36th Annual Statewide Conference

Conference Location:
Resorts Hotel & Casino
1133 Boardwalk, Atlantic City, NJ 08401

Thursday & Friday, November 14-15, 2019
Welcome

2019 NJACP Annual Conference

The Conference, including Luncheon and Keynote is sponsored by:
*Tarrytown Expocare Pharmacy*
with
Centerpieces sponsored by *Inperium*
and
Desserts sponsored by *Devereux Advanced Behavioral Health NJ*

**CONNECT TO THE CONFERENCE!**
Plug-in to the Mobile App.... For conference schedules, room locations, maps, exhibitor information, and break out session materials.

**Win Big!**

Please stop by each of our *exhibitors* in the Ocean Ballroom...

Fill your card with labels to be entered to win one of *two $250 Visa Gift Cards* during the luncheon.
The Road Forward

Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>NJACP Mission</td>
<td>1</td>
</tr>
<tr>
<td>Welcome Letters</td>
<td>2</td>
</tr>
<tr>
<td>NJACP Board of Directors</td>
<td>7</td>
</tr>
<tr>
<td>NJACP Staff</td>
<td>8</td>
</tr>
<tr>
<td>NJACP Member Resources Committee</td>
<td>8</td>
</tr>
<tr>
<td>NJACP Member Agencies (as of November 1, 2019)</td>
<td>9</td>
</tr>
<tr>
<td>NJACP Strategic Partners (as of November 1, 2019)</td>
<td>10</td>
</tr>
<tr>
<td><strong>NJACP 36th Annual Conference</strong></td>
<td></td>
</tr>
<tr>
<td>Schedule: Thursday, November 14, 2019</td>
<td>14</td>
</tr>
<tr>
<td>NJACP Annual Meeting and Board Elections</td>
<td>15</td>
</tr>
<tr>
<td>Plenary Presenters</td>
<td>16</td>
</tr>
<tr>
<td>A Magical Dinner</td>
<td>18</td>
</tr>
<tr>
<td>Schedule: Friday, November 15, 2019</td>
<td>19</td>
</tr>
<tr>
<td>General Session</td>
<td>20</td>
</tr>
<tr>
<td>Keynote Address and Luncheon</td>
<td>21</td>
</tr>
<tr>
<td>Avish Parashar, Keynote Speaker</td>
<td>22</td>
</tr>
<tr>
<td>2019 NJACP Advocacy Award (Kevin Lundy)</td>
<td>23</td>
</tr>
<tr>
<td>2019 NJACP Advocacy Award (Mercedes Witowsky)</td>
<td>24</td>
</tr>
<tr>
<td>2019 NJACP Donna Clinger Award</td>
<td>25</td>
</tr>
<tr>
<td>Michelle Habingreither</td>
<td>26</td>
</tr>
<tr>
<td>2019 NJACP Leadership Awards</td>
<td>27</td>
</tr>
<tr>
<td>Bienvenido “Ben” Egea</td>
<td>30</td>
</tr>
<tr>
<td>Gowri Eswaran</td>
<td>31</td>
</tr>
<tr>
<td>Jade Pollock</td>
<td>32</td>
</tr>
<tr>
<td>2019 NJACP Leadership Honorees</td>
<td>33</td>
</tr>
<tr>
<td><strong>Break-Out Session Information</strong></td>
<td></td>
</tr>
<tr>
<td>Changes to NJACP Conference Break-Out Sessions</td>
<td>38</td>
</tr>
</tbody>
</table>
Break-Out Sessions with CEUs ..................................................................................................................... 39
Break-Out Sessions .......................................................................................................................................... 42
  Self-Advocacy ....................................................................................................................................... 45
  Executive ................................................................................................................................................ 42
Break-Out Session Descriptions and Speaker Bios .............................................................................. 47
Break-Out Sessions by Emphasis ................................................................................................................ 78
  Self-Advocacy ....................................................................................................................................... 78
  Executive ................................................................................................................................................ 78
  Suitable for Everyone ........................................................................................................................ 78
  BCBA ..................................................................................................................................................... 78
  DSP ..................................................................................................................................................... 79
  Finance .................................................................................................................................................... 79
  General .................................................................................................................................................. 80
  Human Resources .................................................................................................................................. 80
  Law ....................................................................................................................................................... 81
  Managers & Supervisors .................................................................................................................. 81
  Nursing ................................................................................................................................................... 82
  Safety & Security .................................................................................................................................. 82
  Social Work ........................................................................................................................................... 82
  Transportation ...................................................................................................................................... 83

Advertising, Donors, Exhibitors, Marketplace Vendors and Sponsors
NJACP 36th Annual Conference Electronic Advertisers (as of November 1, 2019) ....................... 84
NJACP 36th Annual Conference Donations (As of November 1, 2019) .............................................. 85
NJACP 36th Annual Conference Marketplace Vendors (As of November 1, 2019) ......................... 85
NJACP 36th Annual Conference Sponsors (as of November1, 2019) ............................................ 86
NJACP 36th Annual Conference Exhibitors (as of November 1, 2019) ............................................ 88

Registration Information ............................................................................................................................. 93
Exhibit Hall Map ...................................................................................................................................... Inside Back Cover
Resorts’ Meeting Facilities Site Map ........................................................................................................ Back Cover

The Plenary Session is sponsored by: Open Minds
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

On Thursday, join us for The Networking Social Reception sponsored by: **PCG Public Partnerships** and A Magical Dinner sponsored by: **IPPC Pharmacy**

With an Ice Cream Sundae Bar sponsored by **Valerie Sellers** and **NJACP**
A Message from the CEO—Valerie Sellers

Dear Friend of NJACP:

Welcome to the New Jersey Association of Community Providers 36th Annual Conference, The Road Forward. As I reflect on the years of unprecedented change in our community, I am in awe of our members’ resilience and resounding commitment to improving the lives of people with intellectual and developmental disabilities (IDD), despite dramatic changes in the environment in which they operate. It is more critical than ever to advocate for our more than fifty member agencies that serve our neighbors, family and friends living with IDD.

The Road Forward means rethinking the delivery of services in the face of significant transformational change and preparing our members to navigate the new landscape. Along with our tremendous advocacy efforts, the 36th Annual Conference, along with other educational opportunities, is an important part of how we assist our members to navigate the road forward.

Not only is this year’s expanded conference in a new location, but offerings include an unprecedented number of over 80 presentations and sessions. Building on the 2018 conference expansion to include a self-advocate program, this year the conference is two full days with several additional events held both Thursday and Friday. With the format change, the afternoon session, formerly known as the Pre-Conference Symposium, will now be our Plenary Session. We believe this more accurately reflects the quality of our speakers and the importance of their presentations.

Additionally, NJACP is expanding its offering of professional development; including a variety of Continuing Education credits and other specialized training as an added benefit for attendees. From a user friendly mobile app to dynamic exhibitors and a magic show, be sure to check out all the events as there are too many to list here!

Congratulations to this year’s recipients of the 2019 NJACP Public Leadership and Advocacy awards, the NJ Council on Developmental Disabilities’ Mercedes Witowski and Brightspring’s (Rescare) Kevin Lundy, whose tireless advocacy was essential to achieving an increase in wages for Direct Support Professionals, two years in a row.

Thank you to Commissioner Carole Johnson and Assistant Commissioner Jonathan Seifried for their ongoing support. Thank you to Colleen Klepser, Tori Villafana and Maureen Shea and NJACP’s Member resources committee, chaired by Terry McKeon, that make it possible to offer a conference of this quality. 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 many deserving individuals, we are proud to represent agencies with staff of such high caliber.

As we take the road forward together, thank you for your continued membership. None of this is possible without the NJACP membership. It is an honor to represent you and the incredible work you do to enrich the lives of people with IDD.

Sincerely,

Valerie Sellers
Chief Executive Office
November, 2019

Darren Blough
2019 President, Board of Directors
New Jersey Association of Community Providers

Dear Friends,

Welcome everyone to NJACP’s 36th Annual Statewide Conference. So after years of anticipation and preparation, we are almost through one of the largest transitions in service provision our field has ever experienced. While this has not been done without some bumps in the road, I think you all should pat yourselves on the back for not allowing this to impact the care to the people you all serve.

I think you will find that this year’s conference has also had one of its greatest transitions. The workshops available this year far exceed anything we have offered before. For the first time in recent memory, we are having a two day conference. This includes the largest selection of workshops, with opportunities for your agencies professional to receive CEU’s for some that they will attend. All of this, and I didn’t even mention the Thursday night Magical Dinner!

This year marks the completion of my fourth and final year as Board President. Over these years, I have truly come to appreciate the work you all do every day, and your dedication to the people you serve. I want to thank you all for your congoing support of NJACP.

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
Terry McKeon  
Chairperson, Member Resources Committee  
New Jersey Association of Community Providers  

Dear Friends and Colleagues,

Welcome to the 36th Annual NJACP Conference. The theme for this year's conference is “The Road Forward.” This year we once again formatted the break-out sessions into specialized tracks from the 4 we had last year to now 12 specialized areas: Direct Support Professional, BCBA, Finance, Human Resources, Law, Nursing, Safety and Security, Social Work, Management, Clinical, Executive and Transportation. 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 Plenary Session, formally our Pre-Conference Symposium, features Barbara Merrill from ANCOR, our national trade association, and John Talbot, from Open Minds. This Plenary will focus on sharing policies and solutions from a national perspective and moving our industry more toward documenting performance and quality.

Following the Plenary Session this year, after the Social, we will be hosting “A Magical Dinner” featuring Joe Holiday, Atlantic City’s Favorite Magician.

Your registration now includes an additional full day of Break-Out Sessions on Thursday as well. These 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.

And we again are excited to have a special Self-Advocacy Track, for individuals with intellectual and developmental disabilities and their support persons to participate in our conference!

We will also provide opportunities for people to register to vote in the Atlantic Pre-Conference area.

During the luncheon our Keynote Speaker, Avish Parashar, will present an interactive presentation on how to stop fearing and hating change through the power of improve comedy!

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 14, 2019

Dear Friends,

I am pleased to welcome and extend a warm greeting to everyone in attendance for the New Jersey Association of Community Providers’ 36th Annual Conference, entitled “The Road Forward,” hosted at the Resorts Hotel and Casino in Atlantic City, New Jersey.

Over the last 36 years, The New Jersey Association of Community Providers has continuously aimed to enrich the lives of individuals with intellectual and developmental disabilities by providing quality-based support systems. Through advocacy, innovative training and learning tools, along with strategic partnerships, and more, the NJACP remains committed to equipping and empowering its members with resources and support that will help to further enhance the quality of life for the individuals they serve. Today’s conference provides an opportunity for NJACP members and attendees to share ideas and discuss ways to build upon existing knowledge, tools, and services.

As Governor, I commend all those involved with the NJACP, for their commitment to providing a network of support to our communities, friends, and families.

Best wishes for a memorable event and continued success.

My very best,

Philip D. Murphy
Governor
Dear NJACP Conference Attendees:

The New Jersey Department of Human Services is pleased to extend our warmest good wishes to the board of directors, staff and members of the New Jersey Association of Community Providers (NJACP) on the occasion of your 36th Annual Conference focused on the theme of "The Road Forward."

The Department continues to advance new policy initiatives to support individuals with intellectual and developmental disabilities (I/DD) and to work with NJACP on these efforts. We are excited about our newly released funding opportunity to provide additional housing options for individuals with disabilities, new funding in the Governor's budget to support individuals with co-occurring I/DD and behavioral health needs, and new resources to support wage increases for direct support professionals. We are also delighted to have the opportunity to hear from and work with the self-advocacy community on their priorities. 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 collaborate 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 live their lives to the fullest.

Thank you for your work and enjoy the conference.

Sincerely,

Carole Johnson
Commissioner
NJACP Board of Directors

2019 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*
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Executive Director, Devereux Advanced Behavioral Health New Jersey

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

**Immediate Past President**
Vicky Calabro
President, Everas Community Services

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President & CEO, Eden Autism

**Genie Drobit**
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Dir. of Professional Services, Occupational Training Center of Burlington County

**Derry Holland**
CEO, Oaks Integrated Services

**Tom Papa**
SVP and Acting Executive Director
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**Carolyn Suero**
VP of Admissions and Development, Alternatives, Inc.

**Steve Verba**
COO, Delta Community Supports

**Regina Widdows**
CEO, Serv Behavioral Health System

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

Torilynn Villafana
Office Assistant

NJACP 2019 Member Resources Committee

Terry McKeon, Chair
Avidd Community Services of New Jersey

Darren Blough
Bancroft

Deborah A. Cmielewski
Schenck, Price, Smith & King, LLP

Kathryn Conda
Devereux Advanced Behavioral Health NJ

Veronica “Ronnie” L. Diaforli
The Family Resource Network

Lisa Gugger
NJ Institute for Disabilities (NJID)

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

Mary Nardone
Devereux Advanced Behavioral Health NJ

William Placek
NJ Institute for Disabilities (NJID)

Dara Reagan
Alternatives Inc.

Valerie Sellers
NJACP

Colleen Klepser
NJACP

NJACP CONFERENCE TWITTER ACCOUNT
FOLLOW AND POST ABOUT NJACP’S 36TH 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, 2019)
The New Jersey Association of Community Providers is proud to represent these agencies serving the I/DD Community:

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

Just inside the Ocean Ballroom...  
We have our Presenter tables and Retail Marketplace Vendors!  
So do a little holiday shopping!  
All will be participating in the label card activity raffle.
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 is a trust administrator and has been working exclusively with human service providers for over 30 years. Arlington Heritage Group developed THE PROVIDER TRUST, an in-house special needs pooled trust that allows non-profits a cost-free way to monitor and manage individual funds. This trust is an essential tool in maintaining client benefits while allowing for flexible, customized long-range financial planning. Over one hundred non-profit agencies nationwide have made THE PROVIDER TRUST their choice. Key features include:
- B2B solution, bringing control and transparency to the provider as the trustee
- Money does not count as a resource, ensuring eligibility for benefits
- Not subject to Medicaid payback; enables a permanent endowment for individuals in your care
- No age or contribution limits, superior to ABLE accounts
- Ideal for consumers who continually go overs resource limits or those that receive a large sum of money.

Contact Information: Thomas Tirney  tgtirney@ahgtrusts.com

**Butler Human Services**
Butler Human Services offers living, bedroom and dining furniture designed for heavy-use environments such as community residences, residential treatment programs and supportive housing providers. We work with each client to ensure you receive high quality, durable furniture at a price that fits your budget. Butler features a broad selection of seating, 1000+ fabric and vinyl options, bed bug resistant beds and a 10 year warranty on most products. For clients that need their furniture quickly, we offer over 300 products in our QuickShip program.

Contact Information: John Lane  jlane@butlerhumanservices.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
Interstate Fleet Services
Interstate Fleet Services’ roots are in the kinder, gentler, somehow simpler day of the early 1950s. We started with a commitment to customer service as a path to customer satisfaction. Much has changed since then. The cars we lease. The computers we use. The businesses we serve. But we’ve never wavered in our commitment to service – to building long-term relationships – not just one time contracts. We will continue to change, to search out ways to serve our customers better. But amidst all the change, we never forget the only way we grow is to keep our customers satisfied. You can depend on it. Interstate Fleets has been the areas most trusted Fleet Service for over 60 years running. We attribute this to our top-notch customer service. Our professional sales staff undergoes constant training to ensure they are knowledgeable about our vehicles. Complete customer satisfaction is our primary focus. We believe finding the perfect car for you is a testament to our success. Let’s work together. Trust is the foundation of our relationship with our individual clients and business partners. Interstate Fleets is synonymous with reliability, fairness and experience. Get to know us better!

Contact Information: Ken Margraff  Kenm@interstate-fleets.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: Craig Harlow  craig.harlow@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

**Relias**
Transform Your Training and Staff Development... Relias provides specialized training and personnel assessments for Human Service Providers in I/DD, ABA, and Behavior Health. Our comprehensive online training meets both regulatory requirements and staff development needs and can be managed from a single platform. This simplifies how organizations deliver, track and report on their training efforts. In addition, Relias offers personnel assessments and other tools that measure staff competencies and identify opportunities for knowledge and skill development.

Save Time and Money... Working with Relias gives you access to high quality training on demand, so you can reduce the number of costly in-person trainings and save time managing and tracking training attendance and completion. Plus, NJACP’s partnership provides you with a discount on your Relias subscription. From now until years end, Relias will be offering a group purchase discount for qualified members. Visit Relias to learn more about Relias and this valuable discount.

Contact Information: Andrew Fisher  Afisher@relias.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

**Schenck Price Smith & King LLP**
Schenck Price Smith & King LLP is an 85-attorney law firm based in Florham Park, with offices in Paramus, Sparta and New York City. Established in 1912, the firm has grown to become one of the 20 largest law firms in New Jersey, with a full range of practices, serving businesses and individuals. For more than 100 years, our firm has represented commercial businesses, individuals, public institutions
and charitable organizations. In addition to their expertise and experience as legal practitioners, our attorneys have served in positions of leadership in public institutions, as well as community and charitable organizations.

Schenck Price has 25 practice groups concentrating in various areas of the law, notably Health Care; Labor and Employment; Elder and Special Needs; Estate and Trust; Professional Liability; Corporate and Business; and Real Estate and Environmental.

By many measures, we are a leader in the law today, and have positioned ourselves to be a leader for tomorrow. In the breadth of our experience, the depth of our expertise and the leadership of our attorneys, we have taken the values of the early 20th century and positioned ourselves to be able to help our clients address the business and legal challenges of the 21st century.

Contact Information: Deborah A. Cmielewski, Esq. dac@spsk.com

**Staples Advantage**

Staples Advantage® — business-to-business division... 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

Please stop by each of our **exhibitors** in the Ocean Ballroom...

Fill your card with labels to be entered to win one of two $250 Visa Gift Cards during the luncheon.

Also check out the Magnet Board to see if you are in a photo magnet, compliments of **Withum!**
Agenda —
Thursday, November 14, 2019

Registration and Exhibit Hall with Continental Breakfast
Opens 8 a.m............................................................... Ocean Ballroom

Morning Break-Out Sessions
9 a.m. – 12:15 p.m......................................................... Various
Group A Sessions from 9 a.m. – 10:30 a.m.
Group B Sessions from 10:45 a.m. – 12:15 p.m.
Executive Forum from 11 a.m. – 1 p.m. (By invitation only; includes lunch)

Lunch Break
12:15 p.m. – 1:15 p.m................................................... On your own

Break-Out Sessions
1:15 p.m. – 4:30 p.m......................................................... Various
Group C Sessions from 1:15 p.m. – 2:45 p.m.
Group D Sessions from 3 p.m. – 4:30 p.m.

NJACP Annual Meeting, Including Election
1:30 p.m. – 1:45 p.m....................................................... Horizon Ballroom

Plenary Session — Sponsored by Open Minds
1:45 p.m. – 4:30 p.m........................................................ Horizon Ballroom
With presentations by:
Barbara Merrill, Esq., Chief Executive Officer
American Network of Community Options and Resources (ANCOR)
And
John Talbot, Ph.D., Senior Associate
Open Minds

The Networking Social Reception — Sponsored by PCG Public Partnerships
4:30 p.m. – 6 p.m.............................................................. Ocean Ballroom

A Magical Dinner — Sponsored by IPPC Pharmacy
6 p.m. – 8:30 p.m.............................................................. Horizon Ballroom
Thursday Featured Event: NJACP Annual Meeting

ELECTIONS
NJACP’s Board Development Committee has put forth the following slate of nominees for the NJACP Board of Directors.

2020 Slate for NJACP Board of Directors
Officers
Term January 2020- One Year

President
Joanna Miller, MNM
Executive Director, Department of Persons with Disabilities – Diocese of Paterson

Vice President
Brian Hancock
Executive Director, Devereux Advanced Behavioral Health New Jersey

Secretary
Carolyn Suero
Vice President of Admissions and Development, Alternatives, Inc.

Treasurer
Terry McKeon
Executive Director, Avidd Community Services

Immediate Past President
Darren Blough, MSA, BCCBA
Senior Vice President, Adult Services, Bancroft

Board Member Renewal of Terms
Term January 2020-Three Years

Derry Holland, CEO, Oaks Integrated Care
Second Term
Regina Widdows, President/CEO, Serv Behavioral Health
Second Term

New Board Members
Term January 2020-Three Years

Jake Jones, MA CADAA, Executive Director, P.I.L.O.T. Services
Christopher O. Pegeron, MA, President/CEO, Partnerships for People, Inc.
Thursday Featured Event: 
**Plenary Session**
*Sponsored by Open Minds*

*1:45 p.m. – 4:30 p.m.*  
*Horizon Ballroom*

**“THE BEST OF TIMES, AND THE WORST OF TIMES”: THE NATIONAL IMPERATIVE TO SHAPE POLICY, SHARE SOLUTIONS & STRENGTHEN COMMUNITIES**

*Barbara Merrill, Esq., Chief Executive Officer*

The American Network of Community Options (ANCOR)

How will the 2020 elections impact services for people with disabilities? What has changed under the Trump Administration from the previous administration? What impact did the 2018 mid-term elections have? To what extent are policy, regulatory and funding trends influenced by who controls the White House, Congress and State Capitals – and what role are national and state associations playing? To what extent are state level developments influencing national policies, i.e., to what extent is “what happens in Vegas, (actually) stays in Vegas”? Join this interactive session for a breakdown of what is and isn’t at stake, and how providers are advancing solutions across state borders to protect and advance inclusive quality services.

A seasoned disability and association professional, Merrill was selected to serve as ANCOR’s Chief Executive Officer in November 2014, concluding a national search by the ANCOR Board of Directors. Merrill, who had previously served as ANCOR’s Vice President for Public Policy, has been involved in disability issues since 1992 as an advocate, state legislator and attorney for people with disabilities and the providers who serve them. At ANCOR, she has led the development and implementation of all aspects of ANCOR’s public policy agenda, representing ANCOR’s diverse membership of private providers of services for people with disabilities before federal and state policy makers, while keeping ANCOR members fully apprised of the impact of critical system changes and providing guidance and technical assistance.

