



DSPN

2022 ANNUAL
CONFERENCE

FROM
SURVIVE
TO *Thrive*



OCTOBER 26-27, 2022

Best Western Premier Waterfront Hotel
and Convention Center

1 North Main Street, Oshkosh, WI

We can't wait to see you in-person at DSPN's 2022 Annual Conference!

8:00 AM - 9:00 AM
**REGISTRATION/BREAKFAST/
VISIT EXHIBITORS**

Location: Main Hall

9:00 AM - 9:15 AM
**WELCOME AND
OPENING REMARKS FROM
LISA DAVIDSON, CEO, DSPN**

Location: Main Hall



9:15 AM - 10:45 AM BREAKOUT SESSIONS

BUILDING A POSITIVE CULTURE

Location: Carter

Misty Pickett, Mission Impact and Community Engagement Director, Lakeland Care and Jessica Koch, Organizational Impact Coach, Lakeland Care

A positive culture in the workplace is essential to foster a sense of pride and ownership among employees. According to *Forbes*, a positive culture improves teamwork, raises morale, increases productivity and efficiency, and enhances retention of the workforce. In this interactive session, you will build strategies to connect employees to a purpose and build skills to lead a culture of excellence.

LESSONS FROM INDIVIDUAL PLACEMENT AND SUPPORT (IPS): SYSTEMATIC JOB DEVELOPMENT

Location: Thistle

*Theresa Iacullo, BA, Individual Placement and Support State Trainer, UW Madison and Wisconsin Dept. of Health Services
Stacey Teegardin, MS, CRC, CIPS, Individual Placement and Support State Trainer, UW Madison and Wisconsin Dept. of Health Services*

This presentation will focus on the importance of building relationships with employers in the communities served. Participants will gain familiarity with the process of systematic job development, learn tools to use when job developing for job seekers, and develop an introductory statement. We will base this presentation on the Systematic Job Development model used in the Individual Placement and Support (IPS) program. While IPS is a specific evidence-based program, the lessons we learn from IPS can be applied by many support professionals to improve individual employment goals.

AN EVIDENCE-BASED APPROACH TO INCREASE FLOURISHING AND WELL-BEING IN HEALTH AND HUMAN SERVICE PROVIDERS

Dr. Paul Norton and Matthew Velissaris, MA, LPC

Location: Henrietta

Matthew Velissaris, a psychotherapist trained in clinical psychology and certified personal trainer with the American Council on Exercise, will present on the physical and mental health benefits of physical exercise, and improving sleep and nutritional habits. Participants will come away with concrete steps they can implement to enhance their physical and psychological well-being. Participants will also learn three simple tools from cognitive behavioral therapy to start and sustain healthier habits and reduce stress and anxiety. Paul Norton, a pediatrician and teacher with the Milwaukee Mindfulness Center, will present and guide participants through several mindfulness-based practices with demonstrated benefits to social and psychological wellbeing.

ACTIONS SPEAK LOUDER THAN WORDS: COMMON BEHAVIORAL PRESENTATIONS OF UNDERLYING MEDICAL CONDITIONS IN PEOPLE WITH IDD

Lorene Reagan, RN, Director of Public Relations, IntellectAbility

Location: [Hutchinson](#)

Behavior is a form of communication. Adverse behaviors in people with IDD are often a way of communicating underlying pain or emotional discomfort and require a thorough evaluation for treatable underlying causes before starting a person on medication or behavior support plans to reduce the actions. This presentation will use real-life case studies to illustrate 10 different groups of behaviors that can point to specific underlying treatable medical causes that can improve the health, wellness, and quality of life in people you support.

10:45 AM - 11:00 AM - BREAK/VISIT EXHIBITORS

Don't miss the opportunity to interact with fellow conference attendees and industry advocates in the Main Hall.

Thank you to our break sponsor – Lakeland Care



Wednesday

11:00 AM - 12:00 PM

KEYNOTE SPEAKER LEROY BUTLER, 2022 NFL HALL OF FAME INVENTOR OF THE “LAMBEAU LEAP”

Location: Main Hall

Join us as our engaging keynoter shares from personal experience what it means to move from ‘Survive to Thrive.’ Mr. Butler will offer attendees time for questions and answers at the conclusion of his presentation. This is a rare opportunity, and we can’t wait to see you there.

12:00 PM - 1:00 PM

LUNCH/VISIT EXHIBITORS

Location: Main Hall

There are fantastic and fun reasons to head towards the Exhibit Area. Check it out!

