



Because we all matter.

Shaping Policy, Sharing Solutions, Strengthening Community.



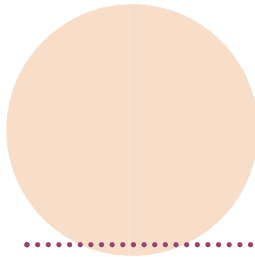
**2013 ANCOR
CONFERENCE**

April 28-30

L'Enfant Plaza Hotel
Washington, DC

DSPs TO DC

April 29-30



Because we all matter.

Shaping Policy, Sharing Solutions, Strengthening Community.

WELCOME TO WASHINGTON AND TO ANCOR'S 2013 CONFERENCE

This year, the conference is about giving you exactly what you need in this exact moment to move your organization forward, so that your leadership team, your DSPs, and the people you support are successful in all of the most important ways. There is no other forum, conversation, or gathering this spring with better tools or support. A place of innovation, sharing, and plentiful "a-ha!" moments, this conference is your opportunity to:

- ▶ **DISCOVER.** Absorb firsthand the best and latest of what's happening with service delivery.
- ▶ **LEARN.** Hear from experts from across the country, and leave with a concrete list of tools and action steps for today.
- ▶ **SEE.** Clearly understand how the latest policy developments affect you, and what you can do about it.
- ▶ **TALK.** Add your voice to the national conversation about why we all matter.
- ▶ **DEVELOP.** Strengthen the leadership skills of everyone on your team.

FOR THOSE OF YOU ATTENDING DSPS TO DC, this provides opportunities for direct support professionals to meet colleagues from across the country, to gain insight and inspiration from those who share your passion in your work. You'll learn exciting best practices and trends in supporting people with disabilities. It's an opportunity to enhance your knowledge and leadership skills, which will help your organization provide even better supports. For everyone, we've got lots of opportunities for networking and sharing ideas. **ENJOY THE CONFERENCE!**

ANCOR BOARD OF DIRECTORS

Dave Toeniskoetter , President	Robert Baker , Director	Paula Hart , Director
Wendy Swager , Past-President	Bob Bond , Director	Than Johnson , Director
Chris Sparks , Vice-President	Robert Budd , Director	Angela King , Director
Mike Decker , Treasurer	Mark Davis , Director	Greg Wellems , Director
Michelle Auer , Director	Arthur Ginsberg , Director	Donna Werner , Director

Our sincere appreciation to the following ANCOR members for their assistance in planning this conference and DSPs to DC:

Co-Chairs: Michelle Auer, Mercedes Witowsky

Committee Members: Sherry Beamer, Ann Breihan, Joe Macbeth, Mayra Ramos, John Rose

Also, our appreciation to the following ANCOR members for their support regarding the public policy programming: Mark Davis, Daryn Demeritt, Than Johnson, Marty Lampner, Chris Sparks, Karin Stockwell.

NOTE: By participating in the 2013 ANCOR Annual Conference and DSPs to DC, you are authorizing employees and agents of ANCOR to use your name, photograph, voice or other likeness for purposes related to the mission of ANCOR, including but not limited to publicity, marketing, websites, other electronic forms or media and promotion of ANCOR and its various programs.

LEADERSHIP MEETINGS NOTE: DATES AND TIMES SUBJECT TO CHANGE.

FRIDAY, APRIL 26

1 pm-5 pm

ANCOR Foundation
Board Meeting
Lafayette, 1st Floor

7pm

Board of Directors Dinner

7pm

ANCOR Foundation
Board Dinner

SUNDAY, APRIL 28

8am-9:45am

Professional and
Organizational Development
Meeting
Caucus, 1st Floor

SATURDAY, APRIL 27

10:30am-12:15pm

Government Relations
Meeting
Ballroom A, 1st Floor

10am-12pm

Board of Representatives
Meeting
Ballroom A, 1st Floor

10:30am-12:15pm

Performance Excellence
Meeting
Marquette, 1st Floor

1pm-3:30pm

State Association Executives
Forum Meeting
Caucus, 1st Floor

12:30pm-6pm

Board of Directors Meeting
Quorum, 1st Floor

7:30pm

Communications Committee
Dinner

OUR APPRECIATION TO THE ANCOR GOLD PARTNERS FOR THEIR SUPPORT:



OUR APPRECIATION TO OUR CONFERENCE SPONSORS FOR THEIR SUPPORT:



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SUNDAY, APRIL 28 —Because we all matter.

9:00am–6:00pm—Grand Ballroom Foyer, 1st Floor
Registration

3:15pm–4:00pm—Grand Ballroom/Solarium, 1st Floor
Visit with Exhibitors

1:00pm–3:45pm—Lafayette, 1st Floor
Pre-conference (\$125 pre-registration required)
Person Directed Services

Kevin Mahoney, Ph.D., Director, National Resource Center for Participant-Directed Services (NRCPSD)

William Ditto, former Director of the Division on Disability Services (DDS), New Jersey Department of Human Services

Mercedes Witowsky, Associate Executive Director, Community Access Unlimited

Person Directed Services will provide everything you'll need to create well-developed, participant-driven supports and services. The session will include:

- the latest research on services
- ideas to help you design, implement and evaluate programs to assist people with I/DD, veterans and the aging
- opportunities for ANCOR members

1:00pm–3:45pm—Quorum, 1st Floor
Pre-conference (\$125 pre-registration required)
New HIPAA Regulations

John Gilliland II, The Gilliland Law Firm

Are you HIPAA compliant? A new rule went into effect March 26th. The new rule requires new business associate agreements and notices of privacy practices and forms, meaning existing policies will need to be revised. John Gilliland will walk you through the changes to give you the tools and information you'll need to remain HIPAA compliant. He'll discuss:

- details of the HIPAA Omnibus final rule in the Federal Register
- effective dates and who it applies to
- the changes the rule makes to the HIPAA Privacy, Security and Breach Notification rules and the HITECH Act

4:00pm–4:30pm—Grand Ballroom, 1st Floor
Welcome and ANCOR State of the Association Address
Dave Toeniskoetter, President, ANCOR

4:30pm–5:30pm—Grand Ballroom, 1st Floor

Keynote: Looking Back, Moving Forward – 50th Anniversary of the Community Mental Health Centers and Mental Retardation Facilities Construction Act of 1963

The Hon. Patrick Kennedy



The last piece of legislation signed by President John F. Kennedy marked the beginning of a dramatic change in the landscape of disability services and in public attitudes about people with disabilities. Long-time disability rights advocate Patrick Kennedy will join us in recalling the transformation of the last 50 years, and share with us his vision of the future and how ANCOR can join in plans for a national celebration in October.

