

Welcome to Networking Hour!

Sponsored by:

CPAs / ADVISORS





Member Forum

March 28, 2025

- **Association Update**

- Nanette Hagedorn, INARF

- **Industry Update**

- Katy Stafford-Cunningham, Andrew Alvarez, Brandi Foreman, & Courtney Scott, INARF
- 
- A decorative graphic at the bottom of the slide consisting of a thick, curved line that transitions from a light gray color on the left to a bright orange color on the right.



Association Update

Nanette Hagedorn, INARF

Virtual Opportunities:



March 31 | 10 – 11:30 AM

INARF Virtual Learning Series Webinar: Value-Based Health Care Unlocked: Strategies, Solutions, and Success

April/May/June 3-Part Series

INARF Cost-Based Group Home Medicaid Reimbursement Series

Missy Deeg, Reimbursement Manager, Blue & Co., LLC.

- **Part 1 / April 14** - an Overview of Reimbursement
- **Part 2 / May 14** - a Comprehensive Review of the Medicaid Cost Reporting and Rate Calculations
- **Part 3 / June 18** - Reimbursement Strategies and Resources

April 8 | 9:30 - 10:30 AM

Konversations with Katy (CEO Only)

April 9 | 11 AM - Noon

INARF Virtual Learning Series Webinar: Health Care Workforce Housing: Strategies and Solutions

April 25 | 10 – 11:30 AM

INARF Member Forum

In-Person Opportunities:

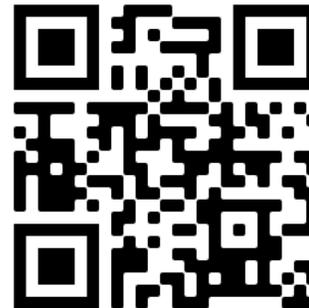


April 25 | 9 - 10 AM, 10 – 11:30 AM, 11:30 AM – 12:30 PM

INARF Member Forum Networking Hour, Member Forum and Board of Directors Meeting

April 29 | Noon – 2 PM

INARF CEO Lunch 'n Learn / First Chance Center (Paoli)



Scan the QR code or go to:

web.inarf.org/2025-event-calendar

Returning and so much more!

2024 Conference for DSP attendee - *“Really enjoyed the speakers and appreciate positivity and praise. Also, THANK YOU so much for the awesome T-shirts, the art is amazing, and the nice cookie at the end!”*

June 24 | Forum Event Center, Fishers, IN

✓ Made possible by our 2025 Conference for DSPs Sponsors:



- ✓ Opening with the Costa N. Miller Award Celebration
- ✓ Featuring the popular DSP Educational Track, including 3 self-development sessions
- ✓ Expanding to include a 2nd Educational Track for Front-Line Supervisors
- ✓ Repeating an “awesome” T-shirt Gift for all Attendees (and a Cookie!)

Reminders...

✓ **Due: April 4 – Costa N. Miller Award - Call for Nominations**

An Award and \$1,500 presented to two outstanding human service professionals employed by an INARF Member Organization whose primary responsibilities include direct contact with persons served and who exhibit passionate support and dedication to high-quality support and services to individuals with disabilities.



✓ **Due: April 4 – Call for T-Shirt Artwork**

An opportunity for any INARF Member to submit Artwork for consideration for the 2025 Conference for DSPs T-Shirt offered to all Attendees.



✓ **Opening: May 13 – Registration**



Recent:

- March 5 / TA Tour @ Janus Developmental Services, Inc. - Noblesville
- March 6 / TA to Emergency Placements Luncheon @ Logan Center – South Bend
- March 13 / INARF Leadership Academy - Class of 2025 Kick-Off - Noblesville

Upcoming:

- April 15 / Senior Leadership Orientation @ TradeWinds Services, Inc. - Merrillville
- April 29 / CEO Lunch 'n Learn @ First Chance Center - Paoli
- April 29 / TA Tour @ Stone Belt Arc, Inc. - Bloomington

April/May/June 3-Part Series

**INARF Cost-Based Group Home Medicaid
Reimbursement Series**

Missy Deeg, Reimbursement Manager, Blue & Co., LLC.

- .Part 1 / April 14** - an Overview of Reimbursement
- .Part 2 / May 14** - a Comprehensive Review of the Medicaid Cost Reporting and Rate Calculations
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Industry Update

Katy Stafford-Cunningham, Andrew Alvarez, Brandi Foreman, & Courtney Scott, INARF

- [March 31, 10 AM \(EST\) - Value-Based Health Care Unlocked: Strategies, Solutions, and Success](#)
- [April 9, 11 AM \(EST\) - Health Care Workforce Housing: Strategies and Solutions](#)
- Thank you to our Sponsors!

Alicia M. Boyd, CPA PC
Hall, Render, Killian, Heath & Lyman
Hillcroft Services, Inc.
Oasis Mental Health Consulting, LLC
Village of Merici

- Congress passed a Budget Resolution requiring \$880B in cuts, most likely in the form of Medicaid changes
- INARF Board of Directors sent letters to all the Indiana U.S. Congressional offices urging their support of Medicaid
- Message
 - Do not cut Medicaid
 - Do not change the Medicaid funding mechanism, the FMAP (Fed/State match)
- [Participate in this ACTION ALERT](#)
- Sign up for Congressional newsletters so you know when Town Halls or Forums are taking place

- Reminder: You must have an attending provider number attached to the claim for it to be approved per [IHCP Bulletin 202515](#)
 - You **must** gain permission from the provider to utilize their NPI number
 - We are waiting on guidance on how this should be documented
 - You cannot use a QIDP unless they meet the [requirements](#) **and** are approved to be an OPR Provider.

- FSSA partners with Indiana Institute of Disability and Community (IIDC) to administer the NCI surveys.
- Surveys being administered through June 2025:
 - **IDD In-Person Survey**: CIH, FSW, Supervised Group Living.
 - **Aging and Disabled (AD) Adult Consumer Survey**: H&W, PathWays waivers.
 - **IDD Child Family Survey (CFS)**: Families with a child under 18 with ID/DD and receiving case management and one additional waiver service.
- IIDC will contact individuals/guardians, family members, case management, etc. to coordinate the survey process.

- [BT202539](#) delays enforcement of ABA rendering provider requirements to July 1, 2025
 - ABA service claims must be billed with the rendering provider NPI matching the procedure code modifier indicating the level of the ABA therapy provider that rendered the service
 - All other ABA policy changes will continue as scheduled
- [BT202519](#) is an FAQ for ABA Therapy Requirements

- [Updated State Plan Amendment for ABA](#)
 - Weekly Limitations on Services
 - For Individuals with ASD Level 1- Not more than 30 hours per week
 - For individuals with ASD Level 2- Not more than 32 hours per week **OR** the number of hours prescribed by the recipient's health care provider
 - For individuals with ASD Level 3- Not more than 38 hours per week **OR** the number of hours prescribed by the recipient's health care provider
 - Lifetime Limitation on Services
 - For individuals- not more than 36 months of comprehensive ABA therapy
 - Time starts effective date of SPA, regardless of the number of months that an individual has already received ABA therapy.
 - This goes into affect June 1, 2025

- **[SB 2: Medicaid matters](#)**
 - Language on advertising ban
- **[HB 1474: FSSA matters](#)**
 - Provider fee added again; discussion on DSPs in committee
- **[HB 1689: Human services matters](#)**
 - Waiting on hearing in the Senate
- **[Watch HB 1001 Testimony from 3/20 \(1:14:10\)](#) - Thanks Neil!**
- **Full bill tracker: [actionTRACK Report](#)**



