

**PROGRAM GUIDE**



**THE  
POWER  
OF WE**

**ANCOR  
CONNECT '24**

**SANTA FE, NM - APRIL 8-10**



# GET CONNECTED

**The Power of We** is all about the amazing things that can happen when we come together, and that requires us to get connected! Here's everything you need to know to get online, get mobile, and get social.

## GET ONLINE

WiFi is free for participants at ANCOR Connect '24. Simply connect to the network below and enter the password to get online. Passwords are case-sensitive.

La Fonda Wifi ID:  
**ANCOR Connect**

Password:  
**thepowerofwe**

Convention Center Wifi ID:  
**Convention Center ANCOR**

Password:  
**thepowerofwe**

## GET MOBILE

Our Mobile App lets you craft your own agenda, connect with other attendees, network with exhibitors, learn about our speakers and so much more.

To get started, scan the QR code at right. Log in using the same email address you used to register for the conference and the password: **thepowerofwe24!**

If you get stuck, stop by Registration and a member of our team will help troubleshoot.



The ANCOR Connect Mobile App is generously sponsored by  Common Energy

## GET SOCIAL

Snap a selfie, share your lightbulb moments, recommend your favorite Santa Fe museums and more! Use **#ANCORConnect24** on all of your conference-related posts on Instagram, Twitter, LinkedIn, Facebook and wherever else you connect with your networks. We also invite you to follow and tag **@TheRealANCOR** on LinkedIn, Twitter and Facebook.





# WELCOME TO SANTA FE!

To our guests:

Here in Santa Fe, you'll find intrigue around every corner. From the high desert's dramatic landscapes to the vibrant colors of the city's renowned Native American art, Santa Fe is, in a word, unique.

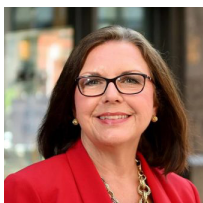
That makes it the perfect place to gather and celebrate the ANCOR community. Each and every day, we have the privilege of witnessing "the power of we" within this dynamic community of providers. We have a front-row seat to watch as ANCOR members share their knowledge and expertise with one another, support one another through challenging times, and celebrate one another's many important accomplishments.

In all, *the power of we* is the recognition that as an association and as a community of professionals, the whole is greater than the sum of its parts.

That mantra will be on full display over the three days we'll spend together here in the Land of Enchantment. We know you'll appreciate the many keynote addresses, breakout sessions and networking activities we have designed for you. But we also hope you'll make time to take in all that Santa Fe has to offer. When experienced alongside friends and colleagues, the rich history, culture and art you'll find here—plus the city's unparalleled food scene—are equally as enriching as the many events you'll find in the pages of this Program Guide.

Welcome to Santa Fe—we're just so glad you're here!

Sincerely,



**Diane Beastrom**  
President  
ANCOR Board of Directors



**Barbara Merrill**  
Chief Executive Officer  
ANCOR

# THANK YOU, CONFERENCE SPONSORS & ANCOR NATIONAL PARTNERS

ANCOR Connect '24 simply would not be possible without the dedication and commitment of our incredible sponsors. Their contributions to this experience enhance our collective power alongside the contributions of our ANCOR National Partners, who support not only ANCOR Connect, but an array of ANCOR's other initiatives throughout the year. Thank you, sponsors and ANCOR National Partners!

## CONFERENCE SPONSORS



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## DIAMOND PARTNERS

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## PLATINUM PARTNERS

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## GOLD PARTNERS

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## BRONZE PARTNERS

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# THANK YOU, SESSION REVIEWERS!

ANCOR extends its gratitude to the following dedicated volunteers of the Professional & Organizational Development Committee who spent their valuable time helping us develop the program for this year's ANCOR Connect—our most robust program yet!

**LeAnn Blau**

Hope Haven, Inc.  
Rock Valley, IA

**Heidi Mansir**

Uplift, Inc.  
Gardiner, ME

**Juliette Prioleau Michael**

RCM of Washington  
Washington, DC

**Bonnie-Jean Brooks**

OHI  
Bangor, ME

**Tiffany Marlette**

Imagine the Possibilities  
Maquoketa, IA

**Erica Thomas**

RCM of Washington  
Washington, DC

**Peg Gould**

ADAPT Community Network  
New York, NY

**Penny Pagliaro**

Cerebral Palsy Associations of  
New York State  
Brewster, NY

**Lori Kress**

Dungarvin  
Mendota Heights, MN

# THANK YOU, ANCOR LEADERS!

As with any community as strong as ours, ANCOR and the ANCOR Foundation would not be able to do what we do without the support of our dedicated volunteer leaders.

## 2024 ANCOR Board of Directors

**Diane Beastrom, *President***

I Am Boundless  
Independence, OH

**Lori Kress, *Vice President***

Dungarvin  
Mendota Heights, MN

**Tony Thomas**

Welcome House  
Westlake, OH

**Kathy Carmody**

Institute on Public Policy for People  
with Disabilities  
Chicago, IL

**Heidi Mansir, *Past President***

Uplift, Inc.  
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**Linda Timmons**

Mosaic  
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**Craig Cloud**

Friendship Community Care  
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**Josh Rael**

Alliance  
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Johnson County Dev. Supports  
Lenexa, KS

**Jon Fisher**

Sevita  
Boston, MA

**Darlene Scott**

The Phoenix Residence  
St. Paul, MN

**Rita Wiersma**

Accord  
St. Paul, MN

**Kelly Jepson**

BrightSpring Health Services  
Louisville, KY

**Barry Simon**

Oak Hill  
Hartford, CT

**Zach Wray**

Sunrise Community  
Miami, FL

## 2024 ANCOR Foundation Board of Directors

**Marian Baldini**, *Vice President*  
KenCrest  
Blue Bell, PA

**Gene Boes**  
Northwest Center  
Renton, WA

**Amy Brooks**  
RCM of Washington  
Washington, DC

**Erica Buchanan**  
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**Robert Budd**  
FREE, Inc.  
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**Precious Myers-Brown**  
St. John's Community Svcs.  
Washington, DC

**Cheryl Plank**, *Secretary*  
Imagine the Possibilities  
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**Stacey Risotti**  
Sevita  
Carpenteria, CA

**Maria Samot**  
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Morrisville, NC

**Amy Staed**  
Kentucky Assn. of Private Providers  
Danville, KY

**Mary Valachovic**  
The Arc of Plymouth & Upper  
Cape Cod  
Plymouth, MA

**Rita Wiersma**, *President*  
Accord  
St. Paul, MN

# ANCOR FOUNDATION SUNSET SOIREE

TUESDAY, APRIL 9 | 6:45 PM

### Join us for an unforgettable evening

enjoying a variety of tapas, your choice of sangria, and live entertainment at sunset to raise money for the Foundation's essential programs that lay the groundwork for a more inclusive future.

### Don't have your ticket yet?

Visit the ANCOR Foundation booth in the Exhibit Hall (#600 in the Convention Center Lobby) for more information on how to purchase your ticket.

# CONGRATULATIONS, ANCOR FOUNDATION HONOREES

## 2024 Legacy Leaders Hall of Fame Inductees

The ANCOR Foundation's Legacy Leaders Hall of Fame recognizes ANCOR members who are putting the finishing touches on careers in which they have made significant contributions to the association and its mission of providing high-quality supports to people with intellectual and developmental disabilities. Congratulations to this year's three outstanding honorees!

*The Legacy Leader  
Hall of Fame Awards are  
generously sponsored by*



**Diane Beastrom**  
I Am Boundless  
Independence, OH



**Patricia Browne**  
National Children's Center  
Washington, DC



**Ed Matthews**  
ADAPT Community Network  
New York, NY

## 2024 Community Builder Award

The ANCOR Foundation's Community Builder Award was created in 2004 to recognize exemplary initiatives that are contributing to the inclusion of people supported by ANCOR members. Congratulations to this year's honoree!



**Shri Studio**  
Service Corps and Bark  
Pawtucket, RI

## 2024 Rising Star Mid-Career Impact Award

Being awarded for the first time this year, the Rising Star Mid-Career Impact Award recognizes mid-career professionals who are serving ANCOR's mission through their service and dedication to making change at the organizational and/or federal level. Congratulations to the inaugural honorees!



**Maghan Bowman**  
Exceptional Persons, Inc.  
Waterloo, IA



**Jordan Eddings**  
LifeSkills, Inc.  
Bowling Green, KY



**Rachel Neumann**  
COF Training Services  
Ottawa, KS



# EXPLORE SESSION TRACKS

Most ANCOR Connect '24 sessions cover topics related to one or more of the following five tracks. Explore all the sessions in your favorite track, or mix and match to your heart's content!



## DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY (DEIA)

These sessions explore approaches to more inclusive supports and more equitable workplaces.

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## LEADERSHIP & BUSINESS ACUMEN

These sessions build the skills you need to take the lead and run the most effective organization possible.

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## PERSON-CENTERED PROGRAMMING

These sessions offer insights for centering the people you support in their quest to live a life of their choosing.

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## QUALITY OUTCOMES

These sessions equip you to embrace and implement new solutions in pursuit of the highest quality outcomes for the people you support.