Thank you to our sponsors:



5:30pm–6 pm—Grand Ballroom, 1st Floor
ANCOR Foundation Leadership Awards Presentation
Bill Tapp, President, ANCOR Foundation

The ANCOR Foundation's Legacy Leader's Circle honors career-long contributions of outstanding champions in our industry. The program also raises funds to support the development of the leaders of the future. Join us for the induction of the latest class of ANCOR Legacy Leaders. The Foundation will also present the *ANCOR Foundation President's Award*, which recognizes a person who has made extraordinary contributions to the field of disabilities.



6:00pm–7:00pm—Grand Ballroom Foyer/Solarium, 1st Floor
Welcome Reception

This is a great chance to mingle with other conference attendees, DSPs and exhibitors.

Sponsored in part by:



MONDAY, APRIL 29 —Because we all matter.

7:00am–6:00pm—Grand Ballroom Foyer, 1st Floor
Registration

7:15am–8:00am—Grand Ballroom Foyer/Solarium, 1st Floor
Continental Breakfast with Exhibitors
Sponsored in part by:



8:00am–8:30am—Grand Ballroom, 1st Floor
Introductory Remarks
Renee Pietrangelo, CEO, ANCOR

8:30am–9:15am—Grand Ballroom, 1st Floor
Keynote: Disability Policy on The Hill – A Conversation with Andrew Imparato, Senior Counsel & Disability Policy Director, Senate HELP Committee
Andrew Imparato, Senior Counsel & Disability Policy Director
Senate HELP Committee



Join us for a thought-provoking conversation between Andrew Imparato, Senior Counsel and Disability Policy Director, Senate HELP Committee and The Raben Group's **Jamal Simmons**, noted political analyst, with opportunity for questions from conference participants.

Under the leadership of disability champion Senator Harkin (D-IA), the Senate HELP committee is actively engaged in numerous disability policy initiatives, ranging from outreach last fall to the nation's governors regarding federal HCBS incentives to holding numerous committee hearings on Olmstead, Employment First Initiatives and other issues of importance to the disability community.

Mr. Imparato brings to his role an extraordinary depth of experience in disability issues and this interactive exchange promises to provide an in-depth perspective on the Committee's current work, and vision for the future of disability policy. Prior to being tapped in 2010 by Chairman Harkin to return to public service, he served in a variety of roles in both the private sector and public sector, most recently as President and CEO of the American Association of People with Disabilities (AAPD).

9:15am–9:45am—Grand Ballroom, 1st Floor
ANCOR's Sustainable Medicaid Proposal
Maureen Corcoran, Vorys Health Advisors, Former Ohio State Medicaid Director

Barbara Merrill, Vice President for Public Policy, ANCOR
ANCOR is not content to stay on the sidelines of the federal budget deficit debate. We recognize difficult financial times carry with them not only opportunity, but a responsibility to advance solutions. This plenary session outlines ANCOR's sustainable Medicaid proposals.

9:45am–10:15am—Grand Ballroom Foyer/Solarium, 1st Floor
Networking Break with Exhibitors
Sponsored by:



10:15am–11:00am

BREAKOUT SESSIONS

Leading in Challenging Times PART I
Questions Your Organization Must Ask
Renoir, 2nd Floor

Sherry Beamer, Product Manager, Developmental Disabilities Services, Essential Learning
Michelle Auer, Owner, Acumen, Inc.

Leading in challenging times is a tough task. In this first of two sessions, learn about the Peter Drucker Self-Assessment Tool – *The Five Most Important Questions You Will Ever Ask About Your Organization*. Whatever challenges your organization is facing – expansion, consolidation, even elimination of some services – this tool will help you assess what you are doing, why you are doing it and what you must do to improve your organization's performance. You'll also hear how one ANCOR member used the assessment, faced tough decisions and had great success.

Health Homes In Action Quorum, 1st Floor

Mark Davis, *President, OPRA*

Kim Opshal, *CEO, INARF*

Sara Israel, *Executive Director, Developmental Disabilities
Provider Association*

Hear from three states regarding their implementation of the ACA's optional Medicaid State Plan benefit. The benefit establishes health homes to coordinate care for people with Medicaid who have chronic conditions. With this new benefit, CMS is emphasizing a whole-person philosophy. Providers of supports to people with I/DD have been doing this for decades. Learn how I/DD providers in Ohio, Indiana and Arkansas will integrate and coordinate all primary, acute, behavioral health and long-term services and supports under this provision.

Federal Incentives to Increase Home and Community Based Services – BIP and MFP Progress Reports

Grand Ballroom, 1st Floor

Jennifer Burnett, *Director, Division of Community Systems
Transformation, CMS*

There are many dynamics affecting State Medicaid long-term services and supports programs in today's ever changing service delivery landscape. Facing major budget challenges and an aging baby-boom generation for whom "one size does not fit all," the Affordable Care Act's Balancing Incentive Program and the reauthorization of the Money Follows the Person Grant Program provide states with specific tools – and obligations – as they move to expand community services. This session will provide an overview and current status of the two programs, and discuss implications for providers and other stakeholders.