Prior to joining ANCOR, Merrill was the Director of Government Relations for the MENTOR Network, a national network of community health and human services providers headquartered in Boston. Elected to ANCOR’s Board of Directors in 2010, Barbara co-chaired ANCOR’s Government Relations Committee prior to joining ANCOR’s professional staff. A native of the state of Maine, she brings over 20 years experience working with associations. She has represented a variety of clients, including psychologists, NAMI-Maine, nursing facilities, and providers of services to people with disabilities. She successfully orchestrated the passage of legislation in Maine to increase wages for Direct Support Professionals, and Maine’s Mental Health Parity law, and in 2002, became the first Executive Director of the Maine Association for Community Service Providers. Barbara left private practice in 2004 to serve in Maine’s House of Representatives, and in 2005 ran for Governor of Maine as an Independent, earning the loser’s prize of hosting Inside Maine, a political talk show aired on Maine’s most popular talk radio station.

**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!
MOVING TO A FOCUS ON PERFORMANCE AND QUALITY

John Talbot, Ph.D.
Senior Associate, Open Minds

Adopting a metrics-based approach to strategy and management – sort of a “how do you know the quality of your services? How do others know? How do you measure it?”

John Talbot, Ph.D. brings more than 30 years of experience across the health care continuum to the OPEN MINDS team, and has held positions in executive management, consultation, education, direct clinical work, and payer relations.

Dr. Talbot is currently Vice President of Corporate Strategy at Jefferson Center for Mental Health (JCMH) in Denver, Colorado. In this role, he is responsible for the development and implementation of corporate strategy, strategic alliances and new product development. Dr. Talbot also served as the Vice President of Integration Development for JCMH where he led all new business development opportunities in integrated care and participated in region wide and statewide initiatives. Prior to his current role, Dr. Talbot served as an Executive Vice President for OPEN MINDS for eight years and provided consultation, training and operational assistance to behavioral health providers, nonprofit organizations, and managed care organizations across the country. Dr. Talbot’s additional experience includes serving as the Associate Dean of Operations, the Director of the Master of Health Systems Program, and Adjunct Faculty for University College, University of Denver. He also held a senior management position at Mount Airy Psychiatric Center in Denver, Colorado. Dr. Talbot has been a featured speaker at a number of national and state venues, and is the former publisher and editor of Today's Healthcare Manager, a newsletter focusing on leadership and management skills for healthcare managers, and has written numerous articles, manuals, and book chapters. Dr. Talbot received his Ph.D. from the University of Denver, Master of Occupational Therapy from Western Michigan University, and Bachelor of Science from Loyola University.

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

and

A Magical Dinner sponsored by:
IPPC Pharmacy

and Make-your-own Sundae Bar, compliments of
Valerie Sellers and NJACP
Thursday Featured Event:

A Magical Dinner
Sponsored by IPPC Pharmacy

The last event on Thursday, immediately following the Networking Cocktail Reception is the Dinner & Event. This is a fun and casual event for all attendees, and a great way to end the first day of the conference. This year, in addition to the buffet dinner, we will have a magic show.

Over the past 25 years, as an award winning magician and illusionist, Joe Holiday has continued to grab the attention of live audiences across the globe. His unique brand of comedy, intrigue, and excitement has crossed cultural and language barriers, solidifying him as a professional entertainer. Joe Holiday has received the Atlantic City Weekly Nightlife Award for “Best Local Comedian (2015)” and the TripAdvisor Award of Excellence.

Hailed as “Atlantic City’s Favorite Magician” by the Press of Atlantic City, Joe Holiday currently spends his time in South Jersey with his wife Sharon and their two daughters Angelina and Marguerite.

Before Joe takes the stage, attendees will be introduced to Tim Rohrer, Friday morning’s General Session speaker. He will give you a little background on himself and his presentation.

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

Continental Breakfast Sponsored by: Bancroft

Coffee Breaks sponsored by: Keystone Independent Living in the Exhibit Hall (Ocean Ballroom)

Conference Cold Beverage Stations, sponsored by: Association for the Multiple Impaired Blind, Inc.
REGISTRATION AND EXHIBIT HALL WITH CONTINENTAL BREAKFAST  
Opens 8 a.m. ................................................................. Ocean Ballroom

GENERAL SESSION  
9 a.m. – 9:30 a.m. ......................................................... Ocean Ballroom Break-Out Room

MORNING BREAK-OUT SESSIONS  
9:45 a.m. – 11:15 a.m. .............................................. Various  
Group E Sessions

BREAK  
11:15 a.m. – 11:45 a.m. .................................................. On your own

BREAK-OUT SESSIONS  
11:45 a.m. – 1:15 p.m. .............................................. Various  
Group F Sessions

AWARD LUNCHEON WITH KEYNOTE  
1:30 p.m. – 1:45 p.m. .................................................... Horizon Ballroom

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

Fill your exhibitor card with labels to be entered for a prize drawing during the luncheon. ($250 Visa Gift Cards!)

Also check out the Magnet Board to see if you are in a photo magnet, compliments of Withum!
Friday Featured Event:  
The General Session  
Sponsored by Elwyn NJ

**HOW TO BE A GOOD INFLUENCE TO PEOPLE WITH DISABILITIES**

*Tim Rohrer will be our special guest speaker at our first ever “General Session”!*  

High school was not an easy time for Tim Rohrer. No matter how hard he tried to make connections and develop friendships, the other students couldn’t seem to be able to get past Tim’s differences. It didn’t matter if he tried to interact with a group of athletes or band members, Tim was often left in isolation. But instead of becoming angry or resentful, Tim asked himself how he could make things better for everyone involved.

The result is an education guide Tim wrote called “How to be a Good Influence to People with Disabilities,” which was published by the New Jersey Coalition for Inclusive Education (NJCIE) and continues to be shared frequently on social media and websites, including his own.

The guide, which includes illustrations, offers straightforward but thoughtful advice for a variety of social situations, inside or outside of school. One piece of advice: “If you see someone who is different from you, that means that they might have a disability. Don’t be afraid of them. They want to be like everyone else. Be nice and introduce yourself to them. Start to talk to them.”

“I struggled in high school, so I thought I needed to educate and take action. I want people to know what to do and how to handle it. The guide made me feel better about myself,” Tim said.

Tim is a young adult with Autism, an Ambassador for Autism NJ and Best Buddies NJ, and the author of the teaching guide pamphlet “How to be a Good Influence to People with Disabilities” and the creator of the website “Tips4Inclusion.”

He has a wonderful and important message to share with all conference participants!

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**Photo Magnet Booth, sponsored by:**  
*Withum*

**The General Session, sponsored by:**  
*Elwyn NJ*
Friday Featured Event:
36th Annual Statewide Conference
The Road Forward

KEYNOTE AND AWARDS LUNCHEON
Sponsored by Tarrytown Expocare Pharmacy
Friday, November 15, 2019

OPENING REMARKS
Darren Blough, NJACP Board President

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

KEYNOTE ADDRESS
Avish Parashar

2019 PUBLIC ADVOCACY AWARD
Valerie Sellers, Chief Executive Officer, NJACP
Recipient: Kevin Lundy, Brightspring Health

2019 PUBLIC ADVOCACY AWARD
Valerie Sellers, Chief Executive Officer, NJACP
Recipient: Mercedes Witowsky, The New Jersey Council on Developmental Disabilities

2019 NJACP DONNA CLINGER LEADERSHIP AWARD
Recipient: Michelle Habingreither, Bancroft

2019 NJACP LEADERSHIP AWARD
Bienvenido “Ben” Egea, Quality Management Associates
Gowri Eswaran, Everas Community Services
Jade Pollock, P.I.L.O.T. Services

2019 NJACP LEADERSHIP HONOREES
Rosa Brasby, Enable
Pamela Brown, Oaks Integrated Care
Sabrina Delgado, SERV Behavioral Health
Delia Gonzalez, Elwyn New Jersey

Starla Johnson, Alternatives, Inc.
Christine King, Family Resource Network
Jeffrey Schaetzle, Devereux Advanced Behavioral
Health New Jersey

RAFFLE
**Keynote**  
*Sponsored by Tarrytown Expocare Pharmacy*

**DING HAPPENS!**  
**HOW TO IMPROVISE, ADAPT, AND INNOVATE IN AN EVER-CHANGING WORLD**

**Avish Parashar**

Anyone can perform well when everything goes right. The real test of you and your organization is how you react when things go wrong – and they will! These make-or-break moments are the “Dings!” of life. Handle them well and you come out looking like a rock star. Handle them poorly and you can end up adding unnecessary stress, difficulty, and complication to your life.

This hilarious and energetic program will show you how to stop fearing and hating change and how to use the power of improv comedy to improvise, adapt, and innovate – no matter what happens!

Avish Parashar is an experienced, innovative, energetic, and humorous speaker who uses his 15+ years of experience performing, directing and teaching improv comedy to deliver unique and refreshing presentations to a variety of audiences. Avish graduated from the University of Pennsylvania in 1995, created, managed, and directed Polywumpus Improv Comedy from 1996-2002, and currently performs, teaches, and directs improv with Full Circle Theater. Avish is an active member of the National Speakers Association, Toastmasters, and the Network of Indian Professionals. When not speaking, Avish reads, writes, plays basketball, and has been known to make a short film or two.

The Philadelphia Inquirer called Avish, "the best Indian American improvisational comedian in Philadelphia." Put that in your pipe and smoke it. 'nuff said.

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The Luncheon and Keynote is sponsored by:  
**Tarrytown Expocare Pharmacy**  
with  
Centerpieces sponsored by **Inperium**  
and  
Desserts sponsored by **Devereux Advanced Behavioral Health New Jersey**
The 2019 NJACP Advocacy Award

Kevin Lundy
Vice President, Government Relations
Brightspring Health

NJACP is pleased to announce the recipient of the 2019 NJACP Advocacy Award is Kevin Lundy, Vice President, Government Relations for Brightspring Health, which is the parent company of Rescare in New Jersey. Kevin is based in Kentucky, Brightspring’s headquarters. In his role, he helps direct the Enterprise’s legislative and political agenda before a wide range of national government constituencies. Mr. Lundy has twenty years of successful government relations experience in legislative lobbying, issue management, political action committee administration/fundraising, and event planning. Throughout his career, he has represented Fortune 500 Companies and Trade associations before Federal, State, Local elected and appointed bodies.

The award is being presented in recognition of Kevin’s leadership in supporting community inclusion for people with intellectual and developmental disabilities and for his advocacy efforts engaging the New Jersey executive and legislative branches on behalf of raising wages for Direct Support Professionals (DSP’s) and other issues. We are proud to recognize your advocacy, and the impact it undoubtedly had on our ability to move provider and disability issues forward.

From discussing New Jersey provider issues in at various national conferences to visiting the state several times as well as conducting a site visit for a key member of the Senate Budget committee, NJACP greatly appreciates Kevin’s actions on behalf of the community and the hardworking DSP’s.

Mr. Lundy holds a Master’s of Public Administration (MPA) and Bachelor of Arts degrees from Marist College in Poughkeepsie, NY. Kevin and his wife Meredith reside in Louisville, KY with their two sons Brendan and Ryan.

Congratulations
Mercedes has worked in a field supporting individuals with I/DD and other disabilities for the past 37 years. Equality, citizenship, choice and control for people with disabilities are at the core of her personal values and beliefs. Mercedes’ concern for and dedication to improving people’s lives is a constant theme throughout her efforts on behalf of people with I/DD.

Mercedes was named Executive Director of the New Jersey Council on Developmental Disabilities (NJCDD) in July, 2018. At NJCDD, Mercedes reinforced efforts that enable individuals with I/DD and their families to have a voice in the delivery of supports and services. These efforts include the Coalition for a DSP Living Wage, ‘think tanks’ to support the NJCDD’s work on employment, housing and transportation for individuals with I/DD.

Mercedes began her career as a part-time direct support professional while earning her degree in special education from Kean University. She has been a driving force in establishing the New Jersey Family Advisory Council to the Division of Developmental Disabilities (DDD). Mercedes led the creation of the NJ Developmental Disabilities Advocacy Network (DDAN), bringing together stakeholders to establish and implement a collective advocacy agenda.

Mercedes served as New Jersey’s representative to the American Network of Community Options and Resources (ANCOR) for 15 years. Her advocacy efforts have focused on strengthening the voices of self-advocates and families to communicate their needs to service providers and government agencies.

Her ultimate goal is to help establish a more reliable and sustainable service delivery system for all New Jersey citizens with I/DD and their families.

NJACP is pleased to announce Mercedes Witowsky is the recipient of NJACP’s 2019 Public Leadership award in recognition of Mercedes’ leadership and advocacy in supporting community inclusion for people with intellectual and developmental disabilities as well as her tireless advocacy on the Coalition for a DSP Living Wage. NJACP is appreciative of her tireless advocacy and career aimed to improve people’s lives along with open lines of communication for the provider community and others desiring input on the critical issues impacting people with disabilities.

Mercedes is the proud parent of Anthony and Tina, a young lady with multiple disabilities.
The 2019 NJACP Donna Clinger Leadership Award

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. Those who knew Donna miss her and those who came 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 for her part in building NJACP to the organization it is today. The NJACP Donna Clinger Award recognizes persons demonstrating outstanding dedication and commitment to serving individuals with intellectual and developmental disabilities and promoting community inclusion.

2019 NJACP Donna Clinger Leadership Award

Presented to

Michelle Habingreither

Bancroft

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 15, 2019
Michelle entered this field as a 14 year old Special Olympics volunteer. At 18 she became a DSP and quickly worked her way up into management positions. When she joined Bancroft in 2004 as a residential program director, she brought with her a special brand of leadership that has rippled across Bancroft and beyond over the past 15 years. Now a Senior Director, Michelle has oversight of 56 group homes and apartment programs serving 285 adults with I/DD, the largest department in the organization.

Michelle has been at the forefront of staff morale, staff engagement and recreational opportunities for individuals served. She has long chaired Bancroft’s Core Values Committee, comprised of representatives throughout the organization and focused on bringing our Core Values to life. Michelle has led this group through several extraordinary initiatives, many focused on bringing fun and recognition to our direct support professionals. For fifteen years running Michelle has spearheaded the Bancroft Classic, a wildly popular organization-wide annual event where staff from all of our programs and corporate departments compete against each other in events such as tug-of-war, tricycle relay races and musical chairs.

Michelle routinely mobilizes her directors to support other Bancroft programs. Most recently this took shape when Bancroft acquired seven group homes and a day program. Although these were outside of her own department, Michelle and her 8 directors each made visits to these new programs at different shifts over a few weeks to check in on our new staff and to help them feel welcome to their new organization. There have been countless similar situations where Michelle has rallied her team to support others.

She coordinates our DSP appreciation week activities and oversees our annual staff award selection process. This drive to help staff enjoy their work experience and to be recognized for their contributions is at the core of everything Michelle does.

Beyond Bancroft Michelle has made in important impact in this field. As an adjunct professor at Camden County College Michelle has taught courses in the Human Services / Developmental Disabilities program of study. An inspiring teacher, Michelle has introduced many students to our field and for many other students she has cultivated a stronger understanding of the regulations, trends and rewards of building a career in this field. She coached Special Olympics for many years. Along with her team of directors and managers, Michelle developed an interactive presentation to help budding managers with staff morale. They took this show on the road, presenting it twice at NJACP conferences and at other venues.

Like Donna Clinger, Michelle is not someone who seeks or even enjoys public recognition. Rather, she works very hard to ensure that others get the recognition they deserve. She is deeply gratified to see that the individuals...
served are in the best possible hands, served by staff who are appreciated and happy with their work and Michelle does everything she can to make this happen.

**The 2019 NJACP Leadership Award**

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 I/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 I/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 2019, 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**

Bienvenido “Ben” Egea, Quality Management Associates  
Gowri Eswaran, Everas Community Services  
Jade Pollock, P.I.L.O.T. Services

**Honorees**

Rosa Brasby, Enable  
Pamela Brown, Oaks Integrated Care  
Sabrina Delgado, SERV Behavioral Health  
Delia Gonzalez, Elwyn New Jersey  
Starla Johnson, Alternatives, Inc.  
Christine King, Family Resource Network  
Jeffrey Schaetzle, Devereux Advanced Behavioral Health New Jersey
### NJACP Leadership Award Recipients, 1993 - 2019

<table>
<thead>
<tr>
<th>Year</th>
<th>Recipients</th>
</tr>
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</table>
| 1993 | Robin Binder, ARC of Morris  
Ellen Naiven, 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 Kneeley, CP of Monmouth & Ocean  
Roberta Serrano, Our House, Inc.  
Deborah Hildebrandt, ARC of Morris  
Deborah Good, ARC of Warren |
| 1997 | Romona Wilmer, ARC of Gloucester  
Marlene Brown, NJ Center For Outreach and Services for the Autism Community  
Barbara Kolmansberger, 21 Plus, Inc.  
Ellie Willoughby, Our House, Inc.  
Abbie Bartner, DDANJ  
Ethel Swint, ARC of Hudson |
| 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.  
Cynthia Manley, Our House, Inc.  
Mary Quesada, Alternatives, Inc.  
Claire Fennick, ARC of Bergen / Passaic  
Cecelia O'Brien, ARC of Warren |
| 1999 | Lynette Eldridge, Our House, Inc.  
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 Kneringer, Bancroft NeuroHealth |
| 2000 (cont’d) | Judith Ralph, ARC of Hunterdon  
Gary Schalkhoub, 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 | Joanna Boyd, BIANJ  
Jayne Campbell, Developmental Res. Corp.  
Geraldine Dillahunt, Partnerships for People  
Ruth Goda, Our House, Inc.  
Jeanne Lemeldeo, Alternatives, Inc.  
Lisa Sarno, 21 Plus, Inc. |
| 2004 | Ernie Barnett, Our House, Inc.  
Diana Limeira, CAIL  
Andrea Noren, ARC of Monmouth  
Anil Singh, Alternatives, Inc.  
David Velardo, 21 Plus, Inc. |
| 2005 | Joanna Dobbins, Community Options, Inc.  
Jacquie 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  
Tavo 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 Rubin, 21 Plus, Inc.  
Heather Snover, NJID |
| 2010 | Phillip Monetti Allies Inc  
Lena Johnson, NJADB  
Isabel Almonte-Martinez, DPD  
Victoria McCallum, NJID |
| 2011 | Jamie Douglas, Eden Autism Services  
Amber Navara, Alternatives, Inc.  
Candace Femiano, 21 Plus, Inc.  
Ebony Poe, Devereux New Jersey |
| 2012 | Terry Blount, Devereux  
Mulbah Reed, 21 Plus, Inc.  
JoAnn Harsanyi, NJID  
Donna Beckett Nelson, Easter Seals |
| 2013 | Christopher Ilconich, Bancroft  
Judith Ranno, Easter Seals New Jersey  
Amy Reilly, 21 Plus, Inc.  
Natalie Trump, The Community Living Education Project, Rutgers School of Public Health |
| 2014 | Theresa Diamond, 21 Plus, Inc.  
Katherine Siwy, Alternatives, Inc.  
Lynne Rockstroh, Department for Persons with Disabilities-Diocese of Paterson  
Joanna Chatman, Enable, Inc. |
| 2015 | Keinya Collier, Devereux Adv. Behavioral Health  
Deborah Walsh, Special Homes of New Jersey  
Veronica Thraethen, The Family Resources Network |
| 2017 | Jessica Diaz, Jewish Assoc. for Dev. Disabilities  
Nicolette O’Neal, Devereux Advanced Behavioral Health 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 |
| 2019 | Michelle Habingreither, Bancroft  
Bienvenido Egea, Quality Management Associates  
Gowri Eswaran, Everas Community Services  
Jade Pollock, P.I.L.O.T. Services |
2019 NJACP Leadership Award

Presented to

Bienvenido “Ben” Egea
Quality Management Associates

Gowri Eswaran
Evers Community Services

Jade Pollock
P.I.L.O.T. Services

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 15, 2019
Bienvenido “Ben” Egea has been a valued member of the QMA family for more than nine years. Ben’s kindness and genuine care for the people he supports immediately makes you feel as though you are a member of his own family. But it is Ben’s enduring, undiluted, positive attitude that inspires everyone who spends time with him.

During his many years as a house manager at the same home in Cinnaminson, New Jersey, Ben has served the same four gentlemen. Ben identifies the specific skills, interests, and needs of each person he serves and ensures that his staff consistently encourage person-centered growth. He has instilled wonderful and long-lasting habits, from a decade-long commitment to healthy exercise through weekly pickup basketball games in the community with neighbors, to encouraging new low-calorie recipe ideas for the men he supports to cook for themselves. The men we serve have adopted dynamic and healthy life skills because of Ben’s positive approach. He constantly troubleshoots issues and encourages personal growth so that the men he supports trust that they have a true cheerleader.

During the transition to fee-for-service, Ben patiently and artfully explained the state-wide financial and programmatic changes to our individuals and their very active families. He changed a period of potential anxiety for his “guys” to one in which they felt supported and optimistic. This is evident in the fact that Ben’s home has had the lowest rate of staff turnover throughout the company nine years running. His staff report that they appreciate how Ben constantly makes a point to affirm the positive personality traits, activities, or actions of the men he serves and inspires them to follow his lead.

For example, our local neighborhood suffered a loss recently when the regionally famous “Palmyra Flea Market,” a large local flea market/swap meet/farmers’ market, closed for good a few weeks ago. Then men at Ben’s home had been fixtures at the flea market since Ben started and created a weekly activity around finding weekly items there. Undaunted, Ben found new markets and created a new weekend routine for the guys to try out so that the transition would be easier.

