

GENERAL SESSIONS AND FEATURED SPEAKERS

OPENING KEYNOTE: *Creating Desirable Futures—Transforming the Culture and Climate of an Organization*

by Jeff Strully, Executive Director, Jay Nolan Community Services, Agua Dulce, CA

JNCS supports people with autism spectrum disorder and other challenging behaviors to live, work, play, and learn in the community along side their non-disabled peers. JNCS supports approximately 500 people with DD and their families to live rich, full lives in the community. After years of providing more traditional programs, we discovered that these programs were not very successful. JNCS worked hard to transform itself into an agency that supports people in individualized and personalized ways. JNCS has demonstrated that people with autism and other challenging behaviors can live in their own homes, work in paid integrated employment, attend school, volunteer and be active participants in the community. People with autism and other challenging behaviors need to have friends, be involved in the community, enjoy life, have a voice, receive outstanding support, and be heard. We need to assume competence.

Personal Information: Jeff and his wife are parents of three young adults with DD and mental health issues who require assistance and support to live valued lives in the community. He has written numerous articles on friendship, inclusion in adult life, supported living, person-centered planning, inclusive education, parent empowerment, and monitoring quality services. He has lectured throughout the United States, Canada, Australia, and the United Kingdom.

The Dance of Change in a Perfect Storm
by Renee L. Pietrangelo, Chief Executive Officer of the American Network of Community Options and Resources in Alexandria, Virginia.

Since the fall of 2001, Ms. Pietrangelo has played a key role in creating and implementing a national campaign, sponsored by ANCOR and endorsed by seven national disability organizations, to address workforce issues regarding recruiting and retention of direct support professionals who support people with disabilities. Ms. Pietrangelo has overseen a national workforce research initiative in support of the campaign's objectives and is recognized as a national spokesperson on the issue. In that capacity she has worked with numerous federal and state leaders in crafting initiatives to address workforce shortages. In 2004 she was awarded the U.S. Department of Health and Human Services distinguished "Secretary's Highest Recognition Award" by then Secretary Tommy Thompson. Ms. Pietrangelo has over 30 years' experience as a nonprofit association executive, with established expertise in the areas of leadership competencies and development, and education and training. Her previous association executive positions were in the fields of medical technology and financial services. Ms. Pietrangelo has been integrally involved in quantitative and qualitative national research on leadership competencies.



Building Communities by Building Social Capital
by Cathy Ficker Terrill, President and CEO of the Ray Graham Association for People with Disabilities, Downers Grove, IL and past President of the American Association on Intellectual and Developmental Disabilities (formerly AAMR).

During her 33 years in the disability field, Cathy has led several non-profit organizations as well as state and federal entities, including the President's Committee for Persons with Intellectual Disabilities and the Illinois Planning Council on Developmental Disabilities. Cathy also has extensive consulting experience in strategic and fiscal planning for non-profit organizations and has traveled to Saudi Arabia, Lithuania, Japan, and Cyprus on strategic planning missions. As a parent of a child with multiple disabilities and a survivor of a mild traumatic brain injury for 15 years, Cathy remains committed to expanding self-advocacy and empowering families by establishing grassroots campaigns, many of which have led to key legislations. Cathy believes, "Each one of us can make a difference in the lives of others, one person at a time."

Supporting People Towards Citizenship and Full Lives in the Community

by Patti Scott, Co-Founder of Neighbours, Inc., Highland Park, NJ, and CEO since 1995.

She leads a growing management team in implementing the organization's vision. In 2001 Neighbours, Inc. received national and international recognition for its innovative work for Full Community Inclusion from AAMR. Patti is known for her work as an advocate of inclusion, a facilitator of community living, and as someone who has developed respectful and positive ways in which to help support people with challenging behavior. She is an established speaker and workshop presenter, statewide, nationally and internationally. Patti has delivered staff training and consultations for people who provide support to people with developmental disabilities throughout the USA, India, England, and Malta. She believes—*It is possible for people with disabilities to have choices, control, home ownership, community participation, and citizenship!*

The Connectivity Key

by Cindy Haworth, Worth Consulting and Human Service Connections, New Lenox, IL

Cindy consults with organizations wanting to improve the culture of their work environment through leadership development and effective strategic planning. An avid learner, she studies effective organizations and what contributes to rises from good to great. She's had a family member with a disability and has worked in the disability field for over 20 years in both the US and Britain. Cindy has presented at conferences across the US, as well as Australia and England on topics of employee motivation/recognition, succession planning, recruitment/hiring, supervisor training and other leadership development topics. She works with organizations to: provide a positive work environment through effective leadership; develop employees based on strengths psychology; improve the culture of organizations to improve overall performance; increase quality of services/products; and plan for the future of their organization (strategic planning and succession planning). Cindy serves in an adjunct capacity for graduate programs in leadership at the University of Chicago and Lewis University.

Customized Employment

by Michael Callahan, President, Marc Gold & Associates, Ocean Springs, MS. Michael is a native Mississippian and has consulted throughout the US, Canada, and Europe in the area of employment and transition for the past twenty-five years. He has worked with Marc Gold & Associates (MG&A) for twenty-eight years, and has served as president of the organization since Marc Gold's death in 1982. MG&A is a network of consultants that provides



technical assistance to systems, agencies, and families interested in insuring the complete community participation of persons with significant disabilities. In 2000, Michael joined three other colleagues to form a non-profit organization, Employment for All. Efa is dedicated to assuring full access to employment for all persons with disabilities. He is a co-author of two popular "how-to" books on employment for persons with significant disabilities, *Getting Employed, Staying Employed and Keys to the Work Place*. He has written numerous articles, chapters, manuals, and curriculums pertaining to employment. Michael's current work focuses on Customized Employment as an extension of the concept of supported employment for persons with significant life complexities.

