

May 4-5

DSP Leadership Academy

Ignite!

2015 ANCOR CONFERENCE
MAY 3-5 • METRO DC



May 3-4

Visit Expo

ANCOR

Stoking the Fires of Innovation, Transformation and Leadership



Welcome To Our Neighborhood!

And To ANCOR's 2015 Annual Conference – *IGNITE!*

The Washington DC metro area is famous for many, many things; but the beauty of its springtime ranks right up there. We are delighted to host this year's annual conference *Ignite!* In our own backyard. We've taken advantage of our location and invited several of our friends and colleagues from inside the Beltway to join us in sessions and discussions meant to Ignite all of our best thinking as we strive to envision and provide the most integrated and sustainable supports for people with disabilities. ANCOR's 2015 Annual Conference is your opportunity to talk directly with decision-makers from CMS, DOL, HUD and other federal agencies that directly impact the services you provide. You'll hear the latest from your peers and have an opportunity to visit the Expo, speaking with vendors of goods and services important to your agency. You will also gather information and gain understandings from relative newcomers in our field – managed care organizations and independent fiscal contractors.

We are also taking this opportunity while we're together to celebrate the 25th anniversary of the Americans with Disabilities Act (ADA) and ANCOR's own 45th anniversary. Be on the lookout for some fun additions to this year's event to leave your imprint on these historic occasions.

For those of you attending the DSP Leadership Academy, welcome to **two full days** of tools, training, professional development, networking, and powerful sessions that will challenge you to think deeper about your work and prepare you to be leaders in your organizations. We hope you'll embrace this opportunity to enhance your knowledge and skills, meet colleagues from across the country and gain insight and inspiration from those who share your passion in your work.

Our sincere appreciation to the following ANCOR members for their assistance in planning *Ignite!* and the DSP Leadership Academy:

Conference Co-Chairs: Jennifer May, Myra Ramos and Mercedes Witowsky
Other members contributing to the program include: Bonnie-Jean Brooks, Peg Gould, Diana Hernandez, Lori Kress, Heidi Mansir, John Rose, Tony Thomas and Larry Weishaar.

NOTE: By participating in the 2015 ANCOR Annual Conference – *Ignite!* – and the DSP Leadership Academy, 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.

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LEADERSHIP MEETINGS - Dates and Time Subject to Change

Friday, May 1

Lee	1:30 pm - 5:30 pm	ANCOR Foundation Board (followed by dinner)
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Saturday, May 2

McLean	9:30 am - 12:00 pm	Government Relations
Roslyn	12:30 pm - 6:00 pm	Board of Directors (followed by dinner)

Sunday, May 3

Alexandria	8:00 am - 10:15 am	Board of Directors
Fairfax	9:00 am - 10:15 am	Professional & Organizational Development
Fairfax	10:30 am - 12:00 pm	Lighthouse Leaders
Salon A	10:30 am - 12:00 pm	Board of Representatives
Salon D	1:00 pm - 3:30 pm	State Association Executives Forum

OUR APPRECIATION TO THE ANCOR GOLD PARTNERS FOR THEIR SUPPORT:



OUR APPRECIATION TO OUR CONFERENCE SPONSORS FOR THEIR SUPPORT:



◀ Building Capacity Track

What: Strategic, challenging sessions about how to get the most from your team, best practices, and organizational transformation.

◀ What's New Track

What: Innovative approaches to service delivery, technology, and quality of life/health and wellness issues; the latest ideas for providers to consider and adopt.

◀ Next Generation Track

What: Thought-provoking sessions to prepare the next generation of leaders in your organization.

◀ Shaping Policy Track

What: Sessions that tackle the hottest policy and regulatory developments – from managed care trends and the Kansas experience to the hottest HCBS definition of community.

9:00 am – 6:30 pm, Arlington Foyer
Registration

1:00 pm - 4:00 pm, Salon E - F
**Pre-Conference #1 Employment First:
Making the Transition Initiative Work**
(\$125 pre-registration required, space is limited)

Serena Lowe, *Senior Policy Advisor, Office of
Disability Employment Policy (ODEP),
U.S. Department of Labor (DOL)*

Genni Sasnett,
*Independent Community Support Consultant, ODEP
Employment First State Leadership Mentoring
Program*

Tom Wilds, *Subject Matter Expert*

Rick McCallister, *Subject Matter Expert*

For organizations interested in diversifying their services to provide expanded community-based options for individuals with significant disabilities, this pre-conference session is for you! Come learn about investments of the Office of Disability Employment Policy to provide community rehabilitation providers access to high-quality technical assistance, training and ongoing coaching from executives who understand the level of complexity involved and effective strategies for model conversion from facility-based work or day habilitation centers.

This pre-conference session is intended to provide highly interactive technical assistance and informational resources to providers who are looking to accelerate their own organization's transformation efforts, and offer strategies for how providers can engage in productive ways with state-led Employment First initiatives and implementation of various recent Federal policy regulations.

The presentation will include an overview of recent developments in Federal policy, trends in state Employment First initiatives, and ODEP's Employment First State Leadership Mentoring Program (EFSLMP). The remainder of the session will be a highly-interactive, hands-on coaching session and breakout discussions with two national subject matter experts in the area of provider transformation.

Participants will learn about new strategies related to funding diversification; organizational mapping and benchmarking; mission alignment and executive/ leadership development; staff modeling, professional development in effective practices, and incentives; forecasting, budget modeling, and performance measurement from those who are receiving and giving technical assistance through the EFSLMP.

1:00 pm - 4:00 pm, Roslyn
Pre-Conference #2

(This session is by invitation only for the first class of Emerging Leaders. Limited space may be available for other registrants)

**ANCOR Foundation Emerging Leaders
Perspectives on the Challenges for
Emerging Leaders in 2015 and Beyond**

Thomas Schramski, PhD, *President/Managing
Partner, Vertess Advisors + Vertess Consulting, LLC*

Wendy Swager, *President & CEO, Soreo*

Chris Stevenson, *President & CEO, Cedar Lake, Inc.*

Tyler Burke, *President & CEO, Practical Training Solutions*

Emerging Leader Discussants

Jennifer May, *VP of Operations, STAR Services*

James Bailey, *Community Support Supervisor, OHI*

The ANCOR Foundation is committed to enriching leadership skills of all ANCOR members through its many activities and will present its first *Renee Pietrangelo Leadership Forum*.

In 1971, Bernard Gunther and Pascal Fusco released a counterculture treatise, [What To Do Until The Messiah Comes](#), that presented the necessary experience and skills for the next generation, many of whom became the leaders of today and the recent past. A new group of leaders are emerging for tomorrow's principled leadership and they face unique challenges – integration with larger healthcare reforms, an increased focus on individual choice, regulatory pressure, and managed care initiatives in an era of competition for limited public and private funds.