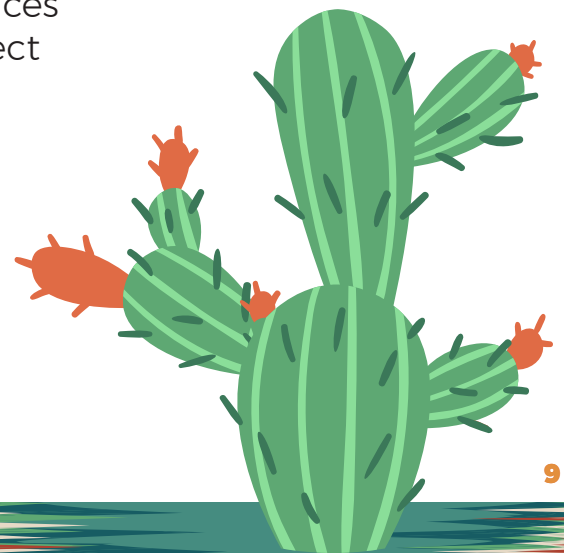
The Quality Outcomes track is generously sponsored by  **QUALIFACTS™**

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## WIDENING THE WORKFORCE

These sessions identify promising practices that meet the challenges of today's direct support workforce crisis.



# BREAKOUT SESSION TRACKS BY TIME BLOCK

	 DEIA	 LEADERSHIP & BUSINESS ACUMEN
<b>BREAKOUT SESSIONS A</b>  Tuesday, 10:15-11:15 am		<b>Developing Organizational DSP Surveys</b> (Coronado/DeVargas)  <b>Empowering Leaders in the Era of AI</b> (Pojoaque/Nambe/Ohkay Owingeh)
<b>BREAKOUT SESSIONS B</b>  Tuesday, 2:15-3:15 pm	<b>Addressing Ableism</b> (Coronado/DeVargas)	<b>The Time is Now to Embrace a Health Equity Framework</b> (O’Keeffe/Milagro)  <b>Managing and Containing Crises From the Top</b> (Pojoaque/Nambe/Ohkay Owingeh)
<b>BREAKOUT SESSIONS C</b>  Tuesday, 3:45-4:45 pm	<b>The Sibling Experience Across the Lifespan</b> (Coronado/DeVargas)	<b>ROI of Engaging Internationally</b> (O’Keeffe/Milagro)  <b>Managing and Supporting Staff with Invisible Disabilities</b> (Pojoaque/Nambe/Ohkay Owingeh)  <b>Why Your Agency Needs a Telehealth Solution NOW!</b> (Kearny)
<b>BREAKOUT SESSIONS D</b>  Wednesday, 10:15-11:15 am	<b>Effecting Change through Public Policy</b> (Coronado/DeVargas)	<b>The Future of Independence</b> (O’Keeffe/Milagro)  <b>Are You Ready for Managed Care and Other Payment Models?</b> (Pojoaque/Nambe/Ohkay Owingeh)  <b>How to Put the “P” in DSP</b> (Sweeney A-F)
<b>BREAKOUT SESSIONS E</b>  Wednesday, 11:30 am -12:30 pm	<b>My Body, My Choice: The Bodily Autonomy of People with Disabilities</b> (Peralta/Lamy)	<b>2024 Policy Trends for I/DD Providers</b> (Pojoaque/Nambe/Ohkay Owingeh)  <b>Strengthening Mission Through Mergers &amp; Acquisition</b> (Sweeney A-F)



**PERSON-CENTERED PROGRAMMING**



**QUALITY OUTCOMES**

*Sponsored by Qualifacts*



**WIDENING THE WORKFORCE**

**The Meaning of “Meaningful”**  
(Peralta/Lamy)

**Possibilities: How Intentional Support Amplifies Self-Determination**  
(Kearny)

**The Role of Frontline Supervisors in Competitive Integrated Employment**  
(O’Keeffe/Milagro)

**Embracing, Valuing and Retaining a Diverse and International Workforce**  
(Sweeney E-F)

**Transforming Futures: An Innovative Partnership for Improved Supports**  
(Kearny)

**Inspiring DSPs to Use Healthy Behavioral Practices**  
(Peralta/Lamy)

**Strengthening and Retaining the DSP Workforce through Provider Partnerships**  
(Sweeney E-F)

**Technology for Independent Living**  
(Sweeney E-F)

**Supporting Career Pathways by Reframing Neurodiversity**  
(Peralta/Lamy)

**Life Best Enjoyed**  
(Peralta/Lamy)

**Reducing the Fatal Five Health Risks**  
(Kearny)

**Innovative Strategies in ICF/IID Services**  
(O’Keeffe/Milagro)  
**Residential vs. Day Services: Breaking Down Silos for Quality Services**  
(Kearny)

**Revolutionizing the Workforce: Harnessing AI**  
(Coronado/DeVargas)

# AT-A-GLANCE AGENDA

## MONDAY, APRIL 8

### Leadership Meetings

9 am-4 pm

### Registration for Pre-Conference & Leadership Meeting Participants (at La Fonda)

11 am-2 pm

### Pre-Conference Workshops A

11:15 am-1:15 pm

### Pre-Conference Workshops B

2-4 pm

### Conference Registration (at Convention Center)

2-5 pm

### Headshot Lounge

2-5 pm

### Exhibit Hall Open

4-5 pm

### New Attendee Meet & Greet

4-4:45 pm

### Opening Plenary

5-6:30 pm

### Welcome Reception

6:30-7:30 pm

### ANCOR DC PAC Reception

7:30-9:30 pm

## TUESDAY, APRIL 9

### Exhibit Hall Open

8 am-4:30 pm

### Conference Registration Open

8 am-3:45 pm

### Headshot Lounge Open

8 am-5 pm

### Morning Plenary

9-9:45 am

### Networking Break with Exhibitors

9:45-10:15 am

### Breakout Sessions A

10:15-11:15 am

### Lunch (On Your Own)

11:15 am-12:30 pm

### Music As Medicine Experience

12-12:30 pm

### Networking Break with Exhibitors

12:30-1 pm

### Afternoon Keynote

1-2 pm

### Breakout Sessions B

2:15-3:15 pm

### Networking Break with Exhibitors

3:15-3:45 pm

### Breakout Sessions C

3:45-4:45 pm

### Building Together for Better Schools

4:45-5:30 pm

### ANCOR Foundation Awards Presentation

5:45-6:30 pm

### ANCOR Foundation Reception

6:45-8:45 pm

## WEDNESDAY, APRIL 10

### Conference Registration Open

8:00-11:30 am

### DSP of the Year Awards Breakfast

8:30-10 am

Breakfast at 7:45 am, Awards Presentation at 8:30 am

### Breakout Sessions D

10:15-11:15 am

### Breakout Sessions E

11:30 am-12:30 pm

### Closing Plenary & Lunch

12:45-2:15 pm

# CONFERENCE AGENDA

## SUNDAY, APRIL 7

### **ANCOR Foundation Board of Directors Meeting**

Sunday, 9 am-2 pm | Santa Fe Room (La Fonda)

### **ANCOR Foundation Leadership Academy Class of 2026 Orientation**

Sunday, 2:30-5:30 pm | Santa Fe Room (La Fonda)

## MONDAY, APRIL 8

### **Government Relations Committee Meeting**

Monday, 9-11 am | New Mexico Room (La Fonda)

### **Registration for Pre-Conference & Leadership Meeting Participants**

Monday, 11 am - 2 pm | Mezzanine (La Fonda)

### **State Association Executives Forum Meeting**

Monday, 11:15 am-1:15 pm | Santa Fe Room (La Fonda)

## PRE-CONFERENCE WORKSHOPS A

### **Raising the Bar on Inclusive Leadership: Turning Obstacles into Opportunities**

#### ***The Renee L. Pietrangelo Leadership Forum***

Monday, 11:15 am-1:15 pm | Lumpkins Ballroom North (La Fonda) | **LEADERSHIP**

*This Pre-Conference Workshop is generously sponsored by* **CENTENE**  
Corporation

Advanced  
registration  
required

Let's be honest. No matter where you are in your career, you face countless obstacles daily. Your job is challenging and demands high energy, creativity, and patience. Furthermore, these days, you are frequently leading your team on a path you all have never traveled. Helping your team navigate the uncertainty of an untraveled path is an essential leadership skill. Regardless of your leadership experience, supporting your team when faced with unknown obstacles and constant change is mission-critical. In this interactive session, participants will self-assess the obstacles they face and learn how to use inclusive leadership tactics to turn these obstacles into organizational opportunities.

#### **Speaker:**

- Dr. Denice Hinden, Managance Coaching

**PRE-CONFERENCE WORKSHOPS A** *continued*

**WORDSLAW: Using True Stories to Center the Caregiving Experience**

Monday, 11:15 am-1:15 pm | New Mexico Room (La Fonda) | **LEADERSHIP**



In this hands-on workshop, you'll learn about the power of storytelling—for both people with I/DD and those who provide their care. Longtime journalist Amy Silverman and her daughter Sophie Stern, who is 20 and has Down syndrome, will talk about how telling stories can better connect us all. Sophie will read an essay she has written about her experience of working with her own direct support professional, and we will discuss how caregivers at all levels of the system can amplify their stories. Through prompts, tips and tricks, participants will be encouraged to begin the process of documenting their own stories. This workshop is for storytellers of all levels of experience, including none! The atmosphere will be easy-going and supportive—and there will be free stickers.