Services for People with a Dual Diagnosis (I/DD/MI): Barriers and Strategies for Collaboration

Lafayette, 1st Floor

Robert Fletcher, Ph.D., *CEO, NADD*

Individuals who have an intellectual developmental disability (I/DD) co-occurring with a mental illness are a vulnerable population who often do not receive the appropriate supports for their developmental and mental health needs. In this session, you'll learn how to plan for appropriate supports by:

- developing guiding principles to improve service
- establishing a cross-systems task force
- creating cross-systems trainings

11:00am–11:30am—Grand Ballroom Foyer/Solarium, 1st Floor Networking Break with Exhibitors

Sponsored by:



11:30am–12:15pm

BREAKOUT SESSIONS

Leading in Challenging Times Part II

Renoir, 2nd Floor

Sherry Beamer, *Product Manager, Developmental
Disabilities Services, Essential Learning*

Michelle Auer, *Owner, Acumen, Inc.*

This is a continuation of the Part I session about the Peter Drucker Self-Assessment Tool – *The Five Most Important Questions You Will Ever Ask About Your Organization*. Dive deeper into the discussion of this tool that can help you assess what you are doing, why you are doing it and what you must do to improve your organization's performance. You'll have a chance to review the plan one ANCOR member developed from the tool and learn how it positively affected important business development decisions.

Workforce Development and Supports to People with Autism

Quorum, 1st Floor

Luann Brechbill, *Division Director, Keystone Autism Services*

Al Hermantin, *Director of Supported Employment,
Keystone Autism Services.*

We know people with autism are capable and able to work when provided appropriate supports. Learn how Keystone Autism Services took the basics of supporting seniors and adapted it to successfully support people with autism using a capitated MCO model, as part of ACAP, a program of the Bureau of Autism Services. ACAP's services include behavior support and leisure activities, as well as assistance to families and caregivers. The flexibility of Keystone's model – a partnership network with providers throughout the community – allows the organization to increase and decrease supports without changing the person's formal ISP. The presentation will be an overview of the ACAP program model, how it has led to increased employment and the success and challenges that Keystone has encountered along the way.

Understanding the New HUD Section 811 Project Based Rental Assistance Demonstration Program

Monet I/II, 2nd floor

Andrew Sperling, *Director of Federal Legislative Advocacy,
National Alliance on Mental Illness*

Ann O'Hara, *Association Director, Technical Assistance
Collaborative*

Affordable housing continues to be a critical issue for successful community living. This session walks you through reforms to Section 811 designed to promote investment in more integrated housing opportunities for people with disabilities. The session will also show how the 811 PRA Demonstration program aligns housing policy with disability policy, seeking enhanced community integration as an alternative to placement in institutional settings.

Keys to Quality: Operationalizing National Frontline Supervisor Competencies

Lafayette, 1st Floor

Lori Sedlezky, M.S.W., *Director of Knowledge Translation, University of Minnesota Research and Training Center on Community Living at the Institute on Community Integration*

Frontline supervisors (FLSs) serve an important role in the success of organizations and the quality of supports and services provided. During a time when the demand for direct service workers is growing and the pool of candidates is shrinking, competent FLSs are needed to hire, train and retain a strong Direct Support Professional (DSP) workforce. This session will focus on:

- Frontline Supervisor (FLS) Competencies
- Customizable Initial FLS Assessment
- FLS Workforce Development Plan

Participants will also gain access to an online toolkit, a cutting edge resource designed to operationalize the competencies into screening/recruitment tools, training, assessments/evaluations and ongoing FLS development.

12:15pm–1:15pm—Grand Ballroom, 1st Floor Luncheon

Take advantage of this luncheon to network with your peers. You'll also hear quick solution focused presentations from ANCOR's Gold Partners, as well as have the opportunity to win some fantastic prizes.

1:15pm–1:45pm—Grand Ballroom Foyer/Solarium, 1st Floor Networking Break with Exhibitors

1:45pm–3:15pm—Grand Ballroom, 1st Floor

ANCOR Town Hall:

Join the Conversation – It's Your Time to Speak

Elizabeth Vasquez, *Facilitator*

You speak; we listen. This session is a chance for you to tell us what you care about most, what you need right now. What's keeping you up at night and how can we help? Sharing doesn't just benefit you, it greatly benefits us. It's our chance to establish priorities and program direction for the association—based on what you need. We'll use small group discussions and polling to set the agenda for ANCOR to offer the solutions you need most.

3:15pm–3:45pm—Grand Ballroom Foyer/Solarium, 1st Floor Networking Break with Exhibitors

Sponsored by:



3:45pm–4:30pm

BREAKOUT SESSIONS

Customized Employment Through Community Partnerships

Lafayette, 1st Floor

Rick Buxton, *Executive Director of Employment Services, RISE Services*

Shannon Wilkins, *Employment Services Director, RISE Employment Services, Utah*

More than 300 people served by RISE Employment Services have found and maintained integrated employment in the community. It all starts with the belief that everyone is employable.

Learn from RISE's experience how partnering with numerous community resources has proven beneficial. Find out how you can develop partnerships, develop reciprocal relationships with Voc Rehab and the business community, and use technology to facilitate successful employment.

Deinstitutionalization: Unfinished Business The National Council on Disability's Advocacy Toolkit Renoir, 2nd Floor

Ari Ne'eman, *Member, National Council on Disability President and Co-Founder, Autistic Self Advocacy Network*

The National Council on Disability (an independent federal agency charged with advising the president, Congress and other federal agencies on policies, programs, practices and procedures that affect people with disabilities) is serious about getting resources to state-based advocates to assist in the job of closing large institutions. Join Ari Ne'eman for a look at the comprehensive set of materials the NCD recently released and a discussion of the companion policy paper.