Concurrent Sessions (preliminary list)

Building Social Capital by Cathy Ficker Terrill, Downers Grove, IL

Transition from a Sheltered Workshop to Community Supports by Cathy Ficker Terrill, Downers Grove, IL

Autism Spectrum Disorder – Evidenced Based Practices for Adults by Jeff Strully, Agua Dulce, CA

There is More Than One Way to Provide Support by Jeff Strully, Agua Dulce, CA

Individualized Supports for Persons with Challenging Behavior by Jeff Strully, Agua Dulce, CA

Is "North Dakota Nice" Really Nice? by Cindy Haworth, New Lenox, IL

Got Turnover? by Cindy Haworth, New Lenox, IL

Systematic Instruction for Individuals with Significant Support Needs by Michael Callahan, Ocean Springs, MS

Self-Directed Supports by Patti Scott, Highland Park, NJ

GRASping for more, more, and more by Laurie Skadsem & Bev Miedema, Jamestown, ND

Living at Grafton... Reflections of Six Former Residents by Brent Askvig, Minot, ND

Healthy Choices by Dani Morehart, Fargo, ND

Supporting People to be Recognized as Members of Their Community by Dianna Denault, Grafton, ND

Atypical Antipsychotic Medications by Kimball Lutovsky, RPh and Ron Goettle, RN, Grafton, ND

Changing Your Life for the Better by Mark Bourdon, Fargo, ND

Building Advocates: A Trainers Guide to Teaching Self-Advocacy by Scott Burlingame, Fargo, ND

What IPAT Can Do for You! by Mike Haring, Fargo, ND

Quality Assurance and the Abuse and Neglect System by Martha Tollefson, Fargo, ND; Jim Jacobson, Bismarck, ND; and Michael Marum, Bismarck, ND

How to Become an "Effective" Advocate by John W. Johnson, East Grand Forks, MN

The Ticket to Work and Other Social Security Work Incentive Updates by Esther Medina, Salt Lake City, UT

Excel Basics... Tips and Tricks by Janet Green, Minot, ND

Excel: Beyond the Basics by Janet Green, Minot, ND

Employment 101: Your Rights as An Individual with a Disability by Vickay Gross & Craig Sinclair, Bismarck, ND

VNS Therapy and Quality of Life Benefits by Ellen Smith, Chaska, MN

Paperless Documentation: Saving Time and Money by Kara Blevins, Waterbury, CT

Participation: A Right that Should Not Remain Silent by Sargianna Wutzke, Mandan, ND

Veterans Affairs Supported Employment by Lori Johnson-Chambers, Fargo, ND

Beyond the Yellow Ribbon by Chaplain Dave Thompson and Andrew Davis, Minnesota National Guard

A Shift in the Force – Employment First by Don Lavin, Spring Lake Park, MN and Bob Niemiec, Bloomington, MN

Moving to a Paperless World – Therap by Jana Sundbom and Tom Newberger, Fargo, ND

Risk Management by Al Boucher, Grand Forks, ND

So You Want a Career in Human Services! by Mary Mercer, Minot, ND, and Cindy Haworth, New Lenox, IL

Individual Justice Planning in North Dakota by Pam Mack, Bismarck, ND

Disability Awareness by Deanna Bakken, Fargo, ND

"Subsidy – The Forgotten Work Incentive" Real life examples. Real life tools. by Terry Peterson, Minot, ND

Utilizing IRWE's in Employment; Practical application of the Impairment Related Work Expense by Mark Mehlhoff, Minot, ND

Using the New SSA Online Appeals Process by Howard Kossover, Grand Forks, ND

SSA Pre-retirement Seminar by Howard Kossover, Grand Forks, ND

Round Table Discussion—Developing Active Treatment Options for Those with Unique Challenges—Facilitated by Gloria Mattheis, Bismarck, ND

CMS Quality Domains – Let's Get Aligned by Paul Andrew, Tucson, AZ

Strategically Positioning Your Services for the 21st Century by Paul Andrew, Tucson, AZ

One Person, One Job, At a Time... by Jenny Johnson, Grafton, ND, and Lillian Mulder, Fargo, ND

Cost Reports & DD Budgets by Dave Keeler, Fargo, ND

Alzheimer's Disease and Developmental Disabilities by Gretchen Everson, Fargo, ND

Blueprints for Quality – International Accreditation Standards for Continuous Quality Improvement by Paul Andrew, Tucson, AZ

Life Safety Code by Monte Engel, Bismarck, ND

Poster/Display/Exhibitors (preliminary list)

Cyberonics
North Dakota Center for Persons with Disabilities
NDCPD-Comprehensive Employment Systems
NDCPD-ND Senior Medicare Patrol
Therap Services, LLC
ND APSE: The Network on Employment
Anne Carlsen Center for Children
NDCPD-ND Disability Health Project
IPAT
Snack Time Popcorn
Darlyne's Decor