35th Annual
Statewide Conference

“Embracing Change”
Thursday & Friday, November 15-16, 2018

Conference Location:
Bally’s Atlantic City Hotel & Casino
1900 Pacific Avenue, Atlantic City, NJ 08401
Welcome

2018 NJACP Annual Conference

The Luncheon and Keynote is sponsored by: The New Jersey Council on Developmental Disabilities with Kings Pharmacy Centerpieces sponsored by Kings Pharmacy Desserts sponsored by The Bank of Princeton and Awards sponsored by Quality First Support Group

The Pre-Conference Symposia is sponsored by: IPPC Pharmacy

On Thursday, join us for The Networking Social Reception sponsored by: Scioto Properties and Dinner and A Movie (Profoundly Normal) sponsored by: Qualifacts With an Ice Cream Sundae Bar sponsored by Valerie Sellers and NJACP

WE HAVE A NEW WAY TO CONNECT TO THE CONFERENCE!
Plug-in to the Mobile App…. For conference schedules, room locations, maps, exhibitor information, and break out session materials. eventmobi.com/35njacp2018. The event code is 35njacp2018.
Embracing Change

Table of Contents

NJACP Mission...................................................................................................................................................1
Welcome Letters ...............................................................................................................................................2
NJACP Board of Directors ..............................................................................................................................7
NJACP Staff .....................................................................................................................................................8
NJACP Member Resources Committee ....................................................................................................8
NJACP Member Agencies (as of November 1, 2018) ...........................................................................9
NJACP Strategic Partners (as of November 1, 2018) ...............................................................................10

NJACP 35th Annual Conference

Schedule: Thursday, November 15, 2018 ................................................................................................13
  NJACP Annual Meeting and Board Elections ......................................................................................14
  Pre-Conference Symposia Presenters .................................................................................................15
  Dinner & A Movie Night .....................................................................................................................16

Schedule: Friday, November 16, 2018 ......................................................................................................17

Conference Workshop Session Descriptions and Presenters:
  Executive Track Sessions ..................................................................................................................18
  Management Track Sessions ............................................................................................................21
  Clinical Track Sessions ....................................................................................................................26
  Direct Support Professional (DSP) Track Sessions ......................................................................29
  Self-Advocate Track Sessions ........................................................................................................34
WE VALUE YOUR FEEDBACK!

Please remember to complete and submit the Session Workshop evaluation form, available on the mobile app, or in paper form. Your opinions and feedback help us shape future conferences.
NJACP Mission

NJACP believes that all people with intellectual and developmental disabilities, from childhood through the span of adult years, have the right to live in the community. We believe people have the right to receive the services and supports through a consumer driven system based on person-centered planning and freedom of choice with ready access to services and supports needed to live quality, fully engaged lives in the community.

We promote the availability of a broad range of community services and supports ensured through adequate, flexible funding and the commitment of strength based partnerships with key stakeholders built upon a foundation of trust and mutual respect. These partners are committed to the highest practice model standards in affording care, treatment, safety and quality of life. We value a professional workforce, operating within a culture of operational excellence and committed to the development of a community of learning to advance skills, performance and career opportunities.

As a professional association, we are committed to the development of the industry and support of our members by ensuring continued progress toward greater quality of life for people with intellectual and developmental disabilities. NJACP actively focuses its efforts on achieving its mission by advocating for the rights and needs of all people with intellectual and developmental disabilities including establishment of a sustainable consumer driven, community-based system of care, with services and supports that focus on quality community living, person-centered planning and freedom of choice with fair and reasonable reimbursement that supports sustainable provider business models. We support the community based provider community by:

• Advancing Practice Standards and Ethics
• Achieving Personal and Professional Development and Industry Growth
• Promoting Education and Advocacy to Support Quality Community Based Services and Supports
• Ongoing Networking and Communication

Attendees...Please stop by each of our exhibitors in the Traymore Ballroom—

Fill your exhibitor card with labels to be entered for a prize drawing during the luncheon.

Also check out the Magnet Board to see if you are in a photo magnet, compliments of Withum!
A Message from the CEO—Valerie Sellers

Welcome to the New Jersey Association of Community Providers’ (NJACP) 35th annual statewide conference. The theme for this year’s conference is Embracing Change which reflects unprecedented change in our community.

During the last year, NJACP has continued to offer education and training to providers to ensure their successful move to FFS and all of the changes that accompany such a dramatic shift in how we “operate”. More importantly, NJACP continues to advocate for the changes necessary to effect a rational, efficient transition and minimize the regulatory burdens providers have faced for years; it goes without saying that this is an ongoing effort and commitment. We also continue to work with other associations as part of the DSP Coalition, and advocate for a living wage for DSPs, as one way to help solve the DSP shortage crisis. We continue to fight on the behalf of our agencies, their staff, and their consumers on both the state and federal levels. With anticipated changes to Medicaid, our advocacy in Washington has never been more critical and the NJACP Board of Directors has taken the lead in representing our membership.

Once again, this year’s conference focuses on bringing relevant and timely information critical to the success of our membership. We will receive first-hand information about what is occurring in Washington now during the Pre-Conference Symposium, sponsored by IPPC Pharmacy. The Executive Track will have a panel discussion to offer insight and perspective on the question: What Does the Future Hold for the IDD Community? We have expanded out tracks in clinical issues, management or simply front line issues. Some clinical tracks have CEU credits, and we even have offerings to alleviate stress and improving quality of life! We are proud to have a new track this year: the Self-Advocacy track, for individuals with intellectual and developmental disabilities and their support persons to participate in our conference! This track is made possible in part through a grant from the NJ Council on Developmental Disabilities, and we thank them for help making this track possible.

This year we once again will hold the Networking Cocktail Social and Reception, sponsored by Scioto Properties. After the Social, we have a new event — Dinner & a Movie, sponsored by Qualifacts, with an Ice Cream Bar (my favorite). The movie that will be shown is Profoundly Normal, based on the lives of our Keynote speakers, Donna and Ricardo Thornton. The Thorntons will be on hand for a meet and greet. Dinner & a Movie is free to all conference participants.

Thank you to Commissioner Carole Johnson and Assistant Commissioner Jonathan Seifried for their ongoing support with the critical changes that are taking place. Thank you to Colleen Klepser, Maureen Shea, and Tori Villafana. It is the hard work of NJACP staff, as well as members of NJACP’s Member Resources Committee, chaired by Terry McKeon, that makes it possible to offer a conference of this quality.

Congratulations to the Arc of New Jersey’s Tom Baffuto for receiving NJACP’s Advocacy Award for the work he has done on behalf of the New Jersey I/DD Community of agencies, consumers and family members, as well as the tremendous work he has done leading the DSP Coalition. And last, but certainly not least, congratulations to the recipients of NJACP’s Leadership Award, and the award honorees. While choosing recipients is always hard given that there are so many deserving individuals, we are proud to represent agencies with staff of such high caliber.

I cannot possibly close without thanking NJACP’s membership. I take great pride in representing all of you and the incredible work you do every day for those within the IDD community. Thank you for your continued membership.
November, 2018

Darren Blough
2018 President, Board of Directors
New Jersey Association of Community Providers

Dear Friends,

Welcome everyone to NJACP’s 35th Annual Statewide Conference. Well, we wondered if the day would ever come, but here we are in the midst of our transition to Fee-for-Service! While this has not been without its challenges, I know you have all worked tirelessly to insure this transition did not impact the quality of care to those persons you serve. This is also true of NJACP, as we continue working to keep our members informed and to advocate on your behalf with the state and legislators. As we did last year, we again are providing workshops in specific tracks, as a guide. This is to provide value to all levels of professionals within your organizations. We hope you find this to be of value.

It is hard to believe I am completing my third year as Board President. It is a position I do not take lightly, as I believe you all deserve the highest level of service from our Association. These years have only reinforced what I had already known about our members. You are working miracles every day and exemplify what compassion and dedication truly means! I can say the same of the staff we have at NJACP, as well as our Board. You all should take a moment to reflect on the impact you have on the lives of those you support and for whom you advocate.

On behalf of the NJACP Board of Directors, thank-you once again for making this event a success. The conference would not go on if it was not for the work of our Member Resources Committee, and its chair, Terry McKeon. I also want to acknowledge the efforts of our CEO, Valerie Sellers, as well as our staff, Colleen Klepser, Maureen Shea and Torilynn Villafana for all that they do on behalf of our members.

I also want to thank Commissioner Carole Johnson, and Assistant Commissioner Jonathan Seifried for their support of community services. Last but certainly not least, I want to acknowledge our Annual Leadership Award Honorees. Today is a day that we are able to recognize you for all that you do on behalf of the men and women you support! Thank-you!!

I hope you all enjoy this year’s conference!

Sincerely,

Darren Blough
NJACP President
Dear Friends and Colleagues,

Welcome to the 35th Annual NJACP Conference. The theme for this year’s conference is “Embracing Change.” This year we once again formatted the break-out sessions into four suggested specialized tracks: Direct Support Professional, Management, Clinical and Executive. Organizing our conference this way has made it easier for our attendees to choose the sessions that most appeal to them and provide topics particularly relevant to their current responsibilities.

Our Pre-Conference Symposium, sponsored by IPPC Pharmacy, features Esme Grant Grewal from ANCOR, our national trade association, and Jeanine Zlockie, from NASDDDS. This symposium will focus on the trends in the field of Intellectual and Developmental Disabilities in other states as the best way to prepare for what is to come beyond Fee-for-Service here in our own state of New Jersey.

Following the Pre-Conference Symposium is the Networking Cocktail Social and Reception, sponsored by Scioto Properties. New this year, after the Social, we will be hosting A Dinner & a Movie Event, sponsored by Qualifacts, with an Ice Cream Bar sponsored by Valerie Sellers, NJACP CEO. The Dinner & a Movie is open to all conference attendees — even those who are only registered as a One-Day Friday attendee. We hope you will take advantage of this event.

The Friday workshops provide conference participants the opportunity to learn the skills needed to provide services under the new model as well as a variety of specialized topics. Please visit with our exhibitors to see the services and products they offer and learn how they can help your agency in the provision of those services. In these times of internet access, conference calls and webinar trainings, the NJACP Conference provides us a venue for face-to-face dialogue and networking for sharing of ideas and collecting solutions to the challenges we manage today and will manage in the future.

For the first time, we are excited to have a special Self-Advocacy Track, for individuals with intellectual and developmental disabilities and their support persons participate in our conference! The two tracks in this special conference program will have an emphasis on the role DSPs play in empowering the people they support. And even though the 2018 election is over, there will be actual voting booths as part of the program to help self-advocates and their support persons prepare for future elections. This track is made possible in part through a grant from the NJ Council on Developmental Disabilities, and we thank them for help making this track possible.

During the luncheon our Keynote Speakers, Ricardo and Donna Thornton will present their unique perspective as former residents of a Developmental Center but went on to live remarkable independent lives.

On behalf of the NJACP Member Resources Committee we would like to take this opportunity to extend our congratulations to each of the Leadership Award winners and honorees! This recognition is well-deserved and speaks volumes with regard to the impact all of you have made on the lives of others. The award recipients are proof that our consumers have such strong leaders and advocates working for them and that what we do each day does make a difference.

The NJACP Member Resources Committee members, volunteers, and NJACP staff also deserve tremendous thanks: their energy and enthusiasm have brought this conference to fruition and would not have been possible without each of them. We also wish to thank each member and supporter of the work of NJACP. The affiliated businesses and member agencies have given their time and resources to collectively grow NJACP, where we are proud of the work we achieve each day. Have a wonderful conference!

Sincerely,

Terry McKeon and the Member Resources Committee
November 15th, 2018

Dear Friends,

On behalf of the State of New Jersey, I am pleased to extend greetings to all those in attendance to the New Jersey Association of Community Providers’ 35th Annual Conference, “Embracing Change.”

Since its creation, the New Jersey Association of Community Providers has advanced the quality of community-based support systems that continue to enrich lives and build futures for individuals with intellectual and developmental disabilities. This year’s conference is an opportune time to reflect upon the important service the Association offers people with intellectual and developmental disabilities within the Garden State, while allowing attendees the opportunity to share innovative ideas and discuss new ways to provide quality service and supports. As Governor, I commend all of those involved with this organization for their commitment to providing a network of support for our communities, friends and families.

Best wishes for a memorable event and continued success in the future.

My very best,

Philip D. Murphy
Governor
Dear NJACP Conference Attendees:

Welcome to the New Jersey Association of Community Providers 35th Annual Conference “Embracing Change.” The Department of Human Services is pleased to extend our warmest congratulations to the board of directors, staff and members of the New Jersey Association of Community Providers on the occasion of your annual conference.

I have been pleased in my first year as Commissioner of the New Jersey Department of Human Services to meet many of our state’s community providers and see your dedication and commitment to New Jeryseans with intellectual and developmental disabilities. I am excited about the many changes we have been able to implement to help individuals with disabilities, including initiating the NJ ABLE program to help individuals with disabilities build a stronger future and implementing wage increases for direct support professionals. We are also developing opportunities for self-advocates to better advise the Department on our work. We are always working to improve our programs and services, and we value your input and contributions to these efforts.