In Ben’s words, “Change is a part of life, and that is what’s great about it!” While others fear change, Ben embraces it. And that’s him in a nutshell. A positive, creative, and driven problem solver who has dedicated his career to the service of people with disabilities.
Gowri Eswaran
Everas Community Services

Gowri began working at Everas on September 18, 1993. Twenty-six years later, Gowri continues to provide support to the people in our programs, many of whom she has worked with since her original date of hire.

Gowri’s contributions to Everas and the people she supports is immeasurable. She was one of the first employees in our day service program which was developed out of a need to ensure people with deaf-blindness and intellectual and developmental disabilities receive the unique support that they require to maximize independence in the community. Gowri quickly showed her affinity for our work, calling upon her patience, compassion and genuine desire to help and care for people. She has a nurturing spirit and ability to put people, both with and without disabilities, at ease. She approaches challenging situations with empathy and respect that comes from the core of who she is as a person.

Her longevity at Everas is a testament to her commitment to the people in her care and with whom she has developed incredible relationships over nearly three decades. Gowri is a consummate advocate for our clients’ needs at home, at work, and in the community at large. The value of her knowledge and experience with our clients’ personal histories and development, as well as our organizational development, cannot be overstated.

She is a role model for all people at our organization and in our field in general. Gowri has been counted on and willingly stepped into supervisory roles during vacancies to ensure that services were not interrupted for our clients. She is the first person to volunteer her assistance from helping a coworker while on shift, offering insight to solve program wide challenges on committee assignments, and through keeping agency leadership informed when she notices situations that may not be aligned with our mission.

Everas maintains a peer nominated employee of the year program for which Gowri is consistently nominated every year, without fail. A few quotes from the nominations from coworkers for this year’s award state Gowri “leads by example through her professionalism and sincerity on the work floor”, and that she “acts professionally, patient, knows her job very well and always is in good spirits”. Most importantly, Gowri consistently demonstrates leadership through her steadfast commitment to directly supporting the individuals in our programs. Gowri is a dedicated, long term direct support professional. She has actively chosen this role to remain as close as possible to our mission – supporting people with disabilities - in her daily work. Her passion for this work and the people she serves is evidenced in every interaction and in how she approaches her tasks. She embodies our core values of care, quality and respect, and our guiding principles of compassion, professionalism, collaboration, innovation and optimism. At Everas, these qualities are the definition of leadership.
Jade Pollock
P.I.L.O.T. Services

Jade has always been a part of the people with disabilities community because her mother worked in the field and as a child, going to day programming was a part of her everyday life and she loved it.

Jade knew early on that she wanted to be an advocate and able to be a voice for people who needed it most. She has worked in the human services field for 13 years. In that time, she has had the opportunity to be the voice for pregnant mothers, people with mental health disorders and substance abuse issues, displaced teenagers children in the foster and adoptive care system, fathers with felonies, victims of sexual abuse, victims of domestic violence, and now people with disabilities.

Jade does not take the task of being an advocate lightly and knows it takes specially equipped people like everyone here today. Jade knows that working in this field is not a 9 to 5 job. Jade knows the work we all do every day is important. Jade is the proud parent of two children on the spectrum and the work we all do gives her hope that if and when she can’t be there someone will be an advocate and be the voice for her children.
Honorees

Rosa Brasby, Enable

Rosa Brasby has been an employee at Enable since 2017 and during her tenure, she has been a Group Home Manager, Regional Manager, and currently is a Residential Operations Coordinator. When opportunities arise, the name that always comes up immediately following is Rosa Brasby. Rosa's dedication, determination, support and encouragement is like none other. She truly gives it her all and does it without thinking twice about how many hours she has already worked in the day or week.

Additionally, Rosa's relationship with the families and guardians is exceptional. One family wrote in her letter of support, "She is a shining example of what all people who work in this field should strive to be. I cannot think of enough accolades to describe her and her commitment to the disabled community." Another family wrote, "We appreciate Rosa's candor and empathy during this transition period for our son. She is a valuable asset to Enable."

To be a leader you have to be a doer, that is Rosa! She will never ask someone to do something that she would not do herself if she had the time. Her daily positive attitude and high energy show consumers, family members, and staff that she is passionate about her career and her consumers are safe. A quote from one of her direct reports, "Working for Rosa as a manager, I can truly say that she not only has the consumers in her best interest but the people that work under her. She will go an extra mile and stand up for you. She will pick up wherever you fall short. She is dedicated to her job and I comment her for that."

One example of Rosa going above and beyond her duties was during an unfortunate fire in one of our group homes last year. Her staff did a wonderful job getting the consumers out of the home and containing the fire so it did not spread. As soon as Rosa heard what happened, she got in her car and arrived at the scene as fast as possible. Rosa followed up with all emergency personnel and kept communication with all administrative staff at Enable. Rosa checked all consumers into a hotel and stayed in the home until our insurance agent came to assess the property. Once it was clear, Rosa began doing what Rosa does best, cleaning and getting the home ready so the consumers and staff could return as soon as possible. Unfortunate situations like this will happen over time but it is not always the situation, but the person you have by your side through it all.

Rosa is a teacher, trainer, and most of all a cheerleader for her staff and Enable is very lucky to have her on our team! Thank you Rosa for all your hard work and dedication!

Pamela Brown, Oaks Integrated Care

Pamela Brown, known to most folks as Pam, has been with the Oaks Integrated Care organization for over 21 years. Originally hired in 1998 as Program Supervisor of the Pat Lebon Day program, Pam's passion and dedication were reflected in her swift undertaking of new responsibilities within the agency. She became Supervisor of the ACHIEVE and Pat Lebon Supported Employment programs within the same year and advanced to Program Manager in February of 2002, overseeing multiple programs including the Jerry Gavin House and Birchfield Supervised Apartments. While working at Oaks, Pam obtained her Master's Degree in Social Work from Rutgers University in October 2006. In July of 2010, she stepped into her current role as Vice President of Developmental Disability Services and is now responsible for all adult Intellectual and Developmental Disability (I/DD) programs within the agency.

For more than 21 years, Pam has demonstrated her commitment to individuals served, families, peers, and the overall success of Oaks Integrated Care. She has not only developed expertise in our programs, but has mentored and cultivated management staff along the way. Pam continues to serve as a vital source of support, knowledge, and experience to others at Oaks. Among her many accomplishments, Pam opened the Tioga Terrace and Bock Bay Group Homes in Monmouth County, as well as the recent Bridgewater Group Home in the Fall of 2018. She
further oversaw the building and reopening of the Somerset Group Home from the ground up. Pam has served as the Chair of several Oaks Committees, including our Behavioral Intervention Committee, Ethics Committee, and Cultural Competency Committee, in addition to being a Crisis Management instructor.

Pam’s efforts do not simply end with her work within Oaks. She has taken her insight and leadership skills to various state and community organizations to assist in identifying needs and improving services to the I/DD population. Where others have placed limitations on the developmentally disabled, she has found opportunities for individuals to grow and accomplish beyond what is expected of them. Pam truly believes that all individuals deserve the chance to set their own goals and work towards achieving them with their support networks. She is a true advocate that fights for the needs of the intellectually and developmentally disabled to ensure they are able to live the best and most fruitful lives possible. We are honored to have Pamela Brown, a woman dedicated to the I/DD population, families, and systems, as a Vice President at Oaks Integrated Care. We sincerely appreciate her many years of work and the leadership she brings to Oaks.

Sabrina Delgado, SERV Behavioral Health

Sabrina Delgado, BCBA is currently employed with SERV Behavioral Health Systems, INC. as a Behavior Support Coordinator. Prior to joining the SERV team, Sabrina worked as an in home clinician providing Behavior Therapy to children two- sixteen years of age, worked as a paraprofessional for the Mercer County Special Services School District, as well as a peer mentor at Mercer County Community College, where she was then promoted to a Vocational Specialist, working with adults with Intellectual Developmental Disabilities. Sabrina recently obtained her Board Certified Behavior Analyst credential (BCBA) in May of 2019, and her BCBA supervisor certification in August of 2019. In addition to working at SERV, Sabrina also volunteers through Key Spouses providing support to military spouses during times of deployment and loss.

During Sabrina’s time at SERV, she has gone above and beyond to provide exceptional person centered care to our individuals. When Sabrina began at SERV as a Behavior Support Specialist, she quickly gained the trust from her consumers, their families, staff and community partners. They knew that if Sabrina told them she was going to do something, it was going to get done. Sabrina has been the strength for our consumers and families during times of struggle, sorrow and illness. She has been their cheerleader and supported them during these struggles to meet triumph. Sabrina can be described as a sponge, wanting to take in more knowledge and responsibility in efforts to help others. Sabrina is always willing to take on an extra client, complete an extra behavior assessment, or stay on a phone call with a consumer or family member, just to let them know someone cares and is listening. She will take on any task, full force with the goal of perfection.

Recently, Sabrina was assigned to provide Behavior Support Services to an individual whose maladaptive behaviors were interfering on her everyday life. This consumer was enrolled at Mercer County Community College in West Windsor taking night courses. This individual began to experience some behavior challenges that caused her to almost loose her place at the College. Determined to not let that happen, Sabrina began attending class with this individual. After months of Sabrina providing services, this individual was able to begin attending classes on her own, was complaint with all treatment components, and was the recipient of the NJACP STAR award, due to Sabrina’s nomination. Sabrina knew this individual had great potential and went above and beyond to have that potential shine. After receiving this award, Sabrina received a message from her client stating “I didn’t even expect it... it was such a surprise but isn’t the best award that I ever got. I’m going to show everybody, even the nurses, that award. I am so excited about it, I just love it.” Sabrina’s actions touched this individual and provided a feeling of accomplishment where failure was seen as the only option.

Recently, Sabrina was promoted to a Coordinator role, due to her exceptional mentoring skills, as well as her leadership abilities. In her new role, Sabrina oversees the implantation of Behavior Support Services for sixty consumers, as well as supervisors two other Behavior Support Specialist. Sabrina models skills such as time management, organization, conflict resolution, problem solving, providing feedback, receiving feedback, accountability and responsibility. In the work place, Sabrina is described as innovative, self-motivated, and a true believer of our mission and vision.
Sabrina serves as a member of SERV’s DDMI task force, Human Rights Committee (HRC), Behavior Management Committee (BMC) and is an approved trainer through Rutgers’s Boggs center for Positive Behavior Supports. Sabrina overall is a company asset.

It is in our honor to nominate Sabrina Delgado for the Annual NJACP Leadership Award.

**Delia Gonzalez, Elwyn New Jersey**

In 1994, Delia Gonzalez joined Elwyn New Jersey as a Direct Support Professional. She quickly moved up within the organization as an Assistant Manager for a few years and then a Program Coordinator/ House Manager until 2018, when she was promoted to her current position as a Unit Director. In the 1990’s, Delia was introduced to supporting people with Prader Willi Syndrome (PWS). PWS is a genetic disorder which results in insatiable hunger, leading to obesity and type II diabetes with mild to moderate intellectual disability and associated behavioral problems. She has flourished in supporting people with PWS.

Elwyn NJ operates 3 homes for people with Prader Willi Syndrome (PWS). Delia has become the in-house expert of supporting people with this syndrome. As they have insatiable hunger, people with this syndrome often need restrictive environments in which food is locked. Under Delia’s leadership, the homes are operated with some food in the natural setting. Also, she has incorporated an exercise routine into the daily regimen of the group homes, so that the people whom she supports are not obese nor insulin dependent. Elwyn New Jersey has recently contracted Dr. Thomas Pomeranz, Ed.D., to provide training and observations. Dr. Pomeranz is a nationally-recognized authority, clinician and consultant in the field of intellectual disabilities. Dr. Pomeranz observed one of the homes which Delia directs. He noted that the homes are outstanding. She is to be commended for excellent results at her homes, worthy of recognition of the National Association of PWS.

In addition, to the accolades from Dr. Pomeranz, Delia is noted as an exceptional leader at Elwyn NJ. She has exceptional knowledge of policies and procedures, which she willingly assists and trains new comers. She sits on many committees – Policy and Procedure, Staff Development, and Incident Report Review Committee – just to name a few. Many Direct Support Professionals under her leadership have become Program Coordinators, as she passes her knowledge and expertise to others. The family members of people whom she supports sing her praises as well. Delia and her team support people above and beyond the expectations of the family members. Delia’s contribution to people with PSW is outstanding, just like she is!

**Starla Johnson, Alternatives, Inc.**

Starla began her career with Alternatives Inc. in 2007 working as a DSP and a substitute. Throughout that time and until 2016, Starla maintained her substitute status with the agency, attended all trainings, and worked extra shifts outside of her full time position at Trenton State Hospital. In 2016 Alternatives Inc. was fortunate enough to hire Starla into a full time manager position, where she has continued to fulfill every expectation that is required of her. Starla assisted in the opening of a brand new Group Home in Hunterdon County, while also running a Group Home in Alpha NJ.

Starla obtained her Bachelors’ degree in Sociology with a concentration in Criminal Justice from Centenary College and has fulfilled her studies under the agencies BCBA to become a Registered Behavior Technician.

Starla is a true leader, her leadership qualities come naturally. Starla includes her team in decisions and values their input; she sees leadership qualities in others and helps them work towards growth. When faced with difficult decisions, as this is often the case, Starla respects the ethical and moral boundaries that govern the decision, and makes her decisions based off a sense of shared purpose. She understands that in addition to providing quality services to clients it is also her job to encourage professional growth for her staff, because of this Starla has
little to no turnover in her program, something that is almost unheard of in this field today. In addition to her contributions to the field,

Starla’s leadership qualities are what make her shine the most. She has a vision and that is to surpass the standards and expectations set before her each day. She does this by implementing her phenomenal communication and time management skills. She has humility; she is self-efficacious and will never boast about herself or her success, in true leadership fashion, Starla lets her actions speak for her ideals. At all times Starla remains involved and aware of everything that is happening under her supervision, a sign of emotional intelligence that is very much a quality of a leader. She aims her focus outward and learns from every situation or challenge that lies before her. Last and most important, Starla knows when to ask for help. She knows she does not have all of the answers; she knows her supervisors also might not have the answers, but she will always ask for help when she is out of options or has exhausted all efforts.

In addition to her dedication to Alternatives Inc. and what we appreciate the most about Starla is that she does all of this while raising her 10 year old daughter, Skylar. She is a dedicated mother, sister, friend, daughter, aunt, and employee. She is able to manage her time between her clients, staff, and family beautifully.

On behalf of Alternatives Inc. we are honored to recognize Starla Johnson as honorable mention for the NJACP Leadership Award. Congratulations Starla.

Christine King, Family Resource Network

Christine King has worked for The Family Resource Network since January 1991. She has provided respite care services for multiple families for more than 25 years each! When Christine started with the agency, she was pursuing a degree in general education. After working with participants at FRN, she became passionate about supporting people with disabilities and completed a degree in special education. She has been a reliable, consistent, and passionate employee for the last 29 years at The Family Resource Network and one of our longest standing Direct Support Professionals.

Christine has made an immeasurable impact on the families that she supports at The Family Resource Network. Not only does Christine support these families through her regular work hours, but she does everything possible to provide love, guidance, and assistance when families are experiencing hardships. Recently, the father of one of Christine’s participant’s was hospitalized. Christine worked beyond her authorized hours to give the family time to visit the hospital, ensure that the participant was cared for at all times, and called to check in on each family member. Christine has become a valued member of each family that she supports. Even after one of Christine’s participants moved into a group, Christine continued to call him weekly and take him out to dinner on a regular basis. Every home that Christine has walked into has been greatly impacted by her care and support.

Christine is a true testament and role model in the field of Direct Support Professionals! She has proven the great value and distinction of being a Direct Support Professional and the impact that DSPs have on each family they work with. Christine employs methods from the field of special education and continues to pursue training opportunities to ensure that her participants receive the highest level of care. Her 29 years with our agency demonstrate her exceptional contribution to the field and the great impact she’s had on the families she serves. Christine understands the importance of respite care in providing love and support not only for the individual, but the families who work tirelessly to support their children every day.
Jeffrey Schaetzle, Devereux Advanced Behavioral Health New Jersey

Jeff Schaetzle joined Devereux Advanced Behavioral Health New Jersey in March 2018 and in the short time since, has revolutionized the way the agency hires and trains its growing best-in-class clinical staff. Prior to his time at Devereux, Jeff built his excellent clinical skills as well as his outstanding approach to working directly with the individuals he serves and their families at several different agencies across the state and in Maryland. Over his more than a decade in the field, Jeff has served as a Behavior Analyst at the Princeton Child Development Institute, an Applied Behavior Analysis (ABA) Specialist and then a Program Manager at Bancroft NeuroHealth and a Director of Residential Services at Friends of Cyrus, among other positions.

To further advance his expertise and become an even greater resource to the individuals he serves, Jeff passed his board exams and became a Board-Certified Behavior Analyst (BCBA) three years ago. A dedicated and compassionate professional, Jeff takes every step in his career keeping in mind his commitment to advancing opportunities for adults with disabilities.

Jeff is an invaluable asset to Devereux Advanced Behavioral Health New Jersey. He is an outcomes-driven professional with an outstanding ability to achieve goals cross-disciplinarily. In addition to his responsibilities as the agency’s Lead Behavior Analyst, Jeff consistently reaches above and beyond by supporting our growing Vocational Programs statewide. He leads by example and makes it a priority to spend time in program, modeling active engagement with the adults we serve and helping to implement improvements to strengthen outcomes, help the individuals we serve find meaningful employment and reduce staff turnover.

Additionally, Jeff has built partnerships with the growing Program Coordination and Admissions departments, to develop a streamlined communication process. Jeff’s strategies have ensured the individuals we serve receive the appropriate services in group homes and vocational programs throughout the state. Jeff makes it his priority – over and above his duties as Lead Behavior Analyst – to ensure Program Coordination has every piece of information they need to successfully navigate referral and funding sources and work with Supports Coordinator Agencies in N.J.

Jeff’s unmatched clinical expertise and experience, combined with his commitment to teamwork and his inherent understanding of working across departments and disciplines at a robust agency like Devereux, has truly transformed not only our Clinical Department but also our agency as a whole and our partners. Devereux and all the individuals we serve and their families are very fortunate to have him!

Jeff is a brilliant clinician, a thoughtful and humble leader and a true visionary in the field of autism services and the care and treatment of adults with disabilities. For these reasons and so many others, Jeff is so deserving of this special recognition.
NJACP Conference Break-Out Sessions
Thursday & Friday, November 14-15, 2019

Changes to the NJACP Break-Out Sessions

Besides the move to Resorts, break-out sessions are one of the areas where we have made the biggest changes. Here is an overview of the transformation we have made to our break-out sessions:

- Sessions are both days! Four groups of break-out sessions will be held on Thursday. Two more groups of sessions will be held on Friday. Sessions begin at 9 a.m. on Thursday, and 9:45 a.m. on Friday.
- While we have fewer break-out sessions on Friday, this year we are holding our first ever General Session for all attendees at 9 a.m. We then have our break-out sessions, then gather for an entertaining, yet informative key note.
- We no longer offer tracks based strictly on organizational role.
- On the following pages, you will find sessions listed based on session emphasis.
- We have also made recommendations based on roles within an organization. However, it is important to note that all registrants may attend any session. (With the exception of the Executive Forum luncheon, which is by invitation only.)
- As a result, sessions may appear as suggestions on more than one list.
- We are offering CEUs. See the information that follows for CEU statuses as of November 1, 2019.

Thank you to

Matthijssen Business Systems

For your onsite assistance with the mobile app.
NJACP Conference Break-Out Sessions
Thursday & Friday, November 14-15, 2019

A Note Regarding CEUs

NJACP has applied for CEUs for technical sessions in the following areas: Accounting/CPA, BCBA, HR, Law, and S/W. We will also be holding P.A.S.S. certification training.

Approvals have been received for CPA CPEs, HR, and BCBA. We are waiting for approval in writing for S/W and Law. Once written approval and corresponding documentation has been received, we will provide updated information on the NJACP and Conference websites, and in email communications.

APPROVED CEU INFORMATION:

BaCB

1.5 Type II BACB CEUs will be provided for each approved presentations. Bancroft is a BaCB approved continuing education provider (provider # OP-18-2801). The following is a list of approved sessions (as of November 1, 2019):

- Functionality of Adult Programming: A Focus on Compassion
- Using Applied Behavior Analysis to Help Adults with Autism Successfully Enter the Workplace and Maintain Employment
- Analysis in “applied behavior analysis”
- Applying the 7 dimensions of Applied Behavior Analysis for adults in a sometimes ABA-hostile environment
- Did They Actually Learn That? Behavior Skills Training for Parents and Caregivers
- Is this really a reinforcer? Does a reinforcer always work?

CPA

CPE sponsored by the Mercadien Group. Delivery format - Group live. Program level – basic. No advance preparation or perquisites required.

The Mercadien Group is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.nasbaregistry.org.

Contact Colleen Klepser at admin@njacp.org or 609-406-1400 for information about cancellation and refund policies.
• Mergers & Affiliations Demystified – 1.5 CPE Credits in Specialized Knowledge Offered
• Revenue Recognition Update (Topic 606 – ASU 2014-09 (amended by ASU 2015-14) and ASU 2018-08) - 1.5 CPE Credits in Accounting Offered. Presenter: Lovepreet K. Buttar, CPA, MBA, CGMA, PSA, Director, Nonprofit & Human Services, The Mercadien Group
• Cyber Risk Assessment & Threat Management for Nonprofits – 1.5 CPE credits in Specialized Knowledge are offered. Presenters: Chris Mangano, VP, Mercadien Technologies

Human Resources
NJACP is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP® or SHRM-SCP®. The following sessions are valid for 1.5 hours PDCs for the SHRM-CP® or SHRM-SCP®. For more information about certification or recertification, please visit www.shrmcertification.org:

• Building Employee Engagement
• Improving DSP Retention through Peer Mentorship
• Addressing the DSP Staffing Shortage
• Avoiding Workplace Harassment
• Best Practices for Marijuana in the Workplace
• Transforming a Workforce through Servant Leadership
• Managing and Documenting Workplace Performance
• Developing QPs to be Great Supervisors
• HR Policies Update – Cell Phones, Video & Photos....Oh My!
• Key Points to Consider When Conducting Internal Investigations
• White Collar Crimes: Healthcare Fraud
• Every Family Has its Own Brand of Crazy: What’s Ours?
• Hate and Bias Crimes
• Social Media: What to Do AND What Not to Do
• The Coach Approach: Creating More Person-Centered Supports and a Stronger Organization
• Is a PEO a good fit for your Non-Profit Organization?

