchair riders with complex medical needs and give strategies to improve safety, and comfort of the riders.

Bradley King is currently the Transportation Program Manager at Matheny Medical and Educational Center. He has presented on transportation issues at various organization events, including The Arc of New Jersey.

Workshop 19 ***SEPSIS.....Stop the Bugs — You Can Save a Life*** **Donna Allison, R.N.**

Review of what is sepsis, how it can be life threatening, how to identify who is at risk and what are the signs and symptoms. Prevention is you best defense. The signs of Sepsis can be subtle.

Donna Allison, RN, is an Adjunct Faculty member of Warren County Community College; a Charge Nurse at Camp Neveda, a summer camp for children with Type 1 Diabetes; an American Heart Association ACLS/PALS & CPR Instructor with St Claire's Hospital; and a Nurse Educator at Matheny Medical and Educational Center.

Workshop 20 ***Addressing Mental Health Symptoms to Prevent Challenging Behaviors*** **Melissa Chepic, MPH, with Renee Rodkey**

Many people with IDD engage in challenging behavior as a way to communicate and get their needs met. Some problem behaviors are caused by symptoms of psychiatric disorders and other mental health conditions. This session will review the complicated factors that contribute to behavior and provide strategies to navigate and address these challenges.

Melissa Chepic is currently the Senior Training and Consultant Specialist at The Elizabeth M. Boggs Center on Developmental Disabilities, Robert Wood Johnson Medical School, Rutgers University. She received her Masters in Public Health from the University of Medicine & Dentistry of New Jersey, Rutgers University in 2006. In 2016 she received the National Association for the Dually Diagnosed (NADD) Member of the Year Award where she has served as the Direct Support Professional Credentialing Committee, Chairperson since 2008.

Direct Support Professional Track *Session A: 9:00 a.m. – 10:30 a.m.*

Workshop 9 ***Effective Interactions with Family and Loved Ones*** **George Linke, PhD**

The goal of this workshop is to provide participants with an introductory tool box for enhancing their effectiveness with families when communication becomes difficult. Understanding the role of the self in effective communication with families will be the focus. This is an interactive workshop where participants will have the opportunity to share personal experiences and work through them via role plays with the group.

Dr. George P. Linke, Jr. has over 25 years of clinical, operational, financial and human resource experience, most at the executive level. His expertise comprises a wide range of human service areas, including behavioral health, education, residential treatment and day programming. Dr. Linke has dedicated his career to children and adults with learning difficulties and a full range of intellectual and developmental disabilities, including autism, brain injury and other genetic and neurological disorders. With an extensive clinical background in applied behavior analysis, he has successfully directed and developed programs that focus on the needs of individuals with significant challenging behaviors. Dr. Linke holds his Bachelors Degree in Psychology from Seton Hall University and holds both his Master

of Science and Doctorate in Clinical Psychology from Long Island University. He completed his pre-doctoral internship at the Johns Hopkins University School of Medicine and the Kennedy Krieger Institute.

Workshop 10

Fish! Philosophy

Allison Gallo

Want to be world famous? This seminar is based on the lessons learned by the Pike Street Fish Market in Seattle, Washington. The folks at the Pike Market created a positive and energizing philosophy for work and have become world famous in the process. The Fish Philosophy is based on the four principles of; play, make their day, be there, and choosing your attitude. When you build on these principles a very positive energy is released and your work takes on a whole new meaning. This new way of thinking and behaving can improve customer service for an organization and provide personal benefits such as increased energy and creativity and lower stress. You might be thinking that these philosophies are only applicable to retail and would not work in your environment - but they are applicable no matter what industry you are in. Come catch the ENERGY and RELEASE YOUR POTENTIAL!

Allison Gallo is the Administrative Office of the Courts (AOC) trainer for the State of Delaware Judicial branch. She earned her Bachelors of Science degree from Goldey Beacom College in Wilmington, DE. She has 15 years of experience in education and professional development and holds the Certified Professional of Learning and Performance (CPLP) designation from the Association for Talent Development (ATD). She is and has been a member of several different professional associations geared towards both court employees and learning and development including MAACM, the Statewide Training and Advisory Network of Delaware (STAND) and the National Association of State Judicial Educators (NASJE). She is also an administrator for the Learning Management System used by the state of Delaware – the Delaware Learning Center (DLC) – and a mentor for other new administrators. During her time at the judicial branch Allison has developed several training courses aimed at providing employees with the tools they need to be successful in assisting Delaware citizens. She has a passion and motivation for lifelong learning and teaching.