**Presenters:**

- Amy Silverman, Journalist & Author
- Sophie Stern, Self-Advocate & Storyteller

**Supporting Individuals with Complex Needs**

Monday, 11:15 am-1:15 pm | Lumpkins Ballroom South (La Fonda) | **QUALITY OUTCOMES**



People with intellectual and developmental disabilities who also live with behavioral health issues and/or physical disabilities should be supported in ways that are holistic, address all of their needs and still allow the person to live as independently as possible. However, this can often be a challenging balance to achieve. This session brings together provider, medical and policy perspectives and experience from across the nation to share programs and plans that have worked to successfully and sustainably support individuals with complex needs.

**Presenters:**

- Erica Buchanan, CADENCE of Acadiana
- Kendra Ellis, Dungarvin
- Angelica Johnson, CADENCE of Acadiana
- Cheryl Karran, YAI
- Matt Sturiale, Birch Family Services
- Gabrielle Sedor, ANCOR (moderator)

**PRE-CONFERENCE WORKSHOPS B**

**How Artificial Intelligence Can Support Person-Centered Practices, Not Replace Them**

Monday, 2-4 pm | Lumpkins Ballroom North (La Fonda) | **BUSINESS ACUMEN**



In an era where technology is reshaping the way we interact with the world, cutting-edge artificial intelligence (AI) tools can be harnessed to bring about extraordinary improvements in the delivery of human services. However, there are conversations and considerations providers should be having now to ensure that positive outcomes are not overshadowed by preventable potential harms. During this session, we will work together to delve into the transformative potential of generative AI by discussing the ethical considerations, privacy concerns, and potential pitfalls of integrating these tools into our agencies. Using real-world cases and insights from a provider perspective, this session will demonstrate how AI can illuminate trends in health, housing, employment, and other areas—ultimately enhancing outcomes while reducing costs.

**Presenter:**

- Doug Golub, MediSked

**Harnessing Cultural Intelligence: Practical Applications to Avoid Tokenism**Monday, 2-4 pm | New Mexico Room (La Fonda) | **DEIA**Advanced  
registration  
required

Cultural intelligence is an essential ability to relate and work across different cultural contexts. It is a critical skill that enables leaders to navigate cultural differences and increase their chances of success in today's globalized world. In the absence of cultural intelligence, diverse representation can easily devolve into tokenism—the symbolic or performative representation of marginalized groups without addressing concerns of equity or inclusion. Developing cultural intelligence equips leaders to move beyond tokenism and build meaningful relationships internally and externally. By recognizing the power of cultural intelligence, leaders ensure that their organization is well-equipped to navigate future challenges. In this session, participants will learn how fostering a robust learning culture ensures that their organization remains focused on its long-term goals while staying competitive.

**Presenters:**

- Dr. Hassan Abdulhaqq, AHRC Nassau
- Dr. Sarah Gonzalez Noveiri, AHRC Nassau

**From Me to We: Breaking Down the Barriers of Loneliness**Monday, 2-4 pm | Lumpkins Ballroom South (La Fonda) | **PERSON-CENTERED PROGRAMMING**Advanced  
registration  
required

Social connection is an essential part of being human. Our relationships with friends, family, neighbors, and romantic partners greatly contribute to our physical and emotional well-being. However, in 2023, the U.S. Surgeon General issued a public health advisory on the “Epidemic of Loneliness and Isolation” in America. Unfortunately, people with disabilities are one of the groups at greatest risk. Luckily, loneliness is not an individual, or “me,” problem, but a collective “we” problem. Through case studies, collaboration, and presentation of new technologies, this interactive workshop will introduce strategies for fostering relationships and social connections for the people we support.

**Presenters:**

- Dr. Karyn Harvey, Myoho Supports
- Kevin Drumheller, Richcroft

**Board of Representatives Meeting**

Monday, 2-4 pm | La Terraza (La Fonda)

**Grassroots Committee Meeting**

Monday, 2-4 pm | Santa Fe Room (La Fonda)

**Conference Registration**

Monday, 2-5 pm | Lobby (Convention Center)

**Exhibit Hall Open**

Monday, 4-5 pm | Sweeney A-D (Convention Center)

**New Attendee Meet & Greet**

Monday, 4-4:45 pm | DeVargas (Convention Center)

The New Attendee Meet & Greet is generously sponsored by **CENTENE**  
Corporation

## Conference Welcome & 2024 President's Address

Monday 5-5:30 pm | Sweeney E-F (Convention Center)

We are stronger together than we are on our own. That's the power of association, and that's the "power of we." Over the next three days, you'll connect with hundreds of providers who have made it their mission to insist on inclusion for people with I/DD across the country. In this opening plenary session, we kick off the Conference with a welcome from one of our "local hosts," who leads the state provider association here in the Land of Enchantment. Then, we'll hear from Diane Beastrom, President of the ANCOR Board of Directors, who will use her second President's Address to speak to the power of we over the past year and how our collective power equips us to accomplish more than we ever could than if we went it alone.

### Presenters:

- Diane Beastrom, I Am Boundless
- Jim Copeland, Association of Developmental Disabilities Community Providers (ADDCP)
- Barbara Merrill, ANCOR

## Opening Keynote: Journeying Together: Harnessing the Power of Connection

Monday 5:30-6:30 pm | Sweeney E-F (Convention Center)

Our opening keynote presentation will be delivered by Justin Skeesuck and Patrick Gray, two longtime friends who draw on their 500-mile trek across Spain's Camino de Santiago to illustrate the powerful accomplishments possible when friends and strangers alike see the humanity in one another. Skeesuck and Gray will use their experiences and adventures to deliver a powerful message of leadership, teamwork and the power of the human collective.

### Presenters:

- Patrick Gray, Best-Selling Author & Speaker
- Justin Skeesuck, Best-Selling Author & Speaker

The Opening Keynote is generously sponsored by



## Welcome Reception with Exhibitors

Monday 6:30-7:30 pm | Sweeney A-D (Convention Center)

The Welcome Reception is generously



## ANCOR Disability Champions PAC Event

Monday 7:30-9:30 pm

By invitation only; email Elise Aguilar, Director of Federal Relations at [eaguilar@ancor.org](mailto:eaguilar@ancor.org) to learn more.



## TUESDAY, APRIL 9

### Continental Breakfast with Exhibitors

Tuesday, 8-9 am | Sweeney A-D

Tuesday's Continental Breakfast is generously sponsored by



### Conference Registration Open

Tuesday, 8 am-3:45 pm | Lobby, (Convention Center)

### Exhibit Hall Open

Tuesday, 8 am-4:30 pm | Sweeney A-D

### Headshot Lounge Open

Tuesday, 8 am-5 pm | 2nd Floor Corridor (Convention Center)

The Headshot Lounge is generously sponsored by



### 2024 State of the Association Address

Tuesday, 9-9:45 am | Sweeney E-F

ANCOR CEO Barbara Merrill will kick off a thought-provoking Day 2 with the annual State of the Association address. As we tap into our community's collective intelligence, Merrill will reflect on some of our biggest accomplishments of the past year and offer a sense of the milestones and opportunities that lie ahead of us. With this evidence of our dynamic community's collective power, you'll leave feeling energized for a busy day of learning from one another's experiences, leveraging our collective insights, and engaging with new ideas!

### Speakers:

- Scott Good, Dungarvin
- Barbara Merrill, ANCOR

### Networking Break with Exhibitors

Tuesday, 9:45-10:15 am | Sweeney A-D

This Networking Break is generously sponsored by



## BREAKOUT SESSIONS A

**The Role of Frontline Supervisors in Competitive Integrated Employment**Tuesday, 10:15 am – 11:15 am | O’Keeffe-Milagro | **QUALITY OUTCOMES**

This session focuses on the role of frontline supervisors in transitioning and expanding employment and community engagement programs to better support competitive integrated employment (CIE) efforts. Often overlooked—yet charged with turning strategic planning into actionable reality—frontline supervisors are a critical resource for providing stability and continuity. Moreover, they are uniquely positioned to affect all phases of service delivery. This session explores avenues of support and training, the role of mentoring and accreditation, ideal team structures, and the importance of mission buy-in. Additionally, the presenters will discuss the active role national and federal partners like the Office of Disability Employment are taking to increase available provider resources for expanding CIE offerings.

**Presenters:**

- Richard Davis, Office of Disability Employment Policy, U.S. Department of Labor
- Jeannine Pavlak, New England Business Associates
- Michael Petrick, Economic Systems, Inc.

**More than a Needs Assessment: Developing Organizational DSP Surveys**Tuesday, 10:15 am – 11:15 am | Coronado-DeVargas | **BUSINESS ACUMEN**

Direct support professionals (DSPs) compassionately and collaboratively meet the needs of the people they support daily. However, retention and burnout are real concerns. How do we better meet the needs of our DSPs? How do we protect psychological safety? Where do we even begin? The Guild for Human Services wanted to explore these questions with its DSPs. To do so, they partnered with Relias to replicate Relias’ 2023 DSP Survey. Organizational leaders attending this session will learn about the survey methodology, strengths and opportunities identified, lessons learned, and the value of obtaining feedback to catalyze the development of their own organizational DSP survey.

**Presenters:**

- Michael Clontz, The Guild for Human Services
- Suzanne Henderson, The Guild for Human Services
- Elise Valdes, Relias

**The Meaning of “Meaningful”**Tuesday, 10:15 am – 11:15 am | Peralta-Lamy | **PERSON-CENTERED PROGRAMMING**

You want to provide services that are meaningful services to the people you support. Yet when you sit down with your teams to develop those meaningful services, you may often feel frustrated and overwhelmed because it is tough to think up integrated, individualized, outcome-based ways to meet CMS’ expectations daily. This interactive session will take a deep dive into what “meaningful” truly means and will outline a few simple strategies you can implement immediately.