PENDING CEU INFORMATION:

Law
Continuing Education Units (1.5 hours each) in the area of Law have been applied for; written approval is still pending (as of November 1, 2019) for the following sessions:

• Top Five Regulatory and Compliance Issues Facing I/DD Provider Agencies
• New Jersey Employment Law Update: How to Stay Compliant and Avoid Liability
• Legal and Ethical Considerations in Managing Health Issues for the I/DD Community
Social Work

Continuing Education Units in the area of Social Work have been applied for; written approval is still pending (as of November 1, 2019) for the following sessions:

- Acting Out: Applying Behavior and Communication Techniques to Community Providers
- Applied Behavior Analysis: An Overview
- Best Practices for Aging with I/DD
- Tracking Individual and Staff Outcomes through implementation of Devereux Positive Behavioral Interventions and Supports (D-PBIS) with Adults with I/DD

Thank you to our Workshop Sponsors:

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Elwyn NJ
For Executives...

EXECUTIVE FORUM LUNCH, THURSDAY, NOVEMBER 14, 2019, 11 AM – 1 PM

Joel H. Ettinger is President and CEO of Category One, advisors to business focusing on performance excellence and strategy. Mr. Ettinger has held executive positions in several world-renowned healthcare organizations including The Mayo Clinic, Memorial Sloan-Kettering Cancer Center, Allegheny-University Hospitals and as President of The University Health Center of Pittsburgh. For eleven years, he served as the first President/CEO of VHA Pennsylvania, a regional healthcare system of VHA, Inc., a national alliance of over 1300 healthcare organizations.

He lectures nationally and internationally on performance excellence methods in healthcare and other industries. He has been actively involved with the Baldrige Program for Performance Excellence for 27 years serving as a Senior and Alumni Member of the Board of Examiners and is the nation’s most tenured and experienced Examiner on the Board from the healthcare industry. His performance excellence expertise crosses industry sectors including education, manufacturing and service industries.


He has served as Chairman of the Executive Committee of the Quality Management Network and Forum Co-Chairman for the Institute for Healthcare Improvement. He is a member of the IHI Faculty. Mr. Ettinger helped establish and served on the Board of Directors of the Keystone Alliance for Improvement (KAPE/MAAPE), the Pennsylvania regional program designed to help businesses to continuously thrive based on the national Baldrige framework. He has served as Adjunct Associate Professor, School of Public Health, University of Pittsburgh.

Mr. Ettinger is a cum laude graduate with honors in communications theory from City University of New York, Queens College. He received his Master’s in Health Administration from the University of Minnesota. He is Founder and Permanent Vice Chairman of Family House, a home-away-from-home for patients and their families undergoing treatment for life-threatening illnesses. Family House is considered one of the nation’s most successful charities. He is active in several other community organizations.

EXECUTIVE TRACK:

Managed Care 101 — Preparing for the Future

In this presentation, attendees will understand Managed Care: its background, previous Managed Care experiences in NJ, the differences between FFS and Managed Care, and how an I/DD agency can prepare for a change-over to managed care.

Valerie Sellers joined the New Jersey Association of Community Providers (NJACP) in Ewing, NJ as the Chief Executive Officer in 2013. She is responsible for all management facets of the Association which represents 54 providers that provide an array of home and community-based options to individuals with intellectual, developmental and other disabilities.
As NJACP’s CEO, Valerie represents the Association and its members at State Assembly and Senate Hearings, meeting with NJ Congressional representatives in Washington DC, and State government department and legislative representatives throughout the state. Valerie regularly testifies and speaks on behalf of the I/DD Community.

Valerie was appointed by Governor Murphy, to the Independent Developmental Disability Fee-for-Service Transition Oversight Board in 2019; and Governor Murphy’s Healthcare Transition Team from 2017-18.

She is the Chair of the New Jersey Coalition for a DSP Living Wage. She also currently serves as an Advisory Council Member, College of Saint Elizabeth Physician Assistant Program (since 2018), RWJ Barnabas-Hamilton Board of Directors Trustee (since 2017).

Prior to joining NJACP, Valerie spent 17 years with the New Jersey Hospital Association (NJHA). As the Senior VP, Health Planning and Research, she assumed oversight of multiple critical regulatory issues and challenges including, but not limited to Managed Care, Healthcare Access and Disparities, Research and Innovation, and Community Health Needs Assessment. During her tenure at NJHA, she established a Quality Institute to support hospital initiatives across New Jersey, including establishing the mission, strategy, and goals and objectives for multiple supportive tasks forces. The Quality Institute continues today to provide significant support to hospitals across the state.

Valerie is a graduate of Cornell University, receiving her BS in Industrial and Labor Relations, and a Masters of Health Administration Studies.

**Iowa’s Managed Care — One State’s Experience**

This presentation will highlight Iowa’s experience in the transition to Managed Care.

Shelly Chandler grew up in Newton, attended Morningside College, then moved to Boston for her master’s degree. She lived and worked there for 15 years before coming home!

Shelly was a provider for 25 years in the Boston and Des Moines areas. In Boston, she worked as an overnight residential staff, employment specialist, job placement coordinator, state VR Counselor, and program manager for Massachusetts’ Statewide Head Injury Program (SHIP) facilitating the country’s first supported employment program for individuals with brain injury. She moved back to Iowa in 1997 and worked as a VP/Operations and CEO of two providers in Iowa (both of which are IACP members!) before coming to IACP in 2006.

Shelly has always been a relentless advocate. It is her personal mission to be the voice for those who have none and is passionate in her belief that ALL people have the right and the responsibility to be full and contributory members of their community. When not relentlessly advocating, Shelly spends her time traveling, walking, biking, watching baseball and football, reading, and playing classical piano. She loves the Pats and Sox (red only)!! Shelly is motivated by providing opportunities for people, then getting out of their way and watching them succeed! She is inspired by Eleanor Roosevelt, who said, “No one can make you feel inferior without your consent,” and “You must do the things you think you cannot do.” Also inspirational is Abraham Lincoln, who said, “Nearly all men can stand adversity, but if you want to test a man’s character, give him power,” and “In the end, it’s not the years in your life that count. It’s the life in your years.”
Provider Owned ACOs:
Lessons Learned from New York State’s Experience in Getting to Managed Care for People with I/DD

Mr. Webb will present the lessons learned in developing managed care for persons with intellectual and developmental disabilities in the State of New York. New York is moving to managed care for all persons in Medicaid. The I/DD population is the last group to move to managed care.

The goal is to have all I/DD persons in managed care in five years. The initial roll out is in 2020. The major lesson learned is that it takes time to educate and convince families, advocates and providers that managed care is a positive step for the field. The second major lesson is that it takes funding to establish managed care. The third lesson is that it takes time to educate the Medicaid agency about what it takes to build a managed care platform for persons with I/DD. The forth lesson is that the current fee-for-service platform is an outmoded platform to achieve flexibility and quality.

The Arthur Webb Group primarily focuses on the translation of public policy into best provider practices using innovative and strategic models for not-for-profit providers.

Arthur Webb has close to 50 years of experience in the field of health care and human services. He served for 18 years as a public official in New York state government as a senior executive or commissioner of several government agencies including Acting Commissioner of the Department of Social Services and Commissioner of the Office of Mental Retardation and Developmental Disabilities (now OPWDD).

As a provider, Mr. Webb was president and chief executive of Village Care of New York for 16 years. Village Care is an innovative long-term care, not-for-profit agency, and then served as the chief operating officer of the former St. Vincent’s Catholic Medical Centers of New York where he was responsible for day-to-day operations.

Mr. Webb completed Ph.D. comprehensive written and oral exams in three fields of study: Health Policy, American Government and Comparative Political Systems. Department of Politics, Graduate School of Arts and Sciences, New York University, New York.

Thank you

To everyone who volunteered as moderators!
Self-Advocacy

Attendees of this track may attend any session designated as “Suitable for All Attendees” for the 9 a.m. Thursday (Group A) and 9:45 a.m. Friday sessions (Group F).

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

THURSDAY, NOVEMBER 14, 2019, 10:45 AM – 12:15 PM
Forming Self-Advocacy Groups:
This inclusive training will provide a blueprint for starting and maintaining self-advocacy groups. The workshop also focuses on the roles and responsibilities of group members, elected officers, and advisors. Strategies for building self-confidence in group members and establishing leadership within the group will also be discussed in detail.

Michael Pearson Jr. is the Training and Technical Assistance Coordinator for the New Jersey Self-Advocacy Project. He is also the advisor for Council 3 of the New Jersey Statewide Self-Advocacy Network, which unites over 150 Self-Advocacy groups across the state. Michael develops and presents workshops which empower people with intellectual and developmental disabilities to speak up about decisions in their own lives, get involved in their communities, and become active in governmental affairs. Through Horizon’s Healthy Lifestyles Project, Michael coordinates monthly health and wellness events, and educates people with I/DD about the importance of nutrition and an active lifestyle. He is an advocate for the rights of people with disabilities, and an ally of the self-advocacy movement.

THURSDAY, NOVEMBER 14, 2019, 1:15 PM – 2:45 PM
Count Me In: Social Inclusion and Self-Advocacy
Social inclusion is a cornerstone of the self-advocacy movement. This workshop will discuss the history of self advocacy, and its direction for the future. Methods to increase community inclusion and accessibility will also be discussed from a social standpoint. This workshop will include a letter-writing exercise to influence policy change in local or state government.

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THURSDAY, NOVEMBER 14, 2019, 3 PM – 4:30 PM
Express Yourself!: Building Communication Skills
This workshop examines the basic communication model, and how we use it in a variety of ways. An emphasis is placed on interpersonal communication, including methods used and potential barriers to an exchange of information. The differences between verbal and non-verbal communication will be discussed, as well as the importance of reading non-verbal cues and facial expressions.
Michael Pearson Jr. is the Training and Technical Assistance Coordinator for the New Jersey Self-Advocacy Project. He is also the advisor for Council 3 of the New Jersey Statewide Self-Advocacy Network, which unites over 150 Self-Advocacy groups across the state. Michael develops and presents workshops which empower people with intellectual and developmental disabilities to speak up about decisions in their own lives, get involved in their communities, and become active in governmental affairs. Through Horizon’s Healthy Lifestyles Project, Michael coordinates monthly health and wellness events, and educates people with I/DD about the importance of nutrition and an active lifestyle. He is an advocate for the rights of people with disabilities, and an ally of the self-advocacy movement.

FRIDAY, NOVEMBER 15, 2019, 11:45 AM – 1 PM
*The Survival Guide to Healthy Relationships*

This workshop focuses on the different types of relationships that people will experience throughout their lives. It examines the similarities and differences of each relationship, as well as how our behavior and communication style may change for each one. This workshop will provide important information about boundaries, personal space, and appropriate greetings in different social settings. Also discussed will be the recent trends in online relationships, and how to stay safe when using social media.

Michael Pearson Jr. is the Training and Technical Assistance Coordinator for the New Jersey Self-Advocacy Project. He is also the advisor for Council 3 of the New Jersey Statewide Self-Advocacy Network, which unites over 150 Self-Advocacy groups across the state. Michael develops and presents workshops which empower people with intellectual and developmental disabilities to speak up about decisions in their own lives, get involved in their communities, and become active in governmental affairs. Through Horizon’s Healthy Lifestyles Project, Michael coordinates monthly health and wellness events, and educates people with I/DD about the importance of nutrition and an active lifestyle. He is an advocate for the rights of people with disabilities, and an ally of the self-advocacy movement.

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**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!
**SESSION GROUP A: THURSDAY, NOVEMBER 14, 2019, 9 AM – 10:30 AM**

**Achieving Superior Care for People with I/DD through Telemedicine**

Multiple pressures cause overutilization of the emergency department and hospital by people with I/DD. The result is emotional trauma, destabilization and suboptimal care. StationMD has created a system that provides specialized telemedicine for this population that results in improved care, reduced hospital use and lower costs. Nevertheless, significant obstacles exist to its wide-spread application.

Dr. Matthew Kaufman is the CEO of StationMD, a telemedicine company designed to improve medical care for vulnerable populations through technology. Dr. Kaufman also serves as the Medical Director of the Emergency Department at Jersey City Medical Center-Bayonne site.

Dr. Kaufman received his medical degree from SUNY-Downstate College of Medicine, and trained at Long Island Jewish Medical Center, where he became certified in emergency medicine, internal medicine, hematology and oncology. Dr. Kaufman has over 40 publications, including a series of 7 medical training books in their 3rd edition. He also enjoys directing a disaster preparedness training program in Central and South America, where he travels several times a year to help train medical personnel.

**Aromatherapy – What it is and How to use it Safely** (Suitable for all attendees)

Attendees will learn about Aromatherapy and how to use Essential Oils Safely. You will learn how to incorporate aromatherapy applications, and their therapeutic properties. You will also learn all about Frankincense Resin Species and Sustainability of these resins.

Robin Kessler is a Certified Clinical Aromatherapist in Central NJ. She has mastered the chemistry of the individual components of essential oils to understand how they help your body repair itself, both physically and emotionally. Robin received her certification from Aromahead Institute and NY Institute of Aromatic Studies and continues to take courses in Aromatherapy, Resins, and Incense. She is a clinical member of the National Association of Holistic Aromatherapists, one of the largest aromatherapy organizations in the world.

Robin consults with and prepares blends for pain management doctors, acupuncturists and chiropractors looking to better understand Aromatherapy and teach educational seminars. She has written articles on Frankincense and Hospice for Aromaculture Magazine and Aromatherapy Today, and is in the process of authoring a book on Frankincense Resins, which hopefully will be published by early next year. Her “Safe Essential Oil Recipes Only!” facebook group has more than 10,000 members. She also has a Facebook educational group “Frankincense Resins//And All Tree Resins” for those interested in learning about Resins. Robin is referred to as the “Queen of Frankincense” because of her extensive knowledge of resins especially the Frankincense species.
Best Practices for Aging in Place Adults with I/DD

– Employment, Volunteerism, Community Education and Staff Training on Aging

Aging in the workforce and community is no longer the path to ‘aging out’ of the workforce and community. Work is a key indicator for a satisfying life for many individuals with disabilities and luckily the needs within contemporary labor market are changing at record pace providing more opportunities for aging adults to continue to be contributors now and in the future. Join this session to discover:

- Creating customized employment opportunities in a wanting marketplace
- Cultivating increased natural supports in employment and community
- Creating community collaborations to maximize volunteer options

What staff need to know about the impact and changes brought about with aging

Lori Norris brings over 23 years experience in the areas of advocacy and educational / vocational services for those with disabilities and barriers to employment, workforce development, alternative education, adult education, project management, facilitation, and training and development.

Before joining Fedcap, Ms. Norris worked for School & Main Institute providing guidance to school districts as they worked to bolster social/emotional support services, community collaboration and alternative education opportunities for students at risk of dropping out of school. Prior to that she served as the Administrator for the Workforce Development Services Division at the RI Department of Labor and Training (DLT). Highlights of Ms. Norris’ accomplishments include the creation and implementation of a statewide youth workforce development system, growing it from serving 400 youth to 10,000 youth each year.

From 1995 until 2007, Ms. Norris worked for Goodwill Industries of RI, an agency that specializes in vocational rehabilitation for individuals with disabilities and other barriers to employment. Ms. Norris concluded her career at Goodwill as the President and CEO. Ms. Norris has worked independently in the Rhode Island community assisting non-profits with strategic planning, board development, agency advancement and project based facilitation services. Ms. Norris holds a B.S. from the University of RI, an M.Ed. from UMASS Boston and is currently pursuing an EdD from University of New England.

Building Employee Engagement

Engaged employees are those that are not just satisfied with their work but are “fully absorbed by and enthusiastic about their work” and take “positive action to further the organization’s reputation and interests.” Unfortunately, recent polls have shown that nearly half of the United States workforce is disengaged, while 18% are actively disengaged. Join us to find out what that all means, how it impacts productivity, results, use of leave and turnover, and what can be done to improve.

Allison Gallo is the staff trainer for the Delaware Judicial branch and develops training courses aimed at providing employees with the tools that they need to assist Delaware citizens. She earned her Bachelors of Science degree from Goldey-Beacom College in Wilmington, DE and has approximately 20 years of experience in adult education and professional development. She also holds the Certified Professional of Learning and Performance (CPLP) designation from the Association for Talent Development (ATD) and is the administrator of the learning management system for the judicial branch. Allison has a passion for lifelong learning and teaching and is dedicated to helping others to succeed.

Cyber Security

Cyber-based attacks, online exploitation, critical infrastructure, and internet safety will be covered. This is part of the FBI Community Relations Executive Seminar Training (C.R.E.S.T.) is a shorter, more focused version of the FBI
Citizens Academy Program and is conducted in partnership with a specific community group at an offsite location. The program is designed to build trust and strengthen relationships between the FBI and the communities we serve. Classes are taught by FBI executives, senior special agents, and program managers.

With introductory remarks from SSRA Jessica Weisman. Presentation will be given by FBI CS Alberto Carranza.

**A Deep Dive Into Exempt Resources and Managing Client Funds**

This presentation reviews exempt resources in detail and explores the many different situations and decisions a provider must make with respect to a consumer’s funds. Topics will include best practices for cash accounts, life insurance, ABLE, trusts, and others deemed exempt by the Social Security Administration. We will also examine the concept of car ownership, an underutilized resource among providers and families. Participants will learn:

- Maximize client resources without jeopardizing benefits
- Clearly choose the best financial solutions for clients
- Identify challenges providers face when making decisions for clients as representative-payee
- Suggest solutions for conflicting views between a provider and a family member or guardian

Tom Tirney joined Arlington Heritage Group, Inc. in 2007, bringing years of financial and investment management experience to the executive team. He has grown Arlington into a national trust administrator serving nonprofits and human service providers. Arlington’s trustees and providers oversee more than $30 million in client funds.

Prior to joining in 2007, Tom worked at a variety of investment companies including American Century Investments, Neuberger Berman and Standard & Poor’s. Tom graduated from Boston University with a Bachelor’s of Science in Business Administration in 1992 and holds both the Chartered Financial Analyst and Certified Market Technician designations.

**Improving DSP Retention through Peer Mentorship**

With nearly 60% of new Direct Support Professionals leaving within the first year, retaining DSPs is a seemingly never ending challenge for I/DD organizations. Agencies are always looking for ways to help new hires understand and get excited about the job, engage with their employees and recognize the experience of their veterans. A peer mentorship program for your DSPs is a great way to increase employee engagement and retention. During this session, we will discuss concrete steps to develop and implement a successful peer mentor program tailored to the needs of your organization.

Arlene Bridges is the Product Manager for I/DD and ABA at Relias where she leads the development team to create new products for I/DD and ABA service providers. She has nearly twenty years experience in many areas of I/DD service provision, including clinical coordination, oversight and administration. She has experience in managing contracts and billable services with MCOs and other payers, overseeing quality improvement processes, and working with CQL accreditation requirements. Arlene served on the executive board of the NC Provider’s Association and currently serves as a member of a local human rights committee.

**P.A.S.S. Certification Training – All Day THURSDAY; Limited to 16.**

PASS (Passenger Assistance, Safety and Sensitivity) is a comprehensive certification training course developed by the Community Transportation Association of America (CTAA). PASS is recognized throughout the country and is the standard for the majority of public transit and wheelchair transport agencies. PASS was designed for drivers to become ingrained with the assistance that they should be providing to passengers with disabilities and special needs. PASS also trains on mobility assist devices like wheelchairs and walkers, and trains and tests on lift
operation and proper wheelchair securement in vehicles. Once completed, each attendee will receive PASS certification valid for two years. PASS training consists of an online session (approximately four hours and can be completed at student’s pace before attending the conference) and an in-person, hands-on session which has classroom and hands-on securement portions. The hands-on session lasts approximately 5-6 hours. Among the many benefits of professional training are:

- Potential insurance premium savings
- Investment in training is minimal compared to cost of accidents, incidents and lawsuits
- Allows drivers to practice techniques and ask questions before transporting actual passengers
- Sets your company above your competition by having trained and certified drivers
- Improved overall customer service leading to greater loyalty

After registering, email cklepser@njacp.org for online training code.

Jim Cermak, Driverge’s Director of Training, is a certified PASS Trainer and has trained hundreds of drivers and administrators throughout the country from hospitals, public transit, senior care and more. His engaging presentation style reinforces the importance of treating all passengers as people first, and ensuring securement is done the right way every time.

**Position Your Organization for Successful Growth**

This workshop is presented in a step-by-step format for executives and managers interested in practical methods for making organizational growth decisions for success.

In the current service provider environment, SRS Strategic Associates, LLC – a New Jersey based consulting group – understands the need to grow services. Importantly, growth must be accomplished in a way that minimizes risk. The session presenters, that have decades of executive leadership experience serving people and families with special needs, will present on best practices for achieving successful, sustainable growth. Topics include: 1.) Utilizing a decision-making tree; 2.) A straightforward method to determine unit costs; 3.) Defining Return on Investment (ROI); the relationship between the fee paid and the cost to operate, and 4.) Implementing a plan. Practical, usable materials will be distributed to attendees.