Workshop 11

Self-Care for Personal and Client Achievement: Establishing Health Through Mindfulness

Deborah Gilbert-Rogers

Lack of mindfulness and inability to love and care for one's self can have significant impact on relationships, job performance, anxiety, depression and numerous other health challenges. This is especially true for direct support personnel and care providers who often show great compassion for the individuals they serve, while struggling to find the time or the will to take care of their own needs. The goal of this workshop is to teach individual DSP and caregivers simple and effective practices they can use each day to strength mindfulness both when caring for themselves and the individuals they serve and to demonstrate that taking care of one's self does not require a lot of time or money, and in fact will often improve productivity and one's ability to navigate both professional and personal life. Participants will learn:

- The basic science behind the human stress response.
- How mindfulness works and why it matters.
- The effects of respiration and breathing on mental and physical health.
- Simple and effective tools for self-care to use with both self- and patient-care.
- Case studies and anecdotes on how meditation and other holistic therapies are being incorporated into alternative wellness programs across disciplines including: education and for those with disabilities.

Deborah Gilbert-Rogers is a Holistic Therapist at the New Jersey Institute for Disabilities and the owner of A Healthy Spirit, LLC. An insightful and empathetic NJ State licensed massage therapist and master's degree candidate with a passion for holistic and wellness practices, including therapeutic massage, Reiki and energy work, and herbalism. She has extensive experience with intellectual and developmental disabilities, behavioral challenges, and dual diagnosis.

Workshop 12

Fighting the Imposter in Us

Lori Tarke

Imposter syndrome is defined as feelings of inadequacy that stay with us, even though there is objective evidence to prove the contrary. In this workshop we will reflect on ourselves, values, and creating a positive assessment of our abilities.

Professor/Trainer/Speaker. Dr. Lori Tarke is a national platform speaker, professor, as well as specialist in HR, Diversity, and Training. With over 15 years of experience, she has helped build the skills of thousands around the globe. She is known for her down to earth presentation style that is evidence based and powerful in positively affecting those around her. Lori's clients include NJACP, the NJ Judiciary, Department of Labor, NASA, our military and many more.

Workshop 13
Under Construction
Sherri Rase

Tough conversations need to happen every day. Coaching isn't easy and giving and receiving feedback that actually helps is an art form that you can learn. Delivering and receiving constructive criticism is important in growing and motivating a team. Learn and practice strategies to make those difficult conversations a little bit easier.

Sherri Rase is an expert speaker and Distinguished Toastmaster who has conducted workshops nationally and internationally on a wide range of topics. For the past 25 years, from human rights and social movements to clinical photography to team building, Sherri is an experienced facilitator and performer who loves putting people and resources together. Engage. Educate. Communicate.

Direct Support Professional Track
Session B: 11:15 a.m. – 12:45 p.m.

Workshop 21
Accountability
Allison Gallo

There are many behaviors that go into being a good employee and a good team member. At the most basic level, your organization and co-workers expect you to do your part to meet team goals. Join us to discuss accountability, examine what it means to be accountable, to talk about why this can be difficult at times, and how obstacles can be overcome. Participants will test themselves to determine if they build and demonstrate trust at work.

Allison Gallo is the Administrative Office of the Courts (AOC) trainer for the State of Delaware Judicial branch. She earned her Bachelors of Science degree from Goldey Beacom College in Wilmington, DE. She has 15 years of experience in education and professional development and holds the Certified Professional of Learning and Performance (CPLP) designation from the Association for Talent Development (ATD). She is and has been a member of several different professional associations geared towards both court employees and learning and development including MAACM, the Statewide Training and Advisory Network of Delaware (STAND) and the National Association of State Judicial Educators (NASJE). She is also an administrator for the Learning Management System used by the state of Delaware – the Delaware Learning Center (DLC) – and a mentor for other new administrators. During her time at the judicial branch Allison has developed several training courses aimed at providing employees with the tools they need to be successful in assisting Delaware citizens. She has a passion and motivation for lifelong learning and teaching.