State Budget Breakdown

Program	HEA 1001 - 2023			Governor's Budget Proposal - 2025 (HB 1001 as Introduced)				House Passed HB 1001 - 2025			
	Submitted Budget FY24	Submitted Budget FY25	Final Budget Total for Biennium	Submitted Budget FY26	Submitted Budget FY27	Budget Total for Biennium	% change from HEA 2023 budget	Submitted Budget FY26	Submitted Budget FY27	Budget Total for Biennium	% change from Gov's Proposed budget
Medicaid Admin	48,924,787	49,571,248	98,496,035	47,092,686	47,092,686	94,185,372	-5%	47,092,686	47,092,686	94,185,372	0%
Medicaid Assistance	3,721,500,000	4,196,600,000	7,918,100,000	4,846,900,000	5,182,400,000	10,029,300,000	21%	4,846,900,000	5,182,400,000	10,029,300,000	0%
FSSA - Central Office	16,881,895	16,881,895	33,763,790	16,037,800	16,037,800	32,075,600	-5%	16,037,800	16,037,800	32,075,600	0%
Voc Rehab Total	17,077,538	17,077,538	34,155,076	17,077,538	17,077,538	34,155,076	0%	17,077,538	17,077,538	34,155,076	0%
DDRS Administration	535,823	535,823	1,071,646	509,032	509,032	1,018,064	-5%	509,032	509,032	1,018,064	0%
BDDS Day Services Other	3,418,884	3,418,884	6,837,768	3,418,884	3,418,884	6,837,768	0%	3,418,884	3,418,884	6,837,768	0%
BDDS Operating - General Fund	6,736,877	6,736,877	13,473,754	6,736,877	6,736,877	13,473,754	0%	6,400,033	6,400,033	12,800,066	-5%
First Steps	25,546,118	25,546,118	51,092,236	25,546,118	25,546,118	51,092,236	0%	25,546,118	25,546,118	51,092,236	0%
			\$ 8,159,158,019			\$ 10,262,137,870				\$ 10,261,464,182	

Have YOU donated to the INARF PAC yet?

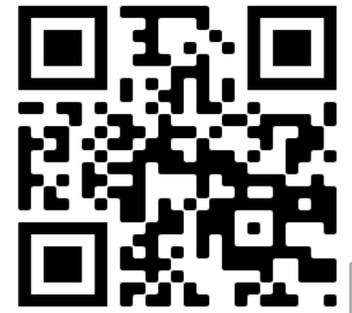


Thank you, PAC Donors! (\$2,130)

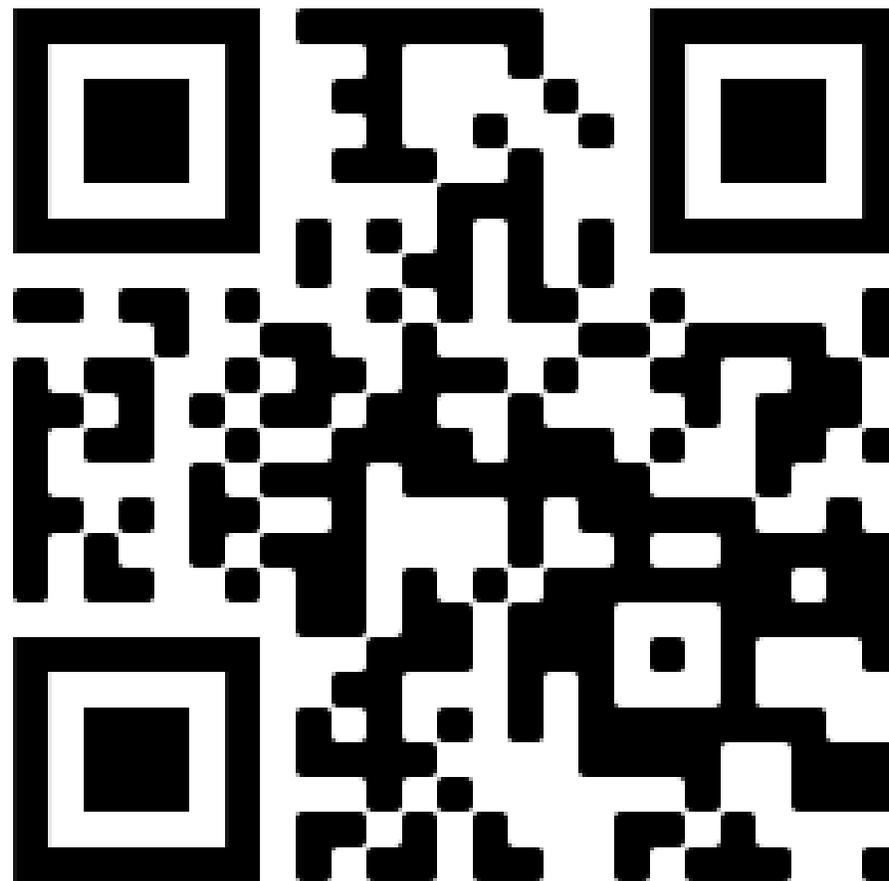
Corporate Contributor	President's Circle (\$500+)	Activist (\$301 - \$499)	Advocate (\$151 - \$300)	Supporter (\$76 - \$150)			Contributor (\$26 - \$75)		Friend (\$1 - \$25)
	Debbie Bennett		Melissa Walden	Andrew Alvarez	Matt Harrington	Stan Keepes	Katy Stafford-Cunningham	Barb Young	
	Danielle Tips		Carrie Blackham				Tara Bradley		
			Bitta DeWees						



INARF PAC



Your contributions to the INARF PAC are a critical part of INARF's legislative advocacy efforts. They are used to support elected officials who serve as champions of the provider community. Please consider supporting the INARF PAC today.



INARF PAC

For more information and to contribute,
scan the QR code or visit:

www.INARF.org/INARF-PAC



MEET THE TEAM



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs



Brandi Foreman
Vice President: Compliance
and Regulatory Affairs



Nanette Hagedorn
Vice President:
Member Services



Barb Young
Vice President:
Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator

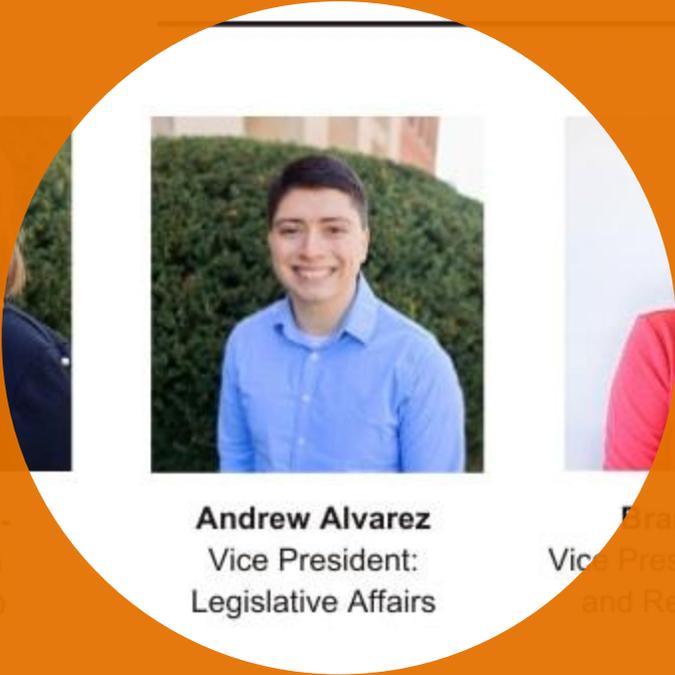


Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM



Andrew Alvarez
Vice President:
Legislative Affairs

**Andrew
Alvarez**
Vice President of
Legislative Affairs
**2 Years of Service
at INARF**



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs



Brandi Foreman
Vice President:
Corporate and Regulatory Affairs



Nanette Hagedorn
Member Services



Barb Young
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Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM

Brooke Brown
Account Executive
6 Years of Service
at INARF



Katy Stafford-Cunningham
President/CEO



Andrew
Vice President
Legislative Affairs



Nanette Hagedorn
Vice President
Member Services



Barb Young
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Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

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Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs



