

The Future is Riding on Us

2018 Annual Conference

March 21-22

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Conference Partner:

MERIDIAN HEALTH Services

Welcome to the INARF 2018 Annual Conference!

We are looking forward to a thrilling adventure with you over the next two days, and we thank you for the investment of your time and resources! There is no better place for you to learn, to network and to share the stories of life change which make serving individuals with intellectual and developmental disabilities so rewarding.

On behalf of the INARF Board of Directors and our outstanding Training and Professional Development Committee, we are grateful that you have chosen to be with us, and we hope that this Conference experience will exceed your expectations.

Thank you again for coming, and welcome to Conference!

Sincerely,

Steven C. Cook
INARF President/CEO

Training & Professional Development Committee
Pam Verbarg, The Arc of Greater Boone County *(Chair)*
Tim Beitzel, Blue River Services, Inc.
Donna Blair, Indiana MENTOR
Jennifer Ewalt, IPMG, Inc.
Lynn Feldman, New Hope of Indiana
Kim Fledderman, Developmental Services, Inc.
Janessa Gerber, Stone Belt Arc, Inc.
Lana Hunt, IPMG, Inc.
Patrick Sandy, Easterseals Crossroads
Bruce Schnaith, Easterseals Crossroads
Reina Shelton, Hopewell Center, Inc.
Michelle Smith, Abilities Services, Inc.
Rick Thompson, Corvilla, Inc.
Jim Wiltz, Stone Belt Arc, Inc.

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Jason Meyer, Passages, Inc.
Kelly Mitchell, Southern IN Resource Solutions, Inc.
Pam Verbarg, The Arc of Greater Boone County



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General Information

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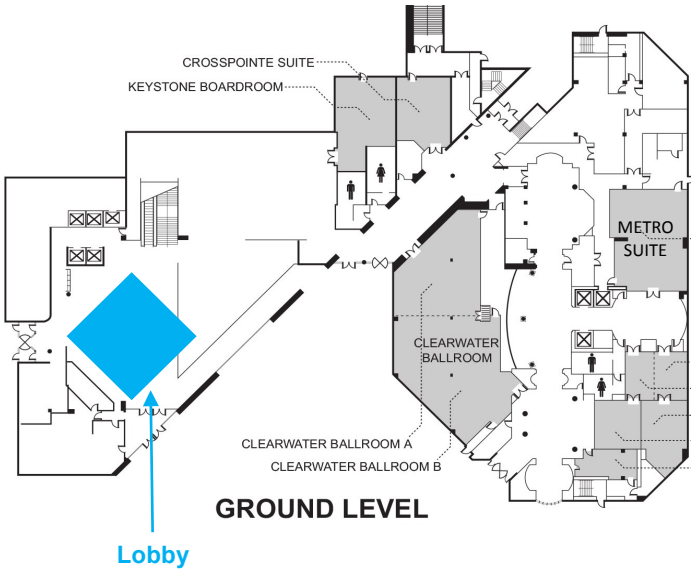
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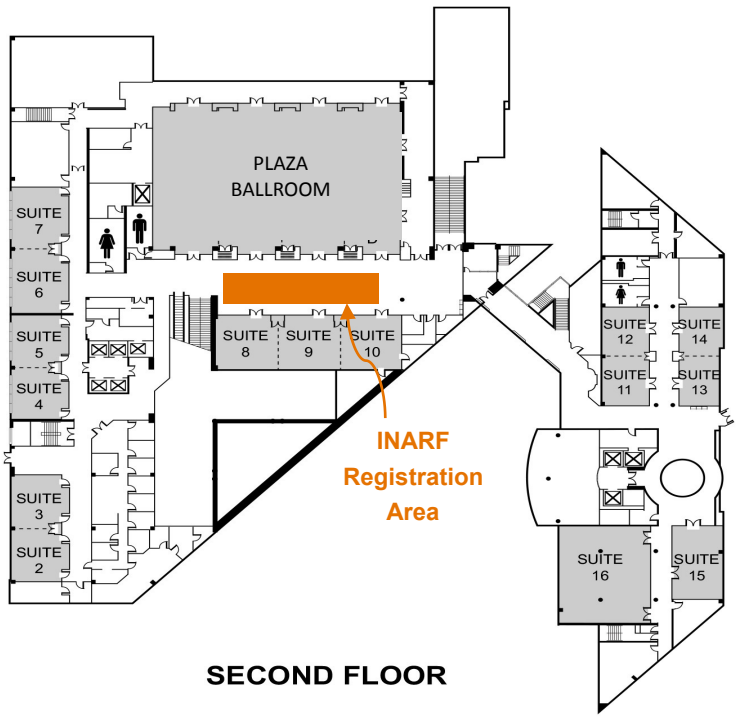
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Hotel Layout





General Information

Conference Registration

The Conference registration area is located in the Plaza Foyer on the 2nd Floor of the Sheraton Indianapolis Keystone Crossing. Registration will be open during the following hours:

Wednesday, March 21 | 8 AM – 4:30 PM

Thursday, March 22 | 7:30 AM – 4 PM

Questions

If you require assistance during the Conference, we are here to help! You can visit Customer Service located across from Registration in the Plaza Foyer, ask an INARF staff member - identified by their INARF logo wear, or ask a member of the INARF Training & Professional Development Committee - identified by the orange Conference Committee ribbon on their name badge.



Name Badges

Name badges are required for admission to educational sessions, meals, social events and entrance to the Exhibit Hall. We encourage you to wear your name badge throughout the Conference as a courtesy to presenters and fellow participants.

Continuing Education Units (CEUs)

CEU validation will be provided at the end of each educational session by a member of the INARF Training & Professional Development Committee (identified by the orange Conference Committee ribbon on their name badge) who will confirm your attendance. It is the responsibility of the attendee to obtain validation before leaving the educational session. The on-site registration staff is unable to confirm your attendance and will not be able to provide validation.

Meals

Continental breakfast, morning/afternoon breaks, and lunch will be provided daily for participants. Dinners are on your own. Heavy hors d'oeuvres will be offered at the Annual Conference Amusement Reception on Wednesday, March 21.

Download the Conference App

The official INARF 2018 Annual Conference App has everything you need to navigate your way through the Conference.

- Plan your Educational Sessions
- Connect with other Attendees
- Learn about Presenters, Exhibitors and Sponsors

Download it today on your mobile device or access on your laptop at http://8ze5xa.m.attendify.com

In the app store, search for **Attendify - Network at Events**. Within the Attendify App search for the **INARF Annual Conference** and look for ***The Future is Riding on Us*** logo. Passcode: !n@rfconf

The Sheraton Indianapolis Keystone Crossing is **100% smoke-free** in all interior spaces. Designated smoking areas are available outside. Please see the hotel front desk for a map of designated outdoor smoking areas.

Conference Evaluation

Please help us improve the Conference by completing the electronic survey that will be emailed to you at the conclusion of the Annual Conference. Your input is very helpful in planning future INARF educational offerings.

WiFi

Complimentary wireless internet is available throughout Conference meeting space.

Network: Sheraton_Meeting
Password: INARF

Photos taken at Annual Conference

INARF reserves the right to use any photograph/video taken at the INARF Annual Conference, without the expressed written permission of those included within the photograph/video. INARF may use the photograph/video in publications or other media material produced, used or contracted by INARF including but not limited to: invitations, newspapers, websites, magazines, etc.

Midway Attractions / Social Events

Opening Welcome & Sponsor Acknowledgements

Wednesday, 9 AM *(Plaza Ballroom)*

Jim Allbaugh, INARF Board Chair
Steve Cook, INARF President/CEO
Nanette Hagedorn, INARF Director, Member Services

Join us as we provide a warm welcome to those in attendance, offer an overview of the two-day attraction, and recognize those who make this year's Conference possible.

Keynote: An Insider's Guide to Autism

Wednesday, 9:15 AM *(Plaza Ballroom)*

Kat Muir, Speech Language Pathologist, Easterseals Crossroads



This year's keynote presentation will be on "An Insider's Guide to Autism" presented by Kat Muir, a Speech Language Pathologist at Easterseals Crossroads. Kat has a B.S. in Speech & Hearing Science from Miami University (Ohio) and an M.A. in Bilingual Speech-Language Pathology from Indiana University. She's currently employed for 6 years at Easterseals Crossroads and speaks fluently in English, Spanish, German, French, Farsi, ASL and some Mandarin. She is currently working on learning Vietnamese. She is a member of Mensa and... Kat has Autism! Her keynote will have an introspective view on the life of an individual with autism.

Annual Awards Luncheon

Wednesday, Noon *(Plaza Ballroom)*

The Annual Awards Luncheon is one of the thrilling signature events of the Annual Conference, bringing together hundreds of attendees from across the state to celebrate colleagues and community partners. The luncheon will begin with a few opening words to set the stage, followed by a meal and the much anticipated Annual Awards Program. The awards will thrill and chill as we learn about DSPs, agency leadership, community partners, and individuals with disabilities who are following their dreams and making a difference.