**Presenter:**

- Sara Sherman, Provider Power Moves

### **Empowering Leaders in the Era of AI: Navigating the Technology Frontier**

Tuesday, 10:15 am – 11:15 am | Pojoaque-Nambe-Ohkay Owingeh | **BUSINESS ACUMEN**

As we continue to uncover the impact of artificial intelligence (AI), executive leaders and Boards of Directors are asking themselves: What's legally required and what's just good governance? How much do executive teams and Boards need to know to understand levels of threat? Do ChatGPT and tech-enabled services disrupt our strategic planning? In this session, you'll hear from a health care IT attorney and an industry thought leader on how cybersecurity and technology are changing the way we lead provider organizations and deliver services. This session is for all leaders, not just the CIOs.

#### **Presenters:**

- Stacy DiStefano, Consulting for Human Services
- Helen Oscislawski, Oscislawski LLC

### **Embracing, Valuing and Retaining a Diverse and International Workforce**

Tuesday, 10:15 am – 11:15 am | Sweeney E-F | **WIDENING THE WORKFORCE**

Much like the disability community itself, the direct support professional (DSP) workforce comprises people of all ages, gender identities, races, ethnicities, language expertise, and immigration statuses. This diversity is critical to our collective success, as it ensures that people receiving services can access quality, culturally competent, and person-centered supports. This presentation will share turnover and tenure demographics using data from the National Core Indicators-Intellectual and Developmental Disabilities (NCIIDD) State of the Workforce Survey. Then, we'll outline policy and programmatic recommendations for recruitment and retention, and discuss the role of immigrants and New Americans as part of the direct care workforce.

#### **Presenters:**

- Valerie Bradley, Human Services Research Institute
- Jake McDonald, PHI

### **Possibilities: How Intentional Support Amplifies Self-Determination**

Tuesday, 10:15 am – 11:15 am | Kearny | **PERSON-CENTERED PROGRAMMING**

The Michigan Developmental Disability Institute (MI-DDI) created the award-winning "Possibilities" project to present a vision of how individuals with developmental and intellectual disabilities can lead the lives that they wish without barriers. The most recent addition to the "Possibilities" project features Alex. Known as "The SelfDeterminator," Alex lives a full, purposeful life. And when it comes to his work life, his goal is to help others realize the positive impact of living a self-determined life. In this session, Alex provides a guided and interactive discussion on important philosophies such as the culture of gentleness and the 11 core competencies of self-determination. All attendees will walk away with a fresh perspective on moving forward in life. So, come ready for laughter and an opportunity to challenge your assumptions and thoughts on neurodiversity!

#### **Presenter:**

- Alex Kimmel, The SelfDeterminator

## Lunch On Your Own

Tuesday, 11:15 am-12:30 pm

## Leadership Development Committee Meeting

Tuesday, 11:15 am-12:30 pm | By invitation only

## Music as Medicine: A Ceremonial Music Experience with WalkingStar Martinez

Tuesday, 12-12:30 pm | Sweeney E-F

Music is an influential aspect of any culture and is widely recognized for its therapeutic and healing power. Spend your lunch hour in a brain break session led by WalkingStar Martinez, who has been playing Native American flute for 18 years. In WalkingStar's own words, "Music is Medicine. My Medicine. My offering to Creation. For me, it's a Ceremony. This gift doesn't belong to me – it's for all the people." Don't miss this unique opportunity in which together we'll discover the ways we can all find healing through music.

## Networking Break with Exhibitors

Tuesday, 12:30-1 pm | Sweeney A-D

This Networking Break is generously sponsored by



## Afternoon Keynote: Art as a Catalyst for Collective Transformation

Tuesday, 1-2 pm | Sweeney E-F

Our afternoon keynote presentation will be delivered by Gregg Deal, a multi-disciplinary artist, activist, and disruptor whose work is informed by his Native identity as a member of the Pyramid Lake Paiute Tribe. In Santa Fe, whether found in museums or galleries and markets, art is all around us—and so is its capacity to uncover who we've been and who we could be. Deal, in his keynote address, will speak to the power of learning about where we have been in order to build a more equitable future. In doing so, we'll discover an even deeper well from which to draw on our collective power.

### Presenter:

- Gregg Deal, Artist and Activist

The Afternoon Keynote is generously sponsored by  **iTherapyDocs**  
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## BREAKOUT SESSIONS B

## The Time is Now to Embrace a Health Equity Framework

Tuesday, 2:15 pm – 3:15 pm | O'Keeffe-Milagro | **BUSINESS ACUMEN**

Individuals with intellectual and developmental disabilities (I/DD) continue to experience significant barriers to accessing health care and other services, resulting in not only poor health outcomes but also more significant costs of care. Woods Services, a Life Cycle Care Management Organization with more than 110 years of experience serving children and adults with I/DD, dedicates significant resources to combatting these health inequities. To this end, Woods has crafted a roadmap for action. This session will focus on four imperatives to advance health equity and ten policy recommendations others can adopt. Together we'll learn about strategies that will help change our fragmented systems and improve coordination and quality of care.

### Presenter:

- Dinetta Armstrong, Woods Services

### **Addressing Ableism: Progressive Transformation for Direct Service Organizations**

Tuesday, 2:15 pm – 3:15 pm | Coronado-DeVargas | **DEIA**

Anti-ableism represents the next great movement in direct employment services. Northwest Center, a multi-state provider with over 60 years of experience, shares an origin story similar to many ANCOR members: it was founded by parents and family members on behalf of disabled children and individuals. As a result, ableism and paternalism often (even unintentionally) colored their modern operations. Organizations that choose to engage in self-reflection by acknowledging challenging histories and current realities are better able to honor the people they support. To bring about systemic change, Northwest Center underwent a deliberate internal transformation by acknowledging institutional ableism and incorporating a commitment to anti-ableism into its strategic vision and day-to-day operations. Participants will receive an overview of ableism and the necessity of anti-ableism, an explanation of Northwest Center's journey, and tools for change implementation at their own organization.

#### **Presenters:**

- Nora Genster, Northwest Center
- Laura Kneedler, Northwest Center
- Jenn Ramirez Robson, Northwest Center

### **An Agency-Wide Approach: Inspiring DSPs to Use Healthy Behavioral Practices**

Tuesday, 2:15 pm – 3:15 pm | Peralta-Lamy | **QUALITY OUTCOMES**

This engaging session offers a glimpse into the future of compassionate, effective, and efficient care by digging into the core characteristics of an innovative, pyramidal approach to behavioral support. You will be introduced to a research-based, organization-wide, tier 1 intervention package called "Healthy Behavioral Practices." The session will explore the science and compassion driving the model's success—and the technology that enhances its impact. Participants will learn to actively nurture growth, promote active treatment, and minimize challenging behaviors. Don't miss this opportunity to be inspired and equipped with actionable strategies to transform your behavioral support approach!

#### **Presenters:**

- Nicole Kanaman, GoodLife Innovations

### **An Administrator's Guide to Managing and Containing Crises from the Top**

Tuesday, 2:15 pm – 3:15 pm | Pojoaque-Nambe-Ohkay Owingeh | **BUSINESS ACUMEN**

Service providers need the trust of their communities to succeed. Without solid communication channels, that trust can be eroded quickly when problems arise. Everyday challenges—a program change, an unhappy family member, an employee who makes a mistake on or off the job—can be used as fodder by critics on social media without regard for context or facts. Having a strategy for how to respond is essential. In this session, we'll look at how to anticipate and prepare for potential risks, determine the most effective communication channels for your organization, and engage your constituents and supporters to help get your message out. An effective communication plan can help prevent minor problems from becoming large and help you maintain control of the narrative even when significant challenges occur.

#### **Presenter:**

- Brad Goldstein, Resilience Communications LLC

**Strengthening and Retaining the DSP Workforce through Provider Partnerships**

Tuesday, 2:15 pm – 3:15 pm | Sweeney E-F | **WIDENING THE WORKFORCE**

The MDDSP Training Program was launched with support from EARN Maryland (DOL), which seeks to advance employment opportunities and higher pay for historically undervalued workforce sectors. Over the past five years, the Maryland Training Consortium has built a comprehensive tiered DSP training model to expand career opportunities, leading to increased professionalism and wages for Maryland DSPs. This initiative was only possible with strong partnerships across provider organizations, state entities, and national subject matter experts. This session will discuss these key partnerships critical to the initiative’s development and ongoing success.

**Presenters:**

- Karen Lee, SEEC
- Jessica Neely, SEEC
- Lori Sedlezky, Ardmore Enterprises

**Transforming Futures: An Innovative Partnership for Improved Supports**

Tuesday, 2:15 pm – 3:15 pm | Kearny | **PERSON-CENTERED PROGRAMMING**

Three years ago, Oklahoma faced a crisis in its Child Welfare Services (CWS) system, particularly concerning children with I/DD in foster care. They had experienced trauma and struggled with mental health issues, often resulting in multiple failed foster placements. In response, the Oklahoma Department of Human Services and Bios began to rewrite the narrative. Their unique approach focuses on establishing a deep sense of permanency and connection, with an unwavering commitment to person-centered support. The success of this pilot program propelled Oklahoma to seek and receive approval from the Centers for Medicare and Medicaid Services (CMS) for a full Medicaid Waiver. In this session, we’ll uncover the heart of this transformative journey, and explore how this collaboration reshaped the support system and provided adaptability to cater to evolving needs.