This session will include three basic elements. First, the four presenters will offer their individual perspectives on the challenges and opportunities for new, emerging leaders in the intellectual/developmental disabilities (I/DD) marketplace. The focus will be on practical insights and the leader's toolkit for success in the future. Second, our Emerging Leader discussants will offer their perspective on the presenter remarks. Third, there will be an open discussion facilitated by the panel moderator and members. This later discussion will have an open format with ample opportunity for questions, answers and consideration of various leadership scenarios.

1:00 pm - 4:00 pm, Salon I

Pre-Conference #3

(\$125 pre-registration required, space is limited)

Shared Living/Host Homes: Inclusiveness and Quality

Nancy Thaler, *CEO, NASDDDS*

Dave Toeniskoetter, *CEO, Dunganvin*

Robert Baker, *Vice President, Keystone Human Services*

Jennifer Fuglestad, *Quality Assurance Manager, The MENTOR Network*

Shared Living and Host Homes have been an important model in honoring the desires and decisions of people with disabilities for many years. Some organizations have advanced the model to demonstrate key quality outcomes. Learn about shared living models across the country as well as a parent's perspective of a well-honed model. Key components of ANCOR's model Shared Housing contract will be highlighted.

One of the factors family members and people receiving support identify as crucial to shared living success is 'the match'. Learn how to achieve this all important and multi-faceted match between people, interests, desires and self-direction. And what is a program without quality? Hear how multi-state organizations have identified, monitored, tweaked, and attained services and supports that all parties agree are of high quality.

1:00 pm - 4:00 pm, Salon II

Pre-Conference #4

(\$125 pre-registration required, space is limited)

Updated ICF/IID Guidelines — What Do They Mean for Our Organization?

Catherine Hayes, *President, H&W Independent Solutions*

In January 2015, the Centers for Medicare and Medicaid Services (CMS) released an advance copy of the updated ICF/IID Interpretative Guidelines (IG). This is the first comprehensive update to the survey guidance in almost 20 years.

If your organization offers ICF/IID services, this pre-conference session is one you cannot miss. Catherine Hayes, President, H&W Independent Solutions, will tell us what is new, modified, or deleted from the previous IG and what is included in the new Exhibit to the State Operations Manual (SOM).

Ms. Hayes is a nationally recognized consultant and trainer in the area of regulatory compliance and quality assurance and a trusted ANCOR colleague. Prior to co-founding H&W, she served as the federal government's Centers for Medicare and Medicaid Services (CMS) ICF/IID Team Leader and then Branch Chief for the Continuing Care Provider Branch.

This is a terrific chance to get a broad overview of the changes — as well as specific insight into how it will affect your organization. It's your first step in understanding the key changes to the Interpretive Guidance by Condition of Participation (with a focus on the fundamental Conditions of Participation). Plus, you'll come away with a summary of additional expectations for policy and procedures and/or record keeping by the facility.

3:45 pm - 4:30 pm, Salon III
Exhibits Open

4:30 pm - 5:00 pm, Salons IV - VI
Welcome and State of ANCOR Address



Chris Sparks,
President, ANCOR

5:00 pm - 6:00 pm, Salons IV - VI
Keynote: Love No Matter What



Andrew Solomon,
*Activist, Philanthropist,
Lecturer and Award-Winning
Author*

As the 25th anniversary of ADA approaches, Andrew Solomon's message of mattering — and of the unifying power of diversity

— will resonate strongly with those who serve people with disabilities. A self-described student of adversity, Solomon is the Pulitzer Prize nominated author of the highly-acclaimed book, *Far From the Tree: Parents, Children, and the Search for Identity*.

If you're searching for the raw materials to help your organization truly ignite this year, don't miss this thought-provoking keynote! Not only will Dr. Solomon reaffirm our core belief that we all matter, he will also inspire you to think differently about diversity and the way forward.

Sponsored by:



6:00 pm - 6:30 pm, Salons IV - VI
Legacy Leader Awards

Chris Stevenson,
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 as the 2015 members are inducted to the Legacy Leaders Circle of ANCOR's leaders and leaders in the disability field.

6:30 pm - 7:15 pm, Salon III
Welcome Reception with Exhibitors

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

Sponsored in part by:



7:15 pm - 8:15 pm, Salons IV - VI

SPROUT FILM FESTIVAL

End your day by relaxing and enjoying several short movies created by and featuring people with developmental disabilities. Get inspired at this mini film festival of shorts selected just for you! A Sprout Film Festival representative will lead a lively discussion with the audience about the films viewed.



7:15 am - 6:00 pm, Arlington Foyer
Registration

7:15 am - 8:00 am, Salon III
Continental Breakfast with Exhibitors
Sponsored by:



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8:00 am - 8:30 am, Salons IV - VI
ANCOR Today – Looking Back, Moving Forward



Barbara Merrill, Esq.,
CEO, ANCOR

Just as your organization is changing and evolving in preparation for the future, your national association is as well. Join newly appointed ANCOR CEO, Barbara Merrill, for a retrospective of ANCOR's rich 45 year legacy of supporting communities of choice for people with disabilities, and how ANCOR is uniquely positioned to continue to shape the future of supports and services for the people we serve.

8:30 am - 9:30 am, Salons IV - VI
Postcards from The Edge: Images of Intellectual Disability Institutions in the US Since 1848 and An Overview of The State of The States Today



David Braddock, PhD,
*Executive Director, Coleman
Institute for Cognitive
Disabilities*

Don't miss this session as Dr. Braddock presents a photographic history of our nation's progress in providing services for people with intellectual disability, as well as longitudinal and current data on revenue, spending, and programmatic trends across the United States. This will be a powerful reminder of why we are celebrating the 25th anniversary of the ADA!

Be among the first to hear Dr. Braddock's analysis of national and state-by-state data emanating from the new State of the States in Developmental Disabilities: 2015 and hear what important service delivery trends and impacts he believes are in store for the future.

All conference participants will receive their own copy of Dr. Braddock's 2015 State of the States, an essential resource for anyone in the field!

9:30 am - 10:00 am, Salon III

Networking Break with Exhibitors

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10:00 am - 11:15 am, Salons IV - VI

Person-Centered Services: A Meaningful Life Full of Possibilities



Dakota Johns, Self Advocate

Special Thanks to Mosaic for their Support

Dakota has Down Syndrome but he does not let his disability get in the way of accomplishing his dreams. This amazing young man is here to share and empower

you to live your dreams and have a more meaningful life!

Dakota will share with you his accomplishments in life thus far. He will enlighten you on your accomplishments thus far in your own life and all the dreams & goals that you will achieve and that are possible because of the people in your life. One way to truly understand the importance and service philosophy behind person centered services is to see the impact it has made in Dakota's life. You will acquire wisdom and insight on how person centered services is for ALL of us, not just people with disabilities in this session which will have you learning, moving and laughing.

11:15 am - 11:30 am, Salons IV - VI

Government Relations Update

Esme Grant, Esq.,

Senior Director of Government Relations, ANCOR

What policies are coming down the pike that will impact the quality of services that you provide? Join the ANCOR Government Relations Team for an update on the 114th Congress and important federal policy information providers need to know. Find out what activities ANCOR is leading to make sure your voice is heard on and around the Hill and learn about new tools ANCOR has created to ensure that you can participate and make an impact.