Amusement Reception

Wednesday, 4:30 PM *(Clearwater Ballroom)*

After a full day of educational sessions and celebrations, the amusement reception is the place to gather for fun, food and networking! We will be serving heavy hors d'oeuvres, a complimentary adult beverage, unlimited soft drinks with a bit of theme park amusement for the enjoyment of participants and observers. There will be a cash bar available for those interested in additional alcoholic purchases.

Please join us for a fun filled, engaging time with fellow Conference attendees.

1102 Task Force Presentation

Thursday, 1 PM *(Clearwater Ballroom)*

Lieutenant Governor Suzanne Crouch, State of Indiana



INARF is excited to welcome one of the most well-known and outspoken champions for people with disabilities in Indiana. Lieutenant Governor Suzanne Crouch has accepted our invitation to join us for a general session presentation focused on the future of services in Indiana. As the Chairwoman of the Intellectual and Developmental Disabilities Task Force, she is spearheading the work to recommend a ten-year plan for a new system that ensures the health and safety of the people we serve and the stability organizations need to provide high-quality services for years to come. You do not want to miss this opportunity to ride the roller coaster into the future!

Annual Conference "Send-Off"

Thursday, 3:45 PM *(Plaza Foyer)*

After two action packed days, we invite you to pass through the Plaza Foyer for a fun "Send-Off" hosted by your INARF Training and Professional Development Committee members and INARF staff. We'll be there to capture your CEU Card, hear about your favorite sessions, learn about new friends you met, and to tuck a small snack under your arm for the ride home.



Schedule at a Glance - Day 1

Wednesday, March 21

8 AM - 4:30 PM	**Registration** *(Plaza Foyer)*				
8 - 9 AM	**Continental Breakfast Available** *(Plaza Foyer)*				
9 - 10:15 AM	**Welcome & Keynote Presentation - "An Insider's Guide to Autism" by Kat Muir** *(Plaza Ballroom)*				
	Educational Sessions				
10:30 - 11:45 AM	**ID #01 Dual Diagnosis and Managed Care - the True Cost of Providing Support** James Wiltz, Ph.D., HSPP, NADD-CC *(Metro Suite)*	**ID #02 Cost-Based Reimbursement for Waivers** Tracy Mitchell, CPA *(Suite 8/9/10)*	**ID# 03 Moonshot: Attracting & Retaining DSPs** Ted Behncke *(Clearwater Ballroom)*	**ID# 04 Panel: Building Successful Relationships with Employers** *(Suite 16)*	**ID# 05 Supporting People with I/DD to Live Healthy & Fulfilling Sexual Lives** Consuelo Senior, LMSW *(Suite 6/7)*
Noon - 1:30 PM	**Annual Awards Luncheon** *(Plaza Ballroom)*				
	Educational Sessions				
1:45 - 3 PM	**ID# 06 Hidden Sorrows: Bereavement in I/DD Population** Pamela McCoy, MA, LMHC Brian Krieble MS, LMHC *(Metro Suite)*	**ID# 07 Linking the AEPS to IFSP Outcomes, Goals, Strategies, and Activities** Dr. Jennifer Grisham-Brown, Ed.D *(Suite 6/7)*	**ID# 08 Employment First: An Opportunity for Change** Susan Rinne *(Clearwater Ballroom)*	**ID# 09 Positive Behavior Support** Dan Baker, Ph.D., NADD-CC *(Suite 8/9/10)*	**ID# 10 Finance Basics for the Non-Finance Emerging Leader** Pam Verbarg *(Suite 16)*
3:15 - 4:30 PM	**ID# 11 Activity Toolbox: Innovative Training to Staff** Jennifer Vogt *(Metro Suite)*	**ID# 12 Managed Care for Persons with I/DD Receiving Long Term Supports and Services (LTSS)** Shelly Chandler *(Suite 16)*	**ID# 13 Mental Wellness and Stress Management for Individuals with I/DD** Dan Baker, Ph.D., NADD-CC *(Suite 8/9/10)*	**ID# 14 Movie Screening: Learning to Drive** *(Suite 4/5)*	**ID# 15 How to Teach People with Profound Developmental Disabilities** Consuelo Senior, LMSW *(Suite 6/7)*
4:30 PM	**Amusement Reception** *(Clearwater Ballroom)*				



Schedule at a Glance - Day 2

Thursday, March 22

7:30 AM - 4 PM	**Registration** *(Plaza Foyer)*				
7:30 - 8:30 AM	**Breakfast with Exhibitors** *(Plaza Ballroom)*				
7:30 AM - 3:45 PM	**Exhibit Hall Open** *(Plaza Ballroom)*				
	Educational Sessions				
8:30 - 9:45 AM Ignite Sessions	**ID# 16 Pro-Active Strategies for Employing Individuals with I/DD** *(Suite 4/5)*	**ID# 17 Outcome Measures** *(Clearwater Ballroom)*	**ID# 18 Internet of Things (IoT): New Opportunities for Persons with Disabilities** *(Suite 16)*	**ID# 19 Innovative Day Programming** *(Metro Suite)*	**ID# 20 Strategies to Increase Family Engagement** *(Suite 6/7)*
10:15 - 11:30 AM	**ID# 21 Neonatal Abstinence Syndrome (NAS)** *Cara Nichols, BSN, RNC-OB* *(Suite 4/5)*	**ID# 22 Cyber Attacks / HIPAA Breaches** *M. Wade Wingler, MBA* *Angie Danner, SPHR, SHRM-SCP* *(Metro Suite)*	**ID# 23 Medicaid: Tools to Maintain Eligibility** *Diane Buff* *(Suite 6/7)*	**ID# 24 Transitioning from Manager to Leader** *Kelly Rietow* *Rick Rietow* *(Clearwater Ballroom)*	**ID# 25 Trauma-informed Care: Understanding and Responding to Trauma** *John M. Keesler, Ph.D., LMSW* *(Suite 16)*
11:30 AM - 1 PM	**Lunch with Exhibitors** *(Plaza Ballroom)*				
	Educational Sessions				
1 - 2:15 PM	**ID# 26 General Session: 1102 Task Force Presentation by Lt. Governor Suzanne Crouch** *(Clearwater Ballroom)*				
2:30 - 3:45 PM	**ID# 27 Optimizing the Learning Environments** *Jenny Spencer* *(Suite 16)*	**ID# 28 Searching for Heroes - New Game, New Rules** *Karl Ahlrichs* *(Metro Suite)*	**ID# 29 Low Cost / No Cost Efficiency Improvements** *Kelly Rietow* *Rick Rietow* *(Clearwater Ballroom)*	**ID# 30 Workforce 101** *Nancy Davisson* *(Suite 6/7)*	
3:45 PM	**Annual Conference "Send-Off"** *(Plaza Foyer)*				

ID# 01 *Dual Diagnosis and Managed Care – the True Cost of Providing Support* *(Metro Suite)*

James Wiltz, Ph.D., HSPP, NADD-CC, Milestones Clinical & Health Resources Clinic, Stone Belt Arc, Inc.

Utilizing actual MCO cost data from a random sample of people with and without dual diagnosis, this presentation will provide information on the true costs of providing support to people with intellectual disabilities and co-occurring mental health diagnosis. The presentation also will include information on cost-effective services that can be implemented to provide enhanced supports tailored to the needs of people with dual diagnosis. Participants will learn:

- How much supports cost for people with and without dual diagnosis
- Why this specialized population needs enhanced support
- What types of enhanced services, such as crisis and risk management, can prevent highly restrictive and costly placements

ID# 02 Cost-Based Reimbursement for Waivers *(Suite 8/9/10)*

Tracy Mitchell, CPA, Bradley Associates, CPAs

The Centers for Medicare and Medicaid Services (CMS) has indicated a preference that states base payment for Medicaid services using “cost based" methodologies. In Indiana, we have had cost based rates for group homes for nearly 40 years. However, Medicaid waiver services do not currently have cost based rates. This session will review cost based reimbursement principles. Learn to empower and enable your Board and stakeholders to more effectively tell your story. Participants will learn:

- About cost based reimbursement principles
- About potential cost based reimbursement methodologies for waiver services
- About the potential impact of moving waiver services to a cost based reimbursement system

ID# 03 Moonshot: Attracting & Retaining DSPs *(Clearwater Ballroom)*

Ted Behncke, St. Coletta of Wisconsin

There is a crisis in recruiting and retaining quality caregivers across the country. In early 2016, St. Coletta of Wisconsin was challenged with a DSP vacancy rate of over 20% affecting the quality of care but also the burnout rate among staff and leaders. Project Moonshot was launched in April of 2016 and in the course of 3 months filled the team. St. Coletta has retained 92.3% of that workforce for over a year, improving care and changing the culture of the organization. Participants will learn:

- How to determine a competitive wage for DSP's in any area of the U.S.
- Strategies and successful tips for attracting and retaining the DSP workforce