The Department looks forward to continuing to work with the New Jersey Association of Community Providers to ensure that individuals with intellectual and developmental disabilities have the supports and services they need to pursue their hopes and dreams.

Congratulations on your conference and thank you for your work on behalf of individuals with intellectual and developmental disabilities.

Sincerely,

Carole Johnson
Commissioner
NJACP Board of Directors

2018 OFFICERS

President
Darren Blough, MSW, BCBA
Senior Vice President, Adult Services, Lakeside, Delaware and Pennsylvania Programs, Bancroft

Vice President
Joanna Miller, MNM
Associate Executive Director, Dept. for Persons w/Disabilities – Diocese of Paterson

Treasurer
Chair, Finance Committee
Brian Hancock
Executive Director, Devereux Advanced Behavioral Health

Secretary
Terry McKeon
Chair, Member Resources Committee
Executive Director, Avidd Community Services of New Jersey

Immediate Past President
Vicky Calabro
President, Everas Community Services

2018 BOARD MEMBERS

Genie Drobit
President & CEO, Quality Management Associates, Inc.

Carolyn Suero
VP of Admissions and Development, Alternatives, Inc.

Karen Elliott
Dir. of Professional Services, Occupational Training Center of Burlington County

Steve Verba
Chief Operating Officer, Delta Community Supports

Derry Holland
CEO, Oaks Integrated Services

Regina Widdows
CEO, Serv Behavioral Health System

Tom Papa
SVP, Governmental Affairs, SVP, Governmental Affairs

HOW MAY I HELP YOU?
If you require any type of assistance during the conference, please ask one of the NJACP volunteers, who will be sporting a large yellow button. They will be happy to assist you.
NJACP Staff

Valerie Sellers
Chief Executive Officer

Maureen Shea
Director of Government Affairs

Colleen Klepser
Director of Education, Events and Member Services

Torryllynn Villafana
Office Assistant

NJACP 2018 Member Resources Committee

Terry McKeon, Chair
Avidd Community Services of New Jersey

William Placek
NJ Institute for Disabilities (NJID)

Darren Blough
Bancroft

Dara Reagan
Alternatives Inc.

Lisa Gugger
NJ Institute for Disabilities (NJID)

Valerie Sellers
NJACP

Joanna Miller
Dept. for Persons w/Disabilities – Diocese of Paterson

Colleen Klepser
NJACP

Mary Nardone
Devereux Advanced Behavioral Health

NJACP Conference Twitter Account
Follow and post about NJACP’s 35th Annual Conference
@njacpconference

NJACP encourages all conference attendees to follow the twitter address specifically devoted to the NJACP conference! This is your opportunity to share photos and your conference experiences, as well as catch up on sessions and events.

Connect to your colleagues and tell your conference story!
NJACP Members (as of November 1, 2018)

The New Jersey Association of Community Providers is proud to represent these agencies serving the IDD Community:

21 Plus, Inc.  Elwyn NJ  Oaks Integrated Services
ALFA Development  Enable  Occupational Training Center of Burlington County
Allegro School and Programs  Everas Community Services  Partnerships for People
Alternatives, Inc.  JESPY House  P.I.L.O.T. Services
Association for the Multiple Impaired Blind  JEVS Human Services  Princeton Child Development Institute
Avidd Community Services of NJ  Jewish Association for Developmental Disabilities  Quality Management Associates
Bancroft  Jewish Service for the Developmentally Disabled (JSDD) of Metrowest  ResCare
Bellwether Behavioral Health  Kelsch Associates  Scioto Properties
Benchmark Human Services  Keystone Community Resources  SERV Achievement Centers
Broadway Respite and Home Care  Keystone Human Services  The Boggs Center on Developmental Disabilities
CaringHouse Projects, Inc.  Keystone Independent Living  The Family Resource Network (Caregivers of New Jersey)
Community Living Education Project  Life Opportunities Unlimited  Trinitas Regional Medical Center
Delta Community Supports, Inc.  Meeker, Sharkey & Hurley  Willowglen Academy New Jersey
Dept. for Persons with Disabilities, Diocese of Paterson  Merakey  YAI/National Institute for People with Disabilities of NJ (NIPD-NJ)
Devereux of New Jersey  Midland Adult Services  Youth Consulting Services
Dungarvin New Jersey  Neighbours  
Easter Seals of New Jersey  New Concepts for Living  
Eden Autism Services  New Jersey Community Development Corporation  
New Jersey Institute for Disabilities  

New this year, just inside the Traymore Ballroom...

We have Retail Marketplace Vendors! So do a little holiday shopping!
The retail marketplace vendors will be participating in the label card activity raffle.

And do not forget to visit our Exhibitors!
**NJACP Strategic Partners (as of November 1, 2018)**
The New Jersey Association of Community Providers is pleased to partner with these organizations which offer goods and services beneficial to our members (see their complete contact information in the exhibitor section of the program):

**Arlington Heritage Group**
Arlington Heritage Group offers the Provider Trust to non-profits and residential agencies for individuals in their care. The Provider Trust is a qualified special needs pooled trust (d4c trust) that non-profits adopt as their own to better manage individual funds. Individuals can maintain eligibility and eliminate frivolous spend down while accruing savings that can ultimately be used to improve quality of life. We pledge quality service at a low cost to meet the financial planning goals of individuals with disabilities and those who care for them.

Contact Information: Thomas Tirney  tgtirney@ahgtrusts.com

**Butler Human Services**
Butler Human Services helps you create warm attractive homes with stylish furniture designed for long term performance. With many bedroom options, twenty seating styles and a large selection of tables and chairs, we offer the solutions to many furniture challenges. In this economy, it’s critical to spend limited dollars wisely and Butler products are an outstanding value.

Contact Information: Les Helmus  lhelmus@butlerswoodcrafters.com

**Delta-T Group**
Delta-T Group Specializes in referring intermittent professionals in the Human Services, Nursing and Education fields for long and short term needs. Our 24 hours a day 7 days a week availability and unique portfolio of services allow access to a strong network of professionals possessing a wide variety of experience and training. Delta-T Group is able to refer independent professionals with the appropriate Degree(s), Certification(s), Licensure, and Experience to meet each organization’s requirements. Benefits:

- Consistent Care During Vacancies  
- Maintain Required Staffing Ratios  
- 24hr On-Call Service  
- Quick Ramp-UP of Key Programs  
- Scheduling Flexibility  
- Verification of Credentials & Experience  
- 20 years Specializing & Servicing the Industry

Contact Information: Karissa Koch  kkoch@deltatg.com

**Easterseals New Jersey Solutions**
Easterseals New Jersey Solutions provides administrative solutions including Electronic Health Records (EHR), for other not for profit organizations to enhance their ability to be effective and efficient in
providing services to their consumers, bill for services and enhancing their ability to measure outcomes. No other vendor offers our cost effective value added services such as system administration and end user (NON IT) help desk support (7 days a week and evenings), report building, training, and potential billing services. The Easterseals New Jersey Solutions team would be happy to provide you with a demonstration of our Solutions so that you can see how it can work for your organization.

Contact Information: Denise Majka  DMajka@esnjsolutions.com

**LTC Scripts**
LTC Scripts, a NJ based long term care pharmacy, provides comprehensive medication services to facilities, clinics and agencies state wide. Our IT department specializes in integrating your existing facility or agency software, or they can implement our own programs utilizing our high tech solutions. Program options include electronic medical administration records (E-MAR), direct prescribing capabilities from physician to pharmacy using E-RX and full clinical integration. Customized medication packaging solutions include everything from standard vials and “Bingo” cards to more advanced multi-dose blister packages with “out of facility” or discharge options.

Contact Information: Bob Miller  bmiller@ltcscripts.com

**Mercadien, P.C., Certified Public Accountants**
The Mercadien Group has served nonprofit organizations in NJ and surrounding areas for over 30 years, providing accounting, audit, tax/exemption planning, compliance, risk management, strategic and executive consulting, board training and IT services. At the forefront of issues affecting the nonprofit sector, Mercadien provides a single solution and a proactive and responsive client-service culture designed to benefit all organizations.

Contact Information: Sherise D. Ritter, CPA (NJ and NY), CGFM, PSA  sritter@Mercadien.com

**MobilityWorks**
MobilityWorks Commercial is the leading provider of ambulettes, wheelchair accessible vans, minivans and shuttles in America. Our exclusive and patented SmartFloor system offers over 1,000 seating configurations for seats and wheelchair positions. SmartFloor gives the opportunity to do more with your vehicle – from having a wheelchair transport vehicle in the morning to a transportation shuttle loaded with seats in the afternoon, and anything in between. Every vehicle we sell is compliant with FMVSS, OEM & ADA standards so you have the peace of mind knowing you have the best and safest vehicles possible to transport your passengers. Many finance options and incentives are available.

Contact Information: Kevin Dwyer  Kevin.dwyer@mobilityworks.com

**Primepoint**
Primepoint is a payroll processing and human resource management company specializing in the needs of non-profit organizations, and is uniquely positioned to offer technology and services that are customizable to fit the needs of each customer. The company offers advanced cloud based technology to help the finance department efficiently process and manage payroll, as well as enable the human
resource department to manage employee work life. Primepoint’s payroll management system is integrated with a time and attendance system, both of which have features specifically designed to make processes easier and more efficient for non-profits. The Human Resource Management system is also fully integrated with the payroll management system and is designed as a modular set of tools so that customers may select only the functionality they need.

Contact Information: Victor Scire  vscire@primepoint.com

**Rue Insurance**
Rue Insurance has been helping clients protect their assets and improve their bottom line for 100 years. We understand the challenges facing nonprofit organizations, particularly in the FFS environment, where you have to do more with less while advancing your mission. So our goal is to support those efforts by relieving the burdens associated with insurance. Our Non-Profit Service Team has the expertise to protect your organization’s assets, reduce risks and costs, and the services to support your daily operations. We provide a wealth of resources to help you attract & retain staff, operate more efficiently, and safeguard your organization against a mission ending loss.

Contact Information: Robert N. Cottone, Jr., AAI  rcottone@rueinsurance.com

**Staples Business Advantage**
Staples Advantage serves the needs of businesses with 20+ employees — from mid-sized companies through Fortune 1000 organizations. Through its national sales force, Staples Advantage offers full-service account management, free delivery, customized pricing and reporting, eco-conscious products and services and more. More than just standard office supplies, turn to Staples for these supplies:

- Facilities
- Breakroom
- Furniture
- Technology
- Promotional Products
- Print Services

Contact Information: Doug Muhl  Douglas.Muhl@Staples.com

**Twinsis**
Twinsis is a capable, client oriented company owned by two software developers with more than 25 years of professional experience with the potential to become an important business resource for your organization, and offering the highest level of expertise, strong analytical skills and outstanding customer service. They employ state of the art technology to provide end to end software solutions and services in paperless document management, healthcare management, professional education, human resources and other fields. Twinsis’s goal is to achieve business success by providing our clients with cutting edge solutions, thoroughly tested software products and outstanding customer service.

Contact Information: Oksana Tsimmerman  oksana.tsimmerman@twinsis-llc.com
Thursday, November 15, 2018

REGISTRATION AND EXHIBIT HALL OPEN
12 Noon – 1:30 p.m................................................................. Traymore Ballroom

NJACP ANNUAL MEETING, INCLUDING ELECTION
1:30 p.m. – 1:45 p.m................................................................. Marlborough BC

PRE-CONFERENCE SYMPOSIUM
Sponsored by IPPC Pharmacy
1:45 p.m. – 4:30 p.m................................................................. Marlborough BC
With presentations by:
Esmé Grant Grewal, Vice President of Government Relations
American Network of Community Options and Resources (ANCOR)
And
Jeanine Zlockie, Director of Communications and Educational Programs
National Association of State Directors of Developmental Disabilities Services (NASDDDS)
1:45 p.m. – 4:30 p.m................................................................. Marlborough BC

THE NETWORKING SOCIAL RECEPTION
Sponsored by Scioto Properties
4:30 p.m. – 6 p.m................................................................. Traymore Ballroom

DINNER AND A MOVIE, PROFOUNDLY NORMAL
Sponsored by Qualifacts
6 p.m. – 8:30 p.m ................................................................. Marlborough BC

Please stop by each of our exhibitors in the Traymore Ballroom...

Fill your card with labels to be entered to win one of four Visa Gift Cards during the luncheon.

Also check out the Magnet Board to see if you are in a photo magnet, compliments of Withum!
ELECTIONS
NJACP's Board Development Committee has put forth the following slate of nominees for the NJACP Board of Directors.

**BOARD MEMBER**

Michael Decker, President and CEO of Eden Autism

**3 year term 1/2019-1/2022**

The Pre-Conference Symposia is sponsored by:

**IPPC Pharmacy**

On Thursday, join us for
The Networking Social Reception sponsored by:

**Scioto Properties**

and

Dinner and A Movie (Profoundly Normal) sponsored by:

**Qualifacts**

and Make-your-own Sundae Bar, compliments of

**Valerie Sellers and NJACP**

Conference Photographer is sponsored by:

**Quality First Support Group**
Pre-Conference Symposium
Sponsored by IPPC Pharmacy
1:45 p.m. – 4:30 p.m. Marlborough BC

NATIONAL UPDATE

Esme Grant Grewal, Vice President of Government Relations
The American Network of Community Options (ANCOR)

Esmé 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, Esmé 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. Esmé 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, Esmé led the Disability Rights Program for the U.S. International Council on Disabilities and worked extensively with former Congressman and Majority Whip, Tony Coelho. Esmé 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.