The Provider of the Future is Now!
(Joint Session with DSPs to DC)

Monet I/II, 2nd Floor

Marian Frattarola-Saulino, Executive Director,
Values Into Action

There has been an increasing call for a fundamental shift in our service delivery system to one in which people with disabilities control their services with support from their families and allies. This call for change comes from users of services as well as payers, namely Medicaid.

This session will offer an interactive opportunity to share and exchange information and insights on what disability service provider organizations need to be, do and become to answer this call, and more importantly, to be relevant for future generations of people with disabilities.

We'll highlight one organization that provides only individualized supports through various service definitions (residential habilitation, home and community habilitation, life-sharing, support coordination and support brokering.) Participants will leave this session able to:

- identify and define various alternative organizational models that support shared leadership and promote self-direction
- identify ways to include people with disabilities and their families in leadership roles (both formal and informal) in existing teams, departments and organizations
- develop an action plan to assist a person and their family/support network in leading their services within an agency context OR assisting them to access self-directed services in their state

Cyber Risk and Security: What You Need to Know
Quorum, 1st Floor

Melanie Lockwood Herman, Executive Director,
Nonprofit Risk Management Center

High-speed Internet access and “cloud” resources are no longer an option for community providers of services to people with disabilities. They are “must have” resources in the Information Age. But along with productivity enhancements, cost savings and the occasional “cool” factor comes risk. This session will present an overview of the major risks that arise from the use and misuse of cyber resources. Find out where the danger zones are located and the steps you can take to protect your reputation and your physical and financial assets against loss. You will leave this session with:

- a clear understanding of what could go wrong when you leave your buildings and fly in the cloud
- the ability to match your current and expected uses of cyber resources with liability exposures
- a list of practical steps to minimize the risks of cyber dependency and use

Sponsored by:



4:30pm–4:45pm—Grand Ballroom Foyer/Solarium, 1st Floor
Networking Break with Exhibitors

4:45pm–6:00pm—Grand Ballroom, 1st Floor
Conversations at the Edge of the Envelope

Great conversations are waiting for you! This is your chance to dive into the topics you're most passionate about in moderated small group discussions. It's not about trying to arrive at consensus or debate for the sake of debate. Rather, it's a way for you and your colleagues from all around the country to consider different aspects of what's happening within the disability arena. By the end of the session, you'll walk away with new ways of thinking about issues . . . and some amazing resource ideas and new contacts. Refreshments will be available.

Sponsored by:



SAVE THE DATE

2013 ANCOR Technology Summit

October 3, 2013

HELD IN CONJUNCTION WITH THE

**THIRTEENTH ANNUAL COLEMAN INSTITUTE
CONFERENCE ON COGNITIVE DISABILITY
AND TECHNOLOGY**

OMNI INTERLOCKEN RESORT, BROOMFIELD, CO

JOIN IN A CONVERSATION

CONVERSATION 1

The Provider Controlled Housing Debate: Does One Size Fit All

Ari Ne'emman, *President and Co-Founder, Autistic Self Advocacy Network*

The traditional model of provider-controlled housing is being challenged by advocates as inconsistent with community integration and individual choice. Join Ari Ne'emman in a robust discussion of the pros and cons of moving away from this model.

CONVERSATION 2

How Will Immigration Reform Impact the Workforce?

Joe Caldwell, Ph.D., *Director of Long-Term Services and Supports Policy, National Council on Aging*

Larry Gonzalez, *Principal, The Raben Group*

Immigrants make up a significant segment of the workforce, providing essential services and supports to individuals. Join Joe Caldwell and Larry Gonzalez for a conversation exploring the current political push for immigration reform and how it will impact providers as they work to fulfill the increasing demand for long-term services.

CONVERSATION 3

The Conversation Continues: ANCOR's Sustainable Medicaid Proposal

Maureen Corcoran, *VORYS Health Advisors*

Barbara Merrill, *Vice President of Public Policy, ANCOR*

The morning plenary session provided the broad outlines of the ANCOR's Sustainable Medicaid Project proposal. This roundtable offers the opportunity to drill deeper into the subject, share feedback, and learn how you help move the proposals forward.

CONVERSATION 4

DOL's Proposed Changes to the Companionship Exemption: Issues & Considerations

Gale Bohling, *Director Government Relations, ResCare Home Care*

Dan Berland, *Director of Federal Policy, National Association of State Directors of Developmental Disabilities Services*

One of the hottest topics in the disability community is the Department of Labor's proposed changes to the Companionship Exemption to overtime compensation under the Fair Labor Standards Act. The complexity of the issue recently prompted the National Council on Disability to call for DOL to engage in a process termed "negotiated rulemaking". Join Dan Berland and Gale Bohling for an in-depth look at this issue in what promises to be a lively discussion!

CONVERSATION 5

Complying with the Employer Responsibilities of the Affordable Care Act—Is Your Agency Planning to Play or Pay?

Than Johnson, *CEO, CRSI*

Diane McComb, *State Association Executives Forum Liaison, ANCOR*

Share your plans for ACA health insurance compliance and how the new law will impact your organization – and learn how your fellow ANCOR members are ramping up for the 2014 deadline. Moderated by Diane McComb and Than Johnson, this roundtable will also share preliminary findings of ANCOR member's ACA compliance research.

Are you connected?

The screenshot shows the ANCOR website interface. At the top, there's a navigation bar with 'HOME', 'ABOUT', 'CONTACT', and 'SEARCH'. Below that, a 'WELCOME, JESSICA' message is visible. The main content area is divided into several sections: 'UPCOMING EVENTS' with a list of events including 'Taking ANCOR's Message to the Hill', '2013 ANCOR Conference', '2013 DISPs to DC', and '2013 ANCOR Technology Summit'; 'WASHINGTON INSIDERS CLUB (WIC)' with news items like 'Progressives, Lawmakers Criticize Proposed Entitlements Cuts in President's Budget' and 'Obama to Propose Budget Deal, Will Deal on Entitlements, Spare Medicaid'; 'RECENT DISCUSSIONS' with 'Weekly Update, April 5, 2013'; and 'STATE DISABILITY NEWS' with 'State Disability News Highlights - Period ending 4/1/2013'. A sidebar on the right features a 'BIG SAVINGS IT'S FREE' banner.