Shelley Samuels is the owner and principal consultant at SRS Strategic Associates, LLC and provides services to human services, employment, housing and healthcare organizations. She has 30+ years of leadership experience most recently as COO and Compliance Officer for Juvo Autism and Behavioral Health. Prior to that she was the Chief Program Officer of Easterseals New Jersey while concurrently serving as the COO of Easterseals Solutions an EHR system administration entity. Shelley has an MPA in Public Administration focused on healthcare finance. She completed an Executive Leadership Program at Columbia University and an New York University Executive Education program in Finance and Accounting. Ms. Samuels has secured more than $80 million in grants and contracts such as US Projects of National Significance, National and Community Service, SAMHSA, and HUD. She has served as a management and development consultant for organizations including federally qualified health centers, hospice, human services, medical legal partnerships and older adult services. Shelley has expertise in fee for service and transition to multiple payment models. Ms. Samuels has made presentations on EHR best practices at multiple conferences and webinars as well as on disability rights, behavioral health homes and access to employment for local and national audiences.

Linda Mayo is a consultant with SRS Strategic Associates and has held not-for-profit management and leadership roles for more than 25 years. She is expert in implementing business plans and enhancing organizational infrastructure. Ms. Mayo specializes in working with consortiums and bridging organizational gaps among direct support staff, management and leadership. As an executive administrator, Ms. Mayo has managed operating budgets and executed a full range of business functions for national Easterseals and Easterseals New Jersey. As
executive director at a New Jersey home and community-based organization, she executed new business systems to position the organization for Medicaid fee-for-service reimbursement. While at San Francisco State University, she established operational excellence at three academic research service organizations. As a consultant, she has a proven track record procuring millions in new and continuation grants. She possesses strong communication, presentation, and problem-solving skills. She is adept at advocacy and facilitating collaborations within national and local medical, home and community health, and academic organizations. Linda Mayo holds a BSW and MSW from Rutgers University, where she taught social welfare policy and organizational development. She has a MS in management from New York University, and a certificate in Lean Six Sigma from Villanova University.

Possibilities! (Suitable for all attendees)
Michigan Developmental Disability Institute (MI-DDI) created the “Possibilities” video project. “The purpose of the Possibilities series is to present a vision of how individuals with developmental and intellectual disabilities and their families can lead the lives that they wish to lead, without barriers and in the direction they truly intend to go.” (https://ddi.wayne.edu/possibilities). The most recent addition to Possibilities features Alex. Known as “The Self-Determinator”, Alex lives a full, busy life of family, work, and inclusion in many community organizations with a goal to help others realize the positive impact that living a self-determined life can have. He works toward this goal further by conducting training on self-determination throughout Southeast Michigan. Alex will present his video (produced by the “Pure Michigan team”) and lead a discussion about philosophies and strategies showcased in this video. Be ready for laughter and an opportunity to update your thoughts on neurodiversity.

Alex Kimmel is an experienced speaker. He is contracted at the local, state, national and international levels on such key issues as Inclusion, Disability Acceptance, Neurodiversity, Culture of Gentleness and Self-Determination. He has educated and inspired students, teachers, professionals, congregations and the community at large since 2006.

Alex Kimmel Is honored to be the 2019 recipient of the ROBERT THOMAS SUPPORT PROFESSIONAL award from The Arc of Oakland County. “A social worker who displays exceptional concern for persons with intellectual and/or developmental disabilities and shows his/her concern by providing quality care.” Alex Kimmel is honored to be the 2017 co-winner of the prestigious Dan Moran Award for inclusion and advocacy. “This individual actively promotes the rights of individuals, encourages self-advocacy, raises awareness about mental illness or developmental disabilities; breaks down boundaries, creates new relationships that end stigma; and serves as a role model to others.”

Top Five Regulatory and Compliance Issues Facing I/DD Provider Agencies
This session will focus on the top regulatory and compliance issues that I/DD Providers face in their unique space. Discussion will include New Jersey licensure and regulatory issues pertinent to the workforce; specific issues relating to agency licensure and regulatory problems; Medicaid compliance issues that arise now that providers exist in the fee-for-service world; and HIPAA/corporate compliance problems that continue to persist in agencies. Pitfalls and best practices for addressing regulatory and compliance concerns will be addressed.

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, transactional and compliance work, HIPAA, 42 CFR Part 2, Medicare/Medicaid, fraud and abuse, regulatory and administrative matters and employment counseling. She lectures and publishes frequently on health care topics and provides compliance education and training to providers 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 also 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.

Meghan V. Hoppe is an associate with the law firm of Schenck, Price, Smith & King, LLP in Florham Park, New Jersey. She focuses her practice on the representation of a variety of health care providers, with respect to their corporate, transactional and regulatory needs. Ms. Hoppe has experience in drafting, reviewing and negotiating clinical trial agreements, software licensing, electronic medical record (EMR) agreements, vendor agreements, service agreements, business associate agreements and other contractual arrangements. Ms. Hoppe also counsels clients on a variety of health care regulatory matters, including compliance with state and federal anti-kickback laws, self-referral laws, HIPAA and the corporate practice of medicine. At the inception of her legal career, Ms. Hoppe served as a law clerk for a non-profit health care system.

**Under Construction – Having Difficult Conversations**

Difficult conversations are part of daily life, both at work and at home. How can we make sure we get our point across without creating a toxic environment? How do we coach someone to achieve their full potential, as well as the goals for the organization? Creating opportunities for feedback and coaching those who report to us is key to creating the kind of communication that encourages a group to move forward, together. Discuss how to bring a conversation forward while recognizing what someone has done well. Use the right tools for the purpose and your group will grow together.

Sherri Rase is an expert speaker and coach as well as a Distinguished Toastmaster who has conducted workshops nationally and internationally on a wide range of topics. She is an inveterate volunteer whose belief in the power of connecting people informs her work. For the past 25 years, from human rights and social movements to clinical photography to team building, Sherri is an experienced facilitator who loves putting people and resources together. Engage. Educate. Communicate.

**Why reinvent the wheel?**

How we can replicate current effective systems to serve our individuals with integrity and ensuring best practice.

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 GROUP B: THURSDAY, NOVEMBER 14, 2019, 10:45 AM – 12:15 PM**

**Addressing the DSP Staffing Shortage**

How to overcome and provide solutions for internal staffing issues including: reducing overtime and agency costs, staffing and recruitment best practices, retention awareness, and other helpful internal recruitment practices as it relates to community providers.

James Stewart, founder and CEO of Humanus is a successful entrepreneur with a 25 year history in healthcare, pharmaceutical and academia recruitment. Prior to starting Humanus, James was the VP of recruitment for a $100MM Health Information Management organization, and previously was the co-founder and Executive Vice
President of one of the largest healthcare and engineering staffing firms. Previous to his EVP position, James helped launch and refine the Recruitment Process Management business lines for IBM (formerly Kenexa) and AMN Health - predominately serving the healthcare industry.

James realized that he could apply his skills and experience in recruitment to directly address the needs of children in the classroom. Humanus was born from the idea that when you are committed to serving the needs of others, and you hire people who are likewise committed to that belief, you end up with something more than just a traditional staffing company. He set out to create a “student first” organization that creates a safe and supportive environment for tomorrow’s leaders, thinkers and innovators and makes a difference in children’s lives. He continues to lead the organization in that mission with the same passion, energy and zeal for excellence that launched the organization in 2007.

John M. Pascucci is a Leader in Talent Acquisition and is currently the Director, Recruitment Operation at the Humanus Corporation. John actively serves in the PA National Guard and served in Iraq and was awarded a combat action badge during his time deployment. He plays baseball in a men’s league (inspired by his collegiate days), coaches 7th and 8th grade girls varsity softball, referees high school football, and teaches public speaking. John lives in East Norriton, PA with Karen (spouse), Charley (daughter), and Ethan (son).

- 15 plus years RPO Talent Acquisition experience
- Developed RPO programs and strategies
- Speech and Public Speaking Instructor and Competition Judge
- Speaker at Philadelphia Bar Association Education Conference(s)
- Collegiate Instructor - Legal Studies
- M.Ed. Villanova University
- BA English Literature - Villanova University
- Current National Guard Member - 17 years
- PIAA Football Official
- MSBL Baseball Player

**Avoiding Workplace Harassment**
The “Avoiding Workplace Harassment” session will be presented by Andrée Peart Laney, Esq. from the Employers Association of New Jersey. The session will review the various types and nuances of workplace harassment, the legal risks and obligations of employers and managers of allowing harassment, and will identify best practices to avoid harassment.

Andrée Laney is a former senior trial attorney for the Equal Employment Opportunity Commission where she litigated employment discrimination cases in federal court. She has served as an EEOC judge where she conducted hearings and resolved discrimination charges brought by federal employees against all federal agencies. Andrée also served as Employment Counsel/Labor Relations Director for the City of New York, where she counseled management on personnel on employee-relations issues. She has also served as counsel of several major law firms in the NY Metropolitan area. Andrée provides on-site compliance training and teaches HR law courses. Andree Laney’s full biography is available at https://www.eanj.org/about/professional-staff/andree-laney-esq.

**Best Practices for Marijuana in the Workplace**
It is coming like a wave and we all need to be prepared. For many companies, Marijuana is already in the workplace, and you may not know it. We need to be aware, have a plan, and implement that plan. During this workshop, we will develop an understanding of the changes made with the Jake Honig Compassionate Use Medical Cannabis Act, and the impact it has on the business environment. We will discuss the employee/employer rights and compare the legal aspects that could all support your organization. We will finish up with a discussion on the Best Practices for creating your personnel policy.
Judy Sailer is a highly regarded professional in HR staff training and academic education. She is well-versed in all aspects of management and leadership; her passion is staff development. She holds a Masters Degree in Management & Organizational Leadership from Springfield College, received her Human Resources Cert from Rutgers University, and is a certified PHR and SHRM CP. Judy is an HR Specialist for Primepoint HRMS & Payroll as well as an adjunct faculty member for Rider University. She has presented for NJACP, NJBIA, CCSNJ, Tri-State SHRM and Garden State SHRM and has been featured in Forbes and Jersey Matters.

**Did They Actually Learn That? Behavior Skills Training for Parents and Caregivers**

Presenters will provide an overview of commonly used training models, behavior skills training (BST) and the barriers to training human service staff. A review of recent research on BST used in the field of applied behavior analysis will be provided. Presenters will also review variations of BST procedures and will prepare a demonstration.

Daniel Locke, M.S., BCBA is a behavior Analyst at Bancroft’s Community Services for Adults. He currently oversees curriculum development and staff training in 3 of Bancroft’s adult day habilitation programs. Daniel has worked primarily with adults with disabilities in which he has had experience in assessment, treatment development, and the large scale applications of evidence based training methods. Daniel earned his bachelor’s degree from Stockton University in Health Sciences with a concentration in Communication Disorders, and his Masters in Applied Psychology with a concentration in Applied Behavior Analysis.

Melany Rosa, M.S., BCBA is a behavior analyst at Bancroft Community Services for Adults. Melany earned her Bachelor’s Degree in psychology from the University of Miami and her Master’s Degree in Applied Psychology with a concentration in Applied Behavior Analysis from Rider University. Melany has 4 years of experience in applied behavior analysis working with both children and adults with intellectual disability which includes behavior reduction through functional assessment and skill acquisition.

**Functionality of Adult Programming: A Focus on Compassion**

Currently there is a major crisis with adult services offering adequate and quality based programming. This not only affects the individuals that are being supported post-21, but their families and caregivers as well. With a huge disparity in quality clinical programming in adult services, following school aged services, it is crucial for behavior analysts to expand upon their repertoires when interfacing with families and setting socially significant outcomes (Taylor, LeBlanc, & Nosik, 2018). This presentation will discuss functional skills that are imperative prior to transitioning to adult services, interpersonal skills (Callahan, et al., 2019), staff training, collaboration with families, and compassionate care.

Alexandra Held is the Assistant Director at Elwyn New Jersey’s Enhanced Behavior Support Program. Alex supervises the clinical team and provides additional oversight of clinical programming in place for the individuals supported. Alex also plays a large role in staff training and continuous oversight of behavior support plan integrity. She is a Board Certified Behavior Analyst who earned her Bachelor’s Degree in Psychology from Widener University and Master’s Degree in Education with a concentration in Applied Behavior Analysis from Temple University. Alex has 9 years of experience working with children and adults with multiple diagnosis, who engage in severe challenging behavior including aggression, self-injury, and property destruction.

**Measures & Metrics in an Effective Compliance Program**

What is a measure? What is a metric? How can they help us create and evaluate an effective compliance program? This presentation will discuss the use of metrics within an effective compliance program. Attendees will learn:

- The elements of an effective compliance program
• Types and use of measures and metrics
• Use of metrics to drive and evaluate your compliance program

Dr. Marie Cavallo currently serves as the Chief Quality, Compliance & Ethics Officer for the Young Adult Institute in New York, New Jersey and California. In this role, she is responsible for the quality, compliance, training and research departments at YAI. Just prior to her work at Young Adult Institute, Dr. Cavallo was the Chief Corporate Compliance Officer for AHRC -NYC. In her 24-year tenure at AHRC – NYC, she started and supervised one of the first community based TBI rehabilitation programs in the state of NY. She also served as the original Regional Resource Specialist for NYC for the DOH TBI Medicaid Waiver. In this role she de-institutionalized or kept from institutionalization hundreds of people with acquired brain injury. Prior to her work at AHRC-NYC, Dr. Cavallo served for 11 years as a Research Project Coordinator and ultimately as Director of Training at the NYU Medical Center Rehabilitation Research & Training Center on Head Injury and Stroke. During that time, she served on the Head Injury Services Coordinating Council and the Board of Directors of the Brain Injury Association (BIA) of NY. From 2008 – 2013, she served as the president of the BIANYS board of Directors. In 2012 she was awarded the Affiliate Leadership Award, Chief Volunteer Officer of the Year from the BIA of America for her work as President of the BIA of NYS, and in 2013 the Leadership Award from the BIANYS. She has also been twice honored with the BIANYS Consumer Advocacy Award. Dr. Cavallo has done hundreds of presentations across the country on brain injury and has published a variety of articles and book chapters in the area of family issues, issues of cultural diversity in the rehabilitation of individuals with TBI, and community based services for individuals with brain injury, including a chapter on The Family System in the “Textbook of Traumatic Brain Injury.” Dr. Cavallo is also an adjunct faculty member at the City University of New York, School for Professional Studies, Disability Studies Department, where she teaches a course on traumatic brain injury.

Observation is a new layer between service note and incident report. Why it is important and how to implement it.

What happens if the DSP can't decide if an incident needs to be reported? Rather than skip reporting it, only to find out later that it has developed into a larger problem, use the Incident Reporting Tool to capture the details. No more paper forms to lose! All incidents in the system can be included in easy to understand reports – no more searching for data and paper copies in that pile of paperwork on a desk.

State requirements demand that you report incidents in a timely manner and provide critical information on the type of incident shortly after it happens. The Tool makes it easy for DSPs to record incidents as close to the definitions as possible. Join us as we present the Incident Reporting Tool and you’ll see a new way to sort and manage reported incidents, whether it leads to observation or investigation. QA managers can clarify the incident status and evaluate incidents based on investigations. The Incident Reporting Tool can help everyone, the DSPs, Managers and most importantly help to ensure that staff deliver the best support services!

Oksana Tsimmerman has worked in the Computer and Information Technology field for her entire career. She has developed major software systems for different clients ranging from US government to privately owned corporations. She possesses extensive knowledge of regulations and requirements that guide activities of Human Services Organizations. She is well-versed in the newest technologies for collecting, storing and managing Big Data. Oksana is passionate about utilization of the latest technological advances and innovative solutions that would greatly benefit Human Services professionals in their day-to-day operations. Oksana has MS in Applied Math and Computer Science, she is co-founder and Managing Partner at Twinsis LLC. She and her husband are proud parents of four children and reside in Maryland.
**Paramount Importance of Personal Protection**

This ninety minute lecture covers a topic that is of paramount importance in today’s current climate, Personal Protection. This presentation is an overview of the steps one can take to prepare themselves to respond in a dangerous situation and will discuss the Who, What, Where and why of this comprehensive topic. Because the presentation is an overview, the primary goal is to inform and educate each attendee on skills which are applicable to your own home, group homes, day programs, and other environments. The focus will also be on introducing types of personal protection such as situational awareness, seeking out quality education, physical training and traumatic injury response training. As always there will be a Q&A to close out the session.

Frank Ursino is currently the Director of Security for New Jersey Institute for Disabilities (NJID), Headquartered in Edison, New Jersey. He has 30 years’ experience in the security industry.

- Owner/operator of Strategic Defensive Solutions, providing consulting, hands on workshops and education.
- Professional Protection Instructor specializing in improved and non-ballistic weapons.
- Civilians
- Law Enforcement Anonymous
- Military
- Active shooter response trainer.
- Tactical Combat Care Course (TCCC) Certified

**Revenue Recognition Update**

Evaluation of the provisions of two new Accounting Standards Updates required to be implemented by exempt organizations, possible transition approaches and impact on financials.

Lovepreet Buttar is a director at Mercadien, P.C., CPAs and a member of the firm’s Nonprofit & Human Services Group. Ms. Buttar has more than 10 years of experience performing and overseeing engagements for various nonprofit clients, including associations, schools, private foundations, and health and human services organizations. This includes training and supervising staff along with the planning and completion of audit testing procedures. Lovepreet’s experience encompasses performing financial statement and compliance audits and reviews and compilations. Her specializations include reporting, disclosures and compliance issues of entities subject to Uniform Guidance, as well as state and local reporting requirements. She is also proficient in the tax exemption determination process and maintenance of exemption for 501(c)(3), 501(c)(4), and 501(c)(6) entities.

Well-regarded in the areas of internal control structures, audit program design, and implementation, Lovepreet has led various internal and external training seminars with regards to the nonprofit industry, accounting developments, and tax return preparations. She also frequently authors articles for the firm’s newsletter, Nonprofit Outlook. Lovepreet earned her Bachelor’s Degree in Accounting & Finance and Masters of Business Administration Degree from Rutgers University.

**Transitional Care from Acute Care Facilities for I/DD Patients**

This session will discuss a successful program implemented by Metheny Medical and Educational Center and acute care hospitals to ensure a successful transition of individuals from the acute care setting back to their homes. Participants will learn to identify sources of risk in the acute care episode and identify components of an effective transition program to reduce risk in the acute care episode for individuals with complex needs.

Denise Micheletti - King , MS RN is the Chief Nursing Officer at Matheny Medical and Educational Center. She is a 35 year nursing administrator primarily serving the I/DD population in long term care settings. Ms Micheletti-
King’s training was from Hospital of the University of Pennsylvania, School of Nursing, and her Bachelors and Masters degrees are in hospital administration. Transitions in care for this special population has always been her focus. Integrating her knowledge of long term care for persons with I/DD with complicated medical needs with the acute care professional’s expertise has been a challenge that Ms Micheletti - King has continually pursued.

**Transforming a Workforce through Servant Leadership**

Behavioral healthcare organizations must be prepared for each next wave of change in an ever evolving atmosphere. Devereux Advanced Behavioral Health New Jersey is taking action by empowering its employees through Servant Leadership – a methodology that increases employee engagement and effects positive change.

Fact: In the 2017 “Fortune 100 Best Companies to Work for” report, five of the top 10 businesses were Servant Leadership organizations. By deploying Servant Leadership, Devereux is creating a work environment where employees feel empowered to voice ideas that will benefit the individuals receiving services, staff and the overall organization.

This presentation will explain how implementing a Servant Leadership methodology company-wide can benefit employees, external key stakeholders and the overall organization, describe the steps needed to commence this significant initiative, and describe success indicators and measurement tools.

Yasmin Qazilbash, M.A., CESP, Devereux Advanced Behavioral Health New Jersey Statewide Director of Vocational Services - Has over 20 years experience in the human services field including oversight of group homes, employment centers, recruitment and training of direct care staff, and development for current and potential leadership. Ms. Qazilbash’s experience also includes consultative services for pre-employment education in the Newark school system and vocational development to individuals with ID/D and their families. Ms. Qazilbash received her BA from Trenton State College and her Master’s Degree in Educational Administration from Rider University. She is also a Certified Employment Support Professional working with APSE to develop training and test materials.

Sarah James is the Director of Organizational Development and Quality Improvement at Devereux Advanced Behavioral Health New Jersey. Sarah earned her BA from Rowan University and her MA from LaSalle University. First joining the team in 2001, Sarah’s Devereux career includes direct care in both the residential and vocational programs, eventually growing into administrative support roles with the quality improvement and learning teams. When she’s not analyzing and organizing data, Sarah enjoys learning how to play musical instruments and developing her photography skills. Sarah is grateful for the opportunity to share Servant Leadership through the NJACP conference because of the positive impact this set of practices has infused within Devereux.

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**Continental Breakfast Sponsored by:** Bancroft

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

and

Cold Beverage Stations sponsored by: Association for the Multiple Impaired Blind

in the Exhibit Hall (Ocean Ballroom)
Active Assailant: Compliance thoughts and understanding Active Shooter Insurance
Topics covered will include describing the active shooter, compliance thoughts on developing standards for safety and preparedness and finally a review of current insurance coverage options, availability and pricing.

Richard Skorupski is a partner in Meeker Sharkey & Hurley. For 30 years, Rich has provided services and designed programs of insurance for Nonprofit agencies, with clients ranging from Arc’s, Cerebral Palsy, autistic, and mental health agencies, halfway houses and YMCA/YWCA programs. He also serves on several safety committees for the benefit of his clients.

In May, 2015, Rich was ranked by Insurance Business America among the Top 10 Producers in the Insurance Industry. In 2016 Meeker Sharkey & Hurley was named the Top Niche Market Agency serving the Nonprofit industry by Insurance Business America.