Jeanine Zlockie, Director Of Communications and Educational Programs
National Association of State Directors of Developmental Disabilities Services (NASDDDS)

Jeanine Zlockie has been working in the field of developmental disabilities (DD) since starting her career as a waiver supports coordinator which provided her with valuable experiences and connections that laid the groundwork for a strong foundation and understanding of DD systems. Jeanine uses her background in Medicaid policy and system’s transformation to shape NASDDDS communication strategy to ensure it meets the needs of NASDDDS members. She is also the writer and editor of both NASDDDS State News Briefs and the Community Services Reporter publications. Jeanine also serves as Faculty for the National Leadership Institute on Developmental Disabilities at the University of Delaware.

Prior to joining NASDDDS, Jeanine managed the Pennsylvania office of developmental programs policy office. In this capacity, she was responsible for the development of Medicaid waiver applications, policy bulletins, regulations, legislative bill analysis, and training curriculum that impacted the Pennsylvania Office of Developmental Program’s two 1915(c) Medicaid waivers. She was the primary contact to negotiate and resolve issues with the Centers for Medicare and Medicaid Services (CMS) and to provide waiver policy technical assistance to staff from Pennsylvania’s four regional offices. Highlights of her work include co-authoring the Office of Developmental Program’s home and community-based services regulations and managing the daily operations of the initial Home and Community Services Information System (HCSIS) help desk during the initial implementation phase.
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 Track. A casual buffet dinner will be provided.

---

**TO OUR CONFERENCE PRESENTERS …**

Your contribution is greatly appreciated. We value the time you gave to prepare and participate in our conference.

It would not have been a success without you!

---

Conference Water Stations, sponsored by: **Association for the Multiple Impaired Blind, Inc.**
Friday, November 16, 2018

**Registration and Exhibit Hall Open with Continental Breakfast**

*Sponsored by Professional Medical Fulfillment*

7:30 a.m. – 9:30 a.m. ............................................................... Traymore Ballroom

---

**Workshop Sessions:**

**Executive Track**

*Sponsored by Dennis C. Miller*

Session A&B: 9:00 a.m. – 12:45 p.m.
(There will be a break between the panel opening remarks and the Q&A session.)

---

**Management Track**

*Sponsored by PCG Public Partnerships*

---

**Clinical Track**

*Sponsored by IPPC Pharmacy*

---

**Direct Support Professionals (DSP) Track**

*Sponsored by Quality Management Associates*

---

**Self-Advocacy Track**

*Sponsored by NJ Council on Developmental Disabilities*

Workshops A0 — A13

9 a.m. – 10:30 a.m. ............................................................ See session description for room

Workshops B00, B14 — B26

11:15 a.m. – 12:45 p.m. ...................................................... See session description for room

---

**Workshop Break**

*Sponsored by NJ Council on Developmental Disabilities*

10:30 a.m. – 11:15 a.m. ............................................................. Traymore Ballroom

---

**Luncheon and Keynote**

*With Guest Speakers Ricardo and Donna Thornton*

*Sponsored by NJ Council on Developmental Disabilities*

1 p.m. – 3 p.m. ............................................................................. Dennis Blenheim
Executive Track  
_Sponsored by Dennis C. Miller_

The Executive Track will be located in Ocean A.

**Session A&B: 9:00 a.m. – 12:45 p.m.**
_(There will be a 30 minute break between the panel opening remarks and the Q&A session.)_

**What Does the Future Hold for the IDD Community? Panel Discussion**

In recent years providers almost exclusively focused on the fee for service (FFS) transition. The effective shift to FFS is and was critical; however, we cannot lose sight of the change that is on the horizon over the next few years. Consider the future and how your organization will prepare for success by attending the Executive Track at the NJACP Annual Conference.

NJACP is excited to announce the Executive Track sessions that not only bring an overview of where the IDD community is, from a national perspective, but also what the key players within the field believe the future holds for providers. Attend and hear from national speakers with unique knowledge of the countrywide landscape, including, American Network of Community Options and Resources (ANCOR) Senior Exec Esme Grewal and Jeanine Zlockie, Director of Communications and Education for the National Association of State Directors of Developmental Disability Services (NASDDDS), who will join us for the Pre-Conference Symposium on Thursday.

Day Two features a panel of four expert speakers, including from the Centers for Medicare and Medicaid (CMS), the Supportive Housing Association of NJ (SHA) as well as from two multi-state providers, to give an overview of what will be occurring in the provider community over the next 3-5 years and how each is preparing. Discussion will focus on topics such as:

- The use of assistive technology to compensate for a workforce crisis with no end in sight;
- CMS’ priorities with regard to services and supports over the next two years of the Trump Administration;
- The availability of affordable housing and will providers experience an expansion or shortage of affordable housing in the coming years and the impact on community inclusion; and,
- The anticipated expansion of Managed Long Term Services and Supports for the IDD community.

The organizations participating on each panel represent various perspectives as part of the disability community. The American Network of Community Options and Resources (ANCOR) is NJACP’s national affiliate and leads advocacy efforts on the federal level for providers of services to people with IDD. The National Association of State Directors of Developmental Disability Services (NASDDDS) is the association representing state Medicaid directors across the nation. The Supportive Housing Association of NJ (SHA) is comprised of mental health and disability agencies as well as affordable housing developers and promotes and maintains a strong supportive housing industry in New Jersey serving people with special needs. The Centers for Medicare and Medicaid (CMS) provides federal oversight of all Medicaid and Medicare services. Finally, the provider organizations represented on the panel are executives from Devereux NJ Advanced Behavioral Health and YAI.

_DO NOT miss this opportunity to hear from those with national expertise on a variety of topics and be prepared for the change that is coming._
The Executive Track Panelists
Panel Discussion

Stephen Bruce, M.Ed., BCBA, Vice President of Operations – Adult Services, Devereux
As Vice President of Operations - Adult Services, Stephen Bruce, M.Ed., BCBA, manages the care, treatment and outcomes of our adult population - living with emotional, behavioral and cognitive differences throughout Pennsylvania, New Jersey, and New York serving more than 900 individuals and employing 2000 staff. Most recently, he served as executive director of Devereux Pennsylvania’s Adult Services center, where he oversaw the care and treatment of nearly 400 adults served by the center’s day habilitation and employment programs, and residences throughout southeast Pennsylvania.

Bruce brings more than 30 years of nonprofit leadership and behavioral healthcare experience to his role. Before joining Devereux in 2015, he was president and CEO of Midland, a provider of educational, residential and day services for individuals with intellectual and developmental disabilities in New Jersey. Prior to that, he served a significant part of his career at Bancroft, a nonprofit provider of services for individuals with brain injuries, autism and intellectual disabilities. During his 25-year tenure at Bancroft, Bruce held early roles such as director of pediatric and adolescent services, and more recent positions including: vice president of planning/marketing/admissions, vice president of clinical operations, and vice president of strategic planning.

Bruce holds a Master in Special Education, with a concentration in Applied Behavior Analysis, from Temple University. In addition, he is a Board Certified Behavior Analyst and has served as an adjunct professor at Temple University, where he has taught courses in Applied Behavior Analysis.

Ravi Dahiya, Chief Program Officer, YAI/National Institute for People w/Disabilities of NJ
Ravi Dahiya, MPA, MS rejoined YAI in June 2016 as Chief Business & Policy Advisor YAI. He is currently the Chief Program Officer.

Prior to rejoining YAI, Ravi spent a decade of service at IRI, where he was most recently Associate Executive Director for Program Operations and Quality Improvement.

He currently sits on the board of the New York State Association of Community and Residential Agencies and serves on its policy committee, and he co-chairs the information technology committee for the InterAgency Council of Developmental Disabilities Agencies. He has worked with people with disabilities for more than 25 years in the U.S. and abroad. He was a member of ANCOR's International Council delegation attending Inclusion International 2018 World Congress in Birmingham, United Kingdom. In October 2018, Ravi was awarded ANCOR's Suellen Galbraith Award for Excellence in Public Policy.

Michael Nardone, the Director for Disabled & Elderly Health Programs Group, Centers for Medicare & Medicaid Services
Mike Nardone joined the Center for Medicaid and CHIP Services (CMCS) as Director of the Disabled and Elderly Health Programs Group (DEHPG) in January 2016. Mike has more than 30 years experience in health and human services, having held positions at the state, local, and national levels. Mike comes to the agency from working as a Managing Principal at Health Management Associates (HMA) where, as founding member of the Harrisburg office, he led a series of projects focused on state efforts to improve systems of care for Medicaid consumers.

Prior to his role at HMA, Mike served as acting secretary of the Pennsylvania Department of Public Welfare, a $27-billion, 17,000-employee department with responsibility for the state’s major health and human services programs, including Medical Assistance. He also previously served as deputy secretary of the state’s Medicaid program, working to advance the state’s managed care and managed fee for service delivery systems to better serve Pennsylvania’s more than 2 million Medicaid beneficiaries. As Medicaid Director, Mike also served as an elected member of the executive committee of the National Association of Medicaid Directors and was a Robert Wood Johnson Foundation Medicaid Leadership Institute Fellow. Earlier in his tenure in Pennsylvania government, Mike served as Executive Director of the Governor’s Long Term Living Council, a cabinet-level group charged with rebalancing the state’s long-term care system to increase the use of home and community based services for consumers of long term services and supports.

Mike also has extensive experience in the housing policy arena, having led the City of Philadelphia’s homeless services system as Deputy Managing Director for Special Needs Housing. He also previously has held government relations positions in Federal and State health policy, having played a lead role for the Commonwealth of Massachusetts and as Associate Executive Vice President for Government Relations at the University of Pennsylvania Health System. Mike holds a master’s degree in Public Affairs from the Woodrow Wilson School of Princeton University, and is a Phi Beta Kappa graduate of Haverford College.
Diane Riley, Executive Director, Supportive Housing Association of NJ (SHA)

Diane brings with her many years of experience as a leading voice for the hungry and poor in New Jersey. Joining the Community Food Bank in 2011, Diane led a coalition of stakeholders to raise awareness about hunger, engage in public dialogue, and influence policies that address underlying causes as well as solutions.

In March 2016, Diane was recognized by the General Assembly for her service leadership and commitment to improve the quality of life for citizens throughout the state of New Jersey. Diane is currently a member of the board of trustees of the Anti-Poverty Network of NJ (APN) which, as part of its mission, is dedicated to eradicate homelessness and create affordable housing for all those in need.

Prior to the joining the food bank, Diane worked at The Apostles House, a non-profit agency providing emergency shelter, transitional housing and other services to homeless and at-risk families in the Newark area. As an ordained deacon in the Episcopal Diocese of Newark, the Rev. Diane Riley serves as Archdeacon for Mission and Service a resource to congregations and other faith communities.

---

Executive Track Workshops sponsored by:  

**Dennis C. Miller**

Continental Breakfast Sponsored by:  

*Professional Medical Fulfillment*

and

The Coffee Break sponsored by:  

*Keystone Independent Living*

in the Exhibit Hall (Traymore Ballroom)

---

You may have noticed...

This year NJACP is trying to go just a little more green at this conference.

Instead of having water bottles at beverage and refreshment locations throughout the conference, we now have “Watering Stations”. So pull the Acrylic Tumbler out of your meeting bag and fill up!

Watering Stations sponsored by:  

*Association for the Multiple Impaired Blind, Inc.*
Management Track
Sponsored by PCG Public Partnerships

Session A: 9:00 a.m. – 10:30 a.m.

Workplace Violence: Special Challenges in the IDD Space
Deborah A. Cmielewski, Esq.

Workplace violence can arise in the intellectual and developmental disability space every single day. Violence can occur at all levels of the organization as well as in client settings. This session will examine the different categories of workplace violence; special considerations for service providers in the intellectual and developmental disability space; 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, 42 CFR Part 2, Medicare/Medicaid, fraud and abuse, regulatory and administrative matters and employment counseling. She lectures frequently on health care topics and provides compliance education and training to her clients and various trade associations. Ms. Cmielewski previously worked as the General Counsel and Compliance Officer of a group purchasing organization for specialty pharmaceuticals, where she was a member of the senior executive team and oversaw the human resources function. Her past experience includes serving as the Chief of Regulatory Affairs for the New Jersey Division of Consumer Affairs. She has numerous years of experience in commercial and bankruptcy litigation.

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.
How to RISE with Resilience and Mindfulness in your Career
Joyel Crawford

Workshop 3..................................................................................................................... Marlborough A

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 (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.

Getting Ahead of the Next Wave of Audits: Quick Tips to Clean Up Your Act
Elizabeth M. Shea, Esq.

Workshop 4........................................................................................................................... Bally

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.