**Presenters:**

- Kirk Elam, Bios Companies
- Samantha Galloway, Oklahoma Community-Based Providers

**DSP of the Year Headshot Lounge Experience**

Tuesday, 2:30-5 pm | 2nd Floor Corridor (Convention Center)

**Networking Break with Exhibitors**

Tuesday, 3:15-3:45 pm | Sweeney A-D

*This Networking Break is generously sponsored by*



## BREAKOUT SESSIONS C

**The ROI of Engaging Internationally**Tuesday, 3:45-4:45 pm | O’Keeffe-Milagro | **BUSINESS ACUMEN**

Have you ever wondered how you can get involved in disability services beyond the continental US? This session explores how and why ANCOR members are engaging globally and how you can participate. From developing programs in other countries to sharing best practices at international disability conferences, this discussion-based session will share the highlights of international study tours, offer insights about ANCOR’s membership in the European Association of Service Providers of Persons with Disabilities (EASPD), and articulate the value of Zero Project recognition and its impact internationally.

**Presenters:**

- Susan Brownknight, LADD
- G.N. Janes, Valley Community Services
- Donna Martin, ANCOR
- Genevieve Fitzgibbon, Keystone Human Services International (moderator)
- Gary Milchman, YAI (moderator)

**The Sibling Experience Across the Lifespan**Tuesday, 3:45-4:45 pm | Coronado-DeVargas | **DEIA**

Siblings are becoming primary caregivers for their sister or brother with a disability at an alarmingly—yet not surprisingly—high rate. Many siblings don’t know what path to take, and they are often ill-prepared for the role. Join us as we look at the sibling experience across the lifespan, including a review of sibling research and national resources, and hear directly from siblings about their lived experiences as primary caregivers.

**Presenter:**

- Mary Valachovic, The Massachusetts Sibling Support Network

**Supporting Career Pathways by Reframing Neurodiversity**Tuesday, 3:45-4:45 pm | Peralta-Lamy | **WIDENING THE WORKFORCE**

In this session, we will discuss the idea of what’s possible by breaking down barriers and reframing the narrative around neurodiversity. The presenter will cover his experience working with autistic and neurodistinct adults and how you can create pathways for the demographic with the highest unemployment in the country. The presentation will go over employment, transition, transition and inclusion for autistic and neurodistinct individuals. The focus will be on embracing strengths and structuring work environments for authentic opportunity, through universal design to positive outcomes and success for businesses, educators, and service providers alike.

**Presenters:**

- Danny Combs, Colorado Neurodiversity Chamber of Commerce

### **Managing and Supporting Staff with Invisible Disabilities**

Tuesday, 3:45-4:45 pm | Pojoaque-Nambe-Ohkay Owingeh | **BUSINESS ACUMEN**

While most companies and organizations now focus on inclusion based on race, gender, and sexual orientation, there is little recognition of the diversity of employees entering the workforce with invisible disabilities. While varying from person to person, the inclusion of more invisibly disabled workers can often result in subtle challenges in the workplace, especially during training sessions and supervisory feedback. To successfully manage a more neurodiverse workforce, agencies must first understand neurodiversity, the everyday experiences that connect its members, and its impact on the individuals they serve. During this session, attendees will learn the characteristics of people with invisible disabilities, effective training strategies, and the various learning styles to help manage a more neurodiverse staff.

#### **Presenter:**

- Cathy Peterson, Special Needs Resource and Training Company

### **Technology for Independent Living: Remote Supports & Assistive Technologies in Action**

Tuesday, 3:45-4:45 pm | Sweeney E-F | **PERSON-CENTERED PROGRAMMING**

The current service delivery system is unsustainable, so systemwide transformation is required to ensure the right supports for each person. Attendees will learn to rethink services and reframe their understanding of new technologies that foster independent living. The session will provide resources, including successful case studies, to help build capacity to increase independence through the successful implementation of assistive, smart home, and remote support technologies centered around independent living. We'll demonstrate how providers, family members, and caretakers can get remote feedback while enabling independent living options. These cases will show that the possibilities are wide-ranging and individualized, providing increased independence while ensuring safety, wellness, and community involvement.

#### **Presenters:**

- Pamela Fields, MidState Arc/Assistive Technology Training Center (ATECH)
- Michael Gibney, MidState Arc/ATECH
- Amy Rubin Mindell, MidState Arc/ATECH

### **Why Your Agency Needs a Telehealth Solution NOW!**

Tuesday, 3:45-4:45 pm | Kearny | **BUSINESS ACUMEN**

In this session, we will review the pain points of providers and the people they support when it comes to medical care. From transportation to staffing issues and everything in between, leaving the comfort of home to visit an urgent care or ER for medically unnecessary reasons is costly and highly stressful for all parties. When the pandemic hit, the popularity of telehealth skyrocketed—but some telehealth options can only exacerbate the gaps in medical care that the population with I/DD faces. This session will discuss how a specialized telehealth solution can address gaps in care, improve outcomes, save providers time and money, and provide individuals with a better quality of life.

#### **Presenter:**

- Maulik Trivedi, StationMD



### **Building Together for Better Schools: A Social Hour Benefitting Santa Fe Public Schools**

Tuesday, 5:30-6:15 pm | Lobby, Convention Center

*Building Together for Better Schools is generously sponsored by*  LumiCare

Many of our exhibitors, in lieu of traditional conference swag, have decided to offer a much-needed school supply item. Throughout the day Monday and Tuesday, we challenge you and three teammates to collect as many of the school supplies as possible from our amazing exhibitors. Then, on Tuesday evening, you will gather in the Exhibit Hall for this friendly competition, in which you and a team of friends (or soon-to-be friends!) will build famous Santa Fe landmarks using the school supplies collected.

During this conference-wide social hour, we'll invite students from Santa Fe Public Schools to judge the competition, with modest prizes for the winning teams. After the winners of this friendly competition are crowned, we'll give all the school supplies to Santa Fe Public Schools to help ensure every student has what they need to succeed in the classroom.

### **ANCOR Foundation Awards Presentation**

Tuesday, 5:45-6:30 pm | La Terraza (La Fonda)

Much of this year's ANCOR Connect '24 experience has been focused on the power of the collective. However, the power of we would not be as strong if not for the unrelenting work of a range of leaders who have tirelessly dedicated themselves to making our communities more inclusive. That's why we're recognizing the 2024 ANCOR Foundation honorees, including this year's inductees into the Legacy Leaders Hall of Fame, the inaugural recipients of the Rising Star Mid-Career Impact Award, and the recipient of the 2024 Community Builder Award.

### **ANCOR Foundation Reception: Santa Fe Sunset Soiree**

Tuesday, 6:45-8:45 pm | La Terraza (La Fonda)

For the 2024 ANCOR Foundation Reception, we'll enjoy tapas, sangria, and live entertainment at sunset to raise money for the Foundation's essential programs that lay the groundwork for a more inclusive future. Capacity is limited and advanced registration is required. If you want to participate but haven't yet registered, visit the ANCOR Foundation booth in the Exhibit Hall (#600 in the Convention Center Lobby) for more information. If you've already registered, please see the email we sent with details.

*The ANCOR Foundation Reception is generously sponsored by*



## WEDNESDAY, APRIL 10

### Conference Registration Open

Wednesday, 8-11:30 am | Lobby (Convention Center)

### DSP of the Year Awards Breakfast

Wednesday, 8:30-10 am (Breakfast available at 7:45 am) | Sweeney A-F

We'll kick off the final day of the conference by honoring nearly five dozen recipients of the 2024 Direct Support Professional of the Year Awards. Selected by an array of ANCOR members and other leaders in our field from a record-breaking pool of nearly 500 nominees, the stories of this year's honorees will reinforce the community-changing work of disability inclusion, and why we keep fighting on behalf of our incredible workforce and the people they support.

#### Presenters:

- Maghan Bowman, Exceptional Persons, Inc.
- Maria Samot, Relias
- Gabrielle Sedor, ANCOR
- Erica Smith Buchanan, CADENCE of Acadiana

The DSP of the Year Awards Breakfast is generously sponsored by **RELIAS**

## BREAKOUT SESSIONS D

### The Future of Independence: Lessons Learned from Technology Innovations for People

Wednesday, 10:15-11:15 am | O'Keeffe-Milagro | **BUSINESS ACUMEN**

When technology meets lived experience, amazing things can happen. Join this session to learn about one organization's innovative approach to empowering people with disabilities by leveraging the potential of technology. We'll learn from Ability Beyond's innovative TIP Squad (Technology Innovations for People) about how their innovative educational training program got started. Michael will present from his lived experience about what's possible when we tap into the power of technology and collaboration. From lessons learned to obstacles overcome along the way, this session will speak to how you can leverage the innovative power of technology in your organization!