In addition to supporting his clients’ needs, he is the past President of the Union County Educational Services Foundation in Westfield, New Jersey which supports programs for children from grade school through high school. Rich currently serves on the Board of Trustees of the Supportive Housing Association of NJ, whose mission is to promote and maintain a strong supportive housing industry in New Jersey serving people with special needs.

Applying the 7 dimensions of Applied Behavior Analysis for adults in a sometimes ABA-hostile Environment
This presentation will review the seven dimensions of behavior analysis as outlined in the ground-breaking article “Some Dimensions of Applied Behavior Analysis (Baer, et al., 1968), and “Some Still Current Dimensions of Applied Behavior Analysis (Baer, et al., 1987). It will identify current ABA service delivery and treatment deficits that exist in the application of such services within the adult system of care. Some of these deficits include treatment integrity, resistance, confounding variables, etc. A current literature review will be presented to establish some potential empirical solutions and allow for future research hypotheses. The presentation will conclude with data collected from a residential program utilizing Essential for Living (McGreevy, et al., 2014) as well as discussion questions and a group conversation on the topics presented.

John Vitug is a Board Certified Behavior Analyst with over 7 years of applied behavior analysis (ABA) experience. John has worked with adults and children with intellectual and developmental disabilities applying the principles of ABA to reduce severe challenging behaviors and increase socially significant behaviors. John completed his BACB coursework through Florida Institute of Technology after receiving his Master’s Degree in Human Behavior and Organizational Psychology from Kean University. John has a passion for helping others grow through teaching, supervision, and mentorship.

Kristin Pokallus is a Board Certified Behavior Analyst with over 6 years of experience working in the field of Applied Behavior Analysis. Kristin has worked with a diverse population including children and adults with a broad range of diagnoses. Kristin completed her Master of Arts in Counseling Psychology and simultaneously completed credentialing coursework through Clemson University. Kristin now teaches three courses at the College of Saint Elizabeth (her Alma Mater) in the School of Graduate and Continuing Studies in Applied Behavior Analysis and is the Director of Behavior Supports at Alternatives Inc. Kristin loves her work with adults in particular and consistently seeks out opportunities to increase the quality of life for these individuals as well as their significant others and their staff.
Sawyer Tatum is a New Jersey native and 2014 graduate of Rutgers University where she studied Psychology and Cognitive Science. Following graduation, a long-time passion for meeting care needs developed into a career serving adults of varying developmental and intellectual disabilities in residential and day program settings. This past year, Sawyer completed a Masters in Counseling Psychology with a concentration in Applied Behavior Analysis and was certified as a BCBA. Her professional interests include providing education to and strengthening relationships with residential caregivers to deliver effective ABA services to families in need.

Amanda Karpien is a Registered Behavior Technician with 7 years of experience in the field of Applied Behavior Analysis working with a diverse population of children and adults with developmental and intellectual disabilities. Amanda earned a Bachelor of Arts degree in Psychology from Temple University, and she is currently pursuing a Master of Science degree in the field of Applied Behavior Analysis from The Chicago School of Professional Psychology. Amanda has participated in research evaluating the field’s inclusion of social validity measures in the identification of treatment goals, interventions, and effects, and she has a passion for increasing treatment acceptability by ensuring that therapy is individualized and valuable for each consumer.

**BREATHE - Stress and Relief**
The number one challenge for people who are caregivers is self-care. It is easier to justify spending energy caring for others, than assuring that our personal resources are well-stocked so that we are able to give others the care they deserve. Charity begins at home is not just an old saying. By taking good care of ourselves, we have greater capability to care for others.

Learn how to BREATHE. Put yourself first so those you care for get the absolute best of you.

Sherri Rase is an expert speaker and coach as well as a Distinguished Toastmaster who has conducted workshops nationally and internationally on a wide range of topics. She is an inveterate volunteer whose belief in the power of connecting people informs her work. For the past 25 years, from human rights and social movements to clinical photography to team building, Sherri is an experienced facilitator who loves putting people and resources together. Engage. Educate. Communicate.

**Public Speaking and Presentation Skills... Looking Good and Sounding Good**
*Note: this session has a special start/stop time. It runs from 2 p.m. – 4:30 p.m.*
Effective verbal Communication. Simply being “on the side of the angels” doesn’t guarantee that you’re good at telling your organization’s story. Learn how to look and sound your best at the podium and in front of a microphone. Covers everything from Aristotle’s lessons on effective presentation tactics to the famous 55-38-7 rule, to how to avoid being overcome by “nerves.”

Michael Willmann is a two-time Emmy-winning communications veteran...co-founder of WMSH Marketing Communications...graduate of the University of Pennsylvania Law School...former Philadelphia prosecutor...admitted to practice before the Supreme Court of the United States. Member of 13 NPO boards...NPDC Chair from 2008 to 2014 and current NPDC President. Graduate of Leadership New Jersey...received Philadelphia Bar Association’s Scales of Justice Award and the New Jersey Governor’s Volunteer Award for the Arts.

**Fish! Philosophy**
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 for the courts - but they are applicable no matter what industry you are in. Come catch the ENERGY and RELEASE YOUR POTENTIAL!

Allison Gallo is the staff trainer for the Delaware Judicial branch and develops training courses aimed at providing employees with the tools that they need to assist Delaware citizens. She earned her Bachelors of Science degree from Goldey-Beacom College in Wilmington, DE and has approximately 20 years of experience in adult education and professional development. She also holds the Certified Professional of Learning and Performance (CPLP) designation from the Association for Talent Development (ATD) and is the administrator of the learning management system for the judicial branch. Allison has a passion for lifelong learning and teaching and is dedicated to helping others to succeed.

**“How Sweet it Is” Diabetes Management and the I/DD Client**

The following topics will be covered:

- Incidence of diabetes in the I/DD population
- Type 1 and Type 2 diabetes. What is the difference?
- Recognition and treatment of highs and lows
- Challenges in the treatment of diabetes in clients with I/DD
- Blood glucose monitoring
- Insulins new and old
- Other medications used to treat diabetes
- Eating healthy

Donna Allison RN, is a Nurse Educator at Matheny Medical and Educational Center. She has been a Registered Nurse for 40 yrs. Her background in critical care and emergency medicine. Currently employed at The Matheny Medical and Educational Center as a nurse educator. Matheny specializes in medically complex patients with I/DD. My interest in diabetes management began 20 yrs. ago when my grandson was diagnosed with Type 1 diabetes at the age of 2. I have worked for the past 15 yrs. at Camp Nejeda, a summer camp exclusively for children with diabetes. I am a member of the American Association of Diabetic Educators.

**Managing and Documenting Workplace Performance**

The “Managing and Documenting Workplace Performance” session will be presented by Barbara Cordasco from the Employers Association of New Jersey. The session will cover the importance and benefits of workplace evaluation: clear expectations; consistent measures and achievable standards of performance, with an equal emphasis on the importance of assessment documentation.

Barbara Cordasco has been with EANJ for over 30 years during which she has written several hundred Affirmative Action Plans for government contractors, including financial institutions. She has been instrumental in successfully guiding companies through well over 100 OFCCP Compliance Reviews. Additionally, she conducts workshops and answers member questions specific to Affirmative Action and EEO requirements and provides in-house training and consultation to companies on writing, maintaining and updating an AAP. Barbara received the EPIC Award from OFCCP for outstanding outreach to federal government contractors. Currently, Barbara conducts in-house training on such issues as diversity, team building, conflict resolution and performance management for EANJ members. She is a member of a North Jersey Chapter of the Society of Human Resource Management; the American Association for Affirmative Action and is an invited attendee at the quarterly New Jersey Industrial Liaison Meetings. Ms. Cordasco’s full biography is available at https://www.eanj.org/about/professional-staff/barbara-cordasco.
Quality Metrics
This session will discuss the role metrics play in identifying trends, set interventions, and eventually lead to better outcomes for people with disabilities, at a large multi-service provider delivering services in a fee for service environment.

Gary Milchman is the Regional Director, Young Adult Institute (YAI) in New York City. He has 26 years of experience within the I/DD and TBI field spearheading and managing a wide array of community-based services. Gary has been working with YAI for 21 years and has had operational responsibilities for community-based services inclusive of Employment Services, Day Habilitation Services and Residential Services. Gary is currently the Regional Director of Programs and Services for the Manhattan Region and is responsible for $30 million dollars in community-based services.

The YAI Manhattan region is proud to strive to help all of the people we support identify and reach their goals. We are guided by the principle of asking "how might we" foster the hopes and dreams of the people we support. There is always an avenue for working toward accomplishments and it is our mission to travel this path with the people we support.

Smart Technology, Smart Organizations
Are you ready for technology? Come hear the success stories of individuals and organizations thriving with technology. We’ll share valuable experience and expertise on how to prepare your organization to integrate technology into support services. Learn how to help your staff embrace a person-centered mindset around technology. We will discuss successful strategies and lessons learned by other states and agencies that are effectively integrating technology into their supports. We will also share video of individuals blossoming in their independence in life and work as a result of enabling technology.

Jason Ray is the President at SimplyHome; and a Certified Aging in Place Specialist. Since beginning with SimplyHome in 2008, Jason has been a national speaker on enabling technology to associations, state and national agencies, and provider groups. Jason was named in 2012 as a recipient of the Stephen E Sallee Excellence in Technology Award, and accepted the 2012 Edison Award for Best New Product for SimplyHome. Jason’s work with SimplyHome has been featured on multiple episodes of ABC’s Extreme Makeover Home Edition along with many other national publications.

In 2015 Jason was named to Asheville’s Forty under Forty, honoring young leaders in for their business and community service contributions to the area. Then, in 2017 the Asheville Chamber of Commerce honored Jason as the Asheville Small Business Leader of the Year. Since 2004, SimplyHome has designed, engineered and used assistive technology to increase independence and lower costs for seniors and people with disabilities. SimplyHome was the first company to receive national accreditation (CARF) using technology in support of independent living and aging in place in 2007.

Tracking Individual and Staff Outcomes through implementation of Devereux Positive Behavioral Interventions and Supports (D-PBIS) with Adults with I/DD
The presentation will review individual and staff based outcomes collected through the delivery of an evidenced-based practice that increases social behavior outcomes across settings for I/DD adults being served in group homes and vocational programs. The Devereux Positive Behavior Interventions and Support (D-PBIS) framework will be introduced to participants and data on outcomes such as satisfaction, major risk events, and fidelity of implementation will be reviewed. D-PBIS is a three tiered framework specifically developed for alternative settings such as community care residences that focuses on the strengths of each individual by defining, teaching
and supporting desired behaviors to create a positive environment. Data on the key components of model fidelity, including targeted staff training, observation of learned skills and consistent and positive feedback, will be presented in relation to positive outcomes in the program. Participants will be able to discuss the outcomes related to 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 fidelity of D-PBIS in community based settings.
- Participants will understand how the D-PBIS framework is used for data based decision making.

Michelle Lipchock holds a Doctorate and Master’s degree in social work and she is a Licensed Clinical Social Worker. She has been working in the field of behavioral health for over 20 years. Michelle is the Clinical Director at Devereux Advanced Behavioral Health New Jersey where she has worked for 19 years. Michelle oversees the provision of clinical services I/DD adults and children with emotional and behavioral challenges.

Bethany Slickmeyer graduated from York College of Pennsylvania in 2004 with a Bachelor of Science in Recreation and Leisure Administration. Over the last fifteen years she has worked as a Direct Support Professional, a Clinical Manager, a Group Home Manager and a Quality Improvement Specialist. In 2018 Devereux introduced the D-PBIS Program Coordinator position and Bethany transitioned into the role in May of 2018. Since becoming the D-PBIS Program Coordinator she has assisted twenty one residential programs and one vocational program implement D-PBIS. Over the past year Bethany has helped create processes for effective implementation, training, data tracking and analyzation and overall integrity. Bethany also serves as the co-chair for Devereux’s Human Rights Committee, is a Safe and Positive Approaches trainer and internal investigator.

SESSION GROUP D: THURSDAY, NOVEMBER 14, 2019, 3 PM – 4:30 PM

Applied Behavior Analysis: An Overview

This workshop seeks to provide a comprehensive definition of Applied Behavior Analysis, ABA, and to explore its principles and its use with individuals on the autism spectrum or with individuals with other developmental disabilities in an applied setting. An emphasis will placed on looking at the use and efficacy of discrete trial teaching, functional behavior analysis, and the development of behavior intervention plans. A focus will be placed in describing reinforcement strategies including differential reinforcement of alternative behaviors, DRA, differential reinforcement of other behavior, DRO, differential reinforcement of low rates of behavior and high rates of behavior, DRL and DRH. The discussion will include an exploration of the strategies used to reduce challenging behavior and to teach replacement behaviors. These strategies will include antecedent strategies, consequence strategies, the concept of behavioral momentum and the use of behavioral skills training. In addition, teaching functional communication will be explored including the verbal operants: manding, tacting and intraverbals. This workshop will emphasize the importance of the seven dimensions of ABA and how they change human behavior the scientific way.

Cynthia Policastro-Smith, MA BCBA has a long history of working with children both neurotypical and with developmental disabilities including autism spectrum disorder. Cynthia began working children as a family daycare provider and Girl Scouts leader. Cynthia completed her BA in Psychology and obtained a Teacher of the Handicapped teaching certificate. During this period Cynthia worked in homes providing ABA for children on the autism spectrum and then obtained a teaching position at Children’s Center in Neptune, NJ. Cynthia’s next step was to move to Toms River Regional Schools, in Toms River NJ to open a classroom at Intermediate East for
students with Autism and also began as a program leader for Kidz Korner after school program for the Family Resource Network in Toms River. Cynthia went on to become a coordinator of the afterschool programs for the Family Resource Network and moved to Hooper Avenue Elementary School to teach elementary age students on the autism spectrum. Cynthia obtained a MA in Applied Behavior Analysis and became a BCBA. Currently, Cynthia continues to teach and is an Autism Facilitator for the Toms River Regional District and provides professional development for staff. Cynthia currently is a clinical supervisor of home programs for Autism Family Services.

Communication Styles
(Formerly listed as Reducing Conflict Through Communication)
During this session participants will be asked to take a brief assessment to identify their preferred communication style. The remaining time will be spent examining how the styles differ, how to change your communication style to fit your audience and why this might be necessary.

Allison Gallo is the staff trainer for the Delaware Judicial branch and develops training courses aimed at providing employees with the tools that they need to assist Delaware citizens. She earned her Bachelors of Science degree from Goldey-Beacom College in Wilmington, DE and has approximately 20 years of experience in adult education and professional development. She also holds the Certified Professional of Learning and Performance (CPLP) designation from the Association for Talent Development (ATD) and is the administrator of the learning management system for the judicial branch. Allison has a passion for lifelong learning and teaching and is dedicated to helping others to succeed.

Cyber Risk Assessment & Threat Management for Nonprofit Organizations
If your organization's computer system is hacked, breached or extorted, do you know the applicable laws, where to get help, and how you would pay for damages from such an incident? Malevolent and sophisticated cyberattacks - ransomware, phishing scams, network and organizational destruction and shutdowns - are rapidly escalating, and laws concerning cyber threat management are changing across all industry sectors - including nonprofit.

Having protocols to address threat prevention, recovery and ongoing protection are necessary for any organization using technology today. It's no longer recommended, but required to know the laws, continually strengthen internal controls and have formal cyber threat policies in place. Presentation Outline/Learning Objectives:

- Assess the latest major cyber incidents perpetrated against U.S. nonprofit entities.
- Identify the role money and finances play in these schemes and the responses.
- Determine current applicable regulatory compliance.
- Evaluate the best technology, user and security practices to help protect your nonprofit from cyber threats.

Attendees: Executive, financial, technology, operations managers and/or staff at nonprofit organizations

Outgoing and charismatic, Chris Mangano thrives in addressing an audience. With over 30 years of experience in the IT realm, Chris brings his industry to life. “Striving for progress, not perfection” is Chris’s motto and how he educates his clients and peers. He enjoys taking a non-traditional approach with both his clients and prospective clients by holding Private Lunch Workshops (PLW). As Vice President of Mercadien Technologies, Chris develops and hosts these PLWs to educate companies on the services he and his team provide. Each workshop has a hand-picked audience for the given topic and is intimate, interactive, and relaxed.

It’s reassuring to know that the person educating you has been in your shoes. As a former business principal, Chris understands the uncertainty his clients face. He managed sales, marketing and operations for an IT company he
co-founded and ran for ten years. Later, he became an advisor to help others grow their organizations and determine risks. Chris utilizes his past experience to assist his clients in navigating the uncertainty in areas such as cyber security, risk management, disaster recovery, and network design and implementation.

**Developing QPs to be Great Supervisors**

Inadequate guidance and poor supervision are often cited as the primary reason Direct Support Professionals (DSPs) leave their job. DSPs need supervisors who are not only caring and compassionate but also skilled in people management. Unfortunately, QPs often enter their roles having never received training for these essential skills. For I/DD service providers, improving the supervisory skills of their Qualified Intellectual Disability Professionals is an essential part of any DSP retention strategy. During this session, we will discuss the skills necessary to be an effective supervisor, how to craft a supervisory training program and how to create ongoing development plans to ensure success.

Arlene Bridges is the Product Manager for I/DD and ABA at Relias where she leads the development team to create new products for I/DD and ABA service providers. She has nearly twenty years of experience in many areas of I/DD service provision, including clinical coordination, oversight and administration. She has experience in managing contracts and billable services with MCOs and other payers, overseeing quality improvement processes, and working with CQL accreditation requirements. Arlene served on the executive board of the NC Provider’s Association and currently serves as a member of a local human rights committee.

**Health and Safety Matters**

A discussion in recognizing and treating medical issues, common to individuals with I/DD, that can affect their health and safety such as Dehydration, Constipation, Dysphagia and a few more.

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.

Denise Micheletti-King is the Chief Nursing Officer at Matheny Medical and Educational Center. She is a 35-year nurse administrator who primarily serves the I/DD population in long term care settings. Ms. Micheletti-King’s training was from Hospital of the University of Pennsylvania, School of Nursing, and her Bachelor’s and Master’s degrees are in hospital administration. Transitions in care for this special population has always been her focus. Integrating her knowledge of long term care for persons with I/DD with complicated medical needs with the acute care professional’s expertise has been a challenge that Ms. Micheletti - King has continually pursued.

**HR Policies Update – Cell Phones, Video & Photos... Oh My!**

Where are we headed with privacy? Are you ready for what comes next? How will these things affect your company, your clients and your staff? Things that keep us awake at night just keep coming! This year we have seen several changes in the policy landscape. How will this affect your workplace? How will leadership manage the changes? What can you do to protect clients and staff? Many of the laws affect the finances of a company. Join us as we look at employment changes and a view of HIPAA you need to hear!

Judy Sailer is a highly regarded professional in HR staff training and academic education. She is well-versed in all aspects of management and leadership; her passion is staff development. She holds a Master’s Degree in Management & Organizational Leadership from Springfield College, received her Human Resources Cert from
Is this really a reinforcer? Does a reinforcer always work?
Behavior Analysis offers a powerful concept of reinforcement. This presentation will evaluate research on effective reinforcers and recommendations for best practice. Common misconceptions and current practice in school, community, and home will be discussed. Popular topics of social reinforcement, behavior specific praise, and conditioning history will be analyzed. Finally, participants will have an opportunity to practice a reinforcement assessment and evaluate effectiveness of reinforcers.

Katarina Radi, M.S.Ed, BCBA is the Teacher Leader at Bancroft School, Department of Curriculum, Instruction, and Training. A board-certified behavior analyst (BCBA) and educator, she earned her Master’s Degree in Elementary Education with a specialization in Mathematics from Komenius University Bratislava, Master’s Degree in Special Education with a specialization in autism from Rowan University, and Master’s Degree in Applied Behavior Analysis (ABA) from Rider University. Her research interests include evidence based practices for classrooms and implementation of ABA principles in skill acquisition of persons with disabilities. She has presented at regional and international conferences.

Katherine Hurlock, M.Ed, BCBA is the Clinical Director of the Gloucester Adult Services program. Katherine is a board-certified behavior analyst, licensed in the state of Maryland, and member of Bancroft’s Center of Excellence in Applied Behavior Analysis. Katherine has over 10 years of experience which has focused on the functional assessment of undesired behavior, treatment planning, teaching functional skills, and reinforcement based procedures. She earned her undergraduate degree in Behavioral Sciences and her Master’s Degree in Special Education.

Key Points to Consider When Conducting Internal Investigations
A strategic, hands-on approach to conducting internal investigations demonstrated through group scenarios revealing industry best practices for organizations in response to incidents in the workplace stemming from violence, criminal theft of resources, violation of internal policies, and regulatory compliance. Participants will gain an understanding of sources of evidence, information, resources, techniques, and methods for conducting effective investigations for organizations working with at-risk client populations. This presentation is intended for Professionals with Lead, Director, Human Resource, and Compliance related responsibilities.

Vice President of Data Privacy, Investigations and Security James Mottola has over 30 years of investigative experience in the public and private sector, including serving as the former Special Agent in charge of the Newark Field Office of the United States Secret Service. He leverages his experience to counsel and advise clients on matters of internal corporate investigations, information security, data privacy, physical security, school safety, incident response management, and other compliance related matters. Mr. Mottola and the PorzioCS team have presented on safety and security at numerous training seminars and conferences.