11:30 am - 12:00 pm, Salon III

Networking Break with Exhibitors

12:00 pm - 1:15 pm, Salon A - E

Luncheon

This is the perfect chance to network with other conference attendees.

1:15 pm - 2:15 pm, Salon I

BREAKOUT SESSIONS

◀ Shaping Policy Track

What Providers Need to Know About Emerging Employment Policy for People with Disabilities

Alison Barkoff, JD, *Director of Advocacy, Bazelon Center for Mental Health Law*

Donna Martin, *Executive Director, Community Provider Network of Rhode Island*

Employment policy for people with disabilities is undergoing historic changes and development. In January 2014, the Centers for Medicare & Medicaid Services issued their groundbreaking home and community-based settings rule which provides a new layout for Medicaid waiver eligible employment settings. In April 2014, the United States Department of Justice announced the nation's first statewide settlement agreement in Rhode Island based on the over-reliance of the state on placement of individuals with disabilities in sheltered workshops and facility-based day programs. In August 2014, the U.S. Congress passed, and President Obama signed, the Workforce Innovation and Opportunity Act (WIOA), which established new requirements for youth with disabilities transitioning to community services.

This session features experts at the heart of these issues who will walk the audience through what they mean for states and providers in 2015 and beyond and how to be involved in these changes.



◀ Building Capacity Track

Salons IV - VI

Managed Care for Complex Populations: Hear from the Experts

Bob Bond, Vice President, Behavioral Services,
ResCare

Rick Fredrickson, Senior Vice President,
Long Term Care Programs, Centene

Catherine Anderson, Vice President,
UnitedHealthcare

Merrill Friedman, Vice President of Advocacy, *Anthem*

Until recently, complex Medicaid populations such as the aged, blind, and disabled (ABD) and individuals with IDD were carved-out of Medicaid Managed Care programs. Increasingly, this trend is reversing and states are carving in these populations to encourage increased coordination of care between healthcare, behavioral healthcare, long term care, and other support services.

The purpose of the session is to increase dialogue between the Medicaid MCOs and providers dedicated to complex Medicaid populations, particularly supporting people with IDD. As this evolution continues, it becomes increasingly important that long term services and supports providers serving people with IDD and MCOs are working together to achieve a common goal. This session is one more step in the direction of increasing dialogue and understanding between our organizations.

◀ Next Generation Track

Salon II

Tapping into the Untapped Potential of the Board's Full Potential

Paula Hart, CEO, *Volunteers of America, Minnesota and Wisconsin*

The January 2015 issue of the Harvard Business Review features a cover article on *How Boards Fall Short* that begins with the simple declaration that “boards aren’t working.” The article goes on to state that more than a decade after the first wave of post-Enron regulatory reforms most [for-profit] boards aren’t delivering on their core mission. Nonprofit boards aren’t faring much better and according to BoardSource, nonprofit boards are generally better at technical tasks, such as financial oversight and compliance, than they are at adaptive work related to strategy and community outreach. Strong, impactful board leadership will not happen on its own — but it can happen. Come to this session if you’re interested in tapping your board’s untapped potential. Learn about best practices that help boards move beyond proficiency in finance and technical tasks to engage in adaptive leadership work. Find out how to help your board be strategic and generative, while maintaining their oversight role, and gain new awareness, approaches and tools to immediately put into action to tap the untapped potential of any board.



◀ What's New Track

Alexandria (2nd FL)

Organizational Change and the new CMS Regulations: Positioning for the Future

Cathy Ficker Terrill, *President and CEO, CQL*

When people talk about organizational change, what does that mean? How can it be used most effectively? What's the best way to solicit and provide open communication during an organizational change, and why it is important for all stakeholders to understand the facts behind the change?

This session will provide an overview of new requirements surrounding: Home and Community-Based Settings, Provider Owned/Controlled Residential Settings, Person-Centered Service Plan Process and Documentation and Quality Assurances & Sub-Assurances. It will also provide practical suggestions for reconfiguring organizations to reposition for the future with those new requirements in mind.

How do you provide an ISP that is accessible and available? How do you change staff thinking about who controls the keys to the front door? How do you rethink offering employment options that are customized? Hear best practices around these issues, including ways to empower staff to be a part of the changes your organization makes.

2:15 pm - 2:45, Salon III

Networking Break with Exhibitors

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2:45 pm - 3:45 pm

BREAKOUT SESSIONS

◀ Shaping Policy Track

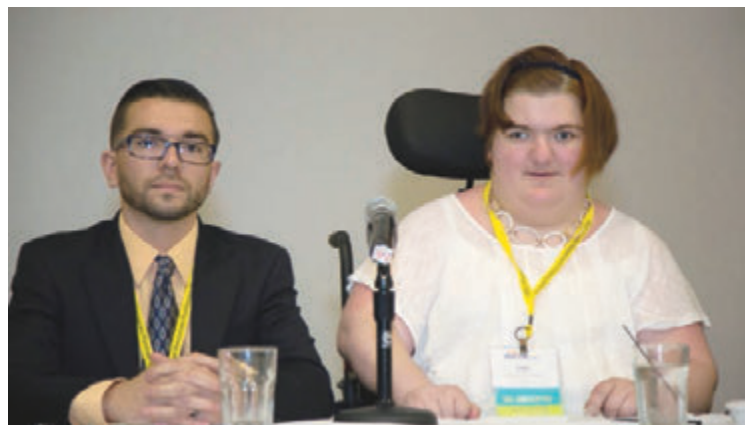
Salon I

New Horizons: Reconfiguring Day Programs to Meet the HCBS Rule

Melissa Harris, *Acting Deputy Director, Disabled and Elderly Health Programs Group Center for Medicaid and CHIP Services Centers for Medicare and Medicaid Services (CMS)*

The Home and Community Based Settings (HCBS) Rule issued by CMS in January 2014 has set new federal standards for states receiving Medicaid waiver funding and will change the way many residential and employment services are provided. One burning question states and providers have had is what will day programs look like in five, ten years and beyond under this new rule?

This session features one of the key leaders behind the development and implementation of the CMS HCBS rule who will provide the audience with greater insight on what the rule will require and tips and tools for how to reshape day programs so that they meet or exceed the expectations of the rule.



◀ What's New Track

Salons IV - VI

Insider's Guide to the 2016 Presidential Election

Daryn Demeritt, Vice President of Government Relations, ResCare (Moderator)

Jamal Simmons, Principal, The Raben Group, former Obama Campaign Advisor and CNN Presidential Commentator

Margie Omero, Managing Director, Purple Insights, Research Division of Purple Strategies

Phil Musser, New Frontier Strategy and Former Executive Director, Republican Governor's Association

Matthew A. Schlapp, Principal, Cove Strategies and Former Deputy Assistant and Political Director to President George W. Bush

Presidential elections are just around the corner and future candidates are now beginning to announce their plans to run. The Presidency shapes the future of disability policy and the role of providers. In the past several years, the Obama Administration has developed a new Administration for Community Living, led historical Olmstead settlements around the country, issued new rules on the companionship exemption and developed a new final rule on home and community based services for waiver funding. Join this session with expert Republican and Democratic political analysts who will share their insights into the 2016 race, potential candidates, and how regardless of who wins the office, providers can play a role in the policy development of the Oval Office.