Brandi Foreman
Vice President: Compliance
and Regulatory Affairs



Nanette Hagedorn
Member Services



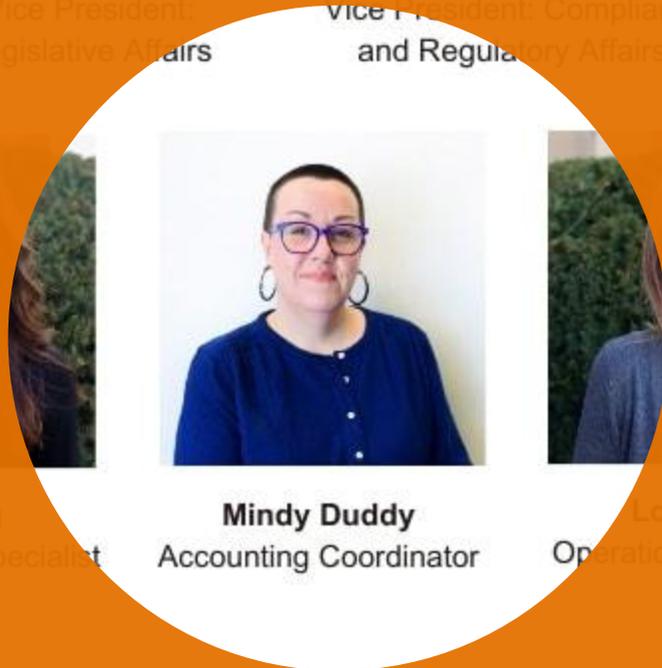
Barb Young
Vice President:
Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Ostling
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

Mindy Duddy
Accounting
Coordinator
8 Years of Service
at INARF

MEET THE TEAM

**Nanette
Hagedorn**
Vice President of
Member Services
21 Years of
Service at INARF



Nanette Hagedorn
Vice President:
Member Services



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
President: Legislative Affairs



Brandi Foreman
President: Compliance and Regulatory Affairs



Barb Young
Vice President:
Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM



Katy Stafford-Cunningham
President/COO



Andrew Alvarez
Vice President



Brandi Foreman
Vice President, Compliance
and Regulatory Affairs



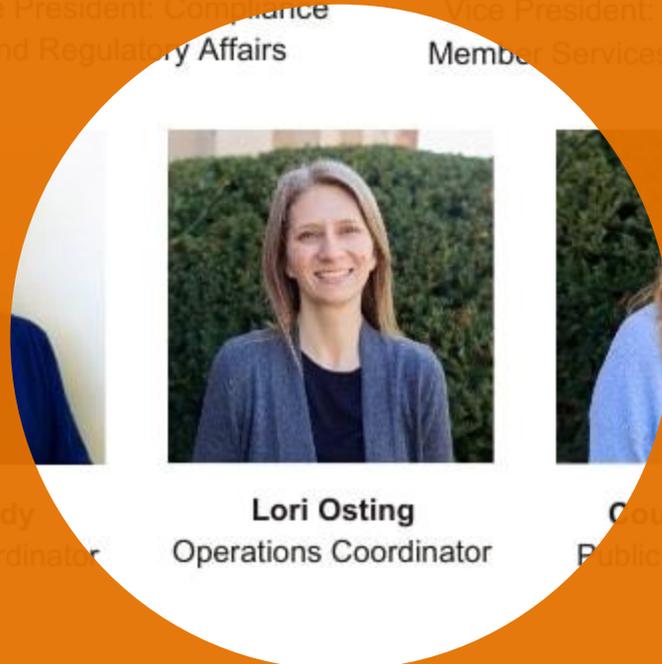
Nanette Hagedorn
Vice President,
Member Services



Barb Young
Vice President,
Finance/CFO

Lori Osting

Operations
Coordinator
2 Years of Service
at INARF



Lori Osting
Operations Coordinator



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM

Courtney Scott

Public Policy

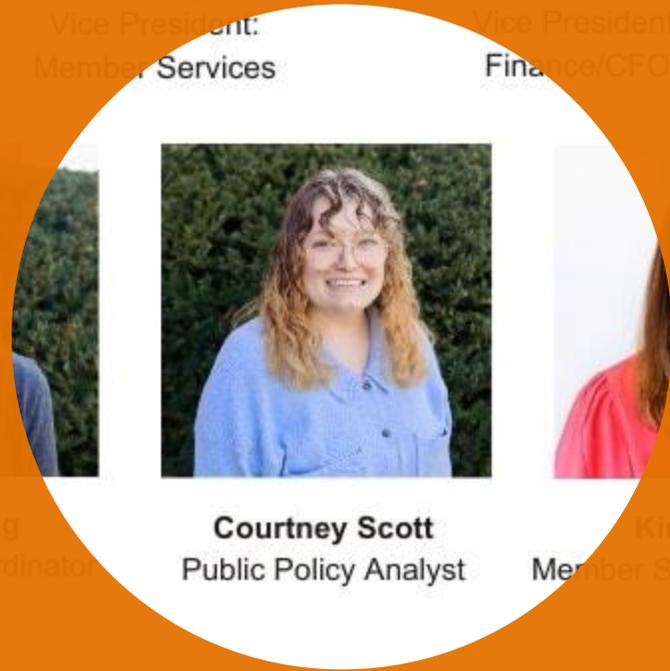
Analyst

3 Years of Service
at INARF

MOST CLICKED

STAFF MEMBER

ON THE WEBSITE



Courtney Scott
Public Policy Analyst



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs



Brandi Foreman
Vice President: Compliance
and Regulatory Affairs



Nanette Hagedorn
Vice President:
Member Services



Barb Young
Vice President:
Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Kelly
Accounting Coordinator



Lori Ostling
Operations Coordinator



Kim Wasiak
Member Services Manager

MEET THE TEAM



Katy Stafford-Cunningham
President/CEO

Katy Stafford-Cunningham
President & CEO
11 Years of
Service at INARF

Andrew A. ...
Vice President:
Legislative Affairs



Nanette Hagedorn
Vice President:
Member Services



Barb Young
Vice President:
Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs

Barb Young
Vice President of
Finance & CFO
33 Years of
Service at INARF



Barb Young
Vice President:
Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs



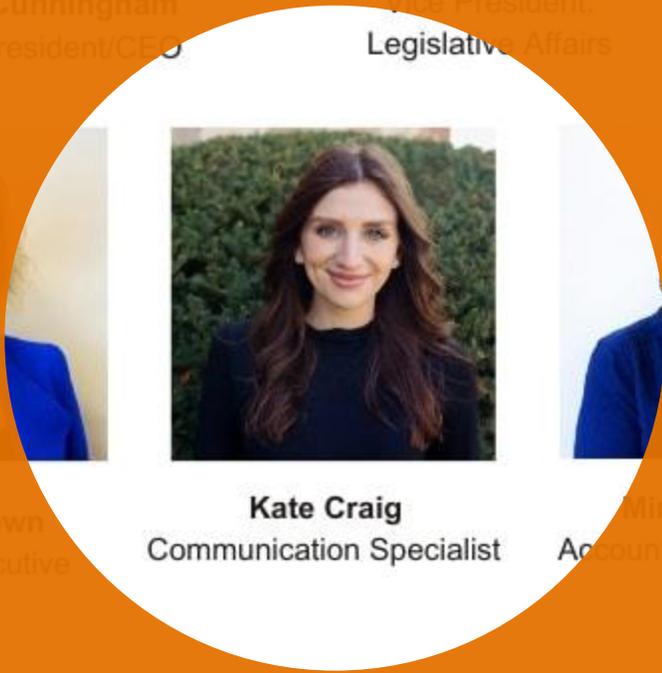
Brandi Foreman
Vice President:
and Regulatory Affairs



Nanette Hagadorn
Vice President:
Member Services



Barb Young
Vice President:
Finance/CFO



Kate Craig
Communication Specialist

Kate Craig
Communications &
Marketing
Specialist
1 Year of Service
at INARF



Brooke Brown
Account Executive



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst

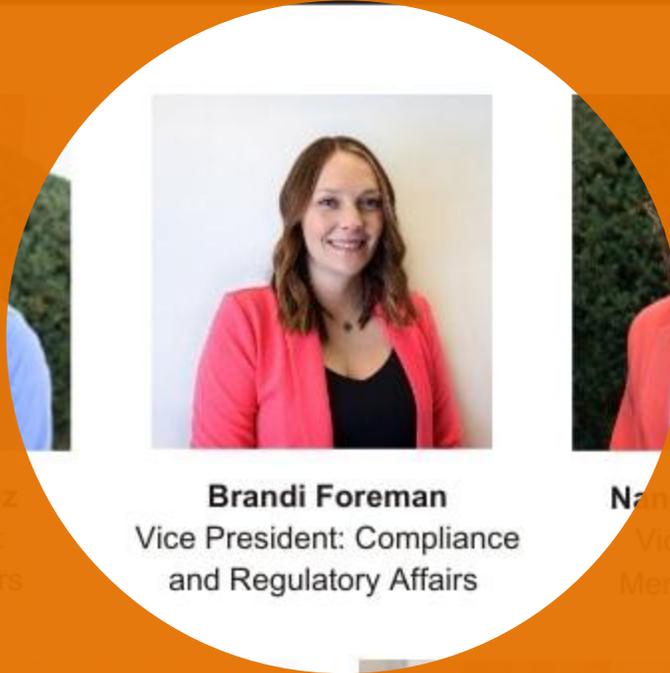


Kim Wasiaak
Member Services Manager

MEET THE TEAM

Brandi Foreman

Vice President of Compliance and Regulatory Reform
1 Year of Service at INARF



Brandi Foreman
Vice President: Compliance and Regulatory Affairs



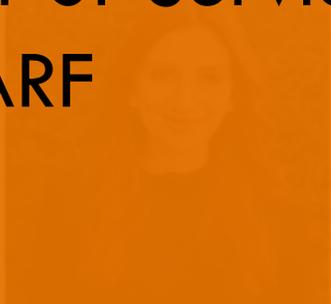
Nannette Hagedorn
Vice President: Member Services