ID# 04 Panel: *Building Successful Relationships with Employers* *(Suite 16)*

Erik Marks, Managing Partner, Metro Diner
Brian Pier, Store Manager, Walgreens
Mary Jo Ogren, Director, Graham Allen Partners
Robyn Africk, Human Resources Outreach Program & Disability Specialist, Meijer

This panel of community employers will be discussing how to develop and maintain positive working relationships between community rehabilitation providers and businesses in the community. A facilitated discussion with panel members will focus on “real-world” experiences from the employer perspective on working with service providers and hiring people with disabilities. Panel members will discuss past and current relationships with service providers, looking at both the positive aspects and how to overcome challenges. Panelists will identify the most successful ways employment service providers can work collaboratively with businesses, strategies for recruiting and hiring people with disabilities and providing natural job supports in the workplace. Attendees will have the opportunity to ask the panelists questions related to community employment for individuals with disabilities and other related issues. Participants will learn:

- About strategies that develop and promote positive working relationships and collaboration between employers and community rehabilitation providers
- About successful recruiting strategies from employers and how services providers can work together with employers to identify qualified employment candidates with disabilities
- How service providers can work together with employers to develop successful natural job supports for individuals with disabilities in the workplace

ID# 05 Supporting People with I/DD to Live Healthy & Fulfilling Sexual Lives *(Suite 6/7)*

Consuelo Senior, LMSW, YAI

Historically, people with I/DD have been viewed as asexual and deviant. This viewpoint is not surprising given the societal exclusion and marginalization experienced by this group. Like most adults, people with I/DD want to establish intimate relationships and be engaged in sexual activities, and state laws require that both parties be consenting when sexual interactions occur. This session will prepare participants to thoughtfully address these issues. Participants will learn:

- About the effect of history on the social/sexual lives of people with I/DD
- The negative outcomes to repression of sexual feelings
- What constitutes consent and how to measure it
- How agencies should ensure a "healthy" sexual life for people with disabilities
- How to teach social/sexual education

ID# 06 Hidden Sorrows: Bereavement in I/DD Population (Metro Suite)

Pamela McCoy, MA, LMHC, Milestones Clinical & Health Resources Clinic, Stone Belt Arc, Inc.
Brian Krieble MS, LMHC, Milestones Clinical & Health Resources Clinic, Stone Belt Arc, Inc.

Individuals with I/DD express grief differently from the general population. These expressions often go undetected. This presentation will review interventions and supports that meet the needs of these grieving individuals. Participants will learn:

- Symptoms that commonly present in grieving individuals with I/DD
- How to identify assessment tools and interventions for supporting individuals with I/DD through the grieving process
- How to utilize interventions that are specific to individuals with I/DD

ID# 07 Linking the AEPS to IFSP Outcomes, Goals, Strategies, and Activities (Suite 6/7)

Dr. Jennifer Grisham-Brown, Ed.D, University of Kentucky

The presenter will provide an overview of Assessment, Evaluation, and Programming System for Infants and Children (AEPS) and emphasize the use of the data collected from the AEPS assessment to plan, deliver, and evaluate early intervention services. Participants will have an opportunity to use assessment information to link data to intervention planning through a case study approach. Participants will learn:

- How to write IFSP outcomes and goals based on AEPS assessment results
- Plan intervention strategies based on AEPS assessment results
- Use AEPS curriculum to assist with intervention planning

ID# 08 Employment First: An Opportunity for Change (Clearwater Ballroom)

Susan Rinne, Independent Consultant, Rinne Consulting

As Indiana joins 32 other states in the nation with Employment First legislation and/or policies, and we reflect on our “middle of the pack” national ranking regarding employment outcomes for people with disabilities, we must ask ourselves why we are lagging behind and what it would take to lead the nation. This timely, informative, and interactive session will provide critical information about opportunities to significantly advance employment outcomes for Hoosiers with disabilities. Participants will learn about opportunities and challenges related to employment services in Indiana.

ID# 09 Positive Behavior Support (Suite 8/9/10)

Dan Baker, Ph.D., NADD-CC, Minnesota Department of Human Services

Care providers working with persons who have I/DD often struggle to find effective interventions for people with challenging behaviors. This presentation will detail a wide variety of Positive Behavior Support (PBS) strategies coming from many different perspectives on how to support people with I/DD. Examples, exercises, and case studies are included in this interactive presentation. Participants will learn:

- The definition of PBS
- About critical features of PBS
- Common support strategies
- About Case Studies

ID# 10 Finance Basics for the Non-Finance Emerging Leader (Suite 16)

Pam Verbarg, The Arc of Greater Boone County

Many people enter the Human Services field because of their passion for helping those who are most vulnerable. They are then promoted to manage a department, program or house and are exposed to a foreign language – finance. Learn the basics of accounting and budgeting, the difference between a balance sheet and P&L, the difference between financing and funding, the key controllable parts of a budget, and more. By the end of the session, you will have a better understanding of the reports that you receive from your finance department. Participants will learn:

- Build knowledge of accounting basics
- Understand financial reports
- Understand budget process

ID# 11 Activity Toolbox: Innovative Training to Staff (Metro Suite)

Jennifer Vogt, The Jefferson Rehabilitation Center

Navigating your way through state and agency-specific training can be a challenge, however, finding ways to engage and involve staff to improve retention of the information provided is totally doable. This session will be jam-packed with examples and ideas of how to make this happen. Participants will learn:

- How to assist other trainers/educators in finding ways to engage staff
- Examples of interactive ways to educate staff
- How to assist with giving staff new ways to learn old material

ID# 12 Managed Care for Persons with I/DD Receiving Long Term Supports and Services (LTSS) (Suite 16)

Shelly Chandler, Iowa Association of Community Providers

Many States have discussed placing I/DD services into a Managed Care product, but few States have actually moved forward with Managed Care for I/DD LTSS services. Iowa is a State that has moved I/DD LTSS services into Managed Care. Shelly will provide a provider perspective based on her experience as a leader of the provider association in Iowa regarding Managed Care for I/DD LTSS services. Participants will learn:

- The process in Iowa around converting to a Managed Care model
- The most significant positive and negative impacts on provider organizations resulting from the move to Managed Care
- The most significant positive and negative impacts on individuals with I/DD and their families resulting from the move to Managed Care
- Lessons learned around providers contracting under a Managed Care model

ID# 13 Mental Wellness and Stress Management for Individuals with I/DD (Suite 8/9/10)

Dan Baker, Ph.D., NADD-CC, Minnesota Department of Human Services

Mental Wellness is a concept we are all familiar with, but we tend to forget this important dimension in support for people with I/DD. Teaching stress management is a primary consideration. This session will review concepts in mental wellness using an evidence based framework from Joanne Cannon, Ph.D.'s pioneering research, which helped introduce the term wellness. Connections will then be made to specific interventions and positive supports. Examples, exercises, and case studies are included. Participants will learn:

- Strategies from their peers during a Q & A and discussion
- Contact information and resources for more information

ID# 14 Movie Screening: Learning to Drive (Suite 4/5)

Learning to Drive is a film about two brothers, Michael and Red, who go on a road trip to scatter their mother's ashes over the Grand Canyon. While traveling, Michael, who has Down Syndrome, expresses his desire to obtain a driver's license. When Red rejects and promptly ignores his request- Michael takes matters into his own hands. Michael's path to obtaining a license challenges cultural notions about people with I/DD, inviting audiences to reevaluate what they may know or understand about I/DD individuals and driving. Following the film viewing, there will be a moderated discussion on similar challenges, struggles and misperceptions encountered in supporting individuals with disabilities to achieve their dreams.

ID# 15 How to Teach People with Profound Developmental Disabilities (Suite 6/7)

Consuelo Senior, LMSW, YAI

Adults needing more supports who function at the profound range of cognition are often perceived as primarily needing "care-taking." This session includes how to develop functional activities using a multi-sensory approach to learning. Participants will leave with the knowledge to run effective and productive group activities and explore how to successfully support people with profound cognitive abilities, and help guide them to fulfill their highest potential. Participants will learn:

- Understand how the person who functions at a profound cognitive level learns
- Develop creative, functional, person directed goals
- Engage people with profound cognitive abilities successfully in a group setting
- Facilitate and encourage learning using a concrete, multi-sensory approach
- Create an aesthetic and motivating environment
- Encourage and support informed decision making
- Ensure progress in development of skills

New to Conference: Ignite Sessions are a new feature this year where attendees will have the opportunity to participate in one of five different sessions. Each session features multiple presenters, each providing their insight on a designated topic, followed by an interactive discussion.

ID# 16 Pro-Active Strategies for Employing Individuals with I/DD (Suite 4/5)

Karen Freeman, Director of Manufacturing, Stone Belt Arc, Inc.
Katy Gerring, Employment Specialist, Corvilla, Inc.
Johnda Knight, Community Placement Manager, The Arc of Gibson County
Harrison Smith, Job Development Specialist, LOGAN Community Resources, Inc.

Employment opportunities come in many shapes and sizes and it is the challenge of providers to find the right fit to meet the individual goal of the individuals they support. This ignite session will feature varying perspectives and opportunities of both community employment and facility based employment.