#### Presenters:

- Tate Cunningham, The TIP Squad
- Laurie Dale, Ability Beyond

### **Effecting Change through Public Policy: Traveling with Dignity**

Wednesday, 10:15-11:15 am | Coronado-DeVargas | **DEIA**

In this field, we come across challenges every day that need solutions. Moreover, we often know we could make a difference, provide an answer, or create a road map if we could only get someone to listen. This session will explain how one agency assisted individuals in getting their voices heard in the state capital and the resulting accomplishment—The Travel with Dignity Bill, authored by NY Senator Pete Harkham. This new bill requires that public buildings (including government offices) have accessible adult changing rooms for people who cannot use typical toileting facilities. In their own words, you will hear how individuals gained access to their local representatives, built relationships with them, and communicated the difference this will soon make in their lives.

#### **Presenters:**

- Christine Mattson, Constructive Partnerships Unlimited, Hudson Valley Division
- Penny Pagliaro, Constructive Partnerships Unlimited, Hudson Valley Division

### **Life Best Enjoyed: Decreasing Negative Behaviors with Recreation Interventions**

Wednesday, 10:15-11:15 am | Peralta-Lamy | **PERSON-CENTERED PROGRAMMING**

Having a disability does not mean someone can't participate in recreational activities. However, in a world of technology and sedentary entertainment, such as watching television and playing video games, many providers, caregivers, parents, and/or guardians struggle to encourage participation in and planning for accessible recreation activities. This session will consist of strategies for structuring, assessing, and planning meaningful recreational activities, present how a provider organization can develop and implement an entire recreation program, and provide data proving the positive effects on the lives of those we support.

#### **Presenters:**

- Jessica Barnette, Mission Mountain Empowerment
- Lauren Oliver, Mission Mountain Empowerment

### **Are You Ready for Managed Care and Other Payment Models?**

Wednesday, 10:15-11:15 am | Pojoaque-Nambe-Ohkay Owingeh | **BUSINESS ACUMEN**

Whether your state is considering managed long-term supports and services (MLTSS), or they decide to pursue a 'value over volume' strategy, there is a lot you can do to prepare your organization. This session will discuss what all providers need to know to be ready for the inevitable and how to get there. Providers will hear about the nuts and bolts of operating in an alternative payment model and how best to prepare. Participants will learn from colleagues with lived experience about what they thought they knew, and what they wish they were told beforehand, and will also walk away with some clear do's and don'ts to take back to your agencies as you prepare for these likely changes.

#### **Presenters:**

- Kathy Carmody, Institute on Public Policy for People with Disabilities
- Ron Ekstrand, Easterseals Arkansas
- Donna Martin, ANCOR
- Chad VonAhnen, Johnson County Developmental Supports

## How to Put the “P” in DSP

Wednesday, 10:15-11:15 am | Sweeney E-F | **BUSINESS ACUMEN**

Services improve when we empower DSPs to step fully into their roles as knowledgeable, capable, professional team members. However, when we created the title “Direct Support Professional” to elevate the direct care support role and to acknowledge the importance of the hard-working specialists who provide this support, we did not change anything about the job, define the new term, or set clear expectations. Consequently, we have a group of confused workers and frustrated management teams. In this session, you will learn why the I/DD system struggles to empower DSPs to embrace their professional role fully, about training methods may be blocking DSPs from their best work, the secret ingredient that supervisors need in order to support DSPs to achieve maximum success, and the success mindset that agency leaders must maintain to unleash full DSP potential.

### Presenter:

- Sara Sherman, Provider Power Moves

## From Root Cause Analysis to Deploying Organizational Initiatives: Reducing the Fatal Five Health Risks

Wednesday, 10:15-11:15 am | Kearny | **QUALITY OUTCOMES**

Participants will learn how Mosaic launched a multi-year quality improvement initiative that had measurable, positive impacts on health outcomes, including overall declines in ER visits, hospitalizations, and deaths due to unexpected Fatal Five events/illnesses. Presenters will share Mosaic’s lessons learned, including how they assessed the need and current gaps, developed standardized systems and protocols, and launched the improvement campaign. Participants will receive a toolkit comprising brochures, marketing materials, and best practices that could be implemented in their organizations.

### Presenters:

- Elizabeth Gifford, Mosaic
- Angela Weis, Mosaic

## BREAKOUT SESSIONS E

## Innovative Strategies in ICF/IID Services: Navigating the Future through Tech-First Service Delivery

Wednesday, 11:30 am-12:30 pm | O’Keeffe-Milagro | **QUALITY OUTCOMES**

During this session, we will explore the possibilities and potential hurdles associated with transitioning ICF/IIDs to a Technology First Service Delivery approach. With a focus on the Active Treatment model, participants will gain insights into the transformative impact technology can provide in areas like physical health, communication, mobility, personal care, and cognitive development. We will also explore what regulatory considerations and conversations are needed as this transformation is undertaken. By the end of this session, attendees will be equipped with practical knowledge and actionable insights to integrate tech-first service delivery within their ICF/IID programs.

### Presenters:

- Nora Eskin, Independence Advocates of Maine
- Catherine Thibedeau, Independence Advocates of Maine

### **Revolutionizing the Workforce: Harnessing AI for Customized Employment**

Wednesday, 11:30 am-12:30 pm | Coronado-DeVargas | **WIDENING THE WORKFORCE**

In today's rapidly changing job market, the concept of employment is evolving at an unprecedented pace. Integrating Artificial Intelligence (AI) into customized employment offers a promising and transformative solution as we adapt to new paradigms and challenges. This thought-provoking presentation will delve into the exciting intersection of AI and customized employment, exploring how AI technologies can be harnessed to revolutionize the workforce and unlock the full potential of individuals with diverse abilities.

#### **Presenter:**

- Eric Nelson, SETWorks

### **My Body, My Choice: Respecting the Bodily Autonomy of People with Disabilities**

Wednesday, 11:30 am-12:30 pm | Peralta-Lamy | **DEIA**

Although it is a fundamental right, the bodily autonomy of people with disabilities has been traditionally discounted by family, friends, strangers, and doctors, to name a few. People with disabilities have been led to believe that their bodies are not valued and that they do not deserve the same respect as their non-disabled peers. Through an interactive program called My Body, My Choice, RCM of Washington facilitators met weekly with self-advocates to educate and empower them about their bodies and their choices. Through candid conversations and meaningful activities, participants in this program build skills in self-determination, learn about anatomy, consent, and privacy, recognize those who can support them in decision-making, and more! Join RCM of Washington for an interactive discussion about the importance of having these critical conversations.

#### **Presenters:**

- Breeanna Reyes, RCM of Washington
- Erica Thomas, RCM of Washington

### **2024 Policy Trends for I/DD Providers**

Wednesday, 11:30 am-12:30 pm | Pojoaque-Nambe-Ohkay Owingeh | **BUSINESS ACUMEN**

This session brings providers that offer community-based services together to troubleshoot and share insight into the current federal policy trends impacting services for people with intellectual and developmental disabilities. Through facilitated discussion, participants will navigate the ins and outs of service delivery through shifts in policy from rulemaking to legislation. Join us as we learn from each other in identifying opportunities, challenges, and creative solutions to delivering high quality supports and services.

#### **Presenters:**

- Elise Aguilar, ANCOR
- Noah Block, ANCOR
- Lydia Dawson, ANCOR

### **Strengthening Mission Through Mergers & Acquisition**

Wednesday, 11:30 am-12:30 pm | Sweeney E-F | **BUSINESS ACUMEN**

Hear CEO Patrick Maynard and former CEO Diane Beastrom explain why they decided to bring their organizations together to strengthen their mission and coincidentally create the largest non-profit I/DD provider in Ohio. Understand the “why,” make notes of the “how,” and listen for “what” has happened since the two organizations, I Am Boundless and Koinonia, came together in October 2023. Beyond the technical aspects, hear about the importance of culture and building trust throughout the process, as well as recognizing organizational dynamics. The presenters will offer an open and reflective assessment of where things are today in addition to underscoring the importance of having an organizational merger and acquisition strategy.

#### **Presenters:**

- Diane Beastrom, I Am Boundless
- Patrick Maynard, I Am Boundless

### **Residential vs. Day Services: Breaking Down Silos for Quality Services**

Wednesday, 11:30 am-12:30 pm | Kearny | **QUALITY OUTCOMES**

Given the array of supports and services many of us offer, organizational and service-specific silos are common—but not inevitable—occurrences. This session explores the experience of one organization in its quest to address the silos that existed between residential services and day services. The drastic restructuring of service delivery has reaped huge benefits in staff retention, satisfaction expressed by families, people supported and staff, quality of services, and operational efficiencies. Attendees will hear personal testimonies from a person supported, a staff member and supervisor, and a parent. Participants will leave the session with strategies for they might go back and evaluate their own challenges related to silo mentality and, subsequently, implement some potential solutions to create better levels of constructive collaboration amongst their organization’s teams and departments.

#### **Presenters:**

- Sammy Gutierrez, UCP Seguin of Greater Chicago
- Michelle Sanders, UCP Seguin of Greater Chicago

### **Lunch & Closing Plenary: Critical National Trends**

Wednesday, 12:45 p,-2:15 pm | Sweeney A-F

In an industry defined by new opportunities and ever-evolving challenges, it’s crucial for community providers to stay ahead of the curve regarding what’s happening now and what’s on the horizon. This session will feature insights from data and emerging trends that highlight the road ahead for disability inclusion and the providers that make it possible, particularly focusing on how to sustainably support individuals with complex medical or behavioral support needs. This all-star panel of national leaders will identify key trends that pertain to technology, alternate payment models, and the future of community-based supports for people with I/DD and those with complex needs.