- New industry insights
- Access relevant resources and data
- Interact with peers
- Visit exhibitors and sign up for prize drawings



WEDNESDAY 1:00 PM - 2:30 PM BREAKOUT SESSIONS

COMPASSION RESILIENCE

Kim Eschenbauch, Organizational Impact Coach, Lakeland Care

Katie Pickhardt, Organizational Impact Coach, Lakeland Care

Location: Carter

Compassion resilience is the ability to maintain your physical, emotional, and mental well-being while responding compassionately to the suffering of others. Resilience is important because it is needed to process and overcome hardship. When we are not resilient, we can become easily overwhelmed, exhausted, have trouble concentrating and more. This interactive session will help you to understand the concept of compassion resilience and gain strategies to move through difficult situations.

BEYOND BEHAVIORS: FOCUSING ON CONNECTION OVER COMPLIANCE

Angela Marx, PhD, Owner, Psychologist

Location: Hutchinson

Learn what underlies concerning behaviors and how to translate the understanding into real world support. Instead of managing people or behaviors, this session will focus on relational safety and support. Our relationship with the person we are supporting has the biggest influence on their behavior. We will discover what it means to provide empathy-based support and how to be a reflective career that joins with instead of does to others.

NETWORKING AND RETENTION STRATEGIES FOR SUCCESSFUL EMPLOYMENT

*Deanna Krell, Bureau of Management Services Director,
Kathleen Enders, Section Chief Program Development,
Andrzej Walz-Chojnacki, Program Development Specialist,
Department of Workforce Development, Division of Vocational Rehabilitation*

Location: Henrietta

DVR representatives will share several different strategies and current projects that include business engagement and partnerships. Participants will learn about the role of the consumer and Supportive Employment team in identifying potential employment opportunities (networking) as well as Partners with Business success stories and best practices for services during employment (retention).

2:30 PM - 2:45 PM - BREAK/VISIT EXHIBITORS

Last chance to connect with all exhibitors and register for exciting attendee prizes.

Thank you to our break sponsor – ECP





2:45 PM - 3:45 PM BREAKOUT SESSIONS

JOURNEY INTO CONSCIOUSNESS THROUGH THE POWER OF TRAUMA INFORMED YOGA

Lisa Jordan, Domestic Abuse Program Coordinator, CASDA

Location: Anna

Take 60 minutes to invest in your own health and mindfulness during this session which offers:

- Valuable awareness and insights around the dynamics of domestic abuse, especially among the disabled population
- Examples of the practical, restorative power of Trauma Informed Yoga and meditation
- Opportunities to experience the benefits of breathwork for anxiety and stress
- Engagement in gentle movement that allows participants an opportunity to put this resource into practice

Participants will receive the tools that create moments of relaxation via guided meditation

ELECTRONIC VISIT VERIFICATION AND YOU

Dana Raue, Deputy Bureau Director, DMS

David Lubick, EVV Training Lead, Bureau of Programs and Policy, DMS

Location: Henrietta

Join the WI Electronic Visit Verification (EVV) team for a refresher about what EVV is, the status of EVV in WI for personal care services (PCS) and home health care services (HHCS), recent enhancements, and where to find valuable resources. The session will also include a Q&A session where attendees can ask questions they have about EVV.

A CONVERSATION WITH THE LONG TERM CARE OMBUDSMAN PROGRAM

Kim Marheine, Ombudsman Services Supervisor, Board on Aging & Long Term Care

Location: Hutchinson

- Come prepared to participate in a facilitated Town Hall-style conversation – What are the stressors and complaints that drive your day? Where will you go from here, what do you need in order to get there?
- Increase your understanding of the role of the ombudsman in resolving residents' concerns and complaints about their rights, providing education, and facilitating resolution in situations of conflict or decisions that involve risk.
- Expand your understanding of the roles and boundaries of legal and informal decision-makers when conflicts arise over resident choice and dignity of risk relevant to decisions involving health care, relationships and quality of life.

DSPN ROADSIDE FACILITIES PROVIDER EXPERIENCE PANEL

Isobel O'Rourke, Director of Roadside Facilities & Field Services

Susan McCann, Assistant Director of Roadside Facilities & Operations

Patrice Smith, Roadside Facilities Asset Management Manager

Ady Lee, Roadside Facilities Financial Specialist

Teresa McKay, Roadside Facilities Field Services

Frank Chandler, Roadside Facilities Field Services

Ashby Rawstern, CEO of Embark Supported Employment

Ken Sween, RF Program Manager, VIP Services

Location: Carter

Whether you are well acquainted with DSPN's Roadside Facilities program or curious to learn, this robust gathering is a must attend. Meet the DSPN Roadside Facilities team as well as two members that are engaged in this program that offers employment for those with disabilities. Hear how these employment opportunities have allowed people to achieve greater independence and self-sufficiency within their communities. You will walk away informed and inspired!