Barb Young
Vice President: Finance/CFO



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

MEET THE TEAM



Katy Stafford-Cunningham
President/CEO



Andrew Alvarez
Vice President:
Legislative Affairs



Brandi Foreman
Vice President:
Compliance and Regulatory



Nanette Hagedorn
Vice President:
Business Development



Barb Young
Vice President:
Finance/CFO

Kim Wasiak
Member Services
Manager
10 Years of
Service at INARF



Brooke Brown
Account Executive



Kate Craig
Communication Specialist



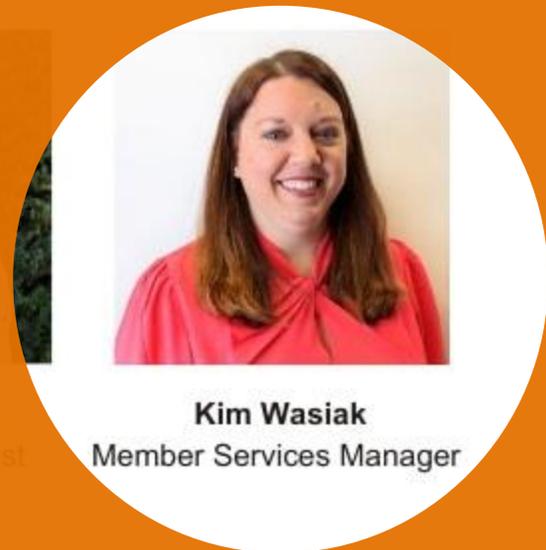
Mindy Duddy
Accounting Coordinator



Lori Osting
Operations Coordinator



Courtney Scott
Public Policy Analyst



Kim Wasiak
Member Services Manager

Congratulations to

KIM WASIAK

on your

10 YEAR ANNIVERSARY AT INARF

2024

INARF

Accomplishments

INARF Software Survey

INARF Software

Survey Mill

Salary Survey: CEO & Staff

Program

INARF

Gala

Costa Miller Award Changes

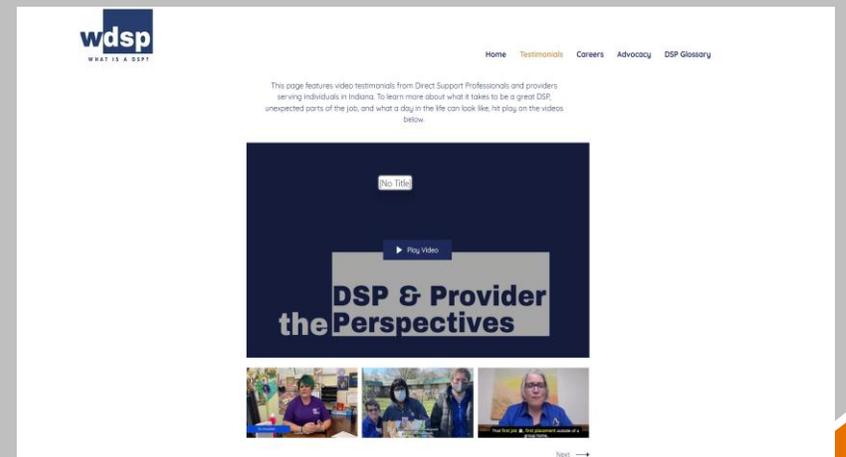
INARF PAC:

\$16,700 to

Candidates

Emerging Provider Program

WhatisaDSP.org



CONGRATULATIONS

INARF Leadership Academy Class of 2024!