Workshop 22
Emotional Resilience
Lori Tarke

In this session participants will learn how to accept and process negative emotions. Participants will learn the valuable lessons that negative emotions teach individuals. This results in a deeper understanding of our values and selves.

Professor/Trainer/Speaker. Dr. Lori Tarke is a national platform speaker, professor, as well as specialist in HR, Diversity, and Training. With over 15 years of experience, she has helped build the skills of thousands around the globe. She is known for her down to earth presentation style that is evidence based and powerful in positively affecting those around her. Lori's clients include NJACP, the NJ Judiciary, Department of Labor, NASA, our military and many more.

Workshop 23
Taking the Spotlight
Sherri Rase

Confidence is made, not born. Confidence is built brick by brick. Breathing, posture, voice – each has a place in how people see us. Find your voice and shine. This will be an active workshop.

Sherri Rase is an expert speaker and Distinguished Toastmaster who has conducted workshops nationally and internationally on a wide range of topics. For the past 25 years, from human rights and social movements to clinical photography to team building, Sherri is an experienced facilitator and performer who loves putting people and resources together. Engage. Educate. Communicate.

Workshop 24
Foundations of Positive Behavior Supports (for S/W and Managers)
Donna Marie Simon

The learning focus is the understanding of how to implement Positive Behavior Supports and Applied Behavior Analysis to enable our individuals to manage behavior utilizing a person centered approach and why this approach is important. This training is consistent with NJDDD current standards as alternative curricula according to the Policies and Procedures Manual. The manner in which the material is presented would qualify for additional categories ranging from Executive to Direct Service Professionals. Employees working with individual's requiring behavior supports are required to attend training before providing behavioral services.

Donna Marie Simon is a Behavior Analyst with the New Jersey Institute for Disabilities (NJID). She has conducted staff and caregiver trainings regularly for the last 10 years, and completed numerous trainings and in services on multiple topics including the use of advanced directives in health care, and mental health education topics. Donna has presented for National Association of Social Work, Monmouth Chapter; Bayshore Hospital; Gateway Care Center; Victoria Care Center; and workshops/in-service's throughout NJID.

Workshop 25
Lighten Up! Stress Management Tips to Ease Your Day
Joyel Crawford

This presentation is created to increase awareness about stress management and help others learn stress management tips. Participants will learn about what stress is, what it's not and how cope with it through various activities to lead a less stressful life. Participants will also create an action plan to apply coping strategies and mindfulness to their day to reduce the risk of major health and life risks. What's covered:

- Discussion of the Definition of Stress
- Discussion re: Myths about Stress
- What does Stress Look Like
- Discussion of 2 types of Stress (Eustress and Distress) and when good things go bad.
- Brainstorming Activity on What Stress looks like in their environment and how they effect the workplace
- Discussion on how we deal with Stress
- Get A Grip Activity - covers how we view things differently and need to embrace differences and support others as they manage their own stressors at work
- Discussion on Stress Management Coping strategies
- Self Care Tips
- Discussion on Stress Management Best Practices
- Activity- Stress Management Action Planning (connection with accountability partner)
- Progressive Muscle Relaxation Activity - I walk the class through a complete progressive muscle relaxation activity. We close with this to end on a calm note.

Joyel Crawford is a determined and passionate Certified Professional Career Coach and Training Consultant with over 15 years of experience Human Resources and career management. She is thrilled to bring her years of expertise to every training opportunity and is excited about helping others achieve their career and business goals. As a Certified Professional Career Coach and Leadership Development Training Consultant, whether someone is a new grad, an executive, a career changer, or a job seeker hoping to land the next big thing, Joyel helps others expertly navigate every step of the job search through proven resources, tools, and coaching. She provides HR Consulting support to small businesses ranging from Leadership Development Training, Recruiting Support, Executive & Employee Level Coaching, Human Resources Generalist & Leadership Support, Policy and Procedure Creation and Employee Relations.