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

Workshop 5
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. They 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.

Session B: 11:15 a.m. – 12:45 p.m.

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

Workshop 14
Social Media has changed the way people communicate at home and at work. Social media applications present great opportunities for internal and external communications, as well as recruiting and are important tools in attracting and engaging qualified candidates. This presentation will present data and trends that organizations have taken in integrating an active social media campaign in their recruitment of job candidates and what these findings mean for the Human Resources profession. The potential issues created when using social media in the work place and for recruiting will also be discussed.

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. He has earned the respect of his peers for recognizing his unique role in the recruitment, retention and professional development process. He serves as an effective bridge between qualified candidates seeking professional growth and assisting a mission-driven organization that is committed to strengthening its programs and leadership team. 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.

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

Workshop 15
Provider agencies have been focused on implementing fee for service Medicaid billing and changing the operational structure to support the new requirements. In the wake of the transition, there may be many new risks that need to be identified and managed. Most agencies manage risk informally; this seminar is designed to educate executives and managers about implementing a formal risk assessment process.
that encompasses the old and the new business risks. We will discuss the methodology, the common risk areas and opportunities to mitigate risk using tools, processes and systems.

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 Mercadien 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.

**The Impact of New Developments in Employment Law on IDD Service Providers**

Joe Maddaloni, Esq., and Judy Sailer

**Workshop 16 .................................................................Fairmount**

This session will focus on Governor Murphy’s recently signed pieces of legislation that significantly impact all New Jersey employers: the Diane B. Allen Equal Pay Act ("Equal Pay Act") and the Earned Sick Leave Act ("Sick Leave Act"). For New Jersey employees, there may be added legal benefits and protections. But for New Jersey service providers in the intellectual and developmental disability space, the laws also create new issues – and the potential for significantly increased liability. Join Joseph Maddaloni, Jr., Esq. and Judy Sailer, Human Resources Specialist for this interactive session focusing on New Jersey’s service providers in the IDD space, who may be hit hard by this rapidly changing landscape of employment laws.

Joseph Maddaloni Jr., co-chair of Schenck, Price, Smith & King’s Labor and Employment practice group, is a former general counsel for an 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 all areas of labor and employment law, commercial law, regulatory and 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 matters involving 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 and 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 also lectures and writes extensively on labor and employment issues in the health care space.

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.
Workers 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

Workshop 17 ................................................................................................................................................. Monticello

Be Ready to tackle 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 officer and risk management consultant at Rue Insurance, a regional insurance brokerage firm and 7-time Best Place to Work in NJ (by NJBiz Magazine). He has over 35 years of experience in the insurance industry, including roles in commercial underwriting with carriers, as an independent consultant, and as an agent with private and public brokers. Bob has been helping clients design and implement cost effective risk management programs for 30 years, the last 18 with Rue Insurance, where he manages the NonProfit Social Services and Malpractice/Healthcare Industry clientele. He holds the Accredited Advisor in Insurance designation (AAI), and is licensed in multiple states. He has developed a specialty practice in risk management and insurance products for Professional Liability, Privacy/Data Breach & Cyber Liability, and Directors & Officers Liability; and has authored articles and presented a variety of workshops and seminars in his area of expertise. Bob has a degree in Economics from Bucknell University. He serves on the Board of Directors of SERV Achievement Center, the NJACP Corporate Compliance and HR Constituent committees, and the NJ Medical Group Management Association Board. He is active in a variety of civic & social service organizations in Princeton, Trenton, and historic Hightstown, where he resides with his wife and two daughters.

Ryan Jones, CRIS, is a Risk Management Consultant at Rue Insurance. Ryan has been a risk management consultant at Rue Insurance for 5 years, and he is licensed in New Jersey, Pennsylvania, Connecticut, and New York. He specializes in partnering with non-profit and social service organizations that provide services for children and disabled individuals. Ryan provides strategic insights based on a risk-reduction platform that proactively works to lower clients’ total cost of risk, increase profitability, and maintain a strong working relationship. His previous eight years of sales experience focused on consulting with organizations to provide comprehensive and diverse solutions. Ryan’s determination and integrity drive his personable and attentive approach in successfully partnering with clients. Ryan’s educational credentials include a bachelor’s degree in Business Administration with a concentration in Marketing from Jay S. Sidhu School of Business & Leadership at Wilkes University. Ryan resides in Levittown, PA with his wife and three children.

Management Track Workshops sponsored by:

PC Public Partnerships

Continental Breakfast Sponsored by:

Professional Medical Fulfillment

and

The Coffee Break sponsored by:

Keystone Independent Living

in the Exhibit Hall (Traymore Ballroom)
Clinical Track  
Sponsored by IPPC Pharmacy

Session A: 9:00 a.m. – 10:30 a.m.

Workshop 6  
Wheelchair Care & Safety for Patients with Complex Medical Needs  
John Reck, PT, MPT, ATP/SMS

Workshop 6........................................................................................................................... Versailles

Are your clients getting the most out of their wheelchair and seating supports? Learn how customized wheelchairs and seating supports can help manage the medical, functional and care needs of patients with complex medical needs. Learn best practice strategies for providing a proper fitting wheelchair. Learn various wheelchair and seating solutions and pitfalls related to management of pressure injuries; postural deformities; pain and discomfort; feeding and swallowing; mobility limitations; and safety concerns. Learn strategies to navigate the challenging wheelchair funding process and tips to prevent serious wheelchair injuries and failures.

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).

911 Has Been Called…. What now?  
Donna Allison, R.N. and Cynthia Audibert, R.N.

Workshop 7........................................................................................................................... Lincoln

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.

This workshop qualifies for 1.5 CEU credits from the Developmental Disabilities Nursing Association!

Water Stations, sponsored by:  
Association for the Multiple Impaired Blind, Inc.
Using Positive Behavioral Interventions and Supports to Deliver Evidenced Based Services to Adults with IDD
Michelle Lipchock, DSW, LCSW

Workshop 8........................................................................................................................... Shelburne
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.

Session B: 11:15 a.m. – 12:45 p.m.

Wheelchair Transportation Safety & Problem Solving
Bradley King and John Reck , PT, MPT, ATP/SMS

Workshop 18 ........................................................................................................................ Shelburne
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 for Matheny Medical and Educational Center in Peapack, NJ. He began working at Matheny in 2001 as a driver. (17 years’ of experience in field of wheelchair transportation.), and became the Department Manager in 2011. Brad is the chair of the Matheny Transportation Safety Committee. He has earned several certifications from the Community Transportation Association of America, including: Certified Professional Dispatcher (2007); Certified Safety and Security Officer (2014); Certified Community Transit Supervisor (2015); Certified Passenger Assistance Safety and Sensitivity (P.A.S.S.) Trainer (2018); and Child Passenger Safety Restraint Systems on School Buses National Training (2009 & 2011). He has also completed Sure-Lok Training and Q-Straint Training (2018). Matheny is a member of N.J. C.O.S.T. (New Jersey Council on Special Transportation).
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).

Matheny provides an unmatched opportunity to identify solutions to common obstacles seen during the transportation of individuals in wheelchairs. This opportunity includes working with other departments such as nurses, physicians, therapists, program staff, and wheelchair technicians to ensure we are maintaining a high level of care for all passengers.

**SEPSIS... ... ... Stop the Bugs — You Can Save a Life**

**Donna Allison, R.N.**

**Workshop 19 ........................................................................................................................ Lincoln**

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 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.

**THIS WORKSHOP QUALIFIES FOR 1.5 CEU CREDITS FROM THE DEVELOPMENTAL DISABILITIES NURSING ASSOCIATION!**

**Addressing Mental Health Symptoms to Prevent Challenging Behaviors**

**Renee Rodkey, BA, BCaBA**

**Workshop 20 ........................................................................................................................ Versailles**

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 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.

---

**Clinical Track Workshops sponsored by:**

**IPPC Pharmacy**

Continental Breakfast Sponsored by: **Professional Medical Fulfillment**

and

The Coffee Break sponsored by: **Keystone Independent Living**

in the Exhibit Hall (Traymore Ballroom)**
**Direct Support Professional Track**  
*Sponsored by Quality Management Associates, Inc.*

**Session A: 9:00 a.m. – 10:30 a.m.**

*Effective Interactions with Family and Loved Ones*  
*George P. Linke, Jr., Psy.D*

**Workshop 9**  
*Imperial*

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.

*Fish! Philosophy*  
*Allison Gallo*

**Workshop 10**  
*Longwood*

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.
Self-Care for Personal and Client Achievement: Establishing Health Through Mindfulness
Deborah Gilbert-Rogers

Workshop 11 ............................................................... Tivoli

Some agencies have found holistic therapies to be highly effective in managing complex or challenging behaviors as 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 strengthen 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 anfd 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.

Fighting the Imposter in Us
Lori Tarke

Workshop 12 ............................................................... Berkshire

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.

Direct Support Professionals Track Workshops sponsored by:
Quality Management Associates
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.

Session B: 11:15 a.m. – 12:45 p.m.

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.

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.

Conference Photographer, sponsored by: Quality First Support Group
Taking the Spotlight
Sherri Rase

Workshop 23 ........................................................................................................................ Arturo’s

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.

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

Workshop 24 ........................................................................................................................ Longwood

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. They 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.

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

Workshop 25 ........................................................................................................................ Tivoli

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 though 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.

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

Workshop 26 ........................................................................................................................ Berkshire

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.

Deborah Gilbert-Rogers is a Holistic Therapist at the New Jersey Institute for Disabilities anfd 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.

Thank-you to our Track Workshop Sponsors:
Executive Track sponsored by: Dennis C. Miller
Management Track sponsored by: PC Public Partnerships
Clinical Track sponsored by: IPPC Pharmacy
DSPs Track sponsored by: Quality Management Associates
Self-Advocacy Track sponsored by: NJ Council on Developmental Disabilities
Self-Advocacy Workshop Track

Made possible in part through a grant by the NJ Council on Developmental Disabilities (NJCDD)

The Self-Advocacy Workshop Track will be located in Marlborough B/C.

Program speakers and presenters:
Michael Pearson, Training and Technical Assistance Coordinator, NJ Self-Advocacy Project
Daniel Pearson, Outreach and Communications Coordinator, NJ Self-Advocacy Project
and, William Placek, NJ Institute for Disabilities

With Participaton from:
Ricardo and Donna Thornton

Session A: 9:00 a.m. – 10:30 a.m.

Self-Advocacy “Forming Self-Advocacy Groups”
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: 9:00 a.m. – 11:15 a.m.

GAAP — Governmental Affairs Ambassador Program
A program of NJSAP established in 2013 to provide Self-Advocates & DSPs with education about effectively impacting legislate & policy decisions.
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.

A special thank-you to:
Michael, Daniel, and everyone involved in the New Jersey Self-Advocacy Project for all of your support and work to make these sessions possible! And for helping to get the word out!

And to William Placek from NJID for your organizational skills that were needed to make this track and so much more happen at the Conference!
35th Annual Statewide Conference

Embracing Change

KEYNOTE AND AWARDS LUNCHEON

Sponsored by the New Jersey Council on Developmental Disabilities

Friday, November 16, 2018

OPENING REMARKS
Darren Blough, NJACP Board President

MASTER OF CEREMONIES
Terry McKeon, Chair, NJACP Member Resources Committee

KEYNOTE ADDRESS
Ricardo and Donna Thornton

2018 PUBLIC ADVOCACY AWARD
Valerie Sellers, Chief Executive Officer, NJACP
Recipient: Thomas Baffuto, The Arc of New Jersey

2018 NJACP DONNA CLINGER LEADERSHIP AWARD
About Donna Clinger: Vicky Calabro, NJACP Immediate Past President
Recipient: Kathie-Joyce Medvitz, New Jersey Institute for Disabilities

2018 NJACP LEADERSHIP AWARD
Kristen Bulas, Department for Persons with Disabilities – Diocese of Paterson
Susan Marano, Partnerships for People
Allison Sanchez, JESPY House

2018 NJACP LEADERSHIP HONOREES
Jacqueline Archer-Kennedy, Alternatives, Inc.
Erin Barrett, YAI/National Institute for People w/Disabilities of NJ (NIPD – NJ)
Jennell Berard, Bancroft
Assed Daoud, Serv Achievement Centers, Inc.
Sarah LaBore, 21 Plus
Michelle Lipchock, Devereux New Jersey
Pedia London, Enable Inc.
Banessa Merrick, Eden Autism

RAFFLE
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 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.
The 2018 NJACP Advocacy Award

Thomas Baffuto, Executive Director
The Arc of New Jersey

Tom Baffuto was named Executive Director of The Arc of New Jersey in June of 1998. A thirty-three year veteran of The Arc, Tom’s leadership and vision has resulted in significant growth and innovation for the organization. This includes the development of new programs to address the transition from school to adult life for students with I/DD and The Arc of New Jersey Family Institute which provides resources, advocacy and information to thousands of families each year as they care for a loved one with I/DD. Tom has also been instrumental in fostering and promoting employment opportunities for people with I/DD. Project HIRE, which is the largest supported employment program in New Jersey, was started by Tom in 1985. Since that time Project HIRE has assisted more than 3,000 individuals with developmental disabilities find and keep jobs in the community. Tom’s statewide advocacy has resulted in numerous successful campaigns on issues ranging from reducing waiting lists for services to increasing the wages for direct support professionals (DSPs).