ID# 17 Outcome Measures (Clearwater Ballroom)

Doug Beebe, President/CEO, Benchmark Human Services
Adam Kennell, Director of Support and Quality Assurance, Peak Community Services, Inc.
Kevin Peters, Quality Improvement Coordinator, Goldenrod
Bruce Schnaith, VP Workforce Development Services, Easterseals Crossroads

An outcome measure is the result of a test that is used to objectively determine the baseline function of a variety of things. This ignite session will highlight varying ways INARF members are striving for and achieving (using key measurements) their desired outcomes.

ID# 18 Internet of Things (IoT): New Opportunities for Persons with Disabilities (Suite 16)

Brian Norton, ATP, CEAS, Director of Assistive Technology, INDATA Project, Easterseals Crossroads
Josh Anderson, ATP, BSPA, Manager of Clinical Assistive Technology, Easterseals Crossroads

The latest trend in technology is the IoT. This includes wearable technology and internet connected devices like fitness trackers, smart watches, personal in-home voice assistants, mobile tech, and so much more. With these devices come new opportunities to meet the needs of individuals with disabilities. This ignite session will focus on how these devices can be used to assist individuals with organization, productivity, independence, and communication at work and home.

ID# 19 Innovative Day Programming (Metro Suite)

Mary Nichols, Director of Service Development, Abilities Services, Inc. (Art Program)
Chris Sorensen, President/CEO, Janus Developmental Services, Inc. (Garden)
Jennifer Fine, Retail Director, Opportunity Enterprises, Inc. (Simply Amazing Market)

Maximizing the experience of your Day Service participants is high on everyone's list. This ignite session will focus on creative ways three INARF members have incorporated activities to engage the individuals they support through Art Programs to develop their inner artist; Gardening to encourage fun and self-sustainability; and a Small Business Adventure to inspire the entrepreneur.

ID# 20 Strategies to Increase Family Engagement (Suite 6/7)

Christy Garau, MSW, LCSW from Choices & Changes
Theresa Kibler, PT from Bona Vista Programs, Inc.
Jen Thomas-Giyer from PediPlay

Family most often serves as the key ingredient in serving children with I/DD. With multiple demands, careers of their own, and potentially other children in the household, learn how these individuals have found success in increasing engagement with the families they support.

ID# 21 Neonatal Abstinence Syndrome (NAS) (Suite 4/5)

Cara Nichols, BSN, RNC-OB, Schneck Medical Center

This presentation will start out with a brief overview of data on maternal drug use and neonatal abstinence syndrome (NAS). The presentation will include a review of how NAS is diagnosed, assessed, and treated using data gathered from the Indiana Perinatal Quality Improvement Collaborative (IPQIC) Neonatal Abstinence Syndrome (NAS) pilot program. Followed by, discussion of pharmacologic and non-pharmacologic treatments for NAS. Participants will learn:

- How to use the Finnegan Neonatal Abstinence Scoring Tool (FNAST) to assess NAS
- When to notify a physician
- Non-pharmacologic interventions to sooth newborns with NAS
- Educational topics for caregivers of infants with NAS

ID# 22 Cyber Attacks / HIPAA Breaches (Metro Suite)

M. Wade Wingler, MBA, Easterseals Crossroads

Angie Danner, SPHR, SHRM-SCP, Easterseals Crossroads

Let's face it. Our most critical and valuable information is stored on a computer or in the cloud. Ransomware, viruses, and cyber-thieves represent very significant growing risks to your organization. Are you prepared for a cyber-attack or HIPAA breach? This presentation will include a brief self-assessment and some practical advice to avoid a cyber catastrophe. Participants will learn:

- How to conduct a self-assessment of your organizations' risk
- The history of cyber-attacks and HIPAA
- About case studies of recent cyber-attacks, HIPAA breaches, and associated cost to impacted organizations
- The top 10 (or more) things that organizations can do to minimize these risks
- A toolbox of low-cost or no-cost tools and techniques to minimize the impact of cyber-attacks and HIPAA breaches

ID# 23 Medicaid: Tools to Maintain Eligibility (Suite 6/7)

Diane Buff, IPMG, Inc.

This session will provide information to assist providers to maintain Medicaid eligibility for waiver participants. An emphasis will be placed on how to avoid Medicaid ineligibility and how to re-establish Medicaid following a lapse. Topics will include terminology that is essential to navigating the system, impact of Social Security Disability benefits on Medicaid benefits, and tools to maintain and re-establish eligibility. Participants will learn:

- Reasons people lose eligibility and how to re-establish eligibility
- How to avoid issues

ID# 24 Transitioning from Manager to Leader (Clearwater Ballroom)

Kelly Rietow, Roo Solutions

Rick Rietow, Roo Solutions

Many of us are promoted into managerial or leadership positions without support, training or clear expectations for what "good" performance looks like. Organizations use the words manager and leader interchangeably, yet they are quite different skill sets. Attendees will learn about the differences between managers and leaders, where they are on the leadership continuum and how to become an ACE leader. Participants will learn:

- The differences between managers and leaders
- How to gain self-awareness of their current position on the leadership continuum
- The basic tools to help them become an ACE Leader who provides Alignment, Clarity and Enhances engagement

ID# 25 Trauma-informed Care: Understanding and Responding to Trauma (Suite 16)

John M. Keesler, Ph.D., LMSW, Indiana University School of Social Work

This presentation will focus on the integration of trauma-informed care (TIC) in organizations serving individuals with intellectual and developmental disabilities (I/DD). First, a justification for using TIC will be given, including: understanding adversity for individuals with I/DD, defining trauma, and exploring the implications of common practices. Then, TIC will be defined and its integration in I/DD services will be described. Participants will learn:

- Understand uses for TIC
- Understand uses of TIC with individuals with I/DD

ID# 27 Optimizing the Learning Environments (Suite 16)

Jenny Spencer, Ignite Learning, LLC

Join Jenny Spencer, Conscious Discipline Certified Instructor, as we take a look at behavior from the inside out. All behavior is communication. Gain new insight from the latest brain research as we explore Dr. Becky Bailey's Brain State Model. Attendees will better understand behavior and know what tools would be most helpful as they work toward solutions. Also, learn how to quit taking it personally through the skill of Active Calming in order to meet children where they are, connect, and teach new skills.

- Create an optimal learning environment through participating in Brain Smart Start
- Demonstrate and understand the Brain State Model
- Explore the Power of Perception that says, no one can make me angry without my permission
- Reflect on common triggers and practice stress reducing strategies
- Practice the skill of Active Calming and Composure and how to teach composure techniques to children

ID# 28 Searching for Heroes – New Game, New Rules (Metro Suite)

Karl Ahlrichs, Gregory & Appel Insurance

When the world is uncertain, we need heroes to survive. A hero is a person who is admired or idealized for courage, outstanding achievements, or noble qualities. With a tight labor market, what can we offer to get high performers to join our cause and stay? How do we stay motivated in this new world? If we have lost our collective “edge”, how will we get it back? Simply put, we must get human resources right. In this fast-paced presentation, we will look at what has strategically changed in today’s work force and economy, then raise a call for us to step forward and lead the next generation of heroes. Karl outlines the three strategic steps that every organization must follow to find the evangelists and heroes that will make a difference.

- A strategic understanding of the new workforce demographics, and the environment our facilities are operating in
- An understanding of the shift from “trailing metrics” to “leading metrics”, and how to align the efforts of the organization with the values of high performing employees
- A working description of the key motivational theories that are needed for all of this to function in the “new normal” world we are working in
- A framework of a personal action plan for all attendees, to allow them to implement the new knowledge and get traction for their ideas

ID# 29 Low Cost / No Cost Efficiency Improvements (Clearwater Ballroom)

Kelly Rietow, Roo Solutions

Rick Rietow, Roo Solutions

Every day we experience the frustration of unnecessary complexity, redundancy and paperwork. There is always a reason not to improve a process. During this hands-on workshop, you will learn that exerting 10% effort now saves 100% frustration later. Learn simple, practical steps your organization can take today to improve volunteer utilization, staff productivity and mission impact. Experience firsthand how process improvement can impact your organizations to serve its mission.

- Apply "lean" practices to improve the quality and quantity of work
- Identify opportunities for rapid improvement in your organization
- Implement immediate process improvements in your organization

ID# 30 Workforce 101 (Suite 6/7)

Nancy Davisson, Indiana Department of Workforce Development

This session will focus on WorkOne Services which include services for Adults and Youth. The Workforce Opportunity and Innovation Action (WIOA) implementation will be covered. The session will highlight the partnership between the Department of Workforce Development (DWD) and the Bureau of Rehabilitative Services (BRS). Content will include presentation of workforce development programs and services, WIOA legislation, and cross agency partnerships.