Born and raised in New Jersey, Joyel began her professional career shortly after graduating Cum Laude at Elon University with a Psychology degree as an Isabella Cannon Leadership Fellow. Joyel obtained her MBA from Fairleigh Dickinson University with a concentration in Management. Joyel is a Certified Professional Career Coach (CPCC). She also holds PHR, SHRM-CP, DISC, Birkman and Life Coaching certifications. She is a member of Forbes Coaches Council, Professional Association of Resume Writers and Career Coaches, FemCity and the National Coalition of 100 Black Women. Her career advice has been featured in Forbes, Essence, Huffington Post, The Muse, Girlboss, Thrive Global, and Next Avenue.

Workshop 26
Compassion Fatigue: When the Art of Caring for Others Leads to Burnout
Deborah Gilbert-Rogers

Chronic stress, overwork, and exhaustion are a way of life for many individuals. As healthcare workers and direct support personnel we are at further risk for job-related stress disorders including, compassion fatigue and secondary stress-related disorders, PTSD, burnout, chronic and adrenal fatigue.

According to the CDC, compassion fatigue/burnout is one of the number one occupational hazards facing healthcare professionals today... resulting in lost wages, sick time, and decrease in overall productivity. For the care providers the stress of missed wages, healthcare costs, physical recovery, and social isolation can further compound issues.

Compassion fatigue and burnout are preventable. Yet, the signs and symptoms often go unnoticed or are ignored until a greater health crisis emerges.

The goal of this workshop is to teach individual DSP and caregivers how to recognize the signs of burnout in themselves, coworkers, and the individuals they serve and provide simple and effective practices to strengthen resiliency and re-enforce self-care.

In this workshop participants will learn:

- The basic science behind the human stress response.
- How compassion fatigue or secondary trauma stress affects the mind, body, and spirit.
- To recognize the types of burnout in themselves and other care providers.
- Simple and effective tools to use before, during, and after the recovery process.
- Case studies and anecdotes on how holistic therapies are being incorporated into alternative wellness programs across disciplines.

The Self-Advocacy Workshop*

**Made possible, in part, through a grant from the New Jersey Council on Developmental Disabilities (NJCDD)*

Friday, November 16, 2018

***Michael Pearson, Training and Technical Assistance Coordinator
Daniel Pearson, Outreach and Communications Coordinator
New Jersey Self-Advocacy Project
and, William Placek, New Jersey Institute for Disabilities***

The Self-Advocacy Workshop is for self-advocates and DSPs (Direct Support Professional), or their caregivers. While individuals with I/DD can register and participate solo, DSPs (and other caregivers or support persons) must participate with an individual with I/DD.

Session A-0: 1. Self-Advocacy "Forming Self-Advocacy Groups" 9:00 a.m. – 10:45 a.m.

This program focuses on the roles and responsibilities of group members, elected officers, and group advisors. It gives a complete blueprint for not only starting a group, but building and maintaining one, for those with I/DDs and those who support them (DSPs, family, friends).

Session B-00: 2. GAAP — Governmental Affairs Ambassador Program

A program of NJSAP established in 2013 to provide Self-Advocates & DSPs with education about effectively impacting legislative & policy decisions.

11:15 a.m. – 12:45 p.m.

This program is a guide to reaching one's potential as an advocate, whether an individual with I/DD self-advocate, DSP, or care giver. It will provide an in-depth look at New Jersey's state government, and how individuals can make their voices heard. There is emphasis on the role DSPs play in empowering the people they support.

Through a grant from NJCDD, a team can attend the Self-Advocacy Program for Free. Here's how:

- A team is defined as a DSP and an individual with I/DD.
- For every three DSPs an agency or provider enrolls at the regular conference cost, they can select a team to attend at no cost.
- Included: program registration for the (Dinner and a) Movie night on Thursday evening, the Self-Advocacy Program on Friday, with exhibit hall, Friday morning breakfast and break food offerings, and keynote luncheon for one team. \$25 towards transportation to Bally's. \$100 stipend to help cover DSP rate. For those teams where the client lives 20 miles or more from Bally's, overnight accommodations (one hotel room), is also included.
- Only one team is allowed per agency.
- Thirty (30) free team registrations available on a first-come, first-serve basis. (30 teams or one self-advocate and one DSP).
- To learn more, including how to take advantage of this program, please contact: Colleen Klepser, NJACP Director of Education, Events and Member Services, at cklepser@njacp.org, or 215-406-1400 x102.

This program also allows for individuals with I/DD self-advocate and their DSP or other support person to participate in this program.