For the past two years, Tom served as Chair of the Coalition for a DSP Living Wage, a group committed to increasing salaries for the DSP workforce that people with I/DD and their families depend on. During the ongoing shift to fee-for-service, a monumental change in the way the service delivery system functions, Tom has been a steadfast advocate on a variety of regulatory issues as the system was taking shape, and continues to be an important voice as the transition heads toward completion.

Tom has received a number of honors and recognitions through the years including Humanitarian of the Year by the Statewide Self-Advocacy Network, the Outstanding Professional Achievement Award by the National Conference of Executives of The Arc and The Arc of New Jersey’s highest honor, the Martin Papish Award. Most recently, he received the Humanitarian of the Year Award from ASAH and the Golden Rose Award from the Rose House.

Congratulations
The 2018 NJACP Donna Clinger Leadership Award

This year, NJACP is instituting a new award recognizing persons demonstrating outstanding dedication and commitment to serving individuals with intellectual and developmental disabilities and promoting community inclusion. The award is established in memory of Donna Clinger, Vice President of Quality Supports and Training, Alternatives, Inc., who not only embodied the qualities recognized above in her position, but volunteered her time to support the vision of NJACP from its inception. Sadly, Donna passed away in July.

Donna was born in Latrobe, PA and spent her childhood in Ligonier, PA before graduating with a Bachelors Degree in Social Work from the University of Pittsburgh. She went on to graduate with a Master’s Degree in Social Work from Rutgers University. She was a wonderful mother, and was always there for her daughter, Michelle. Whether it be a horse show, or a Girl Scout meeting, you were sure to find Donna there. Surviving are her husband, Corey Clinger; her daughter, Michelle Clinger of Flemington; and her sister, Debra Highland of Frederick, MD.

Donna was instrumental in the formative years of the agency when Alternatives was established to provide the option of community based services for individuals with I/DD who had formerly been institutionalized. She began her career at Alternatives in 1981, at a time community inclusion was not guaranteed for individuals with IDD, serving as a part-time Direct Support Professional (DSP). She became a Residential Coordinator in 1983 and a Program Director in 1987. She later rose to the position of VP of Programs and then in 1996 she became the VP of Quality Support. She was the in-house historian and “go to” person for any Alternatives’ related information.

Donna’s love of her career is evident through the lives she touched and her many accomplishments in more than 36 years of devotion to the individuals she served. Not only is her legacy felt with the impact she made with the people she served, the organizations Donna participated in were made better by her influence, including NJACP and Alternatives. Donna was an advocate for the issues and policies that impact people with IDD. She was instrumental in carrying out the mission of NJACP. She served on the Board of Directors for many years. During her tenure she held numerous positions including President of the Board, Chair of the Member Resources, Co-Chair of Compliance and Quality Assurance and she also represented NJACP on Licensing Committees with the state of New Jersey.

Known for her calm manner and respected for her tremendous depth of knowledge, Donna was well versed regarding policies and procedures, regulations, and government/funding source/accrediting bodies imposed standards with which providers are compelled to comply. Her quiet strength was a hallmark of who she was as a person. She was known for that, as she was for her deep love and commitment to her family. Those who knew her will miss her and those who come after will benefit from her passion for ensuring the most vulnerable have the supports and services they need to be fully included in the community and her part in building NJACP to the organization is it today.

Thank you Donna.
2018 NJACP Donna Clinger Leadership Award

Presented to

Kathleen-Joyce Medvitz

*New Jersey Institute for Disabilities*

In recognition of skill sets and hard work beyond expectations and whose work and dedication has been influential agency-wide, within NJACP, and into the intellectual and developmental disabilities community at large.

And for excellence within the workforce, demonstration of exceptional achievements, quality contributions in the field of intellectual and developmental disabilities, and the enrichment of the value of community based services and supports.

*November 16, 2018*
The 2018 NJACP Donna Clinger Leadership Awardee

Kathleen-Joyce Medvitz
New Jersey Institute for Disabilities

Having spent three decades of empowering the independence of all people, Kathie Joyce-Medvitz has helped to create an infrastructure of policies and systems which influence the lives of countless men and women with disabilities.

Kathie has worked in a variety of positions at the New Jersey Institute for Disabilities beginning her career in 1989 as a group home relief manager. Kathie soon transferred to the new NJID Adult Training Center in Piscataway where she learned the essentials of supervising an ATC.

In 1993, Kathie was called upon to open the new ATC in Toms River. This assignment brought many concerns as several of the enrolled individuals presented with complicated behavioral challenges. Kathie was tasked with assuring a seamless transition and complimenting services with the individual’s residential settings. Kathie straightforwardly led her team and created the frameworks of effective wraparound services which eased the transitions and ameliorated anxieties… the people who attended the Toms River ATC were well-served and found new pathways to independence.

With Kathie’s leadership skills and abilities recognized, in 2000 she was promoted to the newly-created position of Quality Assurance Specialist and Policy Coordinator for all NJID programs including: The Children’s Center (early intervention), Lakeview School, Adult Day Programs, Residential Services and Adult Community Support Services. Kathie was also appointed by the NJID Board of Directors as the Corporate Compliance Officer. While the job title would engender thoughts of days buried in books and paperwork, Kathie created a powerful platform of advocacy, which truly is her life’s work.

Responsible for all compliance matters, Kathie works to assure NJID’s continual goal of not only meeting but exceeding standards and terms of licensing and accreditations. Kathie also coordinates and directs the CARF accreditation process for NJID. Kathie was instrumental in the selection of a vendor of Electronic Health Records which greatly increased efficiencies and record documentation. With the skills of a diplomat, Kathie mediates situations with families and individuals and manages investigations and unusual incidents. Kathie deftly finds the middle road but she will never compromise on principals or standards- the wellbeing of those who are served by NJID is always the impetus of her work.

With superb time management skills, Kathie also shares her talents with colleagues, peers and the NJACP where she actively serves on many committees. Kathie has offered her perspective and expertise to the committees of Corporate Compliance, Day Services, Licensing and Quality Assurance and has worked extensively on the transition to fee-for-service. Kathie frequently fields calls for help and advice from peers working for agencies throughout the State and this is reminiscent of Donna Clinger who was known for her generosity in working with colleagues. Kathie remarked, “Donna was always happy to share her wisdom, skills and experiences and she will be remembered for her steadfast perseverance to improve the lives of persons with disabilities. I am truly humbled to receive an award which honors the memory of Donna Clinger.”

Kathie espouses that the human spirit is one of ability, perseverance and courage which is never diminished by circumstance or disability. For more than thirty years, Kathie has been a champion of opportunities for all people. Kathie’s faith in the human spirit and perseverance has led her on a personal journey which has touched, encouraged and changed many lives.
The 2018 NJACP Leadership Award

*Sponsored by Quality First Support Group*

The Leadership Award is presented by NJACP in recognition of exemplary employees that have demonstrated an exceptional commitment to their organization and those they serve.

A leader is identified as someone who exemplifies the best practices of employees supporting persons with ID/DD. Recognition of employees that work tirelessly to support our consumers is well deserved. All NJACP member agencies are encouraged to submit a candidate each year. Candidates must have five (5) or more years of experience in the I/DD field, and work directly with individuals with I/DD. Criteria considered for selection includes: experience in the field, and service/positions held; impact from dedication to persons served with ID/DD; value of skills to co-workers and the agency; acting as an industry role model in the community at large; and demonstration of leadership qualities.

NJACP would like to acknowledge the following Leadership Award recipients and honorees for 2018, with sincere appreciation for your outstanding contribution to the field of Intellectual and Developmental Disabilities and for enriching the lives of those you serve.

Of the nominations received, the following award recipients and honorees were selected:

**Awardees**

Kristen Bulas, Department for Persons with Disabilities – Diocese of Paterson  
Susan Marano, Partnerships for People  
Allison Sanchez, JESPY House

**Honorees**

Jacqueline Archer-Kennedy, Alternatives, Inc.  
Erin Barrett, YAI/National Institute for People w/Disabilities of NJ (NIPD – NJ)  
Jennell Berard, Bancroft  
Assed Daoud, Serv Achievement Centers, Inc.  
Sarah LaBore, 21 Plus  
Michelle Lipchock, Devereux New Jersey  
Pedia London, Enable Inc.  
Banessa Merrick, Eden Autism

*Congratulations*
### NJACP Leadership Award Recipients, 1993 -

**1993**
- Robin Binder, ARC of Morris
- Ellen Nalven, Our House, Inc.
- Suzanne Liberi, ARC of Monmouth
- Sharon Omrod, Training School at Vineland

**1994**
- Migdalia Berrios, ARC of Hudson
- Touray Skinner, DSNJ
- Elizabeth Glackin, ARC of Gloucester
- Alice Siegel, ARC of Bergen/Passaic
- Robin Murray, Our House, Inc.
- Theadora Strong, DSNJ
- Donna Nolan, ARC of Gloucester

**1996**
- Suzanne Brown, NJ Head Injury Assoc., Inc.
- Robert Link, DSNJ
- Anita Kneeeley, CP of Monmouth & Ocean
- Roberta Serrano, Our House, Inc.
- Robin Murray, Our House, Inc.
- Donna Nolan, ARC of Gloucester

**1997**
- Romona Wilmer, ARC of Gloucester
- Marlene Brown, NJ Center For Outreach and Services for the Autism Community
- Barbara Kolmansberger, 21 Plus, Inc.
- Deborah Hildebrandt, ARC of Morris
- Deborah Good, ARC of Warren

**1998**
- Jacqueline Barney, Easter Seals New Jersey
- Michael Grim, Bancroft NeuroHealth
- Mary Perron, NJ Center For Outreach and Services for the Autism Community
- Brigid Thorsen, 21 Plus, Inc.
- Ellie Willoughby, Our House, Inc.
- Abbie Barton, DDANJ
- Ethel Swint, ARC of Hudson

**1999**
- Lynette Eldridge, Our House, Inc.
- Dina Esposito, Keystone Comm. Res. Judy Fecht, NJADB
- Raymond Freeman, ARC of Morris
- Kathleen Halligan, CAU
- Jean Lee, 21 Plus, Inc.
- Linda & John Mozika, DDANJ

**2000**
- Claudia Burk, REM – New Jersey
- Kym Chenoweth, ARC of Atlantic
- Robert D’Amore, 21 Plus, Inc.
- Jean DeVitto, ARC of Monmouth
- Bridget Doran, Alternatives, Inc.
- Joanne Hubert, Our House, Inc.
- Mary Jean Kerlinger, Bancroft NeuroHealth

**2000 (cont’d.)**
- Judith Ralph, ARC of Hunterdon
- Gary Schalhoub, DDANJ
- Dana Marie Sharpe, Partnerships for People
- Ellen Wermert, Community Options, Inc.

**2001**
- Mary Louise Anderson, ARC of Monmouth
- Donna Nelson Beckett, Career Quest of DRC
- Myriam Correa, Community Options, Inc.
- Lisa Franchi, CP Options
- Darren Garansi, DSNJ
- Meleta Stewart, First OTC
- Pat Stewart, Occupational Ctr. of NJ

**2002**
- Ernie Barnett, Our House, Inc.
- Diana Limeira, CAIL
- Andrea Noren, ARC of Monmouth
- Anil Singh, Alternatives, Inc.
- David Velardo, 21 Plus, Inc.

**2004**
- Joanna Boyd, BIANJ
- Jayne Campbell, Developmental Res. Corp.
- Geraldine Dillahunt, Partnerships for People
- Ruth Goda, Our House, Inc.
- Jeanne Lemleleco, Alternatives, Inc.
- Lisa Sarno, 21 Plus, Inc.

**2005**
- Richard Billotto, 21 Plus, Inc.
- Stephanie Dillahunt-Codjoe, Partnerships for People
- Karen Kerrigan, AMIB
- Robin Piperato, Alternatives, Inc.
- Herbert Sheftal, Midland Adult Services

**2006**
- Patricia Dobbins, Community Options, Inc.
- Jacqui Drumhiller, 21 Plus, Inc.
- Catina Coleman-Michel, Delta Community Supports

**2007**
- Stephanie Cerdan, Devereux
- William Gaul, CP of Middlesex, Options
- Alice Mitchell, Alternatives, Inc.

**2008**
- Lawrence Hanko, CPC Behavioral Healthcare
- Tayo Makinde, 21 Plus, Inc.
- Lydia Morris, Community Options, Inc.
- Mary Norris, CP of Middlesex
- Marie Smith, NJADB

**2009**
- Thomas Mitchell, Willowglen Academy
- Jesus Monteverde, Our House, Inc.
- Dawn Rubio, 21 Plus, Inc.
- Heather Snover, NJID

**2010**
- Phillip Monetti Allies Inc
- Lena Johnson, NJADB
- Isabel Almonte-Marte DPD
- Victoria McCallum, NJID

**2011**
- Eileen Graner, Alternatives, Inc.
- Kathleen Smigle, NJID

**2012**
- Terry Blount, Devereux
- Mulbah Reed, 21 Plus, Inc.
- JoAnn Harasany, NJID
- Donna Beckett Nelson, Easter Seals

**2013**
- Jamie Douglas, Eden Autism Services
- Amber Navara, Alternatives,Inc.
- Candace Fennano, 21 Plus, Inc.
- Ebony Poe, Devereux New Jersey

**2014**
- Christopher Ilconich, Bancroft
- Judy Ranno, Easter Seals New Jersey
- Amy Reilly, 21 Plus, Inc.
- Natalie Trump, The Community Living Education Project, Rutgers School of Public Health

**2015**
- Theresa Diamond, 21 Plus, Inc.
- Katherine Siwy, Alternatives, Inc.
- Lynne Rockstroh, Department for Persons with Disabilities-Diocese of Paterson
- Joanna Chatman, Enable, Inc.