Join the conversation.

Network. Get answers. Collaborate.

ANCOR Connected Community

<http://anchor.connectedcommunity.org>

TUESDAY, APRIL 30—Because we all matter.

7:45am – 8:15am Grand Ballroom Foyer/Solarium, 1st Floor
Continental Breakfast with Preferred Partner Exhibitors
Sponsored in part by:



8:15am–8:45am—Grand Ballroom, 1st Floor
ANCOR Foundation Update & Community Builder Award
Bill Tapp, President, ANCOR Foundation
Chris Stevenson, Director, ANCOR Foundation
Learn the direction of the ANCOR Foundation's renewed focus. Also, we'll have the presentation of the *2013 Community Builder Award*, recognizing those who are leading the way in creating community inclusivity for people with disabilities to build social capital and live full, meaningful lives in their community as contributing and valued community members. Join ANCOR in congratulating this year's award recipient.



8:45am–9:15am—Grand Ballroom, 1st Floor
Using Measurable Outcomes to Transform Organizations
Cathy Ficker Terrill, CEO, CQL/The Council on Quality and Leadership

Outcome measures are being used in the United States and other countries to change people's lives. Many organizations have used outcome measures to inform person-centered planning. Other organizations have utilized outcome measures to enhance individual support plans. Learn how some organizations have used them to bring about organizational change and to create systems change. This presentation will focus on the use of outcomes for organizational change. The presentation will also share new data and information collected from outcomes over the last 20 years. Participants will hear:

- a review of outcomes that are easy to implement
- a rundown of outcomes that are more difficult to implement
- a discussion on which outcomes correlate with success in quality of life measures

9:15am–9:45am—Grand Ballroom Foyer/Solarium, 1st Floor
Networking Break with Preferred Partner Exhibitors
Sponsored by:



9:45am – 10:30am

BREAKOUT SESSIONS

A Brand New Day
(Joint Session with DPS to DC)

Monet I/II, 2nd Floor

Chris Stevenson, President and CEO, Cedar Lake, Inc.
Jason Squires, Vice President of Operations, Cedar Lake, Inc.



Learn how Cedar Lake launched a bold new culture-building initiative called *Brand New Day*. This initiative marked the beginning of a new way of thinking, focused on creating a DSP-centric organization to ensure the people they support live exceptional lives.

Chris Stevenson, President & CEO of Cedar Lake believes "If the people supported by Cedar Lake are destined to live quality lives filled with abundant opportunities, we must take care of the people who uphold our standard of excellence. Simply put, if we neglect the caregiver, we neglect those we care for. At Cedar Lake, it's a *Brand New Day* for our direct care staff – but more importantly, it's a *Brand New Day* for the people we serve."

Managed Care or Mangled Care?

Grand Ballroom, 1st Floor

Dan Keating, *Executive Director, Alliance for the Betterment of Citizens with Disabilities*

Peter Pierri, *Executive Director, InterAgency Council of DD Agencies*

Ann Hardiman, *Executive Director, NYSACRA*

Janet Stover, *Executive Director, IARF*

In this session you will:

- hear about the progress made in three states undergoing the managed care transformation in long term services and supports
- receive the latest information from states implementing managed care for people with I/DD
- identify the progress made in communicating the unique needs of people with I/DD to state officials and managed care companies, the hazards encountered along the way and the solutions put forward to protect the needs of people captured in this latest of system reforms sweeping the nation

The New Insurance Exchanges & Expanded Medicaid Eligibility: Implications for the Workforce

Quorum, 1st Floor

Dave Chandra, *Senior Policy Analyst, Center on Budget and Policy Priorities*

Almost five months into 2013, the Affordable Care Act “landscape” is finally taking shape – CMS has issued numerous implementation regulations, states have either opted in or out of running the exchanges, and Medicaid eligibility expansion determinations are being made on a state-by-state basis. This session will give you the latest information to help you determine how these changes will impact your determination of whether to “play or pay”, and how the direct support workforce will be impacted.

Technology-Supported Health Promotion for Adults with Intellectual Disability: Building an Online System for Frontline Service Providers

Lafayette, 1st Floor

James Rimmer, Ph.D., *Lakeshore Foundation Endowed Chair in Health Promotion and Rehabilitation Sciences, University of Alabama*

Adults with intellectual disabilities (ID) have higher rates of obesity compared to the general population and face enormous obstacles in receiving quality health and wellness services (e.g., physical activity and nutrition). This presentation will describe a web-based *Personalized Online Weight and Exercise Response System (POWERS)* that targets adults with ID who are obese or at-risk for obesity. *POWERS* is an intelligent individualized weight management coaching solution and clinical decision support system designed specifically for frontline service providers responsible for managing the health of individuals with ID. A short demo of *POWERS* will be provided during this presentation.

Takeaway points:

- understand the high rates of obesity and potential barriers to health and wellness among adults with I/DD.
- learn about an online coaching support system for monitoring and changing health behaviors.
- identify key elements for promoting physical activity and nutrition in adults with I/DD.

10:30am– 10:45am Grand Ballroom Foyer/Solarium, 1st Floor **Networking Break with Preferred Partner Exhibitors**

10:45am – 11:45am Grand Ballroom, 1st Floor

Back by Popular Demand – State Share Version 2013

Diane McComb, *Liaison to the State Association Executives Forum, ANCOR*

State Association Executives, ANCOR Members

We heard you. You told us that you have missed ANCOR’s ever popular (but slightly unmanageable!) State Share so we are bringing it back –albeit with a new twist. This session will be a hybrid of the new and the old and will begin with a national overview of the state of the states, followed by our member state association executives taking the mic to provide brief updates on what is happening in their states – followed, time permitting, by open mic opportunities for audience participants to fill in the gaps.