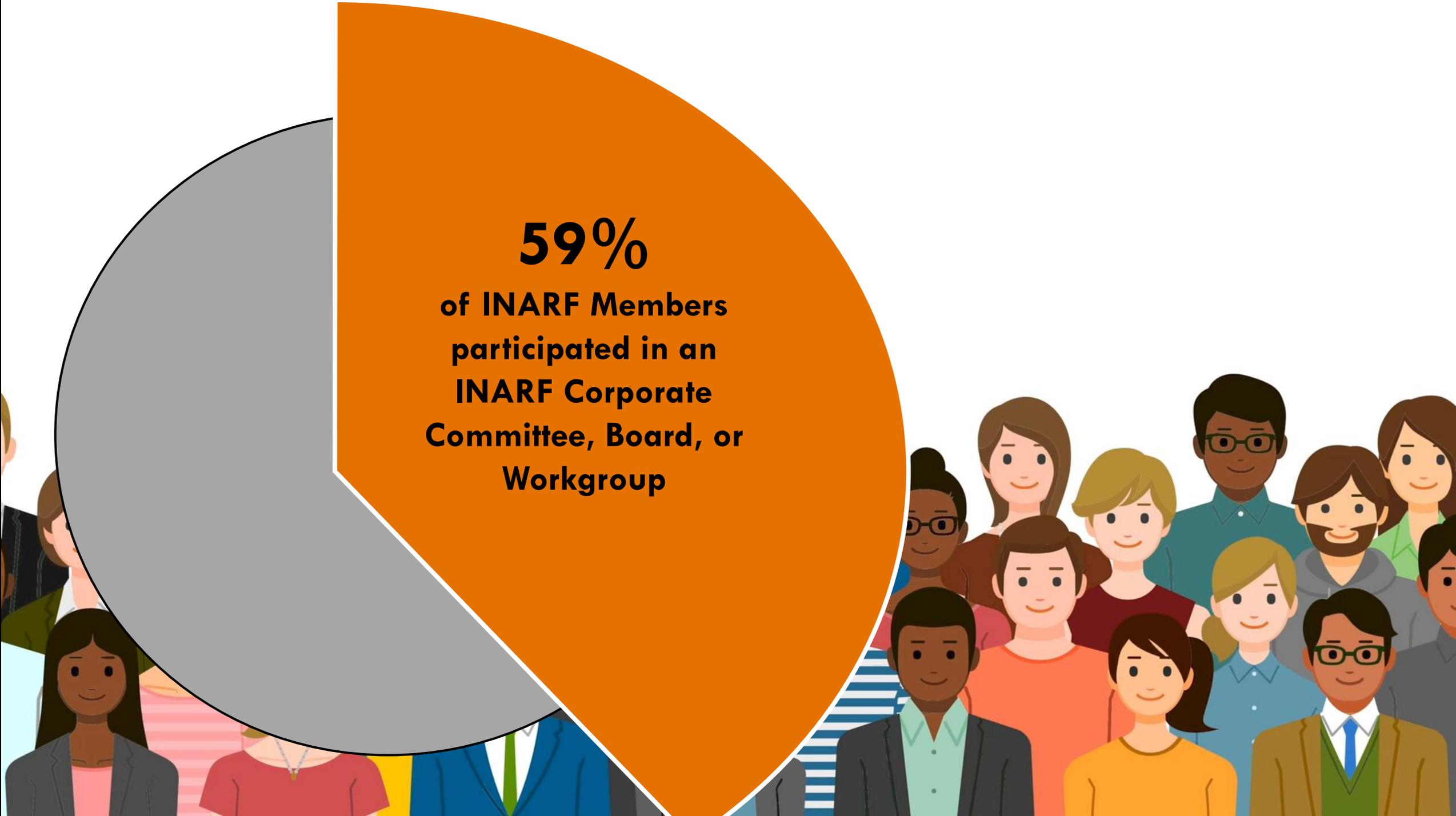


**Are you
maximizing
your INARF
Membership?**



MEMBER

ENGAGEMENT



59%

**of INARF Members
participated in an
INARF Corporate
Committee, Board, or
Workgroup**

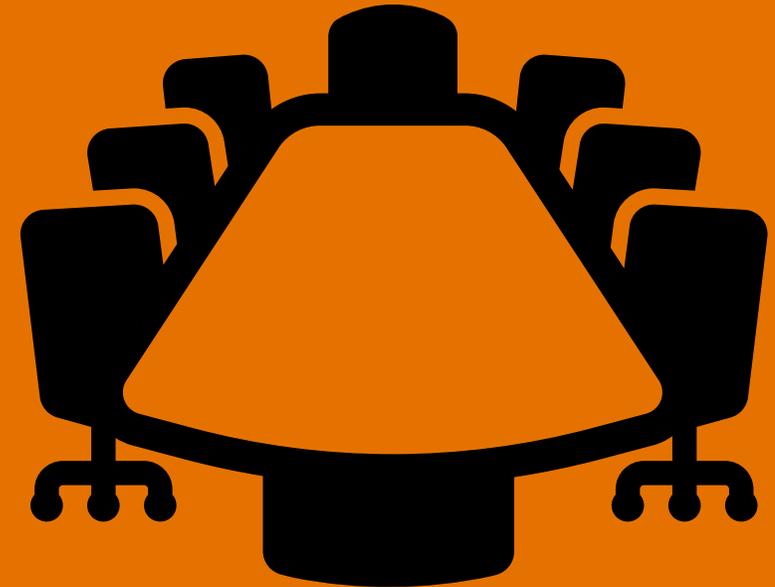
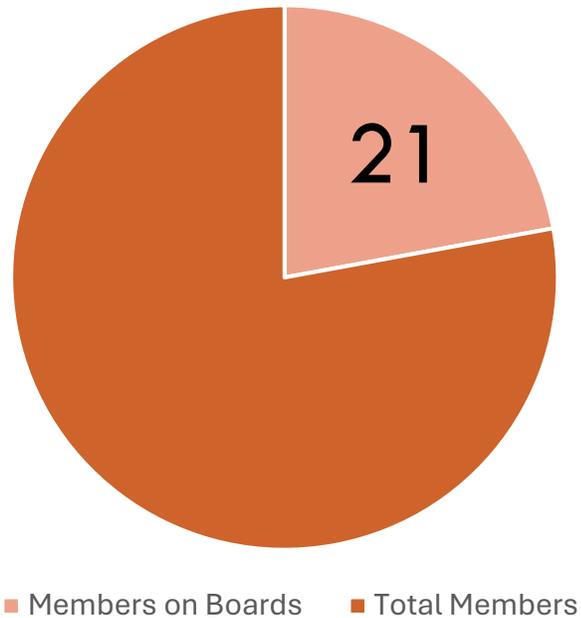


inarf

SINCE 1974

INARF Board Opportunities

- INARF Board of Directors
- Ability Indiana Board of Directors
- INARF PAC Board



inarf
SINCE 1974



inarft

SINCE 1974

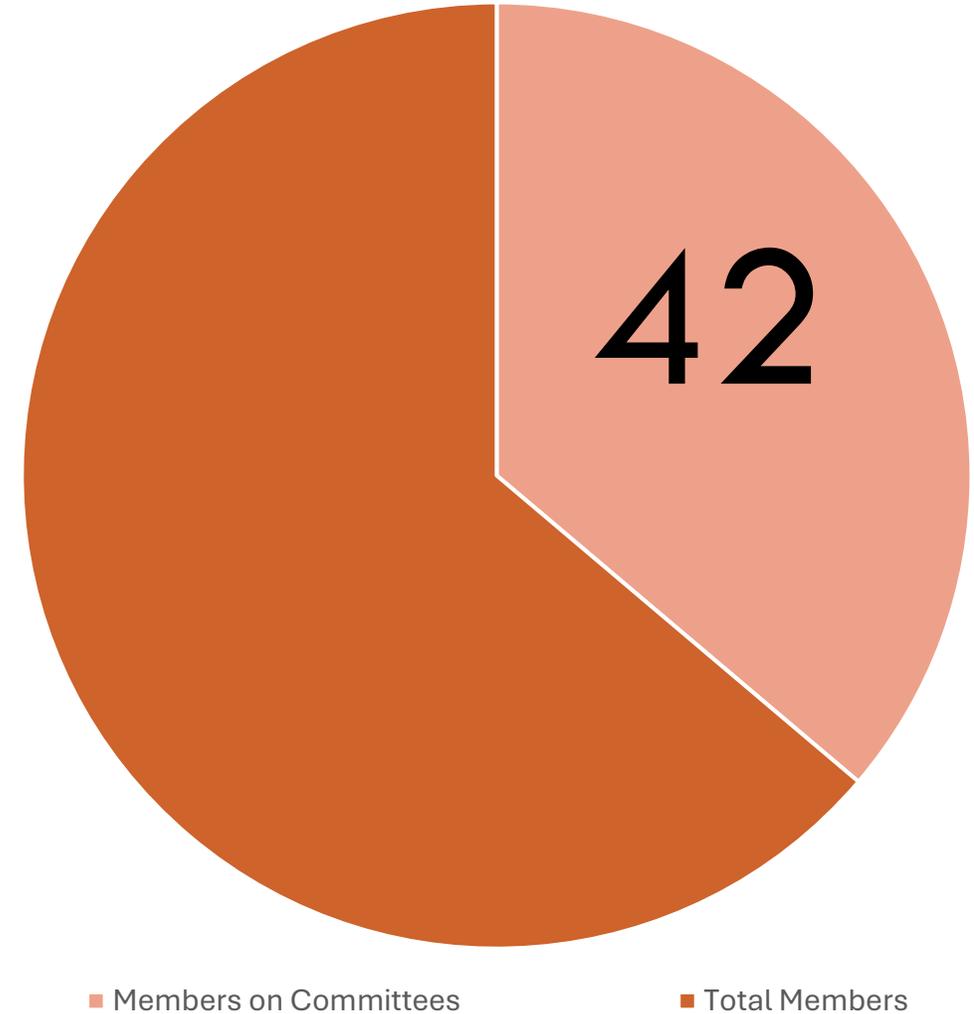
- INARF Corporate Committees

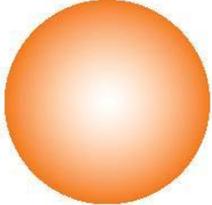
- Audit
- Board Development
- Finance
- Government Affairs
- Membership Development
- Organizational Development
- Training & Professional Development
- Managed Care*