◀ Next Generation Track

Alexandria (2nd FL)

Leadership is Created Not Bestowed: Opportunities for Emerging Leaders

Thomas Schramski, PhD, CMAA, President & Managing Partner, Vertess

Jennifer May, VP of Operations, STAR Services

James Bailey, Community Support Supervisor, OHI

One of the biggest challenges for emerging leaders is understanding the opportunities available to them because of their unique circumstances. As leaders in crisis often have significant latitude to test the limits because of their environment, so do emerging leaders have unique possibilities for creating a direction for their organization.

This presentation will explore a number of “what if” scenarios for today’s emerging leaders and how they can “earn their stripes” while pursuing a value-driven direction for their organization. Extensive consideration will be given to practical operational approaches for implementing strategy consistent with their leadership role.

Save the date for ANCOR's Summits

2015 Leadership Summit

September 29-30, 2015

The Liaison Capital Hill Hotel,
Washington, DC

2015 ANCOR Technology Summit & Showcase

October 16, 2015

In conjunction with the Coleman Institute
15th Annual Conference, October 15
Omni Interlocken Resort, Broomfield, CO



◀ What's New Track

Salon II

Providers Serving Diverse Populations

Aaron Bishop,

Commissioner, Administration on Intellectual and Developmental Disabilities

Cultural competency is critical to improving access to services that are respectful of, and responsive to, people's diverse needs. Culture involves a number of things, including personal identification, language, thoughts, communications, actions, customs, beliefs, values, and institutions that are often specific to ethnic, racial, religious, geographic, or social groups. For the provider of disability services, these elements influence beliefs and belief systems surrounding health, wellness, and delivery of services.

This session will open up the discussion of cultural competency around providing services to diverse populations and debut the plan of the Administration on Intellectual and Developmental Disabilities to focus its programs on these goals.

3:45 pm - 4:15 pm, Salon III

Networking Break with Exhibitors

Sponsored by:



4:15 pm – 5:45 pm, Salons IV - VI

Ignite! Town Hall 2015 (Joint Session)

Chris Sparks,

President, ANCOR

Sponsored by:



IGNITE Town Hall then opens up the floor to attendees to share what is going on in their states and communities to implement the new home and community-based settings rule from the Centers for Medicare and Medicaid Services (CMS).

Where else can you get instant feedback and first-hand information directly from providers of services across the nation? Find out if what you've heard about other states' implementations is fact or fiction, or somewhere in between. ANCOR President Chris Sparks will moderate this robust and technologically-assisted session.

What's working?

Where do the challenges remain?

What are the implications for your services and the people you support?

Let's discuss during the *IGNITE* Town Hall.

Light refreshments will be served. You'll also have the opportunity to win some fantastic prizes from ANCOR Gold Partners. *Must be present to win.*

Tweeting from the conference?
Don't forget to add #ANCORignite to your posts.



7:30 am - 8:00 am, Arlington Foyer
Continental Breakfast

8:00 am - 8:30 am, Salons IV - VI
ANCOR Foundation Update



Chris Stevenson, President, ANCOR Foundation

The ANCOR Foundation is committed to supporting and developing leadership and innovative and inclusive organizations. Learn about the ANCOR Foundation's new mission and vision and how it is YOUR Foundation!

ANCOR Lighthouse Leader Program

Bob Turner, Leadership and Professional Development, RHA

The Lighthouse Leader project, a partnership of ANCOR and FranklinCovey based on the popular *7 Habits of Highly Effective People* training, offers a comprehensive roadmap and training for inspiring change in your organization. Learn about the Lighthouse Leader project at RHA, which has focused its leadership training on its managers throughout their organization, including housekeeping, maintenance, drivers, etc. because they know that everyone may choose to be a leader. Hear insights from RHA's journey with and commitment to leadership development throughout their organization.



8:30 am - 9:15 am, Salons IV - VI
Disability Insurance: Setting the Record Straight & Preparing for Congressional Action

Ellen Nissenbaum, Senior V.P. for Government Affairs, Center on Budget and Policy Priorities

Ms. Nissenbaum is regarded as one of the leading legislative directors among non-profit organizations in Washington and frequently is asked to provide support to a number of organizations and coalitions by providing policy assistance, strategic guidance, and communications planning for their legislative activities. In this session, she will provide an outlook for Congressional action on Disability Insurance (DI), and share critical aspects of this debate. She'll explore DI's solvency shortfall in 2016 and the need to act, the education gap on DI and the growing erroneous and misleading attacks on the program; she'll highlight the threats that have emerged to DI, and, most importantly, help attendees learn effective ways to respond to these threats and take key steps to help protect disability insurance.

9:15 am - 9:30 am
Break

9:30 am - 10:15 am, Salons IV - VI

(Joint session)

Sponsored by:



Igniting a Vision for Change through Personal Power

Tom Pomeranz, EdD, *President, Universal Lifestyles, LLC*

The providers of services and supports for individuals with intellectual and other developmental disabilities are facing seismic change. Agencies throughout the country are challenged to stay in the forefront of adaptive technology, integrated electronic data keeping systems and evidenced-based practices. Providers are challenged with the continued closure of large state and private developmental centers with expectations for community based providers to step to the plate and provide services and supports to individuals who often require pervasive medical and behavioral supports. Providers are also challenged with the necessity to become part of managed care systems/ agency coalitions to achieve cost efficacy in meeting the highest levels of quality and personal outcome measures for those supported.

Now is the time for an organizational cultural shift! In this presentation, Dr. Pomeranz will describe the role of leadership to facilitate the organizational changes that are essential to thriving in these evolving and synergistic times. Pomeranz will discuss the importance of creating a sense of urgency among staff and Board members as the first step in the process. Further, he will detail how staff training and refocusing the organization's reward systems are essential in facilitating change. Perhaps the most important strategy this session will stress is the importance of everyone's role in modelling the vision while creating new stories and symbols that support the paradigm shift and assure quality of life for those individuals supported.

10:15 am - 10:30 am

Break

10:30 am - 11:45 am, Salons IV - VI

(Joint session)



Direct Support Professional Recognition Awards

Daryn Demeritt, *National Advocacy Campaign*

Karin Stockwell, *National Advocacy Campaign*

We will present the national and state recipients of ANCOR's 2015 Direct Support Professional Recognition Awards. Join us in honoring these individuals whose dedication, creativity and generosity have made them the best in their field.