- Fee: \$149.00 for individual with I/DD self-advocate only.
- Fee of \$199.00 for individual with I/DD self-advocate with participating DSP or other support person.
- Both fees include program registration for the (Dinner and a) Movie night on Thursday evening, the Self-Advocacy Program on Friday, with exhibit hall, Friday morning breakfast and break food offerings, and keynote luncheon only. ***For participation in the self-advocate program only. Cannot participate in any other Conference Technical Break-Out Session tracks.*** Hotel, transportation, etc. are extra.
- The special \$199.00 rate is only if the self-advocate brings a DSP, and the DSP actively participates in the program; or for any agencies that want to send a team (DSPs/client) either after sending one team for free, or after the allotted 30 slots covered by grant are filled. It must be a "pair" (i.e., no DSPs only) and they must participate in the self-advocate program funded by the grant (and not the conference tracks). This discounted rate is made possible by the grant funding.
- To learn more, including how to take advantage of this program, please contact: Colleen Klepser, NJACP Director of Education, Events and Member Services, at cklepser@njacp.org, or 215-406-1400 x102.

Registration Information

Registration Fees-NJACP Conference:

	<u>Early Bird*</u>	<u>Regular</u>
<u>One-Day: Thursday, November 15 (Includes Network Cocktail Social and Thursday Movie Night):</u>		
Family/Consumer/Student	\$195.	\$225.
Member	\$225.	\$249.
Non-Member	\$225.	\$349.

Networking Cocktail Social only:

All Member types	\$55.
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One-Day: Friday, November 16 (Includes Thursday Movie Night and Keynote Luncheon):

Family/Consumer/Student	\$249.
Member	\$225.
Non-Member	\$349.

Keynote Luncheon only:

All member types	\$75.
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Two-Day: Thursday & Friday, Nov. 15-16 (Includes Network Cocktail Social, Movie Night & Keynote Luncheon):

Family/Consumer/Student	\$325.
Member	\$409.
Non-Member	\$515.

*Early Bird registration price is for those attendees registering online prior to 11:59 p.m. on October 27, 2018. Regular registration prices go into effect at Midnight on October 28.

Registration Fees-The Self-Advocate Program, Friday, November 16* ***(Includes Thursday Movie Night and Keynote Luncheon)***

For every three DSP staff registered for the Conference as per above:

Member or Nonmember	Free [^]
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[^] 30 free registrations available. Free registrations available on a first come, first serve basis. Limit one free registration per agency/provider. See detailed information in this brochure for all costs covered in this special program.

For additional or other Self-Advocates and Self-Advocate and Support Person "Teams":

Self-Advocate Only	N/A	\$149.
Self-Advocate and Support Person	N/A	\$199./Team

*Made possible, in part, through a grant from the New Jersey Council on Developmental Disabilities. Please refer to special program requirements in this brochure to receive this pricing.

Note: Each attendee registering will need to choose the following, where appropriate, to complete their online registration:

- Whether they will be attending the Networking Cocktail Social On Thursday;
- Whether they will be attending Movie Night On Thursday (for Thursday and/or Friday Full day registrants);
- The Technical Sessions they will be attending on Friday; and
- A luncheon menu selection.

Location: On-site registration & meeting materials pick-up will be located in the Traymore Ballroom at Bally's Atlantic City.

On-site Registration Hours:

Thursday, November 15, from Noon -1:30 p.m.; and Friday, November 16, from 7:30 - 9 a.m.

Raffle Basket Tickets will be sold at onsite registration on both Thursday and Friday!

Conference Hotel Room Block (Make reservations by November 1, 2018):

To receive the special NJACP Conference Room rate of either \$59 or \$79 per night, depending on room type selected:

Call Room Reservations: 888.516.2215 (8 a.m. – 2 a.m. EST, 7 days a week)

Group Name: *New Jersey Association of Community Providers*

Group Code: *SB11CP8*— All callers will be asked for this code, but can simply make reservation by stating *New Jersey Association of Community Providers*.

Book online: <https://book.passkey.com/go/sb11cp8>

For questions concerning the Annual Conference schedule, technical sessions, or registration, please contact NJACP Headquarters: via email at admin@njacp.org, or by calling 609-406-1400.