*No longer active



INARF Members on Committees

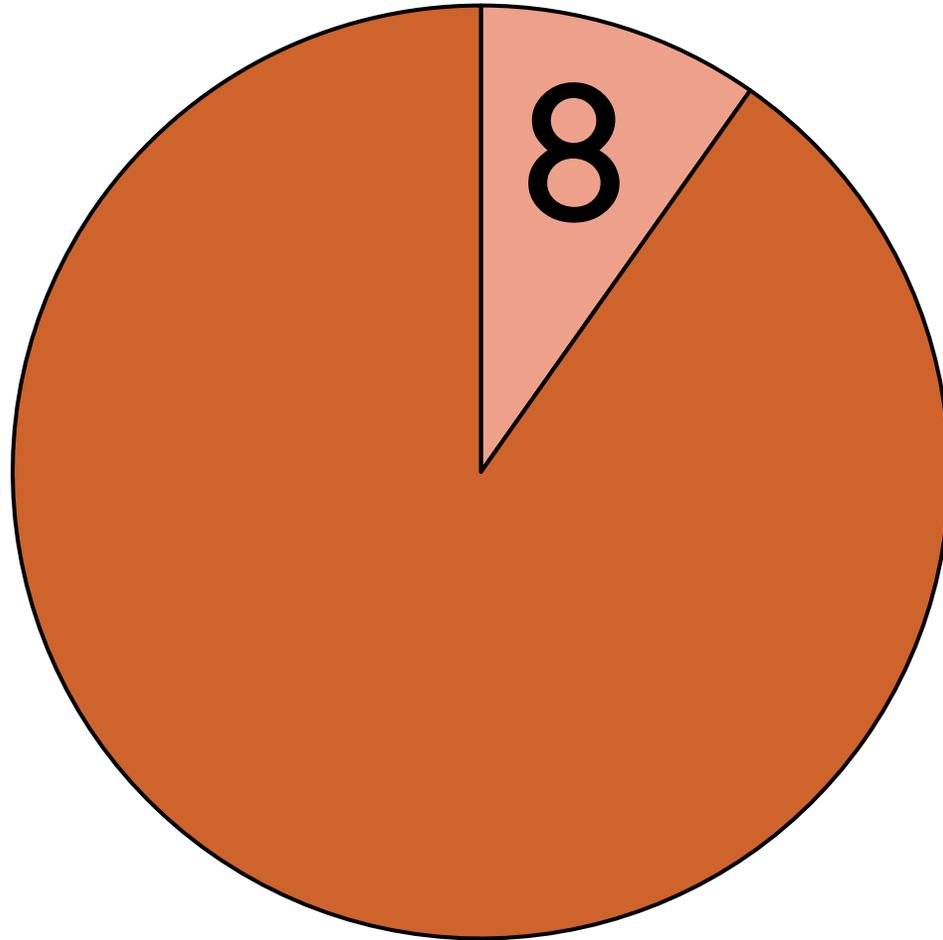




indarf

SINCE 1974

Member Organizations on Workgroups



Members on Committees

Total Members

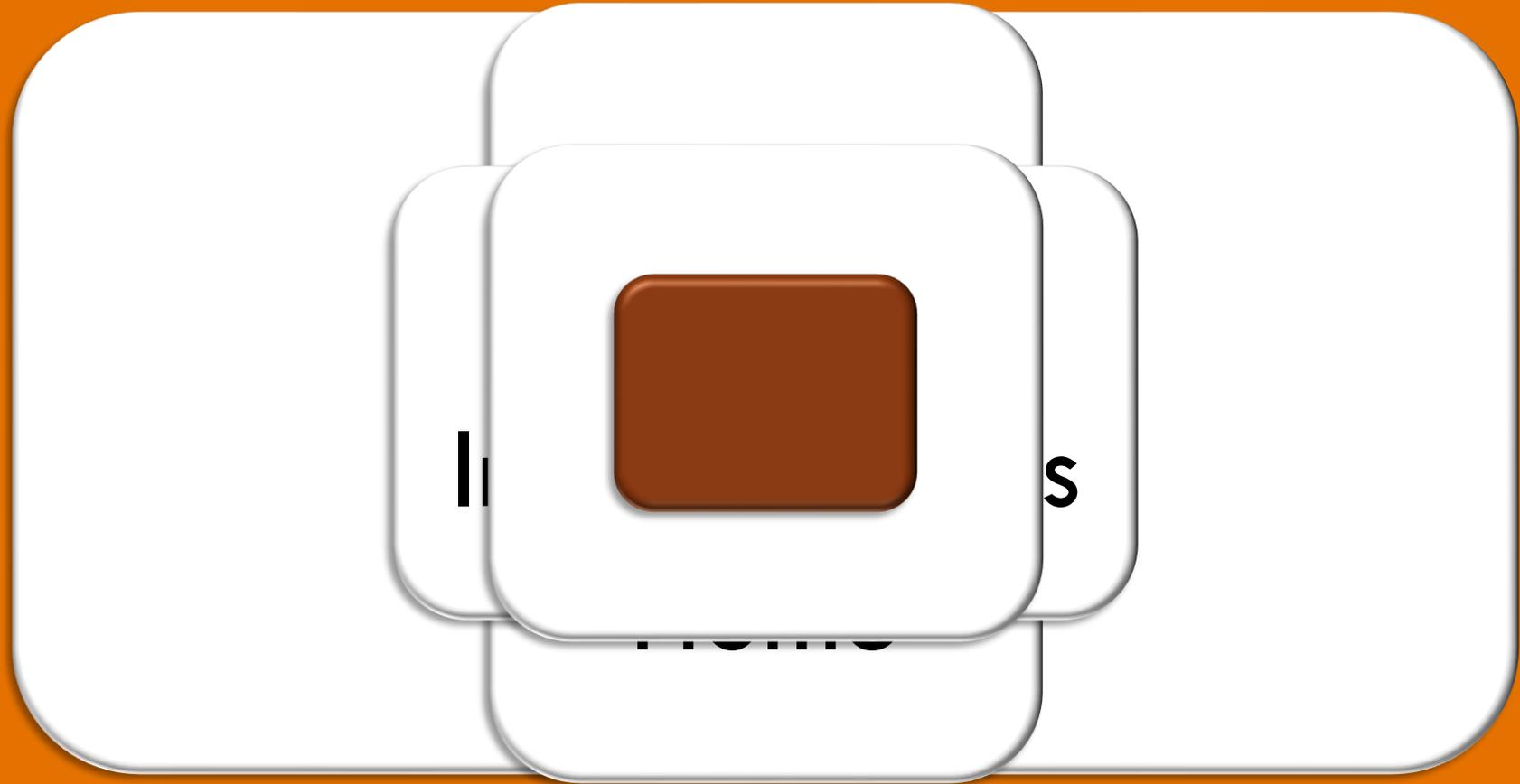
- INARF Workgroup
 - Leadership Skill Building