11:45am-12:15pm Grand Ballroom, 1st Floor

Taking ANCOR’s Advocacy Agenda to Capitol Hill or the Home District Office

Barbara Merrill, *Vice President for Public Policy, ANCOR*

Katherine Berland, *Director of Government Relations, ANCOR*

In advance of your meetings with members of Congress, either in Washington or back in your home districts, learn about ANCOR’s advocacy agenda and get tips and pointers on how to effectively carry our message to your elected representatives.

12:15pm-1:45pm

Lunch on your own

1:45pm-2:30pm

BREAKOUTS

Expanded Scope of DOJ Olmstead Enforcement – From Waiting Lists to Meaningful Day

Grand Ballroom, 1st Floor

Alison Barkoff, *Special Counsel for Olmstead Enforcement, Office of the Assistant Attorney General, Civil Rights Division, U.S. Department of Justice*

The Obama Administration's Department of Justice's record of ADA enforcement includes actions involving more than 40 ADA-related legal matters in 25 states. These enforcement actions go far beyond state-operated institutions, and include challenges to employment choices, private facilities and waiting lists. Join DOJ Attorney Barkoff for an in-depth look at the scope of these enforcement actions, including the recent settlement agreements in Virginia and Oregon.

Siblings: The Next Generation in Family Supports

Lafayette, 1st Floor

Rachel Patterson, *Sibling Leadership Network (DC)*

Barbara Sapharas, *Sibling Leadership Network (OH)*

The role of siblings in the life of a person with a disability is complex and ever-changing. Each situation is unique with family members, including siblings, continuing to play a variety of roles in supporting individuals to live a self-determined life in the communities of their choice. In this session siblings will share ideas on how siblings and providers can partner in supporting their brothers and sisters. Participants will hear:

- perspectives of siblings and the roles they play throughout the life span
- discussion on how to identify strategies to engage siblings while respecting the civil right of self-determination
- discussion of the various roles that siblings play in the provider community

Disaster Preparedness: Lessons Learned, Small Celebrations, Remaining Challenges

Quorum, 1st Floor

Marcie Roth, *Senior Advisor on Disability Issues, FEMA*

Robert Budd, *CEO, Family Residences and Essential Enterprises (FREE)*

Larry Weishaar, *Vice President Quality Assurance and Training, ResCare*

When disaster strikes coordinated preparedness is crucial. Learn how FEMA helps people and organizations prepare for disasters and how it continues to have a presence in New York six months after Hurricane Sandy. You'll also hear how FREE's preparedness was helpful, yet not quite enough for evacuating 28 homes. You'll also hear how ResCare's Emergency Response Team was on the ground in New York within 24 hours helping people with and without disabilities get through the first couple of weeks of a new life as we know it.

Learn how preparedness and practice may mitigate some aspects of a disaster for your organization, the employees, the people you support and your community.

Liability Concerns in Self-Directed Services

Caucus, 1st Floor

Amy Thompson, *Vice President, RCM&D*

Movement to a self-directed care model could create increased risk to your organization. If you are the last man standing in the chain of supports, your organization could become involved in problems created by others. Even if an organization does everything right, the public's perception of deep pockets could result in more claims, higher attorney fees, and lost productivity. This session will discuss:

- methods for identifying and analyzing problem areas affecting an organization
- application of Risk Management principles to the self-directed model including lessons learned
- methods that can be used to transfer risk away from the organization

2:30pm – 2:45pm Ballroom Foyer/Solarium, 1st Floor

Networking Break with Preferred Partner Exhibitors

2:45pm – 4:00pm Grand Ballroom, 1st Floor

DSP Recognition Award Presentation

(Joint session with DSPs to DC)

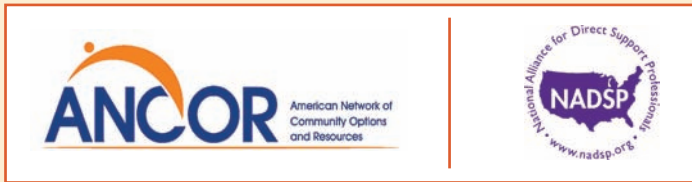
Chris Sparks and Daryn Demeritt, *ANCOR National Advocacy Campaign Co-Chairs*

The DSP Recognition Awards recognize the stars of the direct support workforce – dedicated individuals who support independence, foster community living and advocate for people with disabilities.

In this session, ANCOR will honor the 2013 National DSP of the Year and recognize state award recipients. This presentation will showcase the direct support workforce and their dedication to provide top quality supports to people with disabilities.

DSPs TO DC —Because we all matter.

MONDAY, APRIL 29



7:15am–6:00pm—Grand Ballroom Foyer, 1st Floor
Registration

2:15pm–2:30pm—Monet I/II, 2nd Floor
Welcome

2:30pm–3:15pm—Monet I/II, 2nd Floor
Keynote: *The Power of Direct Support Professionals in Supporting People to Lead the Lives They Choose*
Lynne Seagle, Executive Director, Hope House Foundation



Hear one organization's inspiring journey as it closed all of its group homes and moved to supporting people in their own homes. Creativity, fundraising and developing closer relationships in the community are all part of this success story. You'll learn the detailed nuts and bolts of making the transition. Lynne will explain how to empower direct support

professionals to build better person-centered approaches while maintaining efficiency and effectiveness.