4:00 PM - 4:30 PM

ADVOCACY, INITIATIVES, AND ISSUES THAT MATTER TO YOU: STATE AND FEDERAL UPDATES

*Lisa Davidson, DSPN, CEO and Kate McSweeney, ACCSES,
President and CEO*

Location: Main Hall

As providers know, these are complicated times. That's why you need the collaborative efforts of a state and federal association working on your behalf. We encourage you to spend 30 minutes in dialogue with Lisa and Kate. You'll step away from this session assured that they are invested in your success.

4:30 PM - 5:00 PM

DISCUSSION WITH MY CHOICE WISCONSIN LEADERS

*Moderated Panel Lead by DSPN CEO, Lisa Davidson
and Special MCO Guests: Maria Ledger, CEO;
Jim Hodson, CFO; Nicole Pagliaro, Director - Provider
Services, My Choice Wisconsin*

Location: Main Hall

5:00 PM - 7:00 PM

NETWORKING SOCIAL AND EXHIBITOR PRIZE DRAWING

A fantastic opportunity to catch up with your peers. Plus, an exhibitor prize drawing makes this a must attend occasion!

Location: Main Hall

7:30 AM - 8:30 AM BREAKFAST & NETWORKING – PLUS PROVIDER INSIGHTS AND RESOURCES FROM SETWORKS

Kick off your second conference day in a big way! More chances to connect with fellow professionals over breakfast. Engage in a quick, consumable education session, too!

Location: Main Hall

8:30 AM - 10:00 AM BLITZ CREATIVE DSP MAGNET TRAINING – STEPPING FROM RECRUITMENT TO RETENTION

Craig de Fasselle, co-founder, Blitz Creative
The DSP Magnet education program helps end the vicious DSP Hamster Wheel cycle of recruiting, hiring, and retaining Direct Support Professionals. If you want to defy the DSP Workforce Crisis, this session is a must attend. Get immediate help on finding and keeping amazing DSPs in this lively, in-person, interactive workshop for conference attendees.

Location: Main Hall

10:00 AM - 10:15 AM - BREAK

Thank you to our break sponsor – Pantheon Industries



10:15 AM - 11:45 AM BREAKOUT SESSIONS

CONFRONTING THE TABOO: SEXUALITY AND INTELLECTUAL/DEVELOPMENTAL DISABILITY

Dr. Espen Klausen, Ph.D., Licensed Clinical Psychologist

Thank you to our session sponsor – Covey

Location: Henrietta

Dr. Klausen will discuss a variety of topics regarding sexuality and the I/DD population. Principles regarding handling consumers' sexual needs and rights, common pitfalls to avoid, characteristics that suggest things may need to be handled in a different way for specific consumers, signs a consumer may experience sexual perpetration, and understanding the damage sexual abuse causes even when not experienced as traumatic.

BUILDING ORGANIZATIONAL CAPACITY: THE CRITICAL ROLE OF JOB COACHES

Shannon Webb, Independent Consultant

Shelley Behling, Job Coach Team Leader

Rachel Curran, Job Development Program Leader

Location: Thistle

Employers have increasing workforce needs. A lot of people with disabilities want jobs. BUT...there are just not enough job coaches to go around! WI BPDD's Partners with Business Initiative (funded through WI Act 323) provides grant funding and technical assistance to agencies to implement best practices in Supported Employment and build their organizational capacity to meet growing workforce demands. Goodwill Industries of North Central Wisconsin (NCW) has been building their capacity by fostering increased growth, independence, and inclusivity for the people they support at work and improving job coaching and case management practices.

EMERGING PRACTICES IN CREATIVE EMPLOYEE BENEFITS

Panel Discussion with John Gibson, Partner/VP, Tricor Insurance and Provider Member HR Professionals - Angela Sagen, Carrie Lemke, Elizabeth Ahlgren, Samantha Stark; Paul Wierzbza, Field Vice President, Mutual of America; Erik Martin, Executive Director, Pantheon Industries

Location: Anna

Human resources professionals and organizational leadership continue to confront staggering workforce challenges. The 24/7 element of health and human services demands employee centric options. Join this experienced panel of professionals from the field as they share a few of the practical steps they have implemented. Learn how a benefit structure that aligns with the needs of today's workforce can help attract and keep your employees. Discussion points will include creative strategies for designing 401(k), 403(b) & 457(b) Plans. You'll hear directly from a provider member as he shares how the DSPN MEP 401(k) Plan has made a difference for his employees. We look forward to having you spend time with us in the solution!