**2016**
- Keinya Collier, Devereux Adv. Behavioral Health
- Deborah Walsh, Special Homes of New Jersey
- Veronica Thranten, The Family Resources Network

**2017**
- Jessica Díaz, Jewish Assoc. for Dev. Disabilities
- Nicole O’Neal, Devereux New Jersey
- Jennifer Tirino, Alternatives, Inc.

**2018**
- Kathleen-Joyce Medvitz, NJ Inst. For Disabilities
- Kristen Bulas, DPD – Diocese of Paterson
- Susan Marano, Partnerships for People
- Allison Sanchez, JESPY House
2018 NJACP Leadership Award

Presented to

Kristen Bulas
Department for Persons with Disabilities – Diocese of Paterson

Susan Marano
Partnerships for People

Allison Sanchez
JESPY House

In recognition of excellence within the workforce and demonstration of exceptional achievements and quality contributions in the field of intellectual and developmental disabilities and the enrichment of the value of community based services and supports.

November 16, 2018

Sponsored by
Quality First Support Group
Awardee

Kristen Bulas
Department for Persons with Disabilities – Diocese of Paterson

Kris Bulas has worn many hats in her 20 years working at the Department for Persons with Disabilities (DPD). She has worked at our day program, Gruenert Center, Wallace House group home and again at Gruenert as an Area Supervisor and then Plan Coordinator. The staff and clients alike loved Kris; she always brought a positive energy to the Center every day and was a team player in supporting the clients who worked at the Center. She knew what worked well and provided suggestions of where we could improve to make DPD even better in supporting the individuals at the Center. Kris became our go to person at the Center when there were tech issues with computers. She had a knack for fixing these issues and helping staff to get their work done, documenting on service plans.

Kris was described by a peer as someone with a strong work ethic, always ready to help, a perfectionist, she makes others feel important – staff and clients alike, raises the morale of those around her, a hard worker always looking for new ways to do her job, gives 100% in all she does and has a great rapport with all the individuals she supports. She is loving and kind, she never says no. Everyone loves Kris. An employee Kris supervises remarked that Kris cares deeply for the individuals DPD serves and, in return, is loved by the individuals and is treated like a rock star when she walks into a room. Words like advocate, caring and understanding also describe Kris. She makes anyone she works with feel important and gives her time when asked. She is a great trainer and is patient with all.

As fee for service approached, DPD implemented Foothold’s software to document on plans in preparation for billing in the new system. Kris had a great understanding of the software and became a leader and trainer on our implementation team. At the same time, Kris became DPD’s first Support Coordinator. Kris formed important relationships with all her participants and their families. One family member recalled that when her son was in the hospital Kris visited to offer emotional support. And when he was moved to hospice, Kris was there to offer a shoulder to cry on, to give words of encouragement and to pray with the mom. She is viewed by the family as a blessing and offered great comfort during a very difficult time. As the program quickly grew, Kris stepped into her new role as a SC Supervisor. The program has grown tremendously with over 200 participants being supported today by seven employees under Kris’ supervision as the Director of Support Coordination.

Kris continues to be an active trainer for DPD’s residential and day program staff, supporting all to write measurable implementation strategies related to their new ISP’s. She works to ensure all plans are documented properly to achieve accurate and timely billing in fee for service. Without Kris, our program staff would be lost and our transition to fee for service would not have been nearly as successful as it has been thus far.

Kris is an active member of the Foothold users group in NJ, which includes at least 20 provider agencies. She is often looked to by her peers for guidance on best practice and implementation of various documentation forms and strategies. She is also an active member of NJACP’s Support Coordination committee and collaborates with many Support Coordination agencies to identify issues in the system and to provide solutions and suggestions of how we move the system forward.

Our staff and service recipients all hold Kris in high regard and often remark that they would not be where they are today without her support and teamwork. Furthermore, if you were to poll agency staff from other providers in the state, many would know of Kris’ commitment to excellence and her positive attitude, even when faced with an ever changing system, with many challenges to overcome. The DD field in New Jersey is a better system due to Kris’ contributions and we at DPD are very proud of her contributions to all the people we support at DPD and beyond.
Susan currently works as the Director of Program Integrity at Partnerships for People, Inc. She has a Bachelor’s Degree in both English and Education as well as a Master’s Degree in Guidance. Susan began her career as a teacher, teaching at different schools throughout New Jersey. One of her teaching appointments was at a residential placement school where she taught children with behavioral challenges.

Once she retired from teaching, Susan was drawn to a calling to support those with disabilities, driven from her own experience as a parent to a son with challenges. She worked as a case manager, and advocating on behalf of individuals and their rights still guides her work today. Since joining the agency 17 years ago, Susan has served in a variety of roles at Partnerships and her contribution to her team has been unsurmountable.

In her current role as Director of Program Integrity Susan is responsible for measuring the effectiveness and success of agency programs/departments, and setting improvement standards for the agency. Susan leads her team of three with a “no excuses” attitude, stressing that the individuals the agency serves deserve the absolute best of the team’s efforts. Though an administrative staff member, Susan never allows the paperwork to keep her away from the most important people at our agency, the individuals and families served.

One example of Susan’s relentless dedication was when Susan noticed that one of the individuals the agency served in a supervised living setting with two roommates had been discussing wanting to live independently. Due to both health and behavioral challenges, the individual’s support determined that she couldn’t live independently. Susan, however refused to take no for an answer. She pushed continuously against the BGS guardian, case manager, and even the agency’s residential team and encouraged them to think of the ultimate goal rather than the barriers the individual faced. With that in mind and as a direct result of Susan’s advocacy, that individual now lives in her own apartment in the community with sufficient supervision and with the company of her beloved cat. Susan, in true Susan fashion saw the entire process through, even helping organize the individual’s birthday/housewarming party in her new apartment. This is just one of many examples of Susan’s amazing work.

Susan’s life experience, ability to adapt to constant change, and dedication to advocating for individuals living with developmental disabilities are just a few of the leadership skills she possesses. Susan’s dedication to the ideals of person centered planning and individual choice have made her an indispensable member of the Partnerships team, and the disabilities community at large. She is relentless in her advocacy on behalf of the individual and families served by DDD. She has consistently called the state, worked with case managers/support coordinators, BGS guardians, and families to ensure the needs and desires of individuals are met. Her advocacy and leadership include strong responses to changes in Contribution to Care procedures and meeting with that department to ensure that enormous balances didn’t affect the care of the individuals. She consistently keeps herself and her team apprised of changes going on in the field and answers each charge with the question, “how will this affect those that we serve”. The experience that Susan has is one that has aided new leaders at the agency and has ultimately contributed to their knowledge-base, impacting the future leaders of IDD services in the state.

Her work ethic and care to give the individuals we serve the highest quality of life led one family member to comment that “Susan Marano has been a godsend….There are not enough word to express our appreciation of Susan.” Our staff couldn’t agree more.
Allison Sanchez serves as the Director of Quality Assurance & Medicaid Oversight at JESPY House. She joined JESPY House over 13 years ago and has held numerous leadership roles throughout her tenure. Given her vast experience, Allison knows JESPY House clients and the agency’s infrastructure and internal and external relationships better than almost anyone. Not only is she among JESPY’s most knowledgeable and respected leaders, she is among JESPY’s most optimistic, helpful and committed employees.

Allison served as a Job Developer/Job Coach and took the lead in getting Access Link to address our clients’ need for more transportation options. During a critical transitional period for JESPY, Allison supervised JESPY’s Day Program. To her credit, Allison gave this program greater structure, established new initiatives to address clients’ interests, and supervised several staff. She also has held other roles too, including Shared Housing Overnight staff and Group Facilitator.

As a self-described “data geek”, Allison spearheaded JESPY’s purchase of Foothold (client database), training staff and helping to implement its usage. As JESPY’s lead in this area, she continues to provide ongoing oversight and troubleshoot issues. This expertise is a perfect complement to her current position.

As Director of Quality Assurance & Medicaid Oversight, Allison plays a critical role, overseeing JESPY’s transition from contract-based service delivery to a fee-for-service structure with Medicaid. This transition has been quite a challenge for JESPY on multiple levels, but because of Allison’s expertise and depth of knowledge, the transition has been smooth, with positive relationships and communication established between JESPY, DDD, and Support Coordinators.

In her role, Allison ensures that other staff are up to date on DDD/Medicaid information and changes. She frequently holds in-service trainings for staff and works with them individually until they are comfortable. What’s more, she stays abreast of anticipated changes that will impact JESPY House and individual clients. If she doesn’t know the answer she does everything within her power to find it out.

She also finds the time to work with parents and clients to obtain entitlements and to address various issues. The mother of a JESPY client wrote this about Allison: “As an involved parent dedicated to providing the best resources for my child, it is imperative that I educate myself and maintain contact with individuals who continually educate themselves to the ever-changing rules and regulations of the system; Allison is one of those unique ombudsmen.”

JESPY House might not be where it is today, if not for Allison. She has played a significant leadership role in our agency’s growth and advancement, leading the way with improvements to our Day Program, to our Medicaid billing for reimbursement, and more. She embraces her involvement with NJACP, is in constant contact with the State, and shares her learnings with JESPY and other agency colleagues informally and with in-service trainings. As one colleague put it, “Allison is the consummate team player. The word “no” is not in her vocabulary. She is a role model to all.”
Honorees

Jacqueline Archer-Kennedy, Alternatives, Inc.

Jacqueline has been with Alternatives Inc. for 23 years. During this time she has touched the lives of countless individuals with Intellectual Disabilities both in direct care as a Program Manager, and through her planning and execution of events as Alternatives’ Recreation Manager. In the current Fee for Service climate, Jacque’s job is harder than ever. She has found ways to think outside the box and provide free or low cost recreation activities to the individuals we serve.

Jacque is involved in many things within our agency, ranging from Wellness Committee to Policy and Procedure Committee and is often the one we look to trial new things that we feel could potentially benefit the clients we serve. She takes great pride in the Group Home she Manages and has truly made it a home for the four women who live there. She is a true advocate, and does not take no for an answer when it comes to the care of her clients. Outside of Alternatives, Jacque is involved in her community as well as her church and is always looking to give back. Jacque is truly a remarkable asset to Alternatives, and to the field at large!

Erin Barrett, YAI/National Institute for People w/Disabilities of NJ (NIPD – NJ)

Ms. Barrett has been a strong advocate for the people we help support for over 15 years. She began her career as a Direct Service Professional at NIPD’s Montvale residence and has held several positions within the NIPD/YAI Network. Residential is where she started and where she is now back to as a Residential Coordinator. She oversees the operations of 4 residential group homes as well as our newly developed and expanding Support Coordination department.

Erin is a leader amongst leaders and one who strongly believes and promotes the person centered model. Erin has been certified as a Personal Outcome Measure Trainer and Interviewer. She has taken the lead in training all of NIPD’s staff in the person centered model and developed the person centered curriculum for NIPD. She has taken her expertise and knowledge in this area and applied the philosophy to the agency’s Support Coordination services and consistently supports the Support Coordinators in implementing the person centered model with the people they support. She not only trains the person centered philosophy but is also a strong role model in its practice. She consistently reminds staff and the Executive Director of how important it is to promote the person centered philosophy in everything we do. She will and has used her own personal time to make an individual’s dream come true whether it is going to a Yankee game or having their art displayed in an exhibit. She is a true champion for not only the PC philosophy but in so many other ways as well. She is a champion for being all you can be and she encourages that belief and approach with everyone she impacts whether it is a co-worker, supervisee or a person she helps support.

In addition to all of these wonderful clinical skills, Erin also heads and runs the Network’s northern region “Emerging Leaders” program. Erin works tirelessly to arrange all the meetings, mentorships and the special projects each member must complete to graduate. She does this without ever complaining or saying “this is more than what others are expected to do”. She does it because she wants to help and assist other staff to strive to reach their fullest professional potential and succeed.