Underwritten by:

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12:45 pm - 1:00 pm

Lunch (On Your Own)

1:00 pm - 2:00 pm

BREAKOUT SESSIONS

◀ Shaping Policy Track

Salons IV - VI

Community Matters: How HHS is Uniting Community Living Goals and State Medicaid Waiver Programs

Suzie Bosstick, *Deputy Director, Disabled and Elderly Health Programs Group, CMS*



Sharon Lewis, *Principal Deputy Administrator, Administration for Community Living, and Senior Advisor on Disability Policy for Secretary Burwell, Department of Health and Human Services (HHS)*

Throughout the past several years, the Department of Health & Human Services (HHS) has undertaken significant systems changes and regulatory reviews to ensure that its programs and policies are responding to the increasing public demand for community services and supports. In April 2012, the Department of HHS established the Administration for Community Living (ACL), a new agency dedicated to improving access to community supports and achieving full community participation for older adults and people with disabilities. The Centers for Medicare and Medicaid Services (CMS) under the Department of HHS have been working for several years to update their waiver programs, leading to the January 2014 issuance of the final rule on home and community-based services (HCBS), the biggest change to the Medicaid HCBS waiver program since its inception in 1981.

This session features two prominent leaders from the Department of HHS who will share the history, information and perspectives that led to these and other historical changes in recent years.

◀ Building Capacity Track

Salon II

Tools of the Trade: The DSP Workforce Development Tool

Lori Sedlezky, MSW, *Director of Knowledge Translation, Research and Training Center, Institute on Community Integration, University of Minnesota*

Recent data will substantiate the workforce challenge that you already know too well — the demand for a direct services workforce in home and community based services is rapidly and dramatically outpacing the growth of the traditional labor pool. High rates of DSP turnover are a significant barrier to the delivery of quality services. Consequences of DSP turnover are significant, as the estimated cost of hiring and training new DSPs is \$4,872 per position and DSP vacancy rates can result in increased stress on the remaining workforce. Relationships with DSP directly correlate to the quality of services a person receives and his or her quality of life. What's an organization to do?

This presentation will introduce participants to the ANCOR DSP Workforce Development Toolkit and facilitate discussion about the application of these tools within organizations. The Toolkit was created with quality services in mind and includes: Targeted Marketing Strategies to increase the number of candidates recruited from non-traditional or niche markets; a Realistic Job Preview (RJP); a Structured Behavioral Interview Questionnaire tied to nationally validated core competencies; DSP and Frontline Supervisor Competency Sets and Competency Based Training and a Turnover Calculator, Retention, Wage and Benefit Electronic Survey designed to assist organizations and families easily calculate and trend their DSP turnover, retention, wage and benefit data.

◀ Next Generation Track

Salon I

Perspectives on Autism: National Leaders Speak Up!

Samantha Crane, JD, *Director of Public Policy, Autistic Self Advocacy Network (ASAN)*

Tonia Ferguson, *Vice President External Affairs, the Autism Society*

Angela Lello, *Director of Housing and Community Living, Autism Speaks*

Every state and community has its own perspectives, information and ideas about providing services to individuals with autism. As ANCOR members increasingly provide services for this community, it is important to hear from national leaders who frame federal policy and legislation that impact autism services on the ground.

This session will provide a platform for a diversity of perspectives from three major autism organizations, the Autistic Self Advocacy Network (ASAN), the Autism Society and Autism Speaks, to share their viewpoints of what the key policy and service issues are for autistic individuals in this Congressional session and beyond.

◀ What's New Track

Alexandria (2nd FL)

Managing Healthcare Reform for High Performance: One Organization's Journey in Process Improvement

Adrian Bishop, *Director of eHealth Services and Organizational Development, AHP*

Heather Brown, *Assistant Executive Director for Program Operations, The Resource Center*

This presentation will present a case study for an organization facing funding and productivity challenges, as well as the need to integrate IDD into primary healthcare services. Through hands-on consultation and process improvement, AHP and TRC worked together to produce significant costs savings, identifying over \$300,000 of potential process and productivity improvement opportunities that produced actual savings of over \$150,000 in primary care, and a reduction in outstanding revenue at 90 days from 40% to 10%. Building on these successes, AHP and TRC implemented a process and workflow improvement effort toward funding reductions. Results of this project have produced a reduction in TRC's revenue deficit from 36% to 11%, beating the goal to halve the deficit. The forecast show that within 12 months, the deficit should be reduced to 2%.

Learn how one organization successfully shifted its strategic planning from a process focused solely on the customer base to one that also considers the ACA, managing in the new environment, board support, funding reserves, and data, which still staying focused on high performance. It can be done!



2:00 pm - 2:15 pm
Break

2:15 pm - 3:15 pm

BREAKOUT SESSIONS

◀ Shaping Policy Track

Salons IV - VI

ICFs in 2015 and Beyond: The Latest on New Interpretive Guidelines and Surveys

Melissa Rice, *Social Science Research Analyst, Survey & Certification Group Division of Continuing Care Providers, Centers for Medicare & Medicaid Services (CMS)*

In February 2015, CMS revised interpretive guidelines for Intermediate Care Facilities for Individuals with Intellectual Disabilities (ICF/IID). With trends and services moving towards community integration, the role of ICFs is undergoing important changes. The goal of the new guidelines is to provide a concise clarification of the regulation intent and represent current standards of practice in the field of ICF/IID. Join one of the leaders from CMS in this work as she explains the changes, why they made them, gaps that still exist in surveys and other data collection, and how CMS is now looking at surveying compliance.

◀ Building Capacity Track

Salon I

Trends for Self-Direction in Long-Term Services and Supports

Merle Edwards-Orr, PhD, LICSW, *Director of Veterans Initiatives, National Resource Center for Participant-Directed Services, Boston College School of Social Work*

The entire area of Long-Term Services and Supports (LTSS) is in flux. Managed care has made significant inroads in state Medicaid LTSS and the implications of that are still playing out. The impacts of the Affordable Care Act on LTSS are also still not fully known but the ACA's emphasis on outcomes, care coordination, and cost savings have clear implications for LTSS.

In that context, self-direction remains a vibrant and important force and self-directed programs continue to grow, if not at the same explosive rate as five years ago. Every state now has some form of a self-directed program; many states have several. Join Dr. Edwards as he discusses trends in LTSS and their impacts on self-directed supports, particularly as they relate to managed care, care for veterans and behavioral health.

◀ Next Generation Track

Alexandria (2nd FL)

Meeting the Market Demands of Autism: Trends and Lifespan Programming

Sherry Moyer, MSW, Executive Director, Keystone Autism Services

The prevalence of Autism Spectrum Disorders is skyrocketing; the cost of providing supports through adulthood can seem unsustainable. With an eye toward future need, one ANCOR provider member is developing a lifespan orientation to service delivery with the hopes of creating a united vision of socially relevant outcomes and increased quality of life for all participants and their families.

Driven by the addition of children's services to the existing community-based adult programming, Keystone Autism Services is developing a common approach to continuous problem-solving with the ultimate goal of improved service quality. Staff will be trained to identify goals and objectives that contribute to a continuum of social, communication, behavioral, vocational, cognitive and sensory development across the lifespan — not just the limited duration of the service plan.