- How DWD is collaborating with BRS to meet WIOA requirements
- What programs DWD is offering to youth and adults with disabilities

Meet the Presenters



Karl Ahlrichs is a Senior Consultant for Gregory & Appel. Karl has broad experience in senior level problem solving, with proven skills in handling complex organizational issues with uncommon sense. Karl is a national speaker and author, and is often quoted in the local and national media. Karl joined Gregory & Appel after serving as a founding partner of ExactHire, a human resources services firm. Prior experience was as a Senior Consultant for Professional Staff Management, Indiana's largest and oldest PEO. For more than a decade he was the Program Chair for the Indiana Society for Human Resources Management annual conference. He is a member of HRPDA, SHRM, the American Society of Training and Development, and the Association for Psychological Type. He is president of the Indiana Chapter of the National Speaker's Association. In 2003, Karl was named the SHRM Human Resource Professional of the Year for the State of Indiana. Karl is enrolled in the Butler University M.B.A. program.



Dr. Dan Baker, Ph.D., NADD-CC is with the Minnesota Department of Human Services, where he serves as the Internal Reviewer and Positive Support Lead with the Jensen/ Olmstead Quality Assurance and Compliance Office. Dr. Baker is Involved with the design, development, and monitoring of treatment programs to align with the Positive Supports and a person-centered culture. Dr. Baker's clinical focus is on positive behavior support, models of community and educational support, transition services, and mental health services for persons with disabilities.



Ted Behncke is a Wisconsin native growing up in a farm community in Southwestern Wisconsin. He entered the U.S. Army immediately following high school and became a commissioned officer in 1985. He retired as a Lieutenant Colonel in 2007 after 30 years of service. He served in varied operational, training, and executive positions during his service. He was awarded Legion of Merit for service in 2007. Ted joined the St. Coletta family in 2008 and has served in several positions including the Director of Residential Operations, the Vice President of Operations and Support Services, and the Chief Operating Officer. He became the President in 2015. St. Coletta was recognized as Non-Profit of the Year (Large Business Category) in 2016 by Milwaukee BizTimes. Ted has a BS in International Studies from University of Wisconsin-Platteville, and a MS in Administration from Central Michigan University. He has served as a surveyor for the Commission on Accreditation of Rehabilitation Facilities (CARF) since 2013.



Diane Buff is the Medicaid and Intake Support Manager for IPMG. She has over 25 years of experience in the Developmental Disabilities field. Diane's experience includes case management and Medicaid eligibility support for Medicaid Waiver recipients, She has presented on Medicaid eligibility to parents, providers, and BDDS staff through professional development workshops and parent networking groups.



Shelly Chandler grew up in Newton, attended Morningside College, then moved to Boston for her master's degree. Shelly was a provider for 25 years beginning in Boston working as an overnight residential staff, employment specialist, job placement coordinator, state VR Counselor, and then on to 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 the voiceless and is passionate in her belief that ALL people have the right and the responsibility to be full and contributory members of their community.



Lieutenant Governor Suzanne Crouch is proud to have been born and raised in Evansville, Indiana. Suzanne previously served as Indiana's State Auditor since January of 2014. Before becoming Auditor, she served as the State Representative for House District 78 which encompasses parts of Vanderburgh

and Warrick Counties. She was elected to the seat in 2005, and served as the Vice Chairman of the Ways and Means Committee and on the Public Health Committee. Throughout her years of public service, Suzanne has been focused and committed to programs and services for people with disabilities. She was honored to receive the 2012 Public Policy Award from the Arc of Indiana for her work with people with disabilities and was named Legislator of the Year in 2011 by INARF.



Angie Danner, SPHR, SHRM-SCP, is a graduate of Indiana University Bloomington and received her MBA from Taylor University. Angie has been the Director of Human Resources for Easterseals Crossroads for approximately 5 years and has been practicing Human Resources for 30 years and holds both the SPHR and SHRM-SCP certifications in Human Resources. Angie recently became the Privacy Officer for Easterseals Crossroads and received her certification as a privacy expert in May of 2017 (CHPE).



Nancy Davisson is with the Indiana Department of Workforce Development where she serves as Director of Operations. She has a Master's Degree in Human Resource Development from Indiana State University. Nancy's role is to manage, coordinate and oversee the professional development needs of staff, Trade Act and Rapid Response, WIOA Adult, Dislocated Worker and Jobs programs. She provides technical assistance to regional personnel, Workforce Boards and partner staff. She works with staff to increase their skill level to improve effectiveness within their area of expertise and to enhance career potential. Nancy serves on the Commission for Rehabilitation Services and on the Indiana Interagency Autism Coordinating Council and various other community boards and advisory groups.



Jennifer Grisham-Brown, Ed.D is a Professor in the Interdisciplinary Early Childhood Education program and faculty director of the Early Childhood Laboratory School at the University of Kentucky. Dr. Grisham-Brown is co-author of two books on blended education in early childhood education (Blended Practices in Early Childhood Education – 2nd ed. (2017) and Blended Assessment Practices in Early Childhood Education [2011]). Her research interests include authentic assessment, tiered instruction, and inclusion of children with significant disabilities. Dr. Grisham-Brown is co-founder of a children's home and preschool program in Guatemala City called Hope for Tomorrow.



John Keesler, Ph.D., LMSW is an assistant professor in the School of Social Work at Indiana University Bloomington. John is a native of Buffalo, NY where he worked in I/DD services for more than a decade. His experience includes direct support, behavioral health, and administration. As an academic, John has conducted research, as well as presented and published on various aspects of I/DD services, including trauma and trauma-informed care, service coordination, and Supplemental Security Income.



Brian Krieble, MS, LMHC received a Master's of Science from Indiana University. Brian has worked with the I/DD population since 2011, beginning as a direct support professional. He has also served as an outpatient therapist student intern for children and adults with I/DD. Brian currently provides behavior support services as a Behavior Clinician for Milestones Clinical & Health Resources, a division of Stone Belt Arc, Inc., in the Bloomington, IN area. Over his career, he has supported clients, families, and support staff through life events and transitions that produce grief.



Pamela McCoy, MA, LMHC received her Masters of Arts in Mental Health Counseling at Indiana University and is a Licensed Mental Health Counselor (LMHC). Pamela has worked at Milestones, the Clinical Division of Stone Belt since August of 2012. She has received much of her clinical training working with those diagnosed with intellectual disabilities and dual diagnoses. Pamela has planned and organized groups for those diagnosed with intellectual disabilities, teaching Dialectical Behavior Therapy (DBT) skills adapted for clients with

differing cognitive abilities, death being a topic that occurred frequently in those groups. Pamela has an interest in hospice work and, while in graduate school, researched bereavement and death for those diagnosed with I/DD, planning and creating a group for those who had experienced death and loss. Pamela went on to apply interventions she had learned with the various clients she works with as a Behavior Clinician and therapist to help support them in the process of grief, loss, and transitions.



Tracy Mitchell has been in public practice since 1982 and with Bradley Associates since 1983. His career has focused on auditing and consulting assignments with hospitals, nursing facilities, agencies that serve the developmentally disabled and other healthcare entities. As a resource for many of the trade associations representing these healthcare businesses, he is widely regarded as the go-to person for accounting and finance issues in this industry.



Cara Nichols, BSN, RNC-OB earned her BSN from Indiana Purdue University Indianapolis in 2008. She has worked at Schneck Medical Center in Seymour, Indiana since 2008 as a labor/delivery/postpartum/ neonatal nurse. She is certified in inpatient obstetrics nursing and is in charge of NAS education and policy at Schneck. She also serves as the representative from Schneck on the Indiana Perinatal Quality Improvement Collaborative (IPQIC) NAS committee.



Kelly Rietow excels in aligning Human Resources and performance management systems with organizational strategies. With broad-based expertise in Human Resources, Organizational Development, Facilitation and Leadership, Kelly helps leaders and organizations be accountable and effective. Kelly has a particular passion for optimizing the performance of non-profits and organizations experiencing growing pains. Kelly earned her MBA from the University of St. Thomas.



Richard (Rick) Rietow is a leader in project management and process effectiveness. He is gifted in bringing common sense and simplicity to chaotic and complex processes. Rick is a certified Lean Six Sigma Black Belt, a certified Project Management Professional (PMP) and earned his MBA from the University of St. Thomas and undergraduate degree from the University of Minnesota - Twin Cities. His corporate career includes global positions with Medtronic, Lawson Software, AmeriPrise and Target.



Susan Rinne retired in 2017 as the Chief Executive Officer for LifeDesigns, Inc., an agency in South-central Indiana that provides supported living, group home and supported employment services to people with disabilities. She holds a Master's degree in Public Affairs with a concentration in public management from Indiana University. Susan has 40 years' experience in disability services including 8 years providing training and technical support to other organizations in Indiana in employment and organizational change and 12 years in direct services. Rinne is a founding member of INAPSE a chapter of APSE.