This field is a vocation where we receive “gifts” in so many different ways. For all of us at NIPD, it is Erin’s devotion to the people she helps support and their staff, who work tirelessly to help others and achieve their goals, that makes her a gift. She is a gift to everyone she touches. Thank you Erin for being a believer and a supporter of becoming the best you can be.
Jennell Berard, Bancroft

Jennell Berard began her career at Bancroft as a direct support professional working with children with severe challenging behaviors. During the ensuing sixteen years she was promoted to numerous leadership positions and is presently a Director for Adult Day Services. Jenell has never forgotten the challenges direct support professionals face each day which is why she is so frequently seen working side by side with her managers and staff during the most difficult situations.

Because of her leadership style Jenell is highly regarded by her peers, her direct reports and the many families and other stakeholders she interacts with. Her commitment to Bancroft and to this field is evident through her years of dedicated and passionate service. She inspires others with her steady calmness in the most challenging of circumstances, and her ever-present sense of humor. Perhaps her one weakness is her deep phobia of being photographed.

Assed Daoud, Serv Achievement Centers, Inc.

Assed Daoud, a Residential Coordinator with SERV Achievement Centers, has been with SERV since December 2016. He has been in the field of Intellectual and Developmental Disabilities for over a decade and has served in various supervisory roles.

As a Residential Coordinator, Mr. Daoud is in charge of overseeing a cluster of four homes in Plainfield, Elizabeth, Manalapan and Hillsboro. He is responsible for day-to-day operations as well as for the hiring, training and supervising of all four group home managers.

Mr. Daoud has shown exemplary leadership skills by his willingness to carry out additional responsibilities to ensure quality care for our consumers. On many occasions, he has modelled various day-to-day functions such as cooking, medication administration, and assisting with medical appointments. Moreover, his warm personality has enabled him to develop deep connections with his residents.

He has excellent communication, delegation and decision-making skills. He also inspires other coordinators. Within the past year, Mr. Daoud has volunteered to supervise multiple programs and became a member of various committees, including incident reporting, quality assurance, EHR and chart review. In addition, he regularly volunteers for SERV’s fundraising events. Mr. Daoud is honest and caring and committed to the care, safety and wellbeing of our residents.

Sarah LaBore, 21 Plus

Sarah has held many positions at 21 Plus in 13 years, from residential services to adult training center program supervisor. Sarah exemplifies loyalty and dedication, and her contribution to the 21 Plus mission is beyond measure. Sarah is integral to recruiting new 21 Plus ATC clients, conducting outreach, speaking with families and support coordinators instilling confidence in our services. She creates innovative ways to reach our younger clients, making our ATC a place where they can learn, grow, and achieve success.

Sarah takes on projects most would run from, and always puts our individuals first. There are countless stories about individuals whose lives have been changed because of Sarah. For example, one person in particular was having a difficult transition moving into her new group home. Sarah was there every step of the way with her, ensuring that her needs were met, comforting her and encouraging her. Their bond transcends a work relationship. This is the essence of who Sarah is. Her compassion, her love, her care, her concern and her willingness to do all she can for people with developmental disabilities, their families, coworkers, and 21 Plus, Inc.
Michelle Lipchock, Devereux New Jersey

Michelle began her work at Devereux in 2000, and currently serves as the Clinical Director dedicated to delivery of quality clinical services in our Behavioral Health and IDD programs. With over two decades of experience in community-based residential services, Michelle has been a visionary clinical leader, bringing hope, healing and joy to the individuals in Devereux’s care. She is committed to a quality treatment environment, and consistently exhibits this through her coaching and role modeling, while also setting high standards for the clinical staff working under her direction.

Michelle exudes empathy for all, whether they are individuals in Devereux’s care, her staff looking for direction or her colleagues seeking clinical guidance. Michelle’s advocacy for people with disabilities extends beyond the individual experience. She has spoken at several conferences on the clinical needs and care of IDD individuals, and spends countless hours with families helping them cope and manage challenging behaviors that sometimes present themselves with their loved ones. Michelle’s optimism, positivity and enthusiasm are contagious, and she takes on challenges with the “can-do” spirit of the best leaders. Every day, she provides both advocacy and quality-driven clinical services to increase the likelihood of successful outcomes for the individuals she serves at Devereux.

Pedia London, Enable Inc.

Pedia London has been in the field working with consumers with disabilities for 20+ years. She began working for Enable through a merger with Life Skills Resource network as a Regional Director and has recently been promoted to Assistant Director of Residential Services. It is very clear that Pedia always puts the interests of her individuals first. It doesn’t matter the time of day or the weather conditions, Pedia will be there. Pedia is the definition of a team player and often assists the day program when they need additional staff.

Pedia exemplifies what a leader should be. She is supportive, a great teacher but most importantly leads by example. Pedia role models the high level of support she expects from her employees. She invests in her staff and is described by her managers as “a great mentor and coach who always finds time to answer our questions." She never gets rattled, she remains calm throughout any situation and always makes sure the consumers and staff are safe. Pedia’s dedication to our individuals, their families and our staff coupled with her commitment to a high standard of quality make her a valuable member of our residential team.

Banessa Merrick, Eden Autism

Banessa has worked at Eden Autism Services since July 2006. Banessa takes pride in all aspects of her job, and in return is well respected amongst her peers. During her 12 years at Eden, Banessa has worked as a Direct Support Professional and is now a Community Job Coach providing support to participants at job placements out in the community. During her career at Eden, Banessa has demonstrated the company’s core values on a daily basis.

Banessa Does What it Takes to ensure she is successful at her job and ensures safety for the participants at all times. Banessa always ensures that materials are readily available to actively engage participants in meaningful work. Banessa is proactive in reaching out to management with ideas, questions and additional training opportunities. Banessa strives to achieve the best outcomes for the participants served at Eden by Working Together with her colleagues and takes the initiative to ensure her peers are trained and is always willing to assist. Banessa Shows Compassion and always treats the participants with respect and dignity, and has proven to be a devoted advocate for all that she serves. By Being True to Eden's core values, Banessa’s determination to succeed in her role at Eden is accomplished. Finally, Banessa Believes More, and never says something is unachievable.
Again this year, the New Jersey Association of Community Providers advertising will be digital. There will be no ads in this program. Instead, please check out the television screens and monitors in all of the session rooms scrolling the organizations with their ads.

After the conference, please visit the NJACP website (http://njacp.org/35th-annual-conference-2018/) to see the complete list of advertisers, with live links to their websites. The information will remain on the NJACP website until November 2019.

And to the following electronic advertisers who supported our conference with their ads — Thank-you!:

- 21 Plus
- Adlers Pharmacy
- Alternatives
- Association for the Multiple Impaired Blind
- Arc of Hunterdon County
- Arlington Heritage Group, Inc.*
- Atrium Pharmacy
- Aym
- Bancroft
- Bentson & Company
- Blacktree Healthcare Consulting
- Butler Human Services*
- CapGro Partners
- Capitol Copy
- College of St. Elizabeth
- Comply Assist
- Cooper Pest Control
- Cort
- Delta-T Group*
- Dennis Miller
- Dept. for Persons w/Disabilities – Diocese of Paterson
- Devereux New Jersey
- EasterSeals NJ Solutions*
- Eden
- Enable
- Enterprise Fleet Management
- Foothold Technology
- Geoscape Solar
- Healthier Workplaces
- Humanus
- IPPC Pharmacy
- JESPY House
- Jesscrate
- Keystone Independent Living
- Kings Pharmacy
- Linke Resources
- LTC Scripts*
- Maven Medical
- Meeker, Sharkey & Hurley
- Mercadien*
- MITC Software
- MobilityWorks*
- NJACP
- NJ Council on Developmental Disabilities
- New Jersey Devils
- New Jersey Institute for Disabilities
- Occupational Training Center of Burlington County
- Professional Medical Fulfillment
- PCG Public Partnerships
- Primepoint*
- Porzio, Bromberg & Newman, P.C.
- QBS
- Qualifacts
- Quality First Supports Group
- Quality Management Associates, Inc.
- Real Possibilities
- ResCare

(* - Denotes NJACP Strategic Partner)
NJACP 35th Annual Conference Donors
(as of November 1, 2018)

NJACP appreciates the generosity of the following donors who helped us celebrate with our attendees!

- Crayola Experience
- Flyers Skate Zone
- Longwood Gardens
- New Jersey Devils
- New York Giants
- New York Jets
- Osprey Point Inn
- Philadelphia Soul
- Ritz-Carlton
- State Theater New Jersey
- The Mayo Performing Arts Center
- The Rose Group
- Trenton Thunder
- Turning Point
- Wawa

NJACP 35th Annual Conference Retail Marketplace Vendors
(as of November 1, 2018)

Devereux Advanced Behavioral Health
286 Mantua Grove Road, Building #4
West Deptford, NJ  08066
Contact: Heather Janci
Phone: 609-221-6754
hjancie@devereux.org

JSDD’s Wae Center
270 Pleasant Valley Way
West Orange, NJ  07052
Contact: Monica Schneider
Phone: 973-272-7154
Monica@waecenter.org
NJACP 35th Annual Conference Sponsors
(as of November 1, 2018)

After the conference, please visit the NJACP website (http://njacp.org/35th-annual-conference-2018/) to see the complete list of sponsors, with live links to their websites. The information will remain on the NJACP website until November 2019. To our sponsors who supported the NJACP Conference — we appreciate the contributions you made to ensure the success of our conference!

- **PLATINUM PLUS SPONSORSHIP LEVEL:**
  - Keynote Address and Luncheon: NJ Council on Develop. Disabilities

- **PLATINUM SPONSORSHIP LEVEL:**
  - Pre-Conference Symposia: IPPC Pharmacy

- **GOLD SPONSORSHIP LEVEL:**
  - Conference Photo Magnet: Withum
  - Dinner & A Movie: Qualifacts
  - Networking Social: Scioto Properties
  - Workshop Sponsors
    - Executive Track Session: Dennis Miller
    - Management Track: PCG Public Partnerships
    - Clinical Track: IPPC Pharmacy
    - DSP Track: Quality Management Associates
    - Self-Advocacy Track: NJCDD

- **DIAMOND LEVEL SPONSORSHIP:**
  - Friday Breakfast Sponsor: Professional Medical Fulfillment
  - Watering Station Sponsor: Assoc. for the Multiple Impaired Blind

---

**Thank-you**

*Sponsors, Exhibitors and Advertisers...*  
*Donors and Retail Marketplace Vendors*

for participating in and supporting this year’s conference. We look forward to seeing you next year!
SILVER LEVEL SPONSORSHIP:
- Friday Break: Keystone Independent Living
- Notebook: Porzio, Bromberg & Newman, P.C.

BRONZE LEVEL SPONSORSHIP:
- Awards & Conference Photographer: Quality First Support Group
- Keynote Luncheon Centerpieces: Kings Pharmacy
- Lanyards: Devereux New Jersey
- Meeting Bags: LTC Scripts
- Phone Wallet: Porzio, Bromberg & Newman, P.C.

HONORARY LEVEL SPONSORSHIP:
- Bandage: Schenck, Price, Smith & King, LLP
- Highlighter: Easter Seals NJ Solutions
- Keynote Luncheon Desserts: The Bank of Princeton
- Pen Sponsor: Oaks Integrated Care

NOTEWORTHY LEVEL SPONSORSHIP:
- Raffle Baskets: Walmart Store #2171
- Ice Cream Sundae: Valerie Sellers

Attendee Checklist...

Be sure to:
- Tweet about the conference: @njacpconference!
- Purchase your 50/50 tickets!
- Purchase your raffle basket tickets!
- Stop by the Photo Magnet Board to pick up your commemorative photo from the conference!
- Visit all of the exhibitors and fill your exhibit card with labels for a chance to win a prize!
- Thank our sponsors, exhibitors and advertisers for supporting our conference. They help make it a success!
- Complete workshop session evaluations. We value your input!
- Mark the date for next year’s conference: November 21-22, 2019!