 inarf
SINCE 1974

EVENTS & MEETINGS



Professional Development: Stand Alone Trainings



Incidents
Investigations

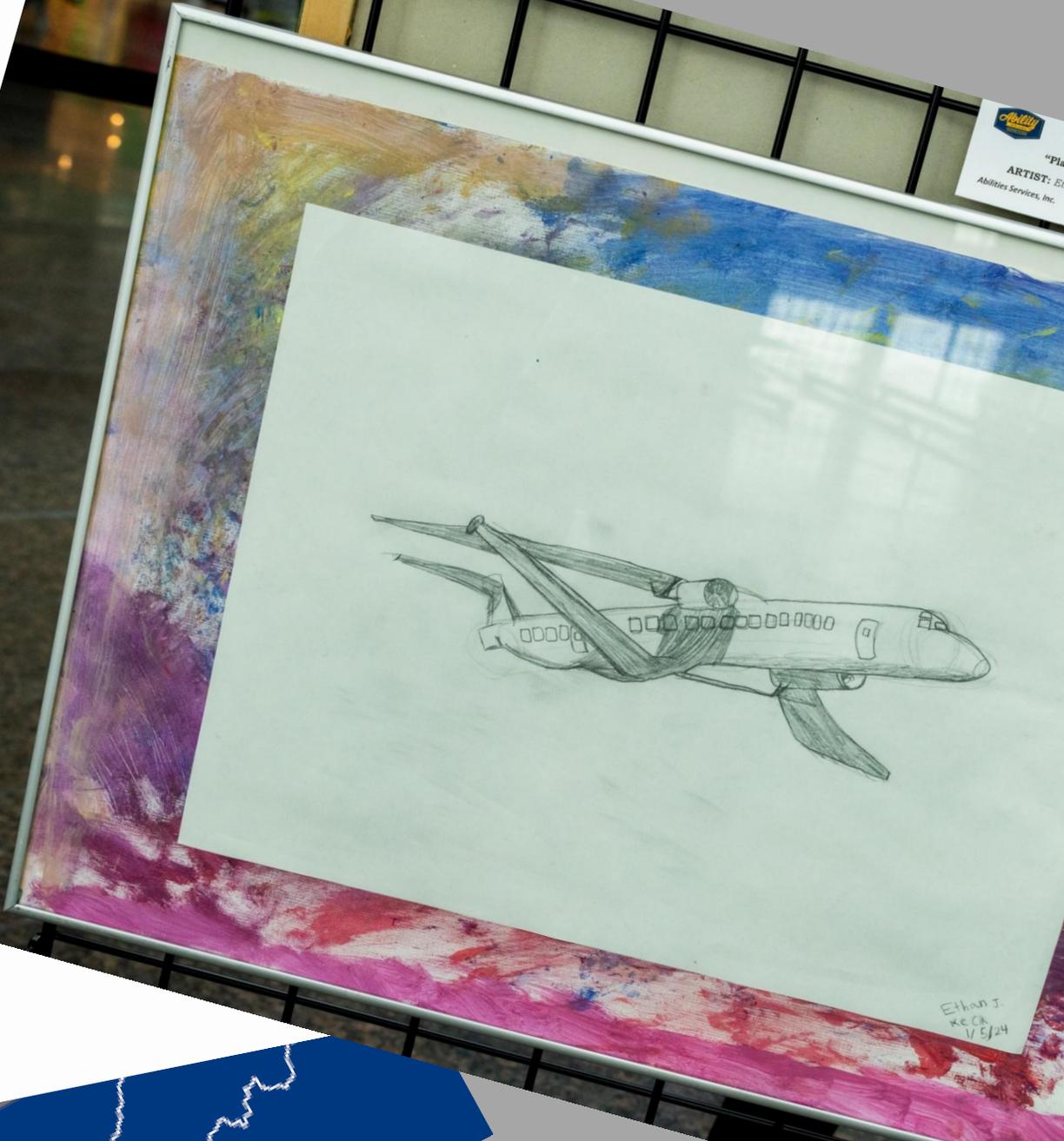
Pieces to
the
Group
Home

PCISP
Training

HIPAA

T,
PRESENT,
URE

INAREF
Annual Conference
OCTOBER 9 - 10, 20



ARTIST: Ethan J. Keck
Abilities Services, Inc.



**Costa
N.
Miller
Award**



The graphic features a large orange circle at the top center containing the text 'INARF MEMBER FORUMS'. Below this circle is a grey, downward-pointing arrow shape containing the text '89% OF INARF MEMBERS ATTENDED'. At the bottom of the graphic, there are three lines of text: 'HELD MONTHLY', 'FEATURED SPEAKERS', and 'INDUSTRY & MEMBER SERVICES UPDATES'. The background is a solid orange color with two light grey circular shapes on the left and right sides, partially overlapping the top circle.

**INARF MEMBER
FORUMS**

**89% OF
INARF MEMBERS
ATTENDED**

**HELD MONTHLY
FEATURED SPEAKERS
INDUSTRY & MEMBER SERVICES UPDATES**



**INARF
PROFESSIONAL
INTEREST
SECTIONS**

74% OF
INARF MEMBERS
ATTENDED

HELD QUARTERLY
TOPICAL SPEAKERS BASED ON ROLES
PEER-TO-PEER SECTION DISCUSSION

**INARF
WEBINARS**

80% OF
INARF MEMBERS
ATTENDED

**HELD AS NEEDED
DEEP DIVE ON IMPORTANT, TIMELY TOPICS**

**INARF SPECIAL
EVENTS:
CRITICAL ISSUES**

51% OF
INARF MEMBERS
ATTENDED

HELD ANNUALLY
LEGISLATIVE AGENDA BRIEFING
TIMELY UPDATES

**1 OR MORE
INARF EVENTS
IN 2024**

The infographic features a central orange circle containing the text '1 OR MORE INARF EVENTS IN 2024'. This circle is positioned at the top of a larger, downward-pointing orange shape that resembles a stylized arrow or a wide funnel. The bottom portion of this larger shape is a grey, downward-pointing triangle. Inside this grey triangle, the text '100% OF INARF MEMBERS ATTENDED' is written in white. The entire graphic is set against a solid orange background.