#### **Presenters:**

- Stacy DiStefano, Consulting for Human Services
- Barbara Merrill, ANCOR (moderator)
- Gabrielle Sedor, ANCOR
- Mary Sowers, National Association of State Directors of Developmental Disabilities Services
- Erica Thomas, RCM of Washington
- Rita Wiersma, Accord

# KEYNOTE SPEAKERS

## JUSTIN SKEESUCK AND PATRICK GRAY



Justin Skeesuck and Patrick Gray's friendship spans over 47 years. Even through the many challenges of Justin's progressive neuromuscular disease, their friendship has taken them on many adventures together.

Perhaps their most notable adventure has been their 500-mile wheelchair journey across the vast terrain of northern Spain on the Camino de Santiago. Skeesuck and Gray's journey across the Camino evolved into one of the most powerful representations of what humanity can accomplish when we come together. Through the help of friends and strangers alike, Justin and Patrick accomplished what many said couldn't be done.

As best-selling authors and dynamic speakers, Skeesuck and Gray use their experiences and adventures as backdrops to which they explore concepts such as leadership, teamwork, relationships, and the power of the human collective. They have been featured on many news media outlets spanning across the globe reaching over 600 million homes including The Today Show, The Meredith Vieira Show, "Harry" with Harry Connick Jr., New York Times, and TEDx.

## GREGG DEAL

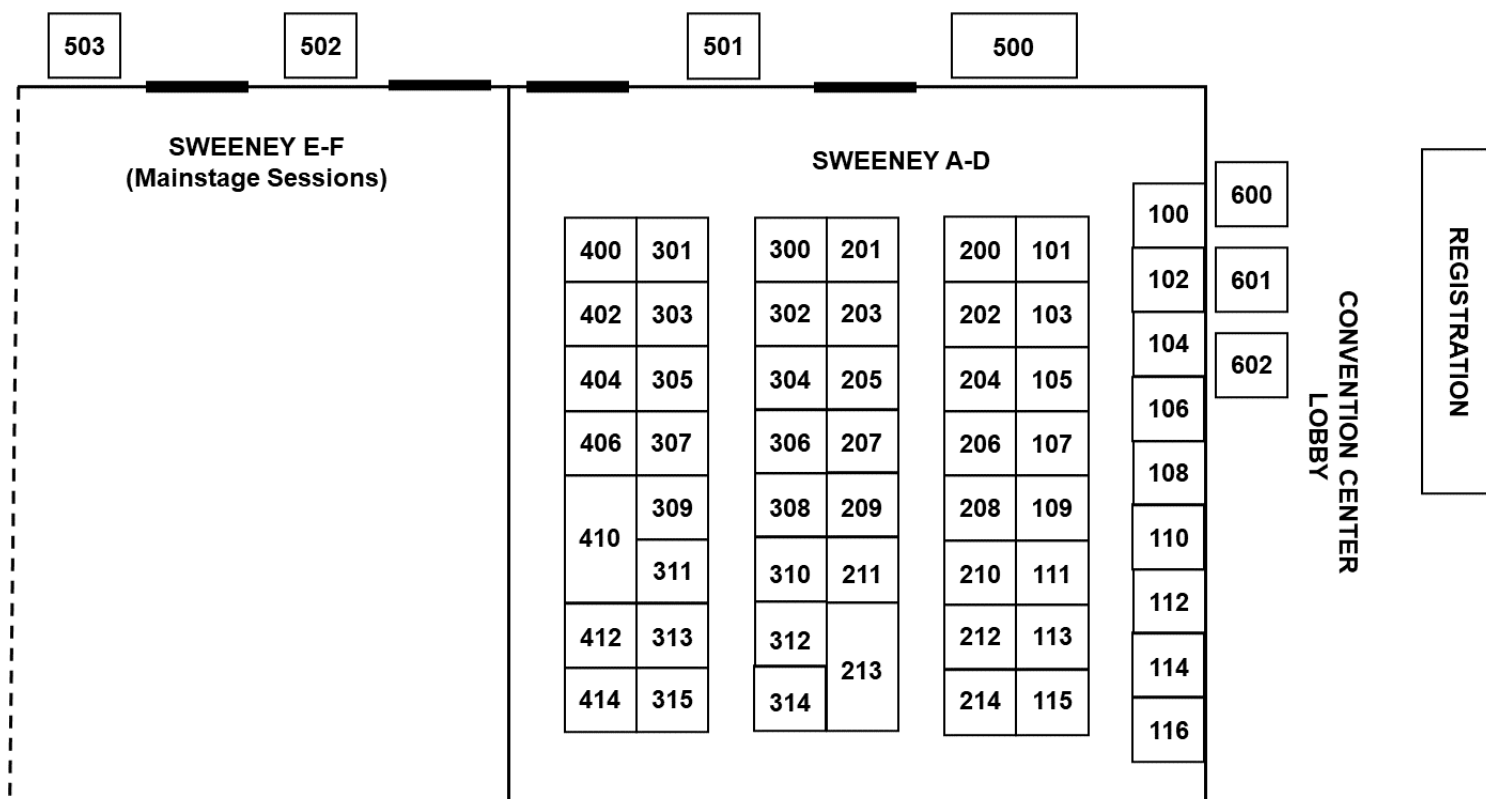
Gregg Deal is a multi-disciplinary artist, activist, and disruptor. Informed by his Native identity as a member of the Pyramid Lake Paiute Tribe, his work includes exhaustive critiques of American society, politics, popular culture and history. Through paintings, murals, performance work, filmmaking, spoken word, and more, Deal invites the viewer to confront these issues both in the present and the past tense.

In a 2018 TED Talk, Deal described his work as "honoring Indigenous experiences, challenging stereotypes, and pushing for accurate representations of Indigenous people in art." It is in these disruptions of stereotypes and ahistorical representations that Deal uses the term to describe his work. Deal has exhibited his work at notable institutions including the Denver Art Museum, RedLine Gallery, and The Smithsonian Institution.



# EXHIBIT HALL MAP

PREFUNCTION FOYER





# OUR EXHIBITORS

**AbleLink Smart Living Technologies.....#106**

Rich Herold  
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**ANCOR DC PAC.....#602**

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**Corporation for Independent Living.....#113**

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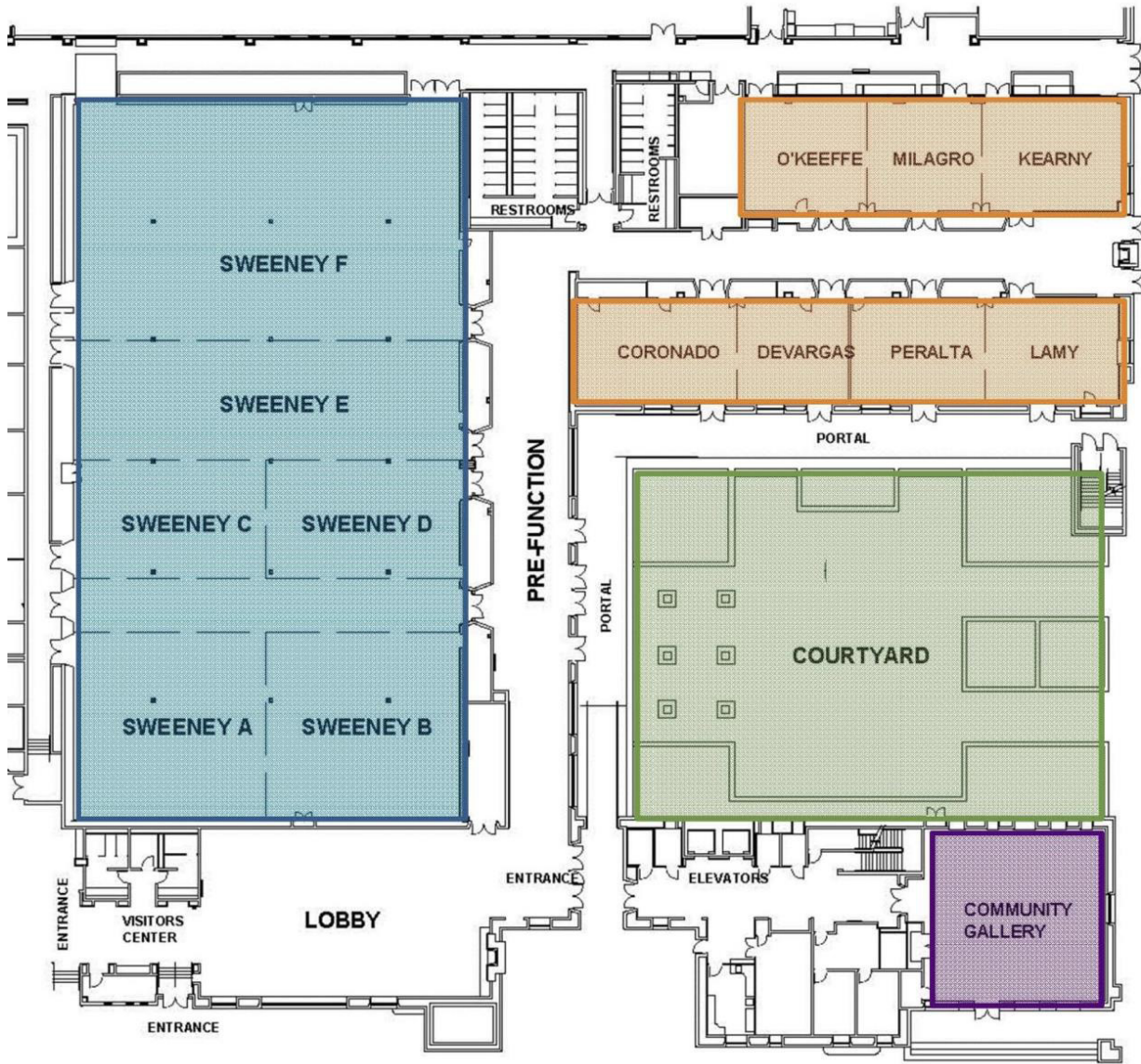