3:15pm–3:45pm
Break

3:45pm–4:30pm—Monet I/II, 2nd Floor
The Provider of the Future is Now!
(Joint session with DSPs to DC)
Marian Frattarola-Saulino,
Executive Director, Values Into Action



There has been an increasing call for a fundamental shift in our service delivery system to one in which people with disabilities control their services with support from their families and allies. This session will offer an interactive opportunity to share and exchange information and insights on what disability service provider organizations need to be, do

and become to answer this call, to be relevant for future generations of people with disabilities, their families and allies. We'll highlight one organization that provides only individualized supports through various service definitions (residential habilitation, home and community habilitation, life-sharing, support coordination and support brokering.) Participants will leave this session able to:

- identify and define various alternative organizational models that support shared leadership and promote self-direction
- identify ways to include people with disabilities and their families in leadership roles
- develop an action plan to assist a person and their family/support network in leading their services within an agency context OR assisting them to access self-directed services in their state

4:30pm – 4:45pm
Break

4:45pm – 5:30pm—Monet I/II, 2nd Floor
Direct Support Professionals Making the Difference: A Good Afternoon, Or a GREAT Life?
Joseph Macbeth, Executive Director, National Alliance for Direct Support Professionals



The NADSP wants all direct support professionals to understand what it means to be a professional. This session will share the five characteristics of every profession and moving personal stories of direct support professionals being skilled and ethical. You'll discuss ways that direct support professionals can become empowered, competent and valued as professionals.

DSPs TO DC —Because we all matter. TUESDAY, APRIL 30



7:15am–8:00am—Monet Ballroom Foyer, 2nd Floor
Continental Breakfast

8:00am–9:30am—Monet I/II, 2nd Floor
The NADSP Code of Ethics Encounter

John Raffaele, Ethics Facilitator, National Alliance for Direct Support Professionals



John Raffaele, a skilled staff educator and licensed social worker, will share real examples culled from decades of practicing in the field of intellectual disabilities. John will lead you in role-play to act out some real dilemmas and ethical decisions that

confront direct support professionals. You will then use the NADSP's Code of Ethics to consider ways that ethical practices can be incorporated into daily practice. The beliefs and attitudes that are associated with being an effective human service professional are the cornerstones of this code.

9:30am-9:45am
Break

9:45am – 10:30 am—Money I/II–2nd Floor
A Brand New Day

(Joint Session with ANCOR Conference)

Chris Stevenson, President and CEO, Cedar Lake, Inc.
Jason Squires, Vice President of Operations, Cedar Lake, Inc.



Learn how Cedar Lake launched a bold new culture-building initiative called Brand New Day. This initiative marked the beginning of a new way of thinking, focused on creating a DSP-centric organization to ensure the people they support live exceptional lives.

Chris Stevenson, President & CEO of Cedar Lake believes “If the people supported by Cedar Lake are destined to live quality lives filled with abundant opportunities, we must take care of the people who uphold our standard of excellence. Simply put, if we neglect the caregiver, we neglect those we care for. At Cedar Lake, it’s a Brand New Day for our direct care staff – but more importantly, it’s a Brand New Day for the people we serve.”

10:45am–11:00am
Break



11:00m–11:30am—Monet I/II, 2nd Floor

Taking ANCOR's Advocacy Agenda to Capitol Hill or the Home District Office

Barbara Merrill, Vice President for Public Policy, ANCOR

Katherine Berland, Director of Government Relations, ANCOR

In advance of your meetings with members of Congress, either in Washington or back in your home districts, learn about ANCOR's advocacy agenda, and get tips and pointers on how to effectively carry our message to your elected representatives.

11:30am–12:30pm—Monet I/II, 2nd Floor

The Direct Support Professional Dialogue: A Facilitated Discussion about the Direct Support Profession

Joseph Macbeth, Executive Director, National Alliance for Direct Support Professionals

John Raffaele, Ethics Facilitator, National Alliance for Direct Support Professionals

In a continuation of the morning ethics forums, you'll learn how direct support professionals should respond in situations where they need to rely on ethical practices, professional skills and adept reasoning. Learn the three questions that will show the way to incorporating the spirit of the Code of Ethics in everyday practice. Participants will reflect on their own career and share stories that relate to the roadmap that is the Code of Ethics.

12:30pm–1:45pm—Monet I/II, 2nd Floor

Lunch Provided

Take this opportunity to network with your fellow DSPs.

1:45pm–2:30pm—Monet I/II, 2nd Floor

Technology-Supported Health Promotion for Adults with Intellectual Disability: Building an Online System for Frontline Service Providers

James Rimmer, Ph.D., Lakeshore Foundation Endowed Chair in Health Promotion and Rehabilitation Sciences, University of Alabama



Adults with intellectual disabilities (ID) have higher rates of obesity compared to the general population and face enormous obstacles in receiving quality health and wellness services (e.g., physical activity and nutrition). This presentation will describe a web-based Personalized Online Weight and Exercise Response System (POWERS) that targets adults with ID who are obese or at-risk for obesity. POWERS is an intelligent individualized weight management

coaching solution and clinical decision support system designed specifically for frontline service providers responsible for managing the health of individuals with ID. A short demo of POWERS will be provided during this presentation.

2:30pm–2:45pm—Grand Ballroom Foyer, 1st Floor
Break

2:45pm–4:00pm—Grand Ballroom, 1st Floor
DSP Recognition Award Presentation
(Joint session with DSPs to DC)

Chris Sparks, Daryn Demeritt, ANCOR National Advocacy Campaign Co-Chairs

The DSP Recognition Awards recognize the stars of the direct support workforce – dedicated individuals who support independence, foster community living and advocate for people with disabilities. In this session, ANCOR will honor the 2013 National DSP of the Year and recognize state award recipients. This presentation will showcase the direct support workforce and their dedication to provide top quality supports to people with disabilities.

EXHIBITORS—Because we all matter.