THANK-YOU FOR JOINING US! See you next year.
After the conference, please visit the NJACP website (http://njacp.org/35th-annual-conference-2018/) to see the complete list of exhibitors, with live links to their websites. The information will remain on the NJACP website until November 2019. Thank-you exhibitors for participating in the success of our conference! (* - Denotes NJACP Strategic Partner):

Adler’s Pharmacy
Dave Spector
Director of Business Development
100 Dobbs Lane, Suite 205
Cherry Hills, NJ 08034
Phone: (856) 685-7440
Fax: (856) 685-7490
rx@adlersrx.com
http://www.adlersrx.com/

Aym Technologies
John Ault
Vice-President Sales and Marketing
2020 South Tryon Suite B,
Charlotte, NC 28203
Phone: (704)-343-9688
Fax: (704)-343-9689
John.ault@aymtech.net
http://www.ontargetconnect.com/

Arlington Heritage Group
Thomas Tirney
President
415 Horsham Road
Horsham, PA 19044
Phone: (215) 672-1184
Fax: (215) 674-9372
Toll Free: (888) 266-6066
tgtirney@ahgtrusts.com
http://www.arlingtonheritagegr

Bentson & Company
Geraldine Schweizer
653 Forest Avenue,
Staten Island, New York 10310
Phone: (718) 442-6000
Geraldine@bentson.net
www.bentsoninsurance.net

Butler Human Services*
Les Helmus
Regional Sales Manager
Butler Human Services
Furniture Solutions
P.O. Box 1213
Voorhees, NJ 08043
Phone: (856) 489-9192
Fax: (856) 489-9477
lhelmus@butlerhumanservices.com
http://www.butlerhumanservices.com

CapGrow Partners
Dene’ Sanchez
National Account Executive
320 W. Ohio St., Suite 650N
Chicago, IL 60654
Phone: (773) 329-4678
Cell: (515) 408-2433
DSanchez@capgrowpartners.com
http://capgrowpartners.com/

College of Saint Elizabeth
Lori Tarke, M.Ed.
Director of Clinical Sites, PA Program
Instructor of the PA Program
2 Convent Rd
Morristown, NJ 07960
Phone: (973) 290-4000
ltarke@cse.edu
https://www.cse.edu/

Comply Assistant
Gerard T Blass
President & CEO
PO Box 2
Colts Neck, NJ 07722
Phone: 800-609-3414
Gerry@complyassistant.com
https://www.complyassistant.com/
Cooper Pest Solutions
Merry Van Dyke
Bed Bug Consultant/Specialist
Business Development Rep
Cell: (609) 902-9693
Fax: (609) 378-3589
merry.vandyke@cooperpest.com
https://www.cooperpest.com

Experts in Nonprofit Leadership Search
Board & Leadership Institute
Dennis C. Miller
Founder & President
506 Parkview Lane
Rockaway, New Jersey
Phone: 973-784-3693
dennis@thenonprofitsearch.com
http://thenonprofitsearch.com

Foothold Technology
Jim Butz
Account Manager
36 E. 12th Street, 5th Floor
New York, NY 10003
Phone: (212) 780-1450
jim@footholdtechnology.com
www.footholdtechnology.com

Geoscape Solar
Elvin Frost
Senior Solar Advisor
520 Fellowship Road
Suite D- 401
Mount Laurel, NJ 08054
Phone: 973-535-4361
efrost@geoscapesolar.com
www.Geoscapesolar.com

CORT
Marilyn Ticktin
Housing Account Specialist
5 RA 17 South, Hasbrouck Heights, NJ 07604
Phone: 201-275-8632
Marilyn.ticktin@cort.com
www.cort.com

Easterseals New Jersey Solutions*
Denise Majka, AVP
25 Kennedy Boulevard, Suite 600
East Brunswick, NJ 08816
Main Line: (732) 257-6662
Direct Line: (732) 955-8367
dmajka@nj.easterseals.com
www.esnjsolutions.com

Humanus
Bre Grigano
100 First Ave., Suite 503
King of Prussia, PA 19406
Phone: (484)393-1907
bgrimano@humanus.com
www.humanus.com

* - Denotes NJACP Strategic Partner.
NJACP 35th Annual Conference Exhibitors
(as of November 1, 2018)

IPPC Pharmacy
Stacie Cox
Account Coordinator
703 Ginesi Drive
Morganville, NJ 07751
Phone: (888) 809-4772
Cell: (848) 220-5785
Fax: (877) 348-4772
staciecox@ippcrx.com
http://www.ippcrx.com

Kings Pharmacy
Rebecca Johnson
Director of Residential Healthcare Division
Park Avenue, Newark, NJ 07104
Phone: (212)-625-3600
rjkingsrx@gmail.com
www.kinsrxpharmacy.com

Maven Medical
Steven Martino
433 Seminole St
Lester, PA 19355
Phone: (484)-318-0129
smartino@maven-medical.com
www.maven-medical.com

Linke Resources
George P. Linke, Jr., Psy.D.
Principal
Downingtown, PA 19355
Cell (484) 447-9038
Office: (610) 873-4813
Fax: (610) 873-1243
gplj@linkeresources.com
www.linkeresources.com

Meeker, Sharkey, Hurley
Rich Skorupski
Senior Vice President
21 Commerce Drive,
Cranford, NJ 07016
Phone: (908) 272-3330
rskorupski@meekersharkney.com
www.meekersharkneyhurley.com

Keystone Independent Living
Kristen Recicar
Supports Coordinator Supervisor
Keystone Independent Living
100 Abington Exec Complex, Suite B
Clarks Summit, Pa 18411
Office: (570) 702-8027
Cell: (267) 240-0479
Fax: (570) 702-8093
krecicar@keycommres.com
http://www.keystoneindependentliving.com

LTC Scripts*
Robert G Miller BSPharm,
Consultant Pharmacist, VP Marketing
62 E Mill Rd Suite B1
Long Valley NJ 07853
Cell: (908) 303-3766
Office: (844) 5-SCRIPT
Fax: (888) 887-1815
bmiller@ltcscripts.com
www.ltcscripts.com

The Mercadien Group*
Sherise D. Ritter, CPA, CGFM, CGMA, PSA
Managing Director and Co-chair,
Nonprofit & Human Services Group
3625 Quakerbridge Road
Hamilton, NJ 08619
(609) 689-9700
sriter@mercadien.com
www.Mercadien.com

* - Denotes NJACP Strategic Partner.
NJACP 35th Annual Conference Exhibitors
(as of November 1, 2018)

MITC
Lily Hang
Agency Business Development Specialist
5300 Westview Drive, Suite 404
Frederick, MD 21703
Phone: (301) 228-2105 Ext. 846
LilyH@MITCSoftware.com
www.mitcagencies.com

PCG Public Partnerships
148 State Street
Boston, MA 02109
Phone: (800) 210-6113
Fax: (617) 426-4632
dhorvath@pcgus.com
http://publicconsultinggroup.com

ProCare Medical
Mark Reimer
759 Flory Mill Road
Lancaster, PA 17601
Phone: (855) 528-0421
Cell: (609) 509-1480
Mark@procare-medical.com
www.procare-medical.com

MobilityWorks*
Kevin Dwyer
5105 Route 33
Farmingdale, NJ 07727
Phone: (732) 919-1444
Cell: (732) 962-5713
Kevin.dwyer@mobilityworks.com
www.mobilityworkscommercial.com

Primepoint LLC*
Victor Scire
Vice President Marketing
2 Springside Road
Mt. Holly, NJ 08060
Phone: (800) 600-5257
Fax: (609) 668-6441
vscire@primepoint.com
www.primepoint.com

QBS, Inc.
Patty Pruden-Lennox
49 Plain Street #200
Borth Attleboro, MA 02760
Phone: (508)316-4225
pprudenlennox@qbscompanies.com
www.qbscompanies.com

New Jersey Council on Developmental Disabilities
Jacinta Brister
Mary Roebling Building
20 West State Street, 6th Floor
Trenton, New Jersey
Phone: (609) 292-3745
Fax: (609) 292-7114
Jacinta.brister@njcdd.org
https://njcdd.org

Professional Medical Fulfillment
Derek Brown
Consultant
PO Box 549
Opelika, AL 36803
Phone: (877) 516-4582 ext. 110
Fax: 334-737-0100
dbrown@choosepmf.com
www.choosepmf.com

Qualifacts Systems, Inc.
Julia McConnell
Solutions Consultant
315 Deaderick Street, Suite 2300
Nashville, TN 37238
Phone: (615) 386-6755
julia.mcconnell@qualifacts.com
www.qualifacts.com

PCG | Public Partnerships
Supporting Choice. Managing Costs.

ProCare Medical
healthcare solutions®

The Keynote Sponsor

* Denotes NJACP Strategic Partner
Quality First Support Group, LLC
Georgie Nguyen, MA
Chief Executive Officer
P.O. Box 266
Lumberton, NJ 08048
Phone: (805) 259-6519
Fax: (609) 543-2413
georgie.nguyen@qualityfirstsupportgroup.com
https://www.qualityfirstsupportgroup.com/

ResCare New Jersey
Lisa Kubisiak
Executive Director
9000 Commerce Parkway, Suite A
Mt. Laurel, NJ 08054
Cell: (609) 250.8737
Office: (856) 608.8761, ext 312
Lisa.Kubisiak@rescare.com
https://www.rescare.com

ResCare New Jersey
Lisa Kubisiak
Executive Director
9000 Commerce Parkway, Suite A
Mt. Laurel, NJ 08054
Cell: (609) 250.8737
Office: (856) 608.8761, ext 312
Lisa.Kubisiak@rescare.com
https://www.rescare.com

Ruby Electronic Docs
Karen Gaston, Ed.D.
CEO
Elegant Clinical Corporation
170 North Road
East Windsor, CT 06088
Office: (860) 413-9509
Cell: (860) 471-2057
Fax: (860) 431-5262
karen@rubyelectronicdocs.com
https://rubyelectronicdocs.com

Rue Insurance*
Robert Cottone, AAI
Assistant Vice President
3812 Quakerbridge Rd.
Hamilton, NJ 08619
Phone: (609) 586-7474
Fax: (609) 586-3991
www.RueInsurance.com

Scioto Properties
Jason Hare
Northeast Director of Business Development
4145 Powell Rd.
Powell, OH 43065
Phone: (614) 889-5191
Fax: (614) 889-5202
jhare@scioto.com
https://www.scioto.com/

Spectrum Management Care
Jaclyn Saldivia
Support Coordinator
65 Ramapo Valley Road Suite 102,
Mahwah, NJ 07430
Phone: (973) 520-4155
Fax: (973) 273-4797
jsaldivia@spectrumcmc.com
www.spectrumcmc.com

Therap Services
Ken Slavin
East Coast Business Development Dir.
562 Watertown Avenue
Waterbury, CT 06708
Phone: (202) 352-2877
Ken.slavin@therapservices.net
www.therapservices.net

* Denotes NJACP Strategic Partner
NJACP 35th Annual Conference Exhibitors
(as of November 1, 2018)

Twinsis*
Oksana Tsimmerman
Partner
Phone: (410) 458-2027
Oksana.tsimmerman@twinsis-llc.com
http://www.twinsis.net/

Wilpage, Inc.
Steve Fasulo
146 Genevieve Ave.
Hawthorne, NJ 07506
Phone: (973) 423-0715
sfasulo@wilpage.com
http://www.wilpage.com/

WithumSmith+Brown, PC
Catherine Bendall, CPA, PSA, CGMA
Partner
One Spring Street
New Brunswick, NJ 08901
Direct: (646)604-4180
Cell: (908)963-0027
Fax: (646)779-4579
cbendall@Withum.com
www.withum.com

USI Insurance Services
Greg Howson
Vice President, Property & Casualty Producer
1787 Sentry Parkway W.
Veva 16, Suite 300
Blue Bell, PA 19422
Phone: (484) 351-4647
Greg.howson@usi.com
www.usi.com

Viking Pest Control
Steve Wolf
Director of Commercial Business Development
97 Mount Bethel Rd
Warren, NJ 07059
Cell (201) 681-8532
Office: (888) 491-2719
swolf@vikingpest.com
https://www.vikingpest.com/

* Denotes NJACP Strategic Partner
Registration Information

Registration Fees-NJACP Conference:

<table>
<thead>
<tr>
<th>Event Details</th>
<th>Early Bird*</th>
<th>Regular</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>One-Day: Thursday, November 15 (Includes Network Cocktail Social and Thursday Movie Night):</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family/Consumer/Student</td>
<td>$195.</td>
<td>$225.</td>
</tr>
<tr>
<td>Member</td>
<td>$225.</td>
<td>$249.</td>
</tr>
<tr>
<td>Non-Member</td>
<td>$225.</td>
<td>$349.</td>
</tr>
<tr>
<td><strong>Networking Cocktail Social only:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Member types</td>
<td></td>
<td>$55.</td>
</tr>
<tr>
<td><strong>One-Day: Friday, November 16 (Includes Thursday Movie Night and Keynote Luncheon):</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family/Consumer/Student</td>
<td></td>
<td>$249.</td>
</tr>
<tr>
<td>Member</td>
<td></td>
<td>$299.</td>
</tr>
<tr>
<td>Non-Member</td>
<td></td>
<td>$349.</td>
</tr>
<tr>
<td><strong>Keynote Luncheon only:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All member types</td>
<td></td>
<td>$75.</td>
</tr>
<tr>
<td><strong>Two-Day: Thursday &amp; Friday, Nov. 15-16 (Includes Network Cocktail Social, Movie Night &amp; Keynote Luncheon):</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family/Consumer/Student</td>
<td></td>
<td>$325.</td>
</tr>
<tr>
<td>Member</td>
<td></td>
<td>$409.</td>
</tr>
<tr>
<td>Non-Member</td>
<td></td>
<td>$515.</td>
</tr>
</tbody>
</table>

*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 November 2.

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:

<table>
<thead>
<tr>
<th>Event</th>
<th>Member or Nonmember</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self-Advocate Only</strong></td>
<td>Free^</td>
</tr>
<tr>
<td><strong>Self-Advocate and Support Person</strong></td>
<td>$149.</td>
</tr>
<tr>
<td><strong>Teams</strong></td>
<td>$199./Team</td>
</tr>
</tbody>
</table>

^ 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”:

*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
Notes
Notes
Layout of the Exhibit Hall (Traymore Ballroom) where registration, exhibitors, marketplace, raffle baskets and 50/50 ticket sales, and the photo magnet board will be located.


Be sure to fill your exhibitor card with labels for a chance to win a prize!