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# SANTA FE COMMUNITY CONVENTION CENTER

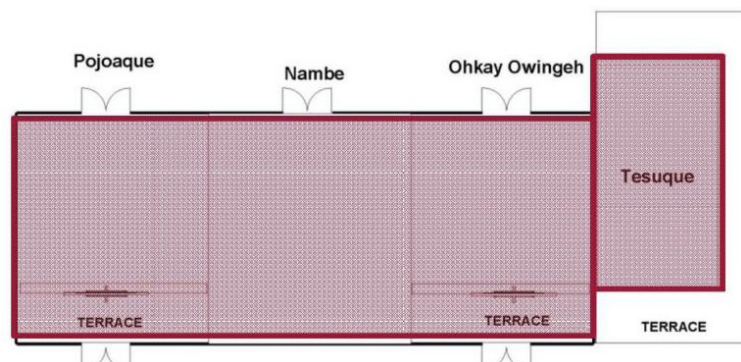
## First Floor

- Registration, Exhibit Hall, Breakout & Plenary Sessions



## Second Floor

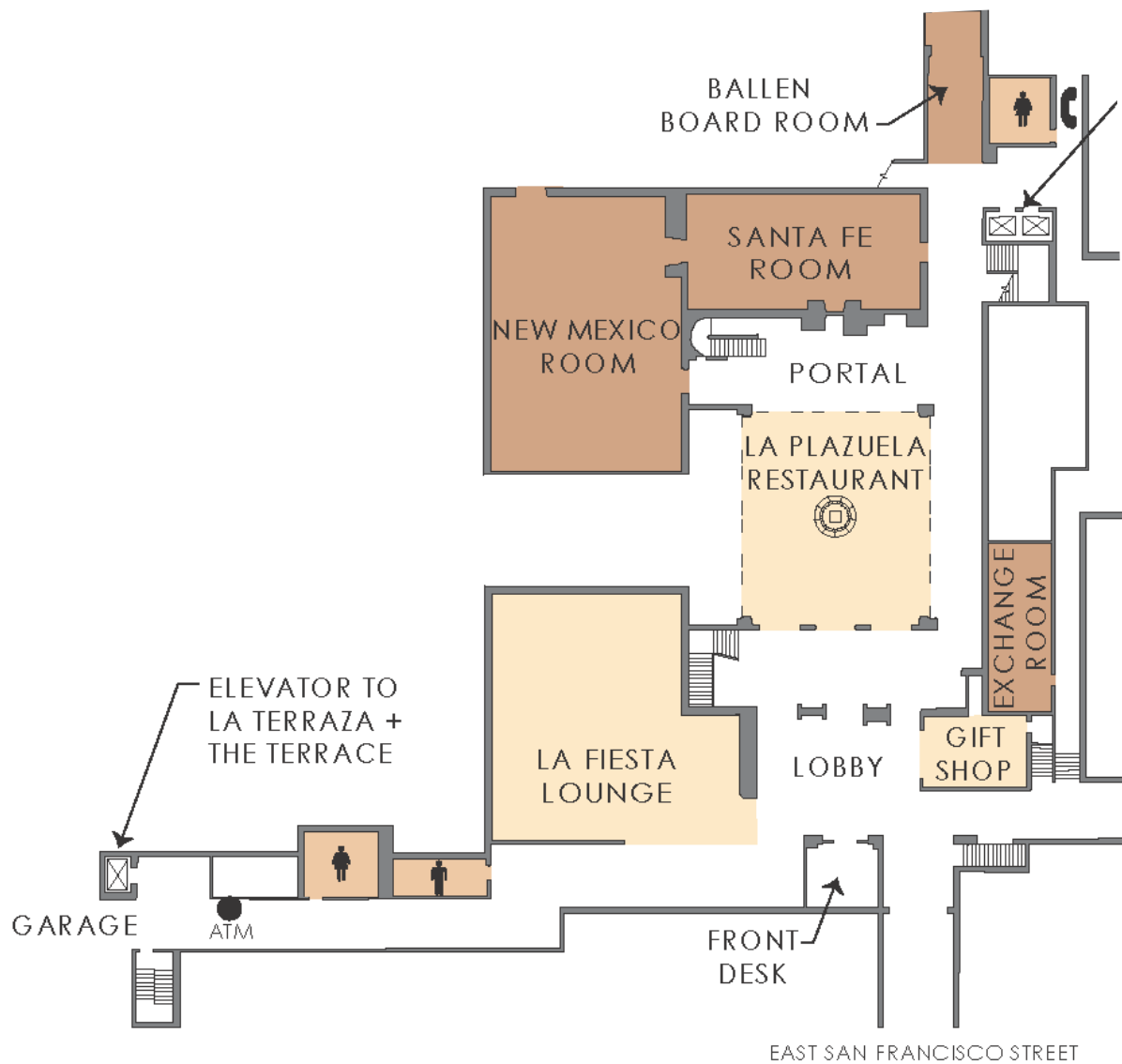
- Breakout Sessions
- Headshot Lounge



# LA FONDA ON THE PLAZA

## First Floor

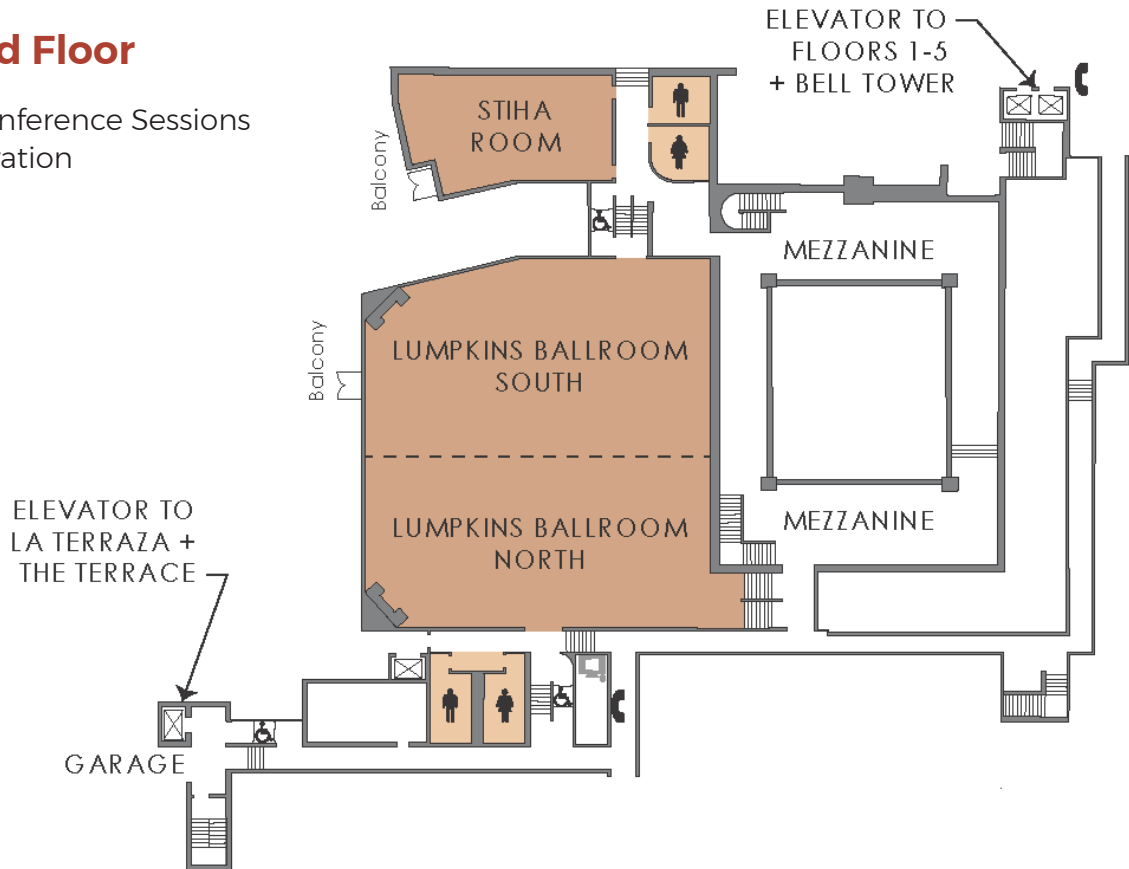
- Leadership Meetings
- Pre-Conference Workshops



# LA FONDA CONT'D

## Second Floor

- Pre-Conference Sessions
- Registration



## Third Floor

- Leadership Meetings
- ANCOR Foundation Awards & Reception



# SEE YOU IN SAN DIEGO!

*save the date*

## ANCOR CONNECT '25

APRIL 7-9, 2025  
SAN DIEGO, CA



The ANCOR logo features a stylized white wave icon above the word "ANCOR" in a bold, white, sans-serif font.