Consuelo Senior, LMSW is a mental health clinician, staff trainer, adjunct professor, and consultant. She is currently the Assistant Coordinator of Sex Education and Clinical Curricula Development at YAI in the Learning & Talent Development Department and a mental health clinician in the Center for Specialty Therapy Clinic-YAI. She is an adjunct professor at City College of New York and at Adelphi University. She has 20 years' experience in the field, working, training staff and developing curriculum (DSP, front line manager, case manager, compliance, psychotherapy). Ms. Senior has been developing curriculum to best meet the therapeutic needs of specialized populations, namely, Autism Spectrum, Dementia and Alzheimer, dual diagnosis of I/DD with a mental illness, social-sexual curriculum, people needing more supports (Profound), Effective Teaching Techniques and working with people who have multiple impairments.

Meet the Presenters



Jenny Spencer has over 20 years of experience working with children and adults with special needs; she is a Master Teacher who specializes in providing learning opportunities that address the needs of diverse populations. She has worked with children of all ages and with the most challenging, helping them tap into their true potential. After implementing Conscious Discipline® in her special needs preschool classroom for several years, Jenny became a Conscious Discipline® Certified Instructor in 2011. Upon leaving the classroom in 2013, she began providing training and coaching for teachers and parents throughout the State of Indiana.



Pam Verbarg has a BA in Psychology from the University of Indianapolis and an MBA from Indiana Wesleyan University. She started in the field over 25 years ago as a DSP and has worked in a variety of roles in both group home and waiver services including roles that involved direct involvement in management of waiver budgets and financial performance analysis. Pam currently serves as the Executive Director at The Arc of Greater Boone County.



Jennifer Vogt is a professional trainer and staff educator, an advocate for people with developmental disabilities, and the mom to a child with special needs. She has been in the field of job readiness and training for 8 years. She has worked as a trainer for high school students entering the work force as well as, a Trainer for the Department of Social Services, where students were Temp Assistance applicants, mandated to her classes. She started to become well known in her area - and in some cases - other parts of the state - as the "trainer that makes trainings fun." She is a graduate of Keuka College, Class of 2008.



James Wiltz, Ph.D., HSPP, NADD-CC earned a Bachelor's degree in Psychology from Indiana University and Master's degree & PhD in Clinical Psychology from Ohio State University and his graduate work focused on people with Intellectual Disability (ID) at OSU Medical School's Nisonger Center, which is a University Center of Excellence in Developmental Disabilities (UCEDD). Dr. Wiltz has worked with people with ID since 1994 in a variety of positions, including as a Direct Support Professional (DSP), Group Home Manager, Behavior Clinician (BC), provider of psychological services at two large state institutions, Director of Southern Indiana's Crisis Management Service, and as a Group Home administrator for people with Extensive Support Needs (ESN). In 2015, Dr. Wiltz began working at Stone Belt Arc, Inc. where he serves as Milestones Director, which is the agency's clinical services division. He is a licensed psychologist in Indiana with endorsement as a Health Service Provider in Psychology (HSPP). He also recently earned the National Association on Dual Diagnosis Clinical Certification (NADD-CC).



M. Wade Wingler, MBA is Vice President at Easterseals Crossroads in Indianapolis. In addition to autism services, adaptive driving, home modification, and the organization's Information Technology services, he oversees assistive technology services and the INDATA Project, a federally funded, state-wide assistive technology program for the agency. Wade did his undergraduate work at Butler University, holds an MBA from Indiana State University, is a RESNA Certified Assistive Technology Practitioner (ATP), a Certified Ergonomics Assessment Specialist (CEAS), a Certified HIPAA Security Professional (CHSP), and a Certified PCI DSS Security Compliance Professional (CPCIP). Wade is the past-chair of the Mayor's Advisory Council on Disability - City of Indianapolis, the past-president of the Indiana Rehabilitation Association, and serves on a variety of advisory boards for organizations such as the National Association of Assistive Technology Act Programs, the Indiana Traumatic Brain Injury Board, The Human-Computer Interaction Department at the School of Informatics at Indiana University-Purdue University at Indianapolis, and Indiana Agrability/Breaking New Ground.

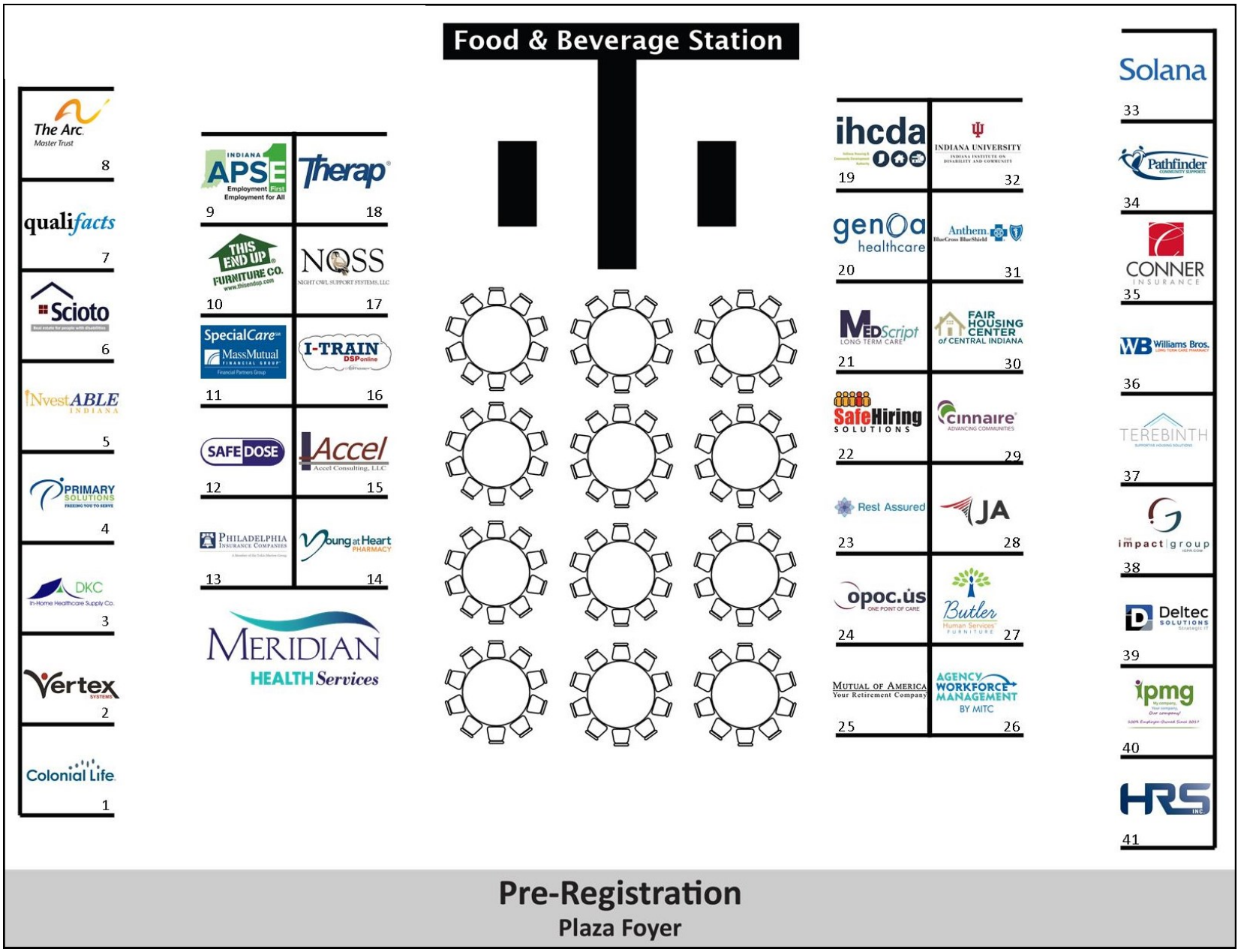
Exhibit Hall Map - Day 2

Thursday, 7:30 AM - 3:45 PM

Booth Number:

01. Colonial Life
02. Vertex Systems, Inc.
03. DKC, Inc.
04. Primary Solutions
05. INvestABLE Indiana
06. Scioto Properties
07. Qualifacts Systems, Inc.
08. The Arc Master Trust
09. Indiana APSE
10. This End Up Furniture Company
11. MassMutual-Special Care
12. SafeDose Pharmacy
13. Philadelphia Insurance Companies
14. Young at Heart Pharmacy
15. Accel Consulting, LLC
16. I-TRAIN
17. Night Owl Support Systems, LLC
18. Therap Services
19. Indiana Housing and Community Development Authority
20. Genoa, QoI Healthcare Company
21. MedScript Long Term Care Pharmacy
22. Safe Hiring Solutions LLC
23. Rest Assured, LLC
24. OPOC.us
25. Mutual of America
26. MITC
27. Butler Human Services Furniture
28. JA Benefits, LLC
29. Cinnaire
30. Fair Housing Center of Central Indiana
31. Anthem
32. Indiana University / Indiana Institute on Disability and Community
33. Solana
34. Pathfinder Services
35. Conner Insurance
36. Williams Bros. Long Term Care Pharmacy
37. Terebinth Group
38. The Impact Group
39. Deltec Solutions
40. IPMG, Inc.
41. Health Risk Screening, Inc.