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501 Third Street NW, Suite 200
Washington DC 20001
www.aidd.org

Lisa Marie O'Hearn
202-387-1968
lmohearn@aaidd.org

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Thomas Schramski
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tom@americanhealthcarecapital.com

American HealthCare Capital is the largest healthcare-only mergers and acquisitions firm in the US, with over 20 years of successful experience. We advise owners, executives and boards who seek assistance in making strategic decisions, including market positioning of their for-profit or non-profit organization. We specialize in intellectual/developmental disabilities (I/DD) and behavioral health services and supports. Our staff include professionals with over 35 years of experience in the I/DD field,

Association of Public and Private Developmental Disabilities Administrators (APDDA)

Northern Virginia Training Center
9901 Braddock Road
Fairfax, VA 22032
www.apdda.org

Mark Diorio
703-323-4002
Mark.Diorio@dbhds.virginia.gov

Association of Public and Private Developmental Disabilities Administrators (APDDA) is a national not-for-profit professional organization that focuses on the unique issues of administrators of public and private ICF/IID programs. APDDA also provides support for other individuals with interests in the field of intellectual and other developmental disabilities.

Association of People Supporting EmploymentFirst

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www.apse.org

Macey Chovaz
517-896-8076
macey@apse.org

The Association of People Supporting EmploymentFirst (APSE) is the only national membership organization that has an exclusive focus on integrated employment and career advancement of individuals with disabilities. APSE was founded in 1988 and now has state chapters in over 35 states.

Bethesda Institute

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www.BethesdaInstitute.org

Diane Hackbarth
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CQL is an international not for profit dedicated to the definition, measurement and improvement of quality of life for people with disability, mental illness and substance use disorders and older adults. We provide training and certification, consultation and accreditation to providers and state systems.

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eVero Corporation is an information technology services and Enterprise Care Management Solutions provider for non-profit agencies assisting individuals with developmental disabilities. With eVero's Enterprise Care Management Solutions, agencies can securely access, manage and report data in real-time, enabling them to streamline the individuals' long-term care process and keep in compliance with regulations.

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National Alliance of Direct Support Professionals

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Joseph Macbeth
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jmacbeth@nadsp.org

Together, we are working to enhance the status of direct support professionals and promote the development of a highly competent human services workforce. We recognize that people needing support are more likely to fulfill their life dreams if they have well-trained, experienced, and motivated people at their side in long-term, stable, compatible support relationships.

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Laura Flynn
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The Plexus Groupe is an independent, privately owned national insurance brokerage and consulting firm. The company provides risk management consulting, insurance brokerage and value added services to a wide range of corporations. Plexus has in-depth knowledge and understanding for organizations who provide services and supports to individuals with developmental disabilities and therefore appreciates the unique challenges the industry faces.

Therap Services

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Waterbury, CT 06708
www.therapservices.net

Richard Robbins
203-568-1360
Richard.robbins@therapservices.net

As the leader in electronic documentation, Therap Services is a web-based solution for the documentation and communication needs of agencies providing support to people with ID/DD. Therap offers a comprehensive alternative to the immense amount of required paperwork generated within an agency, while maintaining the highest levels of security and HIPAA compliance.

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ANCOR Foundation Awards Program

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The ANCOR Foundation Awards Program recognizes, validates and showcases excellence, leadership and innovation that strengthens a national culture of communities of choice for people with disabilities. These awards express gratitude and high esteem for the individuals, organizations and work accomplished. They are recognized as national role models.

Legacy Leaders Circle

The ANCOR Foundation Legacy Leaders Circle celebrates the accomplishments of the men and women who have paved the way to life in community settings for people with disabilities. These visionary leaders have made meaningful community participation a reality for countless Americans with disabilities.

The ANCOR Foundation Legacy Leaders Circle honors our finest and most influential leaders, while creating an endowment to fund the development of future leaders in our field.

The 2013 inductees are:

Cecil Fox
Jeff Gardner
John J. McGee, Ph.D.

Timothy R. Nelson
William J. Repicci
Thomas Wilds

Community Builder Award

The Community Builder Award recognizes exemplary and praiseworthy initiatives of individuals, communities and community organizations that create community inclusivity through opportunities for people with disabilities to build social capital and live full, meaningful lives as contributing and valued members of their community.

This year, the ANCOR Foundation is proud to recognize the **Kiwanis International Aktion Club** as the 2013 Community Builder Award recipient.



President's Award

This year the ANCOR Foundation bestows a President's Award, honoring an individual for unique, lifetime achievement in advancing the field of disabilities and disability services.

The ANCOR Foundation is pleased to announce **David L. Braddock, Ph.D.**, *Coleman-Turner Chair and Professor at Colorado University and the Executive Director of the Coleman Institute* as the recipient of this award.

This award recognizes David's lifetime of advancing the field of disabilities, his ongoing commitment to ANCOR, and the example and ongoing 'nudge' to everyone in the disability field to continue looking forward—envisioning the future, sharing the best ideas, and providing a basis for ensuring better policies and supports for people with disabilities.

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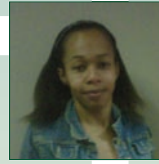
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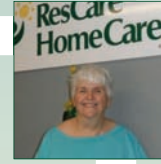
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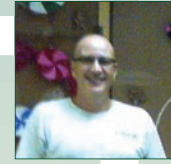
Jennifer Quimby
Alaska



Shaunte Harris
Alabama



Pamela Vance
Arizona



Jeffrey Long
Florida

**ResCare salutes the 2013
Direct Support Professionals
of the Year!**

We are especially proud of the seven ResCare honorees. You embody ResCare's commitment to our mission and the people we serve.

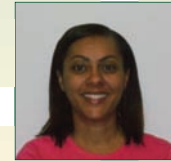
Congratulations!



Janice Browning
Georgia

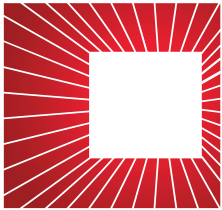


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