**100% OF
INARF MEMBERS
ATTENDED**

TECHNICAL ASSISTANCE

INARF TECHNICAL ASSISTANCE*

**Spent on
Public
Policy
Projects**

110 Hours,
59 minutes

54 Member
Organizations

**Received
Technical
Assistance**

**Technical
Assistance
Questions
Received**

139
Questions

39 Hours,
41 Minutes

**Spent on
Technical
Assistance
Questions**

Data beginning July 1, 2024*

Human
Resources

25.4%

Billing/
Reimbursement

9.4%

Revalidation

2.9%

Pathways

5.1%

Pre-Voc

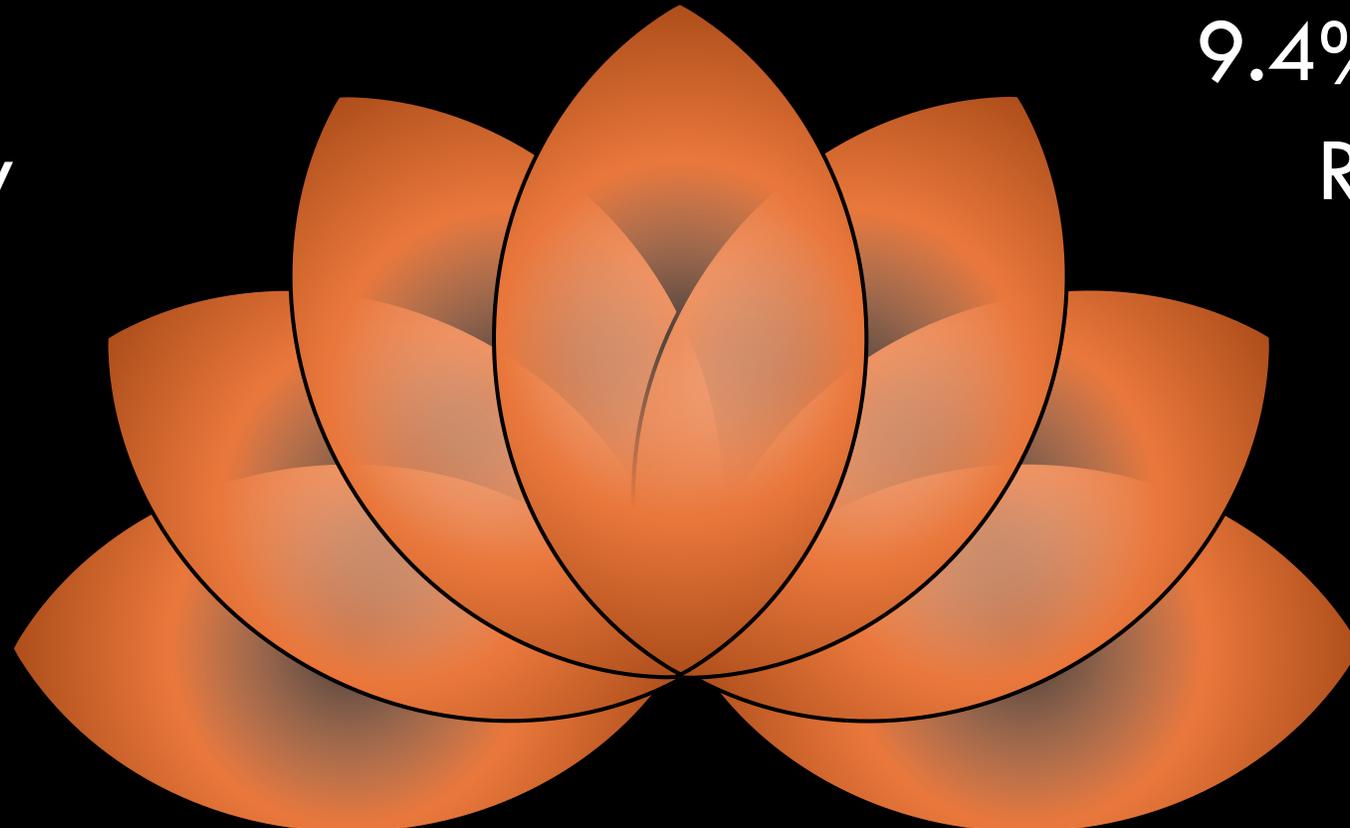
4.3%

Community
Supports

4.3%

Nursing

2.2%

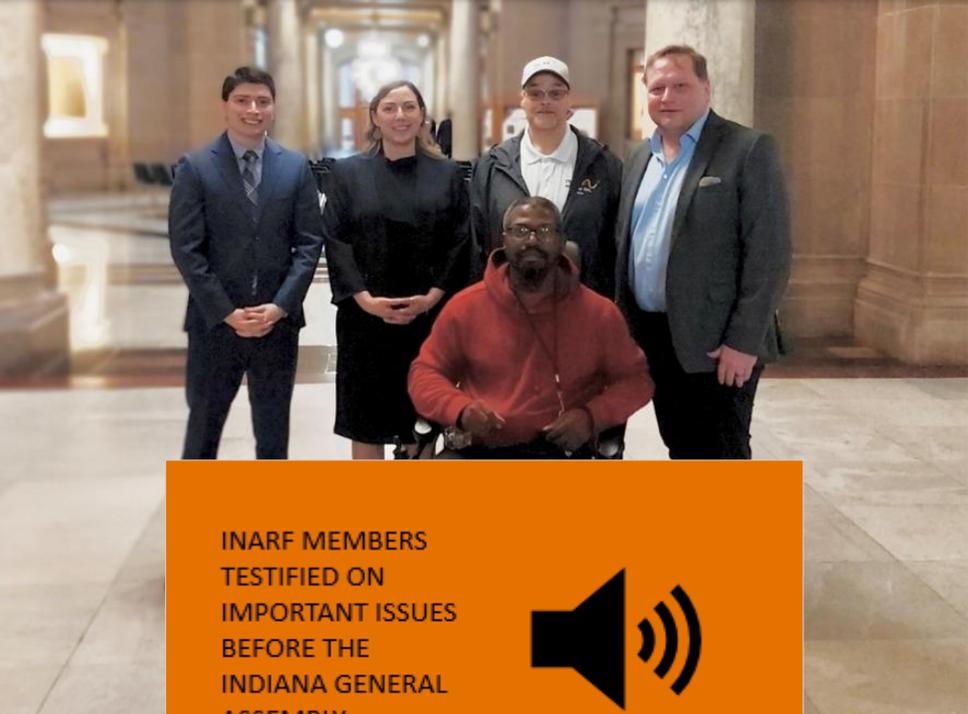


ADVOCACY

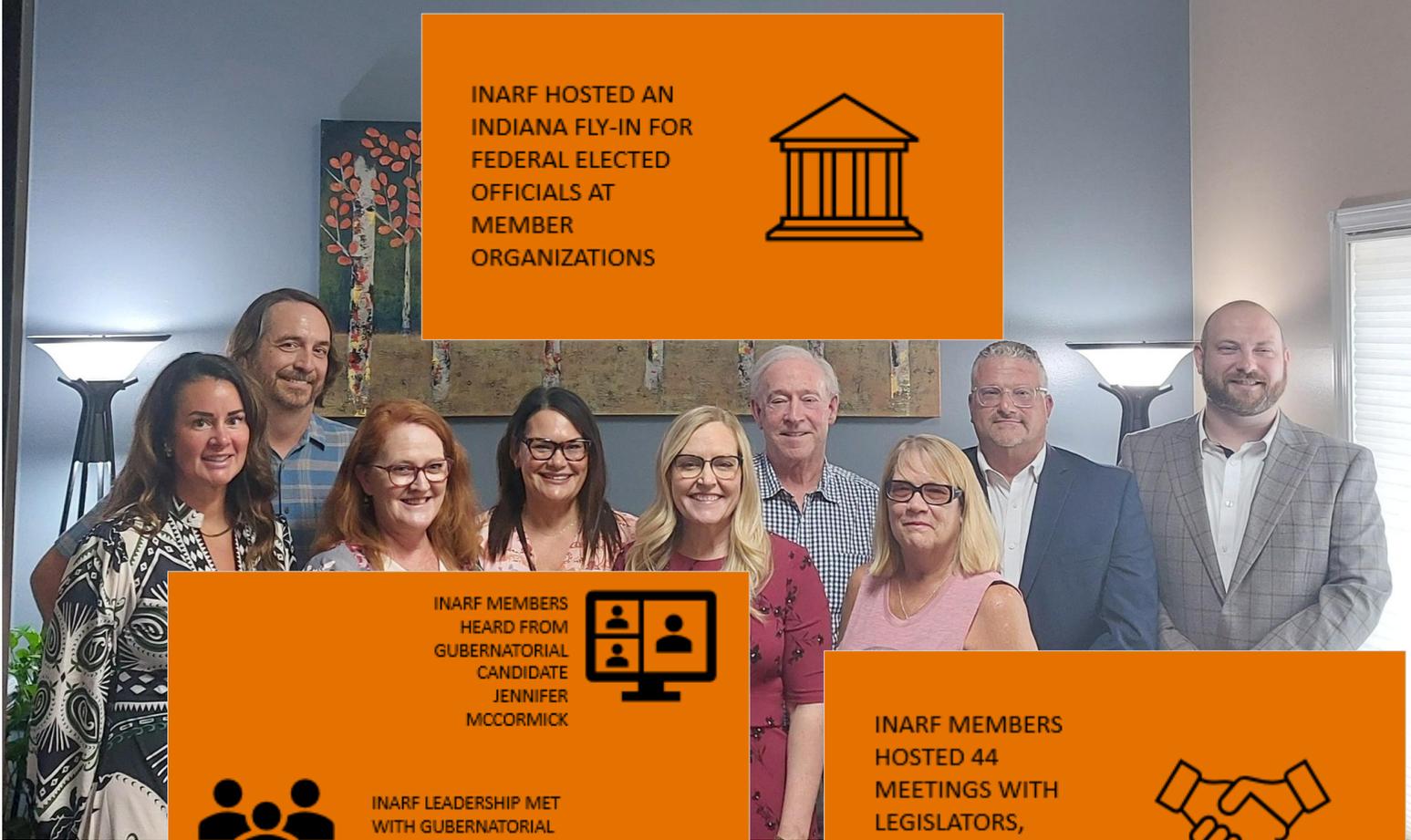
AED



Careers



INARF MEMBERS TESTIFIED ON IMPORTANT ISSUES BEFORE THE INDIANA GENERAL ASSEMBLY

INARF HOSTED AN INDIANA FLY-IN FOR FEDERAL ELECTED OFFICIALS AT MEMBER ORGANIZATIONS



INARF MEMBERS HEARD FROM GUBERNATORIAL CANDIDATE JENNIFER MCCORMICK



INARF LEADERSHIP MET WITH GUBERNATORIAL CANDIDATE MIKE BRAUN



INARF MEMBERS HOSTED 44 MEETINGS WITH LEGISLATORS, ELECTED OFFICIALS, AND THEIR STAFF



INARF News

Andrew Alvarez, our VP of Legislative Affairs, testified in House Employment, Labor and Pensions today on legislation that would raise awareness of the number and growing need for DSPs in Indiana.



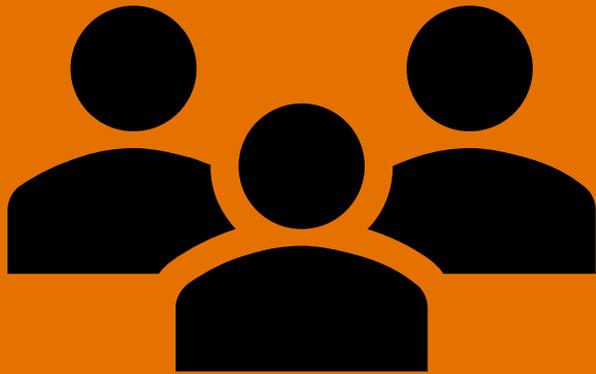
INARF MEMBERS
TESTIFIED ON
IMPORTANT ISSUES
BEFORE THE
INDIANA GENERAL
ASSEMBLY



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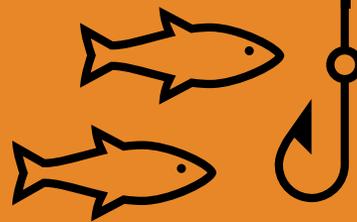




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SINCE 1974

**THANK
YOU
DONNA
ELBRECHT!**



**WELCOME TO THE INARF
BOARD
RICK THOMPSON**



**WELCOME BACK TO THE
INARF BOARD
JASON MCMANUS**



**WELCOME BACK TO THE
INARF BOARD
NEIL SAMAHON**



**THANK YOU
FOR YOUR
SERVICE
CHRIS
NABORS**



INARF SPECIAL LEADERSHIP AWARD DEBBIE BENNETT





Thank you!

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