Conference Partner:
Meridian Health Services



Accel Consulting, LLC (#15)
www.accelcon.com
Accel Consulting offers a web-based solution utilized by over 30 companies within the state. ProvideTM is a web application used to view information collected through the AccelTraxTM work reporting system. Field-based employees report their work via an internet connected device including who, date, time, service, notes, goals, transportation, staff miles, etc. ProvideTM allows supervisors to manage consumer and employee information, view/approve work in real-time, process NOA's, attach documents, run meaningful reports, and much more.

Anthem, Inc. (#31)
www.anthem.com
At Anthem Blue Cross and Blue Shield, we work to ensure our members get healthy and stay healthy. We're passionately committed to providing access to high quality care to members, delivering value to our providers and helping improve the health of communities. Every day, we strive to transform health care with trusted, caring solutions.

Butler Human Services Furniture (#27)
www.butlerhumanservices.com
Butler Human Services offers a wide variety of furniture collections specially designed and priced to meet the broad needs of human services programs. We work with each client to ensure you receive high quality, durable furnishings at a price that fits your environment and your budget. For clients that need their furniture quickly, we offer almost 300 products in our QuickShip program. For more information, visit our website.

Cinnaire (#29)
cinnaire.com
Cinnaire is a full-service community development financial partner that supports community stabilization and economic development by developing and nurturing partnerships with investors and mission-focused organizations. We provide creative loans, investments and best-in-class services to partners. Our commitment to building exceptional communities drives our team to provide advanced investment opportunities to investors balanced with a conservative approach to the bottom-line.

Colonial Life (#1)
www.coloniallife.com
Colonial Life wants you to choose us! Here are 3 reasons to go with us: (1) End-to-end service: Need enrollment assistance? Want to reduce administrative burden? We can help every step of the way. (2) Money-saving strategies: we're constantly thinking about ways to save you money. Sound familiar? (3) Personalized benefits counseling: we meet 1-to-1 to help everybody get the benefits that are best for them; which is also best for you.

Conner Insurance (#35)
www.connerins.com
Conner Insurance provides strategic advice on Commercial Business Insurance, Employee Benefits Programs, and HR Compliance. Our priority is making sure our nonprofit clients receive the highest value and most personalized options possible. This mix of services enables us to navigate the marketplace to find the best provider partners, rates and coverages for your organizations ever changing needs.

Deltec Solutions (#39)
www.deltecsolutions.com
Since 1990, Deltec has helped organizations take frustration and worry out of technology. Our services include Managed IT, Consulting and Planning, Cybersecurity and Business Continuity, and Digital Marketing. Whether you have an urgent IT problem, are planning a move to a new location, need to augment your current IT staff, or simply need some counsel on how to make sure you have the technology you need to help you achieve your goals, Deltec can help.

DKC, Inc. (#3)
www.dkcusa.com
At DKC our mission is to enhance the quality of life for our clients by providing a variety of quality disposable healthcare products, home delivered, and at a competitive price.

Fair Housing Center of Central Indiana (#30)
www.fhcci.org
The mission of the Fair Housing Center of Central Indiana (FHCCI) is to ensure equal housing opportunities by eliminating housing discrimination through advocacy, enforcement, education and outreach. The Central Indiana Alliance Against Hate is a project of the FHCCI.

Genoa Healthcare (#20)
www.genoahealthcare.com
Genoa Healthcare is the nation's market-leading provider of pharmacy services dedicated to the behavioral health community and those affiliated with managing the cost and quality of their care. For more information about our on-site pharmacy models, please visit our website.

Health Risk Screening, Inc. (#41)
hrstonline.com
The Health Risk Screening Tool (HRST) is a web-based instrument developed to detect health risks associated with I/DD and prompt for special attention and prevention. The powerful tool, coupled with our library of webinars, posters and e-learning courses makes us the go-to company for those looking to reduce or prevent health risks.

Indiana APSE (#9)
www.inapse.org
Indiana APSE (In-APSE) is a membership organization that promotes and expands quality, community employment outcomes of choice for all people with disabilities. This goal

is accomplished through advocacy and education to customers of supported employment, by promoting national, state and local policy development and educating the public and the business community on the value of including persons with disabilities as fully participating community members.

Indiana Housing and Community Development Authority (#19)
www.in.gov/ihcda/
At IHCDA, we believe that growing Indiana's economy starts at home. Everyone can agree that all Hoosiers should have the opportunity to live in safe, affordable, good-quality housing in economically stable communities. That's the heart of IHCDA's mission. Our charge is to help communities build upon their assets to create places with ready access to opportunities, goods, and services. We also promote, finance, and support a broad range of housing solutions, from temporary shelters to homeownership.

Indiana University / Indiana Institute on Disability and Community (#32)
www.iidc.indiana.edu
The Indiana Institute works with communities to welcome, value, and support the meaningful participation of people of all ages and abilities through research, education, and service. Our Centers: Early Childhood Center, Center on Education and Lifelong Learning, Center on Community Living and Careers, Center for Health Equity, Indiana Resource Center for Autism, Center for Collaborative Systems Change.

INvestABLE Indiana (#5)
savewithable.com
INvestABLE Indiana is a new way for qualified individuals with disabilities to save money and not risk losing vital public benefits, such as SSI or Medicaid. These tax-advantaged savings accounts allow for beneficiaries to save for the future and pay for disability-related expenses. Contributions can be made by anyone, including the account owner, friends or family-allowing for more people to play a part in creating a better quality of life.

IPMG, Inc. (#40)
www.gotoipmg.com
Indiana Professional Management Group (IPMG) is Indiana's preeminent statewide provider of case management services for participants in the state's Medicaid Waiver program. Since 2006, IPMG has set a new standard for high quality, measurable and individual-driven case management services. Our case managers practice integrity, creativity and responsiveness in partnership with the persons served, and the individuals we serve benefit from our unconditional commitment to support them in their pursuit of a self-determined life.

I-TRAIN (#16)
www.i-traindsp.com
If your agency is struggling to find an effective way to train Direct Support Professionals, I-TRAIN is your solution. This innovative and interactive online training system was written in accordance with the state of Indiana's regulations to not only train but also empower staff. Offering the capability to incorporate customized training and testing without the hassle of contracts sets I-TRAIN apart from the rest. Visit Tiffany and schedule a demo to learn more about how your agency will benefit from this system.

JA Benefits, LLC. (#28)
jabenefits.com
JA Benefits, LLC., one of the largest independent benefit consulting firms in the Midwest, is a full-service employee benefit agency. Since 1988, we have developed our business to act as your total benefit resource and provide you the most current solutions with respect to your company's employee benefit plans. We provide a full range of consulting services including employee benefits, wellness and onsite health center strategies.

MassMutual-Special Care (#11)
www.gordonfhomes.com
Special Care is focused on helping plan for the future of your loved one with special needs with a unique perspective through experience as both an advisor and parent. Special Care assists with Legal Issues, including Wills, Special Needs Trusts & Guardianship. Financial Issues, such as Special Needs Trusts Funding, ABLE ACT, Medicaid, Waivers and SSI/SSDI; Family Issues, such as Letter of Intent, a Caregiver Guide.

MedScript Long Term Care Pharmacy (#21)
www.medscriptrx.com
MedScript LTC Pharmacy is owned and operated by pharmacists with over 30 years of pharmacy experience. We provide dedicated services to each of our accounts. Staff members work directly with facilities nursing staff and administrators to provide for positive resident outcomes, high clinical care while maintaining regulatory compliance and cost management. We provide services to our facilities 24 hours a day, 7 days a week.

Meridian Health Services (Conference Partner)
www.meridianhs.org
Meridian Health Services is a progressive healthcare organization specializing in "whole-person" health integrating physical, mental and social well-being. Focusing on a broader spectrum of health including primary medical care, behavioral health and human services offers a well-rounded approach for happier, healthier patients. Meridian provides care to over 40,000 patients in 46 Indiana counties, and is a statewide leader in providing services to people with a dual diagnosis of intellectual disabilities and mental health issues.

MITC (#26)
mitcsoftware.com/agencies/
Designed specifically for providers serving I/DD and behavioral health communities, Agency Workforce Management by MITC supports all the needs of agencies, including time & attendance, EVV, scheduling, HR, workforce analytics, payroll, billing integration, and more. Whether your agency manages group homes, HCBS, day, vocational, or supported employment programs, MITC delivers more cost-effective and affordable solutions that contain payroll costs, boost productivity, and ensure compliance with state and DOL regulations.

Mutual of America (#25)
www.mutualofamerica.com
Mutual of America specializes in providing retirement products and services to organizations and their employees, as well as individuals, to help them plan for a financially secure future. All of Mutual of America's employees share a mission: to help clients and their employees secure their future through our products and to provide the best service in the industry. Accomplishing that mission means learning about our customers individual needs and providing them with solutions.