Vice President of Disability & Healthcare Compliance, Elizabeth Shea has over 25 years of experience in the developmental disabilities field, most recently serving as the Assistant Commissioner over the NJ Division of Developmental Disabilities. She is a healthcare advocate with extensive experience in management, strategic planning, research and policy analysis, particularly in the area of developmental disabilities. She is instrumental in the design and implementation of comprehensive compliance, training and ethics programs for educational institutions, disability providers and organizations, and health care facilities. Ms. Shea has also managed and directed large reforms within developmental disabilities systems throughout New Jersey.
White Collar Crimes: Healthcare Fraud
Identity theft, financial institution fraud, health care fraud, and money laundering will be covered. This is part of the FBI Community Relations Executive Seminar Training (C.R.E.S.T.) is a shorter, more focused version of the FBI Citizens Academy Program and is conducted in partnership with a specific community group at an offsite location. The program is designed to build trust and strengthen relationships between the FBI and the communities we serve. Classes are taught by FBI executives, senior special agents, and program managers.

Presentation will be given by FBI SA Katie Holden.

SESSION GROUP E: FRIDAY, NOVEMBER 15, 2019, 9:45 AM – 11:15 AM

Every Family Has Its Own Brand of Crazy: What’s Ours?
(organization Culture)
While “organizational culture” might be hard to describe, we all know it when we see it! This workshop proves to participants that they already know what organization culture is through a fun “culture in action” critique that will also help them to better understand their own organization’s culture. This session will help participants understand how team norms influence behavior, willingness to speak up, productivity, and whether co-workers truly feel comfortable with one another. Leaders and front line staff alike will leave this workshop knowing how they are both “caught up in” and influence team culture and the critical steps they need to take to create a workplace atmosphere that reflects their values and supports their goals.

Mylena Sutton specializes in leadership development and human resources consulting for organizations across all three sectors: private, public sector, and nonprofit. Additionally, she is an adjunct professor and teaches courses on leadership development and human resources.

Mylena’s passion for working with organizations comes her philosophy, “If you’re unhappy at work, you’re unhappy at life” since most people spend more time with their colleagues than with friends and family. To this end, her work is centered around her 3C approach: address compliance, address conflict, and address culture. In addition to working with teams on engagement and culture challenges, Mylena provides classroom training on various leadership and compliance topics. Finally, Mylena provides leadership coaching and values clarification workshops for middle-to-senior level supervisors and managers. Overall, Mylena’s work is about helping leaders and teams create psychologically safe cultures (including the promotion of diversity and inclusion) while meeting their HR compliance obligations and advancing their missions.

An Atlanta native, Sutton holds an undergraduate degree from the University of Georgia and a graduate degree from the University of Kansas. Further, Sutton holds various certifications through the Association for Talent Development, the Human Resources Development Institute, the Society for Human Resources Management, the Myers Briggs Foundation, American Association for Diabetes Educators, and is currently working toward being a certified mediator. Mylena’s personal interests include planning personal growth retreats for women, diabetes prevention coaching, and outdoor exercise.
**Hate and Bias Crimes**

Hate crimes, color of law, and human trafficking will be covered. This is part of the FBI Community Relations Executive Seminar Training (C.R.E.S.T.) is a shorter, more focused version of the FBI Citizens Academy Program and is conducted in partnership with a specific community group at an offsite location. The program is designed to build trust and strengthen relationships between the FBI and the communities we serve. Classes are taught by FBI executives, senior special agents, and program managers.

Presentation will be given by FBI SA Vernon Addison.

**Mergers & Affiliations Demystified**

Assessment and considerations of each phase of a consolidation transaction - from targeting, due diligence and trigger events to letters of intent, marketing and deal structuring.

Sherise Ritter is a Managing Director of The Mercadien Group and principal of Mercadien, P.C., CPAs. Sherise has a broad base of experience and expertise in the performance of audits, reviews and compilations of nonprofit organizations, government entities, colleges and universities. She works regularly with clients that receive funding from the State of New Jersey Depts. of Human Services, Children and Families, and Education and has robust knowledge of their rules and regulations. She also has extensive tax planning and preparation experience for individuals, for-profit businesses and exempt organizations. Sherise is proficient in the tax exemption determination process and maintenance of exemption for both 501(c)(3) and 501(c)(6) entities, including addressing unique tax issues. She also focuses on business planning and consulting for nonprofit entities and businesses, in such areas as budgeting, cash flow management, accounting systems design, and board governance training.

Ms. Ritter frequently works with organizations that provide services to individuals with intellectual and developmental disabilities or behavioral health issues. Not only does Sherry work with the agencies themselves on accounting, compliance oversight and taxation matters, she also serves as an advocate for these agencies with their funding sources, helping the sources to understand financial and governance issues. For the last several years, Ms. Ritter has helped numerous human service agencies build their compliance oversight and billing platforms in a new fee-for-service billing and payment model.

Ms. Ritter co-leads the firm’s Nonprofit & Human Services Group, which is dedicated to identifying industry trends and meeting the changing needs of clients in the nonprofit sector. She regularly authors articles for the firm’s newsletter, Nonprofit Outlook, and other publications, and is an active affiliated member of the NJ Association of Community Providers, ASAH, the NJ Association of Independent Schools, and the NJ Association of Mental Health and Addiction Agencies. She is a frequently-requested speaker on a variety of exempt organization topics at industry conferences and events. Sherry earned her Bachelor of Science degree in Commerce from Rider University.

Kyle Neeld is a Managing Director of The Mercadien Group and a principal with Mercadien, P.C., Certified Public Accountants. A seasoned public accounting professional with more than 15 years of experience, Mr. Neeld has significant experience in the areas of audits, reviews, compilations, agreed-upon procedures and various consulting engagements for nonprofit organizations and businesses.

Mr. Neeld is highly regarded in the areas of internal control structures, audit program design and implementation, and risk assessment. His duties include planning audit engagements, supervising and training staff, reviewing work papers and financial statements, and meeting with client management and boards on various engagements. He specializes in working with nonprofit organizations as well as clients in the manufacturing, entertainment and long-term care sector.
Kyle co-chairs the firm’s Nonprofit & Human Services Group and is a frequent speaker and author on topics such as risk assessment, budgeting board governance and oversight. Kyle is a key member of the firm’s Audit and Accounting Group and is also the practice leader for the firm’s Employee Benefit Plan Audit Group.

Additionally, Kyle is well versed in Yellow Book compliance and Uniform Guidance, and state and local reporting requirements as well as nonprofit tax reporting and multi-state charitable registration requirements and filings. Kyle’s consulting experience includes strategic planning engagements, business valuations, cost analyses and profitability improvement studies, financial and market feasibility analyses. Mr. Neeld also has extensive experience in completing arbitrage rebate and verification agent calculations for tax-exempt bond compliance. Kyle earned his Bachelor’s Degree in Business Administration from Rider University. Kyle resides in Newtown, PA with his wife and their two children.

Ryan Smith is the Board President & Founder of Inperium in January of 2016. Inperium is the sole member of non-profit agencies that provide person-centric mental health, intellectual disability, co-occurring disorders services, health-related supports, and other related services. Inperium was established to support and oversee affiliated companies to ensure quality services and continuity of care, and efficient use of public funding and resources. The corporation is governed by a Board of Directors comprised of its Officers and independent members of the communities served by Inperium.

In his present position as President of Inperium, Inc. & Family of Services, Ryan continues his efforts to expand upon his proven track record of developing, revitalizing, and growing business enterprises. Ryan continues to further utilize his strategic planning and implementation strengths, to guide and direct other enterprises through substantial change management, with strong and effective leadership and an on-going commitment to providing quality outcomes to all stakeholder representatives.

Ryan’s numerous and varied experiences have resulted in significant successes for the communities served by Inperium’s “Family of Services”, as well as for those employed by these entities. During Ryan’s tenure as CEO of Supportive Concepts for Families, revenue has grown from $4.5 million in 2000, to more than $65 million in 2018. In addition, as a direct result of a strategically planned quality management system, SCFF’s 1,300 employees (grown from 200 when Ryan assumed CEO duties) provide consistent and high quality services. The company employees, the most valuable asset of quality human service organizations, also derive benefit from an Employee Stock Ownership Program (ESOP). This “first of its kind” program for a non-profit, was created in March of 2015.

**Moving From Awareness To Acceptance: Celebrate Neurodiversity!**
(Suitable for all attendees)
Acceptance is where trust is present and success can thrive! Neurodiversity is the acceptance and celebration of those that operate other than what most of the world considers to be normal and to help society to realize no one really has the right to name what someone else’s normal should be. Acceptance celebrates our differences. Moving away from awareness to acceptance moves us from talk to actions. Acceptance comes about when each person’s individual wiring is respected. To me, the only way to be able to accept me is to respect my needs to feel safe and loved. The Culture of Gentleness is a philosophy I embrace because it lets ME decide what I view as safe and loved. Workshop is interactive with participant involvement, humor, video clips and take homes.

Alex Kimmel is an experienced speaker. He is contracted at the local, state, national and international levels on such key issues as Inclusion, Disability Acceptance, Neurodiversity, Culture of Gentleness and Self-Determination. He has educated and inspired students, teachers, professionals, congregations and the community at large since 2006.
Alex Kimmel is honored to be the 2019 recipient of the ROBERT THOMAS SUPPORT PROFESSIONAL award from The Arc of Oakland County. "A social worker who displays exceptional concern for persons with intellectual and/or developmental disabilities and shows his/her concern by providing quality care." Alex Kimmel is honored to be the 2017 co-winner of the prestigious Dan Moran Award for inclusion and advocacy. "This individual actively promotes the rights of individuals, encourages self-advocacy, raises awareness about mental illness or developmental disabilities; breaks down boundaries, creates new relationships that end stigma; and serves as a role model to others."

**New Jersey Employment Law Update: How to Stay Compliant and Avoid Liability**

There have been many significant developments impacting community providers in New Jersey in the past year. The state legislature and our courts have been actively enacting new laws and revisiting a wide range of employment principles including equal pay, earned sick leave, paid family leave, minimum wage, wage theft, mandatory drug testing and medical marijuana. More changes are on the horizon. This seminar will highlight the significant changes in New Jersey employment law and provide guidance to attendees on how to remain compliant and limit liability.

Joseph Maddaloni Jr., is co-chair of the Schenck Price Labor & Employment practice group. He is a former general counsel for an international service company who concentrates his practice in the areas of labor & employment law, commercial law, and regulatory affairs. He represents management in all phases of labor and employment law including union avoidance, organizing campaign strategy, contract negotiation and administration, resolving unfair labor practice charges, wrongful 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. He also handles general commercial litigation & counseling concerning contract disputes, lease agreements and sale of goods. Mr. Maddaloni regularly provides counseling and representation to home care companies and private duty agencies nationwide. He is a leading regulatory authority on the home care industry, and he lectures and writes extensively on issues important to the home care industry. He is a member of the Board of Directors of the Home Care Council of New Jersey, and the Chief Executive Officer of the Home Health Services Association of New Jersey. He also serves on the Board of Directors of the National Institute for Home Care Accreditation.

**P.A.S.S. Certification Training – All Day FRIDAY; Limited to 8.**

PASS (Passenger Assistance, Safety and Sensitivity) is a comprehensive certification training course developed by the Community Transportation Association of America (CTAA). PASS is recognized throughout the country and is the standard for the majority of public transit and wheelchair transport agencies. PASS was designed for drivers to become ingrained with the assistance that they should be providing to passengers with disabilities and special needs. PASS also trains on mobility assist devices like wheelchairs and walkers, and trains and tests on lift operation and proper wheelchair securement in vehicles. Once completed, each attendee will receive PASS certification valid for two years. PASS training consists of an online session (approximately four hours and can be completed at student’s pace before attending the conference) and an in-person, hands-on session which has classroom and hands-on securement portions. The hands-on session lasts approximately 5-6 hours. Among the many benefits of professional training are:

- Potential insurance premium savings
- Investment in training is minimal compared to cost of accidents, incidents and lawsuits
- Allows drivers to practice techniques and ask questions before transporting actual passengers
- Sets your company above your competition by having trained and certified drivers
- Improved overall customer service leading to greater loyalty

After registering, email cklepser@njacp.org for online training code.
Jim Cermak, Driverge’s Director of Training, is a certified PASS Trainer and has trained hundreds of drivers and administrators throughout the country from hospitals, public transit, senior care and more. His engaging presentation style reinforces the importance of treating all passengers as people first, and ensuring securement is done the right way every time.

**Preservation of Skin Integrity and Wound Prevention and Care for People at Risk with I/DD**

Due to the many associated illnesses and needs which go along with a diagnosis of cerebral palsy, spina bifida, Lesch-Nyhan, and other such disabilities, the potential for development of skin breakdown is high in a population which is primarily non-ambulatory. This session is a detailed look at the 24-hour challenges for individuals with I/DD in maintaining skin integrity, treating wounds that may develop, and actions that can be taken to address the potential outcome.

Marsha Magazzu, BSN, RN is the Wound Care Nurse at Matheny Medical and Educational Center. She has been primarily serving the I/DD population in long-term care setting over the past 5 years. Mrs. Magazzu’s training from Raritan Valley Community College and Rutgers College of Nursing. She has served as Developmental Disabilities Nursing Association (DDNA) Northern NJ Chapter member/treasurer since 2014. Her wound care education and training has been provided by Wicks Educational Associates and she will be testing for the WOCN national certification.

Cynthia Audibert, RN is Manager of Community Residential Services at Matheny Medical and Educational Center and Agency Nurse at Midland Adult Services Residential Programs. She is also on the Board of Directors for the Northern NJ Developmental Disabilities Nurses Association. Ms. Audibert had 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.

**How To Include Youth with Intellectual/Developmental Disabilities In Programs**

This presentation will describe behavioral intervention strategies used in the implementation of ABA services. Delivered from a social work perspective, this presentation will give attendees background information on intellectual/developmental disabilities and how these you can be included in programs.

Sean McNally has been working with children and families in New Jersey for the last 10 years in many different capacities that include program direction and individual and family therapy. His passion continues to be with facilitating service implementation and assisting in the clinical growth of the different programs he works with.

**Social Media: What To Do AND What Not To Do**

Facebook, You Tube, Instagram, Twitter, LinkedIn? How many social media platforms do you need and which platforms should you choose? Should you blog or create a vlog? How often should you post? And most importantly, how can you use them effectively...especially if you’re not a social media maven?

Social media is a necessity in every marketing plan. When used effectively, social media platforms allow you to reach your target audiences, raise awareness, increase engagement and generate leads. This workshop will walk you through the dos and don’ts of social media to help you raise your social game to the next level.
Pam Collins is Founding Partner of REV Creative Group, a full-service marketing and communications agency that helps companies build authentic, purposeful brands. Surrounded by talented experts in strategic communications, design, digital advertising, social media and more, Pam’s team transforms visions into successful campaigns that produce results.

Prior to founding REV, Pam spent 13 years managing communications and development for Oaks Integrated Care, one of New Jersey’s largest nonprofits. As Chief Development Officer, she worked with the executive leadership team to help guide the organization through two complete re-brands in five years following multiple mergers and affiliations.

She currently sits on the Board of Trustees for the Nonprofit Development Center of Southern New Jersey. Past honors include BCRCC Voice of Business Outstanding Young Professional, SJ Biz 20 under 40, South Jersey Magazine Super Woman, SNJB 40 Under 40, Burlington County Times and BCRCC Emerging Leader and SJ Biz Executive of the Year.

**Speak Like a Boss: Effective Communication Skills and Executive Presence**

Executive presence is a mixture of personality, skill and emotional intelligence, when combined, provide all of the right signals. Leaders know they need executive presence to drive results, develop others and grow their careers. This course discusses how to be your whole self by communicating effectively and not missing out on career growth. What participants will learn in this course:

- Discuss the components of executive presence
- Understand effective communication skills
- Identify how your external brand plays a part in your executive presence
- Discover how Emotional Intelligence will increase executive presence and communication

Audience—Leaders, team leader, front line employees, professionals at all levels will all benefit from this workshop!

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, Joyel 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.

**The Coach Approach:**

**Creating More Person-Centered Supports and a Stronger Organization**

With limited resources, impending compliance with the CMS Final Settings Rule, and a direct support workforce crisis, providing community-based supports is more challenging than ever. How can agencies change their culture, improve performance, and provide supports that are person-centered?
An approach to achieving these results is taking hold in Maryland. The “Coach Approach” is a method of working with people – employees and people who use supports – that empowers them to effectively develop solutions to challenging situations, and to drive person-centered outcomes. The Coach Approach is being used to train staff throughout provider agencies, from senior management to direct support professionals. It is also being used by the state provider association to develop stronger frontline supervisors.

Creative Options CEO Monica McCall was experiencing lines of people outside of her office and her managers’ offices with question after question. Monica brought coaching training into her organization and transformed the culture. The lines outside of her door and that of her managers are gone. Staff members feel more empowered, and coaching can be overheard at all levels through the organization.

The coach approach is now being used in several agencies and by the state provider association to build stronger organizations.

Dr. Monica McCall is the Co-Founder, President and Chief Executive Officer of Creative Options, Inc., a nonprofit community based organization that supports over 300 individuals with intellectual disabilities in Maryland. In addition, the organization provides supported living and employment opportunities for people with disabilities and specializes in the needs of those with co-occurring disabilities. Monica has more than 30 years of progressively responsible experiences directing over 300 employees with revenues in excess of $15 million. She has led nonprofit organizations through start up, survival, and growth modes. Monica holds a Bachelors Degree in Special Education from Coppin State University and a Master’s Degree in Human Resource Management from the College of Notre Dame University. She is a recipient of a Doctorate of Philosophy in Human Services with a specialization in Management of Nonprofit Agencies in the School of Public Service Leadership from Capella University.

Laura Howell has served for the last sixteen years as the Executive Director of the Maryland Association of Community Services (MACS), a non-profit association of over 100 agencies providing community-based supports for people with intellectual and developmental disabilities. Laura’s career has encompassed work across health and human service issues, including aging, homelessness, hunger, and HIV/AIDS. Laura has led several successful advocacy campaigns, including passage of first-in-the-nation legislation to link funding for direct support wages to an increase in the state minimum wage. In 2015, Laura was named one of the 51 Most Influential Marylanders, and in 2017 she and the organization that she leads, MACS, was named one of the Innovators of the Year by The Daily Record. Laura holds a Bachelor of Arts degree in Political Science, and a Master’s Degree in Community Planning, both from the University of Maryland.

**Using Applied Behavior Analysis to Help Adults with Autism to Successfully Enter the Workforce and Maintain Employment**

The presenter will briefly review the literature on supported employment and provide program descriptions of the adult programs under his direction. The presentation will include descriptions of individualized programs, research projects, and accountability systems that have proven successful in assisting adults with autism to enter into the workforce, to maintain employment long term, and to become valued members of their workplace communities. Finally, the results of annual consumer evaluations will be reviewed and summarized to posit the importance of such data in establishing and maintaining effective and accountable programs for adults with autism.

Gregory S. MacDuff, Ph.D., BCBA-D is Executive Director of Adult and Community-Living Programs for the Princeton Child Development Institute. He is Adjunct Professor in the Department of Applied Behavioral Sciences
at the University of Kansas and the Departments of Psychology at The College of New Jersey and Rider University. He is a Past President of the Board of Directors for the New Jersey Association for Behavior Analysis and served in an array of positions within the organization for more than 10 years. He has authored articles and book chapters on incidental teaching, photographic activity schedules, staff training strategies, prompt- and prompt-fading procedures, behavioral intervention for people with autism and intervention models in residential settings. He has lectured nationally and internationally, and has provided consultation and training to a variety of public and private programs. He has also served on the Board of Directors and Advisory Boards for numerous autism intervention and advocacy organizations.

Yoga (Suitable for all attendees)
Sue Ireland will lead group in mindfulness, breathing and stretching of attendees' bodies. If possible, bring a yoga mat, a hand towel, and water to drink. (Some mats are available to borrow for the session.)

Sue Ireland has been teaching yoga in Atlantic City and the surrounding area for a little over two years. (The Leadership Studio, Resorts, PAL of AC) She is a resident of Atlantic City with her husband and 14 year old son.

SESSION GROUP F: FRIDAY, NOVEMBER 15, 2019, 11:45 AM – 1 PM

Analysis in “Applied Behavior Analysis”
This presentation will focus on the need to use systematic methods to evaluate potential treatments when working with individuals with challenging behavior to increase effectiveness and efficiency. The potential benefits of utilizing a systematic, analytic approach will be described, along with recommendations for doing so across various treatment settings (e.g., school, in-home). Examples of systematic assessment and treatment in various settings will be provided throughout the presentation.

Tracy Kettering, Ph.D., BCBA-D is the Director of the Applied Behavior Analysis Center of Excellence at Bancroft. A doctoral board-certified behavior analyst (BCBA-D), Dr. Kettering is also an adjunct professor and research advisor at Rider University. Dr. Kettering earned her master's degree in educational psychology from Georgia State University, and her doctoral degree in special education and behavior analysis from the Ohio State University. Her research interests include translational research in behavior analysis, functional analysis and function-based interventions for problem behavior, and teaching verbal behavior. Dr. Kettering has presented at regional and national conferences in applied behavior analysis, and has published research in the Journal of Applied Behavior Analysis, Journal of the Experimental Analysis of Behavior, and Behavioral Interventions.

Applying Behavior and Communication Techniques to Community Providers
The presentation will focus on understanding what causes and maintains maladaptive behaviors, behavior techniques, and simple communication strategies that improve interactions between care providers and persons served. Improving interactions and understanding behaviors are vital components to decreasing maladaptive behaviors and when implemented correctly, can prevent behavioral escalations before they begin.