This session will provide guidelines for developing lifespan programming from both the workforce and participant/family points of view. Topics will include: creating culture change, staff development, lifespan oriented services plans, quality of life and the evaluation of meaningful outcomes at an individual and programmatic level.

◀ What's New Track

Salon II

Reflections on Successful Transition: Preparing Youth with Disabilities for School, Work and Life

Sue Swenson, Deputy Assistant Secretary, Office on Special Education and Rehabilitative Services, US Department of Education

Transition from youth to adulthood is challenging for any young person, especially if you are a transitioning youth with a disability. This session highlights what those challenges are from the perspective of a longtime disability expert, parent and top official in the Department of Education. Most importantly, however, this session will share advice, tools, and guidance for providers to assist them in the transition of youth with disabilities to school, work and adult life so that they can achieve the greatest integration and success possible.

3:15 pm - 3:30 pm

Break

3:30 pm - 4:30 pm

BREAKOUT SESSIONS

◀ Shaping Policy Track

Salon I

Let's Talk About Rate Setting: Conversations with the Stakeholders

Shane Spotts, Principal, Health Management Associates

Shirley Walker, President & CEO, Pennsylvania Advocacy for Autism and Intellectual Disability State DD Administration perspective (TBD)

As states look to change the ways they pay for services to people with IDD, administrations are turning to independent contractors to guide them through the complex world of rate setting. Hear some stories and perspectives on rate setting from a contractor, a state association, and the states. Learn about changes in dynamics and advocacy as independent contractors are replacing long-term state employees. Take away some tips on what providers can expect and how to get ahead of the game.



◀ Building Capacity Track

Salons IV- VI

Making a House a Home: How to Advance Affordable, Sustainable Housing Policy for People with Disabilities



Jennifer Ho, Senior Advisor for Housing and Services, U.S. Department of Housing and Urban Development

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

Ed Gramlich, Special Advisor, National Low Income Housing Coalition

Lisa Sloane, Senior Policy Advisor, Technical Assistance Collaborative

There is a deficit in affordable housing for people with disabilities around the country and without addressing it; the goals of community integration will not be achieved. This session dives into the heart of what will make more affordable and sustainable housing available — policy. Hear from the top policy expert from the Department of Housing and Urban Development (HUD), and top housing advocates from the community as they share information, tools, and actions for providers to take in order to create more inventory of affordable housing.

By joining this session, you get a front seat to hearing what President Obama and Secretary Castro are planning for providing greater housing for people with disabilities and prepare for your Hill visits by learning from advocates about supporting housing policies like the National Housing Trust Fund.

◀ Next Generation Track

Alexandria (2nd FL)

The Risk of the HCBS Rule: Sibling Perspectives

Rachel Patterson, Director of Public Policy, The Christopher & Dana Reeve Foundation, and founding member of DC Sibs

John Hannah, Advocate, CRSI

Special Thanks to CRSI for Their Support

The HCBS Rule values and expects people with disabilities to have full access to the benefits of community living and receive services in the most integrated setting and person-centered planning requirements. Siblings, people receiving supports and providers sometimes have different perspectives about The Rule and the latitude implied. Learn how some siblings and people with disabilities are navigating the many options available and share what you've experienced and learned.

◀ Building Capacity Track

Salon II

Building Capacity for Sustainability: Collecting and Using Outcome Measures Data

Diane McComb, Aging and Disabilities Lead, Delmarva Foundation

Put your agency in the position of being able to say what you do and do what you say. Want to be able to market your agency? One thing leads to another. Whether your state is moving to managed long term services and supports or you are paid under fee for service, tracking outcomes meaningful to people with disabilities is a critical function of service provision these days. This session will explore why agencies should be collecting data; ways to collect it; and how to use it. Join Diane McComb, while she wears her Delmarva Foundation hat, to look at ways to market your agency to individuals with disabilities, funders, legislators and more.

DSP Leadership Academy

NOTE: All DSP registrants are invited to the *Ignite!* sessions and events on Sunday, May 3 (pre-conferences however, are subject to a fee and pre-registration) and all morning sessions including food events (breakfast/lunch) on Monday, May 4. Targeted DSP Leadership Academy sessions begin at 1:15 pm on Monday. There are also other joint sessions for DSP Leadership Academy and *Ignite!* noted in the agenda below on Monday, May 4 and Tuesday, May 5.

Sunday, May 3



9:00 am - 6:30 pm, Salon I Ballroom Foyer
Registration

1:00 pm - 4:00 pm
There are multiple pre-conferences, \$125 fee and pre-registration required, see *Ignite!* agenda for further information.

3:45 pm - 4:30 pm, Salon III
Exhibits Open

4:30 pm - 5:00 pm, Salons IV - VI
Welcome and State of ANCOR Address
Chris Sparks, President, ANCOR

5:00 pm - 6:00 pm, Salons IV - VI
Keynote: Love No Matter What
Andrew Solomon, Activist, Philanthropist, Lecturer and Award-Winning Author

As the 25th anniversary of ADA approaches, Andrew Solomon's message of mattering — and of the unifying power of diversity — will resonate strongly with those who serve people with disabilities. A self-described student of adversity, Solomon is the Pulitzer Prize nominated author of the highly-acclaimed book, *Far From the Tree: Parents, Children, and the Search for Identity*.

If you're searching for the raw materials to help your organization truly ignite this year, don't miss this thought-provoking keynote! Not only will Dr. Solomon reaffirm our core belief that we all matter, he will also inspire you to think differently about diversity and the way forward.

6:00 pm - 6:30 pm, Salons IV - VI
Legacy Leader Awards

Chris Stevenson, 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 as the 2015 members are inducted to the Legacy Leaders Circle of ANCOR's leaders and leaders in the disability field.

6:30 pm - 7:15 pm, Salon III
Welcome Reception with Exhibitors

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

7:15 pm - 8:15 pm, Salons IV - VI
Sprout Film Festival

End your day at the conference by relaxing and enjoying several short movies created by and featuring people with developmental disabilities. Get inspired at this mini film festival of shorts selected just for you! A Sprout Film Festival representative will lead a lively discussion with the audience about the films viewed.



Monday, May 4



7:15 am - 6:00 pm, Salon Ballroom Foyer
Registration

7:15 am - 8:00 am, Salon III
Continental Breakfast with Exhibitors

8:00 am - 8:30 am, Salons IV - VI
ANCOR Today – Looking Back, Moving Forward
Barbara Merrill, Esq., CEO, ANCOR

Just as your organization is changing and evolving in preparation for the future, your national association is as well. Join newly appointed ANCOR CEO, Barbara Merrill, for a retrospective of ANCOR's rich 45 year legacy of supporting communities of choice for people with disabilities, and how ANCOR is uniquely positioned to continue to shape the future of supports and services for the people we serve.