Night Owl Support Systems, LLC (#17)
nossllc.com
NOSS provides Remote Supports for people with disabilities. We provide live monitoring, responder training, installation, and/or ongoing evaluation of each participant, and stress individualizing the supports to the needs of each person. NOSS allows people and agencies a less expensive alternative to traditional supports. Our company's mission is to deliver quality in-home support with the use of technology while becoming a valuable and meaningful part of people's lives.

OPOC.us (#24)
OPOC.us
With over 25 years of experience, OPOC.us is a second-generation, family-run, Strategic Planning, Transparency, & CARE firm that specializes in employee benefits, administration, and human resources solutions and provides services to hundreds of employer clients and thousands of participants throughout the country. OPOC.us is committed to optimization through cost-containment and efficiencies, all while improving the lives of its clients' most important assets - their employees.

Pathfinder Services (#34)
www.pathfinderservices.org
Pathfinder Services, Inc. is a not-for-profit comprehensive human and community development organization founded in 1966. Pathfinder Services envisions a community in which all people are valued and accepted and have control over their own destinies. Four areas which Pathfinder Services can help those facing physical, developmental or economic challenges along their path to self-reliance and inclusion are: Education and Training, Employment Services, Affordable Housing, and Community Integration. Additional information can be found at our website.

Philadelphia Insurance Companies (#13)
www.phly.com
Philadelphia Insurance Companies designs, markets and underwrites Commercial Property & Casualty and Professional Liability insurance products tailored for unique exposures.

Primary Solutions (#4)
www.primarysolutions.net
Primary Solutions provides software solutions for service documentation, billing, employment services, and demographics for the I/DD community. Our goal is to Free You to Serve.

Qualifacts Systems, Inc. (#7)
qualifacts.com
Qualifacts®' EHR technology and services simplify the complexities facing BH providers, enabling them to quickly adapt to the accelerating pace of change. As a strategic partner, Qualifacts helps customers focus on what's most important - client care - by optimizing efficiency and productivity while also keeping them ahead of the ever-changing regulatory landscape to maximize reimbursements.

Rest Assured, LLC (#23)
restassuredsystem.com
Rest Assured's patented web-based remote support services uses the latest technology combined with a state-of-the-art support and response center (remote caregivers), to help care providers and families improve the quality of lives of seniors and individuals with intellectual or developmental disabilities.

Safe Hiring Solutions LLC (#22)
www.safehiringsolutions.com
SafeHiring Solutions is a comprehensive risk management firm that specializes in background checks, cloud based visitor management solutions (SafeVisitor) and cloud based automated reference checking solutions (Reflynk).

SafeDose Pharmacy (#12)
safedose.com
SafeDose delivers pharmacy services throughout the USA. We service the following facilities; Long Term Care, Assisted Living, Behavioral Clinics, Therapy Services, Home Based Services, and Intermediate Care Facilities. With over 15 years serving facilities that provide long term care, we are the perfect pharmacy to positively impact many aspects of patient care, drug compliance/interactions and medication management. SafeDose Pharmacy lowers medication errors and increases staff productivity providing a significant impact to all aspects of care.

Scioto Properties (#6)
www.scioto.com
Since 1999, Scioto Properties has been helping provider organizations of all sizes to acquire and manage their real estate needs. We are a national real estate company that is committed to developing and investing in quality housing and related healthcare facilities for people with disabilities. Real Estate - Construction and Development - Mergers and Acquisitions

Solana (#33)
www.solanapro.com
Solana is a software and business services company dedicated to serving people with developmental disabilities by increasing the effectiveness of I/DD organizations through integrated systems for managing financial, human and program resources and providing fulfillment for staff.

Terebinth Group (#37)
Terebinth Group is the leading family-owned provider of supportive housing in Indiana. For nearly a decade, the Terebinth Group family has provided high-quality, safe and affordable housing to over 475 Hoosiers with intellectual and developmental disabilities across the entire state. Our mission is to serve 1,000 individuals living with I/DD and show the I/DD community that high quality, affordable housing is available. Contact Andy Rosenthal or Len Grabovsky to learn more about Terebinth Group's supportive housing solutions.

The Arc Master Trust (#8)
www.thearctrust.org
The Arc Master Trust has served Hoosiers of all disabilities for over 29 years. The Arc Trust 11 was the first financial option that allowed someone to save beyond their Medicaid and SSI resource limits without losing those benefits. Many trust clients use Trust 11 as a savings account to cover not only disability related expenses, but also personal items, vacations and more. We're here to help you and your clients.

The Impact Group (#38)
www.igpr.com
The Impact Group is a talented team of full-service marketing professionals with diverse backgrounds and one thing in common: results. The Impact Group has a successful track record of driving results for I/DD organizations, non-profits, corporate clients, school districts and municipalities through strategic planning, training, branding, messaging and market execution.

Therap Services (#18)
www.therapservices.net
Therap's software suite is relevant to service organizations that provide long-term supports and services to people with intellectual and developmental disabilities. Therap is used in over 3,000 agencies, in small agencies serving as few as one individual to multi-state providers serving thousands of individuals. Therap modules encompass a wide array of supports for both individuals and staff members and also include billing supports.

This End Up Furniture Company (#10)
www.thisendup.com
This End Up Furniture Company was founded in 1974 on one basic principle: to design and build solid wood furniture that's Made to last. We are committed to quality in our products and service. Please visit our website at www.thisendup.com or call Lon Hetchler at (248)521-1390.

Vertex Systems, Inc. (#2)
www.vertexsystems.com
Vertex Systems provides intuitive, cloud-based software solutions for Indiana rehabilitation agencies serving people with disabilities. Intuition significantly reduces administrative time spent on case management, service billing, and work-force management by eliminating redundancy, reducing errors, and fostering compliance. With the mobile-first tools Vertex provides, Indiana-based rehabilitation agencies can reduce administration costs by up to 50% while increasing top -line revenue by up to 3%. Your peers are switching to Intuition. Stop by our booth and see why.

Williams Bros. Long Term Care Pharmacy (#36)
www.wbltc.com
Williams Bros. LTC Pharmacy provides exceptional customer service developed from over 100 years of family tradition. Our state of the art technology services and dispensing systems provide reliable and accurate medication delivery. By customizing the entire pharmacy experience, we partner with every facility. Visit our website to see our services.

Young at Heart Pharmacy (#14)
www.yahrx.com
Young at Heart Pharmacy is a long term care pharmacy specializing in business-to-business pharmacy services and our customers generally fall in one of the categories below: Skilled Nursing Facilities (SNF) - Intellectually and Developmentally Disabled (IDD) facilities including group homes, supported living, and independent living sites - Assisted Living Facilities (ALF) - Workplace Clinics.

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65 years later, ADEC still providing *choice* and *possibility* to people with disabilities

On April 7, 1952, a brave group of parents in Elkhart County came together and decided their children with intellectual and developmental disabilities deserved something more.

ADEC's founding families were courageous and brave. They refused to accept the status quo of sending children with disabilities away to institutions. Instead, they believed their children deserved to be a part of their community and encouraged to lead lives of their own.

ADEC spent 2017 celebrating the many choices and possibilities created when those parents dared to dream 65 years ago.

Part of the celebrations included 65 videos highlighting ADEC's employees, community partners and – of course – the incredible people ADEC serves. Those videos can be viewed at adecinc.com/65years.

City and state officials also joined ADEC for several 65th birthday celebrations throughout the year. If ADEC's founding families would have seen the Mayor of Elkhart donning a birthday hat and serving cake to their children with disabilities, they would have known their dreams had been realized.

With the support of ADEC services, people with disabilities in northern Indiana now have the same choices and possibilities as anyone else. What kinds of choices and possibilities? Well, in 2017:

- ADEC artists sold $11,176 in artwork, earning a paycheck and a reputation.
- 45 children with disabilities attended ADEC's summer camp.
- ADEC helped more than 300 individuals with disabilities find meaningful work in the community.

Although we have blown out the candles on our 65th birthday celebration, there is much to look forward to in 2018 and beyond.

To keep up with ADEC's adventures, follow ADEC on Facebook at **facebook.com/ADECservices** or sign up for our newsletter at **adecinc.com/newsletter.**




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Thank you to the 66 individuals and 2 corporate contributors who supported the PAC in raising over $17,885 in 2017! We appreciate your continued support as we work to achieve our goal of $18,000 in 2018!

For more information and to donate, visit: **PAC.inarf.org**

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Philadelphia Insurance Companies (PHLY) is proud to support INARF, an organization which provides leadership and support to its constituency in the development of resources and promotion of quality services to increase members' ability to effectively serve the comprehensive needs of people with disabilities.

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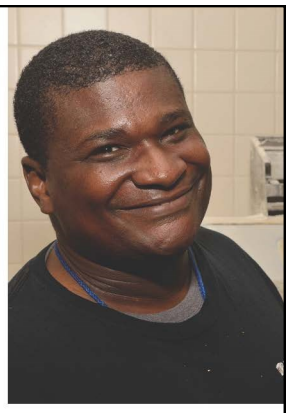
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