Dan Balboni, Psy.D. is currently the Director of Psychological Services at Matheny School and Hospital. Matheny is a hospital, school, group home provider, and day program for individuals with complex medical, developmental, and mental health diagnoses. Dr. Balboni has been working at Matheny since 2010, beginning his carrier there as a behaviorist. Dr. Balboni is also an adjunct professor at the College of Saint Elizabeth in the Counseling Psychology Doctoral program.
Best Practices for Aging in Place Adults with I/DD – For Front Line Staff
Aging in the workforce and community is no longer the path to ‘aging out’ of the workforce and community. Work is a key indicator for a satisfying life for many individuals with disabilities and luckily the needs within the contemporary labor market are changing at a record pace providing more opportunities for aging adults to continue to be contributors now and in the future. Join this session to discover:

• Creating customized employment opportunities in a wanting marketplace
• Cultivating increased natural supports in employment and community
• Creating community collaborations to maximize volunteer options
• What staff need to know about the impact and changes brought about with aging

Lori Norris brings over 23 years’ experience in the areas of advocacy and educational/vocational services for those with disabilities and barriers to employment, workforce development, alternative education, adult education, project management, facilitation, and training and development.

Before joining Fedcap, Ms. Norris worked for the School & Main Institute providing guidance to school districts as they worked to bolster social/emotional support services, community collaboration and alternative education opportunities for students at risk of dropping out of school. Prior to that she served as the Administrator for the Workforce Development Services Division at the RI Department of Labor and Training (DLT). Highlights of Ms. Norris’ accomplishments include the creation and implementation of a statewide youth workforce development system, growing it from serving 400 youth to 10,000 youth each year.

From 1995 until 2007, Ms. Norris worked for Goodwill Industries of RI, an agency that specializes in vocational rehabilitation for individuals with disabilities and other barriers to employment. Ms. Norris concluded her career at Goodwill as the President and CEO. Ms. Norris has worked independently in the Rhode Island community assisting non-profits with strategic planning, board development, agency advancement and project based facilitation services. Ms. Norris holds a B.S. from the University of RI, an M.Ed. from UMASS Boston and is currently pursuing an EdD from the University of New England.

Doing What You Like to Do vs. What You Need to Do
Time Management. Insight into making “good” decisions and working more efficiently. Plus a look at 18 different apps that help track your team’s work hours and also their productivity (you can eliminate distractions). Includes discussions about assigning people to different tasks, creating projects based on budgets, people, tasks, etc.

Ira Weissman is a member of the NPDC board, the President of Idea Innovations, LLC and the Co-Founder of the Camden Youth Aviation Program. Lean Six Sigma Black Belt...more than 40 years of experience in project and program management, quality and training. Author of chapter “Operational Excellence in Non-Profits” for the book Driving Operation Excellence. Former Curator\Director of Air Victory Museum...Member Tuskegee Airmen’s National Strategic Planning Committee.

Matt Jakubowski is a member of the NPDC board and Producer/Non Profit Practice, for Arthur J. Gallagher & Co...licensed property and casualty broker. He is a Regional Board Member for Big Brothers Big Sisters Independence Region. Matt Jakubowski was named Southern New Jersey’s Business People 40 Under 40. He was winner of the Robins’ Nest “Spirit of the Community” Award for community involvement and support and named “Ten Under Ten Distinguished Alumni” from High Point University.
**Emotional Intelligence**

Emotional intelligence is more than, “It’s not what you say, but how you say it.” This workshop is designed to explain the concept in easy to understand and use components, even for people who don’t think they naturally connect with others! Participants will leave this workshop knowing the ways they impact their team through their past and current behavior as well as their verbal and non-verbal cues. Most importantly, participants will learn strategies to improve relationships and cooperation with others.

Mylena Sutton specializes in leadership development and human resources consulting for organizations across all three sectors: private, public, and nonprofit. Additionally, she is an adjunct professor and teaches courses on leadership development and human resources.

Mylena’s passion for working with organizations comes her philosophy, “If you’re unhappy at work, you’re unhappy at life” since most people spend more time with their colleagues than with friends and family. To this end, her work is centered around her 3C approach: address compliance, address conflict, and address culture. In addition to working with teams on engagement and culture challenges, Mylena provides classroom training on various leadership and compliance topics. Finally, Mylena provides leadership coaching and values clarification workshops for middle-to-senior level supervisors and managers. Overall, Mylena’s work is about helping leaders and teams create psychologically safe cultures (including the promotion of diversity and inclusion) while meeting their HR compliance obligations and advancing their missions.

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**How to be a Goal Digger**

Goal setting will help transform ideas into action. In this course, we discuss creative goal setting techniques used to motivate and develop productivity in your personal and professional life. We’ll cover: What goal setting really is, The importance of understanding yourself and how to effectively create attainable goals, and Explore the art of celebration. Audience-Leaders, team leader, front line employees, and professionals at all levels will benefit from this workshop!

Joyel Crawford is a determined and passionate Certified Professional Career Coach and Training Consultant with over 15 years of experience in 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, Joyel 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.

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Is a PEO a Good Fit for your Non-Profit Organization?

Non-Profit organizations today need more help managing increasingly complex employee related matters, including employee relations, ACA guidance/compliance, health benefits, workers’ compensation claims, payroll, payroll tax compliance, and unemployment insurance claims. A PEO can assume these responsibilities and provide expertise in human resources management. This allows the PEO client to concentrate on the operational and revenue-producing side of its operations, while providing Fortune 500 benefits. But, is it right for your organization? What are the advantages and disadvantages. Peter Rosky provides a non-bias insiders knowledge on the industry.

Peter Rosky, Senior Vice President, Practice Leader, Employee Benefits, Meeker Sharkey & Hurley, Cranford NJ, has over 30 years in the employee benefits and insurance industry. He has served in National Sales and Management roles with leading insurance carriers and brokerages. Peter now leads the Employee Benefit Practice for Meeker Sharkey & Hurley, a leading provider of employee benefits, risk management and insurance services. Meeker Sharkey & Hurley has been recognized as one of the leading brokerages for the non-profit business segment. Prior to joining Meeker Sharkey & Hurley, Peter was a Senior Consultant for one of the fastest growing PEOs in the country. He helped advise on product selection, plan design and developed client retention strategies.

Legal and Ethical Considerations in Managing Health Issues for the I/DD Community

Managing health issues for individuals with intellectual and developmental disabilities presents unique legal and ethical challenges. Providers of services in the I/DD space must be aware of these issues in order to effectively understand the community they serve. This session will explore some of the key topics in this arena, including POAs and Guardianship proceedings, as well as the hot topics of medical cannabis and the recently enacted Medical Aid in Dying for the Terminally Ill Act and the potential implications of these pieces of legislation upon recipients of I/DD services. The presentation will review the New Jersey Rules of Professional Conduct (“RPC”) in this area (including RPC 1.2, 1.4, 1.14 and 1.16) and discuss representation of incapacitated clients and clients with various levels of diminished capacity and consent issues as well as application of ethical principles in the context of guardianships and related proceedings, the use of medical cannabis in I/DD patients and application of the Medical Aid in Dying Act upon I/DD patients.

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, transactional and compliance work, HIPAA, 42 CFR Part 2, Medicare/Medicaid, fraud and abuse, regulatory and administrative matters and employment counseling. She lectures and publishes frequently on health care topics and provides compliance education and training to providers 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 also 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.

Managing Unique Challenges For Clients In The Workplace

The unprecedented decline in unemployment substantially benefits the population we serve. By itself, corporate demand for workers has improved inclusion in the workplace. Managing individuals with jobs brings unique challenges to providers. A person’s plan and resources must be re-evaluated in terms of income levels. Further,
providers must calibrate a person’s persistence of employment to gauge appropriate work hours particularly if the individual’s benefits will be penalized. As a provider, are you ready to help your clients move into the workplace? Join us as participants will learn:

- Understanding SSA Guidelines
- Resources for Job Counseling, Training and Placement
- Creating The Right Financial Supports: Trusts, ABLE Accounts
- Other Supports A Provider Can Offer

Tom Tirney joined Arlington Heritage Group, Inc. in 2007, bringing years of financial and investment management experience to the executive team. He has grown Arlington into a national trust administrator serving non-profits and human service providers. Arlington’s trustees and providers oversee more than $30 million in client funds.

Prior to joining in 2007, Tom worked at a variety of investment companies including American Century Investments, Neuberger Berman and Standard & Poor’s. Tom graduated from Boston University with a Bachelor’s of Science in Business Administration in 1992 and holds both the Chartered Financial Analyst and Certified Market Technician designations.

**True Colors – What is Your Color Spectrum**

True Colors® is a model for understanding yourself and others based on your personality temperament. In the short time we have, you will identify your color spectrum by taking a short test. The colors of Orange, Gold, Green, and Blue are used to differentiate the four central True Colors® personality styles. Each of us has a combination of the four True Colors that make up our personality spectrum, usually with one of the styles being the most dominant. By identifying your personality (and the personalities of others), True Colors provides insights into different motivations, actions, and communication approaches.

Kathleen Carr is an experienced trainer and human resources leader with 30 years of experience in the NJ public sector. She is credited with the creation of multiple training programs that have enriched the talents of supervisors and leaders with the program “Super Supervisors”. She is a proud graduate of Rutgers University holding a Master’s degree in Public Policy and a Bachelor’s degree in Political Science.

**Why Do We Live on an Island? The Importance of Collaboration and Sharing Resources**

As practitioners, we sometimes feel as if they are working from an island. What we overlook, is the fact that there is support all around us that could very well be the lifeboat ensuring successful outcomes. Both Social Work and Behavior Analytic perspectives will be examined, as we explore they best way to break out of isolation through collaboration. Working together, we can enable ourselves to provide successful, well rounded, interdisciplinary interventions for our individuals.

DonnaMarie Simon, MSW, LSW, BCBA, 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.

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Break-Out Sessions...
Session Emphasis Suggestions

**Self-Advocacy**
Forming Self-Advocacy Groups
Count Me In: Social Inclusion and Self-Advocacy
Express Yourself! Building Communication Skills
The Survival Guide to Healthy Relationships

**Executive**
Managed Care 101 — Preparing for the Future
Iowa’s Managed Care — One State’s Experience
Provider Owned ACOs: Lessons Learned from New York State’s Experience in Getting to Managed Care for People with I/DD

**Suitable for Everyone**
Aromatherapy – What is it and How to use it Safely
Possibilities!
Moving From Awareness To Acceptance: Celebrate Neurodiversity!
Yoga

**BCBA**
Why Reinvent the Wheel? How Can We Replicate Current Effective Systems to Serve Our individuals with Integrity and Ensuring Best practice.
Did They Actually Learn That? Behavior Skills Training for Parents and Caregivers
Functionality of Adult Programming: A Focus on Compassion
Applying the 7 dimensions of Applied Behavior Analysis for Adults in a Sometimes ABA-Hostile Environment
Tracking Individual and Staff Outcomes Through Implementation of Devereux Positive Behavioral Interventions and Supports (D-PBIS) with Adults with I/DD
Applied Behavior Analysis: An Overview
Is This Really a Reinforcer? Does a Reinforcer Always Work?
Using Applied Behavior Analysis to Help Adults with Autism to Successfully Enter the Workforce and Maintain Employment
Analysis in “Applied Behavior Analysis”
Why Do We Live On An Island? The Importance of Collaboration and Sharing Resources
**DSP**
Aromatherapy – What is it and How to use it Safely
Improving DSP Retention through Peer Mentorship Possibilities!
Under Construction – Having Difficult Conversations
Avoiding Workplace Harassment
Paramount Importance of Personal Protection
BREATHE - Stress and Relief
Public Speaking and Presentation Skills...Looking Good and Sounding Good
Fish! Philosophy
Communication Styles (Formerly listed as Reducing Conflict Through Communication)
Every Family Has its Own Brand of Crazy: What’s Ours?
Hate and Bias Crimes
Moving From Awareness to Acceptance: Celebrate Neurodiversity!
Social Media: What to Do AND What Not to Do
Yoga
Best Practices for Aging in Place Adults with I/DD – For Front Line Staff
Doing What You Like to Do vs. What You Need to Do
Emotional Intelligence
How to be a Goal Digger
True Colors – What is Your Color Spectrum

**Finance**
Managed Care 101 — Preparing for the Future
Iowa’s Managed Care — One State’s Experience
Provider Owned ACOs: Lessons Learned from New York State’s Experience in Getting to Managed Care for People with I/DD
A Deep Dive Into Exempt Resources and Managing Client Funds
Position Your Organization for Successful Growth
Top Five Regulatory and Compliance Issues Facing I/DD Provider Agencies
Addressing the DSP Staffing Shortage Measures & Metrics in an Effective Compliance Program
Revenue Recognition Update
Active Assailant: Compliance Thoughts and Understanding Active Shooter Insurance
Quality Metrics
Smart Technology, Smart Organizations
Cyber Risk Assessment & Threat Management for Nonprofit Organizations
HR Policies Update – Cell Phones, Video & Photos....Oh My!
Key Points to Consider When Conducting Internal Investigations
White Collar Crimes: Healthcare Fraud
Mergers & Affiliations Demystified
The Coach Approach: Creating More Person-Centered Supports and a Stronger Organization
Is a PEO a Good Fit for Your Non-Profit Organization?
Managing Unique Challenges For Clients in the Workplace
General
Achieving Superior Care for People with I/DD through Telemedicine
Aromatherapy – What is it and How to use it Safely
Cyber Security Possibilities!
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Doing What You Like to Do vs. What You Need to Do
Emotional Intelligence
How to be a Goal Digger
Legal and Ethical Considerations in Managing Health Issues for the I/DD Community
True Colors – What is Your Color Spectrum

Human Resources
Building Employee Engagement
Improving DSP Retention Through Peer Mentorship
Under Construction – Having Difficult Conversations
Addressing the DSP Staffing Shortage
Avoiding Workplace Harassment
Best Practices for Marijuana in the Workplace
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Developing QPs to be Great Supervisors
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The Coach Approach: Creating More Person-Centered Supports and a Stronger Organization
Doing What You Like to Do vs. What You Need to Do
Is a PEO a good fit for your Non-Profit Organization?
How to be a Goal Digger

Law
Top Five Regulatory and Compliance Issues Facing I/DD Provider Agencies
White Collar Crimes: Healthcare Fraud
Hate and Bias Crimes
New Jersey Employment Law Update: How to Stay Compliant and Avoid Liability
Legal and Ethical Considerations in Managing Health Issues for the I/DD Community

Managers and Supervisors
Managed Care 101 — Preparing for the Future
Iowa’s Managed Care — One State’s Experience
Provider Owned ACOs: Lessons Learned from New York State’s Experience in Getting to Managed Care for People with I/DD
Achieving Superior Care for People with I/DD through Telemedicine
Best Practices for Aging in Place Adults with I/DD – Employment, Volunteerism, Community Education and Staff Training on Aging
Building Employee Engagement
Cyber Security
A Deep Dive Into Exempt Resources and Managing Client Funds
Improving DSP Retention through Peer Mentorship
Position Your Organization for Successful Growth
Possibilities!
Top Five Regulatory and Compliance Issues Facing I/DD Provider Agencies
Under Construction – Having Difficult Conversations
Addressing the DSP Staffing Shortage
Avoiding Workplace Harassment
Best Practices for Marijuana in the Workplace
Measures & Metrics in an Effective Compliance Program
Observation is a New Layer Between Service Note and Incident Report. Why it is Important and How to Implement It.
Revenue Recognition Update
Transforming a Workforce through Servant Leadership
Active Assailant: Compliance Thoughts and Understanding Active Shooter Insurance
Public Speaking and Presentation Skills...Looking Good and Sounding Good  
Managing and Documenting Workplace Performance  
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The Coach Approach: Creating More Person-Centered Supports and a Stronger Organization  
Doing What You Like to Do vs. What You Need to Do  
Is a PEO a Good Fit for your Non-Profit Organization?  
Legal and Ethical Considerations in Managing Health Issues for the I/DD Community  
Managing Unique Challenges for Clients in The Workplace  

**Nursing**  
Achieving Superior Care for People with I/DD through Telemedicine  
Transitional Care from Acute Care Facilities for I/DD Patients  
“How Sweet it Is”. Diabetes Management and the I/DD Client  
Health and Safety Matters  
Preservation of Skin Integrity and Wound Prevention and Care for People at Risk with I/DD  

**Safety & Security**  
Cyber Security  
Paramount Importance of Personal Protection  
Active Assailant: Compliance Thoughts and Understanding Active Shooter Insurance  
Cyber Risk Assessment & Threat Management for Nonprofit Organizations  
Key Points to Consider When Conducting Internal Investigations  
White Collar Crimes: Healthcare Fraud  

**Social Work**  
Best Practices for Aging in Place Adults with I/DD – Employment, Volunteerism, Community Education and Staff Training on Aging  
Possibilities!  
Why Reinvent the Wheel? How can we Replicate Current Effective Systems to Serve our Individuals with Integrity and Ensuring Best Practice.  
Did They Actually Learn That? Behavior Skills Training for Parents and Caregivers  
Functionality of Adult Programming: A Focus on Compassion  
82
Tracking Individual and Staff Outcomes Through Implementation of Devereux Positive Behavioral Interventions and Supports (D-PBIS) with Adults with I/DD
Moving From Awareness to Acceptance: Celebrate Neurodiversity!
How to Include Youth with Intellectual/Developmental Disabilities in Programs
Applying Behavior and Communication Techniques to Community Providers
Why Do We Live on an Island? The Importance of Collaboration and Sharing Resources

**Transportation**
P.A.S.S. Certification Training – All Day THURSDAY; Limited to 16.
P.A.S.S. Certification Training – All Day FRIDAY; Limited to 8.

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You help make our conference a success!!!
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- 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 12-13, 2020!

THANK-YOU FOR JOINING US! See you next year.
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Jacinta Brister
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Suite 404
Louisville, KY 40207
Phone: (502) 262-0236
cwshaver@gmail.com
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Simply Home
Jason Ray
President
48 Fisk Dr. Arden, NC 28704
Office: (877) 684-3581
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Phone: (908) 663-2929 x804
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Elmwood Park, NJ 07407
Phone: 855-887-9397
Fax: 855-617-7313
Ricardo@TarrytownExpocare.com
www.tarrytownexpocare.com

USI Insurance Services
Greg Howson
Vice President, Property & Casualty Producer
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Veva 16, Suite 300
Blue Bell, PA 19422
Phone: (484) 351-4647
Greg.howson@usi.com
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Partner
Phone: (410) 458-2027
Oksana.tsimmerman@twinsis-llc.com
http://www.twinsis.net/

WithumSmith+Brown, PC
Catherine Bendall, CPA, PSA, CGMA
Partner
One Spring Street
New Brunswick, NJ 08901
Direct: (646)604-4180
Cell: (908)963-0027
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* Denotes NJACP Strategic Partner
Registration Information

One Day Registration (either Thursday or Friday) per person:

<table>
<thead>
<tr>
<th></th>
<th>If register by 10/15</th>
<th>If register by 11/3</th>
<th>After 11/3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member</td>
<td>$279</td>
<td>$299</td>
<td>$369</td>
</tr>
<tr>
<td>Nonmember¹</td>
<td>$299</td>
<td>$329</td>
<td>$409</td>
</tr>
<tr>
<td>Family/Consumer</td>
<td>$209</td>
<td>$249</td>
<td>$299</td>
</tr>
<tr>
<td>Student</td>
<td>$199</td>
<td>$199</td>
<td>$199</td>
</tr>
<tr>
<td>Self-Advocate**</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

Two Day Registration (Thursday & Friday) per person (for same person both days):

<table>
<thead>
<tr>
<th></th>
<th>If register by 10/15</th>
<th>If register by 11/3</th>
<th>After 11/3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member</td>
<td>$469</td>
<td>$509</td>
<td>$600</td>
</tr>
<tr>
<td>Nonmember¹</td>
<td>$549</td>
<td>$589</td>
<td>$675</td>
</tr>
<tr>
<td>Family/Consumer</td>
<td>$400</td>
<td>$400</td>
<td>$450</td>
</tr>
<tr>
<td>Student</td>
<td>$325</td>
<td>$325</td>
<td>$325</td>
</tr>
<tr>
<td>Self-Advocate**</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

¹ Nonmembers who are members of Arc of New Jersey or ABCD, may register at the Member price.

Save More with Multi-person discounts...
Any provider agency that registers 5 or more persons receives a 5% discount off the total registration. Register 10 or more persons and get 10% off your total registration!

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 A Magical Dinner On Thursday;
- A luncheon menu selection.

Attendee may select “No session chosen” for the session groups to get discounted prices and then return and select break-out sessions at a later date. Note: Break out sessions could fill. Participation in a break-out session is not guaranteed until you have chosen that session.

On-site Registration Hours & Location: On-site registration & meeting materials pick-up will be located in the Ocean Ballroom at Resorts in Atlantic City. Registration will open each day at 8 a.m.

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

Conference Hotel Room Block (Make reservations by November 4, 2019):
NJACP has negotiated the following room rate for 2019: $59/night. Room rate plus $15 Resort Fee are quoted exclusive of applicable state and local taxes, which are currently 13.625% Sales Tax, $ 2.00 per night, New Jersey State Occupancy Tax and $ 3.00 per night, Atlantic City Occupancy Tax. Rates are based on single/double occupancy.

To make reservations:
Attendees may call 1.888.797.7700 and identify themselves with the group code VNJACP9.
To register online: https://meetatresortsac.com/vnjacp2/.

The Hotel’s check-in time is 4:00 p.m. (6:00 p.m. on Sundays and Holidays). The Hotel’s check-out time is 11:00 a.m. Should guests request an early check-in, the Hotel will accommodate request based upon availability. If the Hotel cannot accommodate requests,
luggage storage will be offered. Guests must be 21 years or older to check-in and must have a valid credit card capable of approving a $100.00 hold for incidental expenses.

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

**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.

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save
the date!
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Mark the date for next year’s conference: November 12-13, 2020!

**THANK-YOU FOR JOINING US!**  **See you next year.**
The Thursday Snack, the Networking Social, sponsored by PCG Public Partnerships, Breakfast each day, sponsored by Bancroft, Cold Beverage Stations, sponsored by Association for the Multiple Impaired Blind, and Coffee Breaks, sponsored by Keystone Community Resources, will all be held here.