8:30 am - 9:30 am, Salons IV - VI
Postcards from The Edge: Images of Intellectual Disability Institutions in the US Since 1848 and An Overview of The State of The States Today
David Braddock, PhD, Executive Director, Coleman Institute for Cognitive Disabilities

Don't miss this session as Dr. Braddock presents a photographic history of our nation's progress in providing services for people with intellectual disability, as well as longitudinal and current data on revenue, spending, and programmatic trends across the United States. This will be a powerful reminder of why we are celebrating the 25th anniversary of the ADA!

Be among the first to hear Dr. Braddock's analysis of national and state-by-state data emanating from the new State of the States in Developmental Disabilities: 2015 and hear what important service delivery trends and impacts he believes are in store for the future.

Conference participants will receive their own copy of Dr. Braddock's *2015 State of the States*, an essential resource for anyone in the field!

9:30 am - 10:00 am, Salon III
Networking Break with Exhibitors

10:00 am – 11:15 am, Salons IV - VI
**Person-Centered Services:
A Meaningful Life Full of Possibilities**
Dakota Johns, Self Advocate

Dakota has Down Syndrome but he does not let his disability get in the way of accomplishing his dreams. This amazing young man is here to share and empower you to live your dreams and have a more meaningful life!

Dakota will share with you his accomplishments in life thus far. He will enlighten you on your accomplishments thus far in your own life and all the dreams & goals that you will achieve and that are possible because of the people in your life.

One way to truly understand the importance and service philosophy behind person centered services is to see the impact it has made in Dakota's life. You will acquire wisdom and insight on how person centered services is for ALL of us, not just people with disabilities in this session which will have you learning, moving and laughing.

11:15 am - 11:30 am, Salons IV - VI
Government Relations Update
Esmé Grant, Esq.,

Senior Director of Government Relations, ANCOR

What policies are coming down the pike that will impact the quality of services that you provide? Join the ANCOR Government Relations Team for an update on the 114th Congress and important federal policy information providers need to know. Find out what activities ANCOR is leading to make sure your voice is heard on and around the Hill and learn about new tools ANCOR has created to ensure that you can participate and make an impact.

11:30 am - 12:00 pm, Salon III
Networking Break with Exhibitors

12:00 pm - 1:15 pm, Salons A - E
Luncheon

This is the perfect chance to network with other conference attendees.

1:15 pm - 1:30 pm, Salons J - K
Welcome to DSP Leadership Academy and National Advocacy Campaign (NAC) Update
Chris Sparks, *ANCOR President and NAC Co-Chair*
Daryn Demeritt, *NAC Co-Chair*

1:30 pm - 2:15 pm, Salons J - K
Emerging Roles and Expectations of the Direct Support Workforce



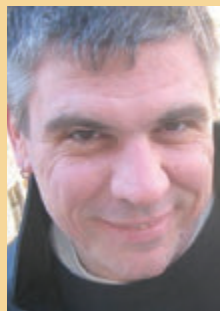
Joe Macbeth, *Executive Director, NADSP*

How do we support people with disabilities to make informed decisions? How must community-based service provider organizations transform their culture from “care giving” to “providing support”? What are the workforce demographics

and projections to fulfill these responsibilities? Do they possess the tools, resources and skills to uphold this responsibility? Kick off the 2015 Leadership Academy by exploring the questions presented by the new CMS Home and Community-Based Services (HCBS) Rule and setting the stage for discussions to come.

2:15 pm - 2:30 pm
Break

2:30 pm - 4:00 pm, Salons J - K
The NADSP Code of Ethics Encounter



John Raffaele, *Training Consultant, NADSP*

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.

4:00 pm - 4:15 pm
Break

4:15 pm - 5:45 pm, Salons IV - VI
Ignite! Town Hall 2015 (Joint Session)
Chris Sparks, *President, ANCOR*

Ignite! Town Hall then opens up the floor to attendees to share what is going on in their states and communities to implement the new home and community-based settings rule from the Centers for Medicare and Medicaid Services (CMS).

Where else can you get instant feedback and first-hand information directly from providers of services across the nation? Find out if what you’ve heard about other states’ implementations is fact or fiction, or somewhere in between. ANCOR President Chris Sparks will moderate this robust and technologically-assisted session.

What’s working? Where do the challenges remain? What are the implications for your services and the people you support? Let’s discuss during the *Ignite!* Town Hall.

Light refreshments will be served. You’ll also have the opportunity to win some fantastic prizes from ANCOR Gold Partners. *Must be present to win.*

Tuesday, May 5



7:30 am - 8:00 am, Salon Ballroom Foyer
Continental Breakfast

8:00 am - 9:15 am, Salons J - K
The Great Competency Debate

Joseph Macbeth, *Executive Director, NADSP*

John Raffaele, *Training Consultant, NADSP*

The cornerstone of every profession is a standardized set of competencies with which all practitioners carry out their craft. The NADSP Competencies have been adopted by the United States Department of Labor's Long-term Care, Supports, and Services Competency Model and used as the foundation for states as they begin to develop their own competency set for direct support professionals. This session will introduce the national direct support professional competencies in an engaging, though-provoking and fun manner. The audience will break into small groups and discuss the competencies...and then the fun (and learning) begins.

9:15 am - 9:30 am
Break

9:30 am - 10:15 am, Salons IV - VI
(Joint Session)
Igniting a Vision for Change through Personal Power

Tom Pomeranz, *EdD, President, Universal Lifestyles, LLC*

Now is the time for an organizational cultural shift! In this presentation, Dr. Pomeranz will describe the role of leadership to facilitate the organizational changes that are essential to thriving in these evolving and synergistic times. Pomeranz will discuss the importance of creating a sense of urgency among staff and Board members as the first step in the process. Further, he will detail how staff training and refocusing the organization's reward systems are essential in facilitating change. Perhaps the most important strategy this session will stress is the importance of everyone's role in modelling the vision while creating new stories and symbols that support the paradigm shift and assure quality of life for those individuals supported.

10:15 am - 10:30 am
Break

10:30 am - 11:45 am, Salons IV - VI
(Joint Session)
Direct Support Professional Recognition Awards

Daryn Demeritt, *National Advocacy Campaign*

Karin Stockwell, *National Advocacy Campaign*

We will present the national and state recipients of ANCOR's 2015 Direct Support Professional Recognition Awards. Join us in honoring these individuals whose dedication, creativity and generosity have made them the best in their field.

11:45 am - 1:00 pm, Salons J - K
Lunch Provided

1:00 pm - 2:00 pm, Salons J - K
Enhancing Leadership through Personal Power – Stories from the Real World

Carter Squires, *10th grade, duPont Manual High School*

Rebekah Novemsky, *Family Mentor, CAU,*

Myrta Rosa, *Member Advocate,*

Adeyemi Ajijedidun, *New American Movement for People with Disabilities*

Everyone may choose to be a leader. Learn how a high school student was instrumental in getting a bill titled An Act to Raise the Salaries of Direct Support Professionals in Kentucky to \$10.04 Per Hour moved on to the KY state legislature. Learn how one family member of a person with disabilities, one individual living with disabilities and one direct support professional who followed his passion of advocacy demonstrate how working together in balanced relationships and avoiding power struggles use their personal power toward advocacy for the rights of individuals with disabilities.