10:15 AM - 10:45 AM DISCUSSION WITH INCLUSA AND HUMANA/ICARE LEADERS

Lisa Davidson, DSPN, CEO and Special MCO Guests:
Tony Mollica, Market President and iCare CEO, Mark
Hilliker, Ed.D., CEO, Includa

Location: Hutchinson

10:45 AM - 11:45 AM CONVERSATIONS WITH DHS LEADERSHIP

Dan Perron, Bureau of Assisted Living Director, Division
of Quality Assurance and Curtis Cunningham, Assistant
Administrator of Medicaid Benefits and Service
Delivery, Department of Health Services

Location: Hutchinson

Be a part of this important dialogue around matters affecting you those you serve. We look forward to this informative session with DHS leadership on matters such as:

- ARPA/HCBS Updates
- Regulatory trends
- Observations
- Opportunities and more!

11:45 AM - 12:00 PM CLOSING REMARKS

Location: Main Hall

Conference schedule is always subject to change due to presenter availability or venue requirements. DSPN will keep prospective and registered attendees informed of changes to the extent possible.

Conference attendees will be provided a Certificate of Attendance at check-in. Those seeking Continuing Education Credits can sign up at event registration.

Exhibitors and Sponsors

SPONSORS



SPECIAL KEYNOTE SPEAKER SPONSORS



EXHIBITORS

AJ Mobility	Lakeland Care	SETWorks
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Guardian Pharmacy Wisconsin	My Choice Wisconsin	Tricor
iCare/Humana	Neurocrine Bioscience	Unspoken Symphony
Inclusa	ODC	UVANTA Rx
IntellectAbility	Respite Care Association of Wisconsin	Wisconsin State Use Program
Jazz Pharmaceuticals	Sandata	
Johnson Financial Group	Secura	

CONFERENCE ACCOMMODATIONS

Conference attendees can make reservations by calling the Best Western Premier Waterfront Hotel and Convention Center - 1-855-230-1900.

CONFERENCE ENVIRONMENT

Attendees are highly encouraged to plan in advance for varying temperatures among the various meeting spaces. We want you to have a comfortable experience!

THANK YOU TO OUR 2022 ANNUAL CONFERENCE COMMITTEE:

John Gibson
Janelle Higgins
Dan Drury
Pam Schutz
Rick Czerwan
Jennifer Houston
Elizabeth Filter
Ashby Rawstern

DSPN staff will be taking photos and/or short videos of attendee engagement during the conference. These images and/or video will be used only for DSPN promotional purposes. Please contact the DSPN staff with any concerns.

Great communities are created by the unique individuals and organizations that call them home.

We're proud to sponsor the 2022 Disability Provider Service Network Conference.

By connecting providers and stakeholders, we can address the challenges, and celebrate the rewards, of providing care to those with disabilities throughout Wisconsin.

You are making an unforgettable difference — thank you.

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We always felt educated on our options from John Gibson at TRICOR, and the TRICOR team continues to be on top of all our questions and needs.
- John Bloor, the Threshold Incorporated

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Our Special Needs Trusts help preserve the assets of people with disabilities without endangering their eligibility for public benefits.

Because of the limitations on assets to qualify for means-tested public benefits (primarily Medicaid, SSI), a person with a disability with assets of more than \$2,000 only has two choices: immediately spend all the money, or put the money in a Special Needs Trust. With large sums (e.g., from an injury settlement, inheritance), it is often impractical to quickly spend all the money.

However, by putting their assets into a Special Needs Trust, a person with a disability can receive public benefits and conserve his or her assets. These assets can be later used to pay for certain expenses which will improve the quality of their life.

For more information about Wispace trusts and how they can help, call 608-268-6006 or visit the Wispace website at www.wispact.org

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800-963-0035 TTY: 711
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www.dhs.wisconsin.gov/adrc/



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*"I always feel heard and appreciated. I want to thank you all for your hard work; I appreciate our partnership."
- Provider*

**"I have confidence in Inclusa."
- Provider**

**"We have a great working relationship."
- Provider**

**"We appreciate our partnership with Inclusa."
- Provider**

*"I enjoy working with Inclusa. They have been realistic, and I feel we work well together in our efforts to provide exceptional care to those we are serving."
- Provider*

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