2:00 pm - 2:15 pm
Break

2:15 pm - 3:00 pm, Salons J - K
DSPs Into Action: Making Your Voice Heard on the Hill and at Home

Esmé Grant, Esq., *Senior Director of Government Relations, ANCOR*

Mark Davis, *Executive Director, OPRA*

An appointment with your legislator has been made. You're dressed and ready to go. You are ready and willing to convince your elected official that the job you do and the people you support need to be valued and supported. You get to the office and, and....It's easy to get tongue tied when you are trying to talk about issues that mean so much to you and the individuals you support. Practice is the easiest way to ensure your conversations with decision-makers are clear and effective and convey exactly the message you want them to hear. ANCOR's Senior Director of Government Relations and Mark Davis, Executive Director of an Ohio state provider association, will walk you through a series of role playing scenarios and offer useful tips to have you ready to be the best advocate possible for your day on the Hill, at home and beyond.

3:00 pm - 3:15 pm
Break

3:15 pm - 4:30 pm, Salons J - K
Informed Decision Making: Helping People Make Decisions

Joe Macbeth, *Executive Director, NADSP*

This closing session offers a chance to reflect on the evolving role and expectations of Direct Support Professionals that were presented throughout the Leadership Academy and will hone in on one critical piece of the CMS Rule: how do we support people with disabilities to make informed decisions? DSPs will walk away from their time at the Academy understanding: WHY people with disabilities must be empowered to make their own decisions; the delicate balance between risk, choice and responsibility; the role that experience plays in making decisions and what "experience poor" means; how DSP skills and ethics can help people make decisions; and most importantly, the five steps to making a decision that is owned by a person and not coerced.



Exhibitors

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AAIDD publishes print and non-print books, assessment instruments, and other resources for practitioners, clinicians, and other professionals in the field of intellectual and developmental disabilities (IDD).

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The Association of Professional Developmental Disabilities Administrators (APDDA) is a not-for-profit professional organization founded in 1970. APDDA is the only national 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 ID/DD.

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Shared Resources Purchasing Network (SRPN)

Meet directly with the vendors who are participants in ANCOR's popular member benefit – Shared Resources Purchasing Network (SRPN). Enjoy the advantages of quality pricing and significant cost savings through this network.

SRPN vendors will be easy to identify thanks to the SRPN logo which will be posted at their exhibit.



Exhibitors

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Foothold Technology offers a certified electronic record, AWARDS, that helps developmental disabilities providers manage services, track customer data, and generate reports for better outcomes and billing. Originating from three agencies in 2000, AWARDS is ideal for virtually all service types and is fully interoperable with any other federally certified system.

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Gina Kugler

Director of Administration

727.437.3201

gina@hrstonline.com

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argelia.morales@siegelagency.com

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Director of Sales and Marketing

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mikeholihan@medisked.com

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specialneedsplanning@metlife.com

MetLife Center for Special Needs PlanningSM is dedicated to helping families plan for the future of their dependents with special needs which includes preserving government benefits and providing insurance and other financial solutions which can help provide lifetime quality care.

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MITC provides solutions for all agency programs, including, independent living, group homes, day services, supported employment, SourceAmerica contracts, and vocational programs. Agency-Ready Workforce Management eliminates the costs and risks of paper or other ineffective systems.

Exhibitors

National Alliance for Direct Support Professionals

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www.nadsp.org

Joseph Macbeth
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518.449.7551

jmacbeth@nadsp.org

NADSP envisions a world where people with intellectual and other disabilities live community-based lives of their choosing supported by a highly qualified direct support workforce with the knowledge, skills, and values needed to support them in achieving their life goals.

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The SimplyHome System is an assistive care technology platform that is transforming the way we care for the aging and disabled communities. By connecting innovative caregivers and concerned family, the SimplyHome System reduces costs, increases efficiency, improves communication, and most importantly, empowers care providers and the people they serve.

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Therap Services

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www.TherapServices.net

Peter O'Meara

Director of Government Relations

860.558.5559

peter.omeara@therapservices.net

Therap Services is a national leader in providing electronic documentation and communication systems to the DD/ID community. We support 1400 provider agencies as well as many state, regional and county governments. Over 275,000 individuals have their program data needs met by Therap from eligibility to service planning and billing as well as the data needed to assure quality outcomes.

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Training & eTracking Solutions produces and develops online training for social service and nonprofit agencies servicing individuals with developmental disabilities

Vertess

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Vertess is a national healthcare mergers and acquisitions (M+A) and consulting firm, with a strong emphasis in the intellectual/developmental disabilities (I/DD), aging and behavioral healthcare marketplaces. We primarily represent sellers of healthcare businesses, as well as nonprofits and for profit entities looking to strategically diversify their organizations.

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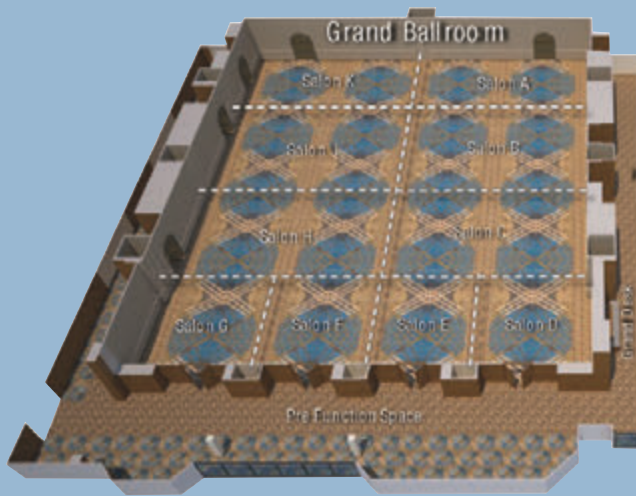
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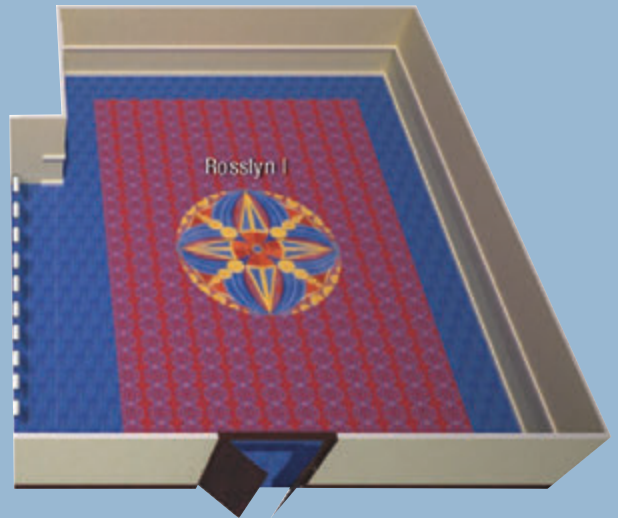


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