

# IN SUCH A TIME AS THIS...RESPONDING WISELY IN DIFFICULT TIMES

## SESSION DESCRIPTIONS

### Pre-Conference Sessions

#### **Safer Sex and Healthy Relationships**

**Presented by  
Amy Pulliam**

This session will discuss ways to go about having happy, healthy relationships. Topics of discussions will include; Friendship, Dating, Love Versus Sex, Unprotected Sex/Protected Sex, Sexually Transmitted Infections, and Taking Care of Your Health. A lot of focus will be put on the individual having a good understanding of what it takes to make them happy and healthy so that they can be the best they can at anything in life.

#### **Beyond Accreditation - Five-Star Quality: From Clienthood to Citizenship**

**Presented by  
Derrick Dufresne & Mike Mayer  
With Dave Hasbury – The Visual Recorder**

We can clearly do better. Our “good” is not good enough. For almost 60 years, we have been at this business, with government -sponsored money, trying to move people from being clients to citizens. We have spent billions of dollars on programs to help people but the outcomes are often poorly measured, poorly defined, and mostly yield compliance rather than quality.

Traditional disability systems can only bring people to three star quality. Three star quality is good. There is “really good,” “sort of good,” “pretty good,” but the adjective is still “good.”

There is a line, however, that delineates and differentiates good from excellent - four and five star quality that is emerging as a new national standard. It is that line that the community draws that distinguishes the journey that helps people be better “clients” or allows people to practice citizenship, their birthright.

This presentation will challenge participants to move to Five Star Quality. Specifics strategies and implementation challenges will be addressed.

#### **What You Don't Know Can Hurt You! Using Positive Behavior Supports in the Community**

**Presented by  
Dan Baker**

The old saying "What you don't know can't hurt you" is absolutely wrong when it comes to supporting children, adolescents, and adults who have behaviors that cause us concern – regardless of their disability. This preconference session will focus on simple, team-driven strategies for identifying the reasons for problem behaviors and subsequently designing interventions. We will consider person-centered and mental health perspectives as well as traditional behavior analytic explanations for behaviors that cause us concern.

## **Innovations in Emergency Psychiatric Medicine Practices**

**Presented by  
Bruce Cannon**

The problem of behavioral health patients overwhelming emergency departments is a nation-wide problem. This session will describe two separate strategies for providing psychiatric evaluations and care in the emergency room setting. The first will describe a national model of inter-agency collaboration which provides comprehensive on-site evaluation and treatment of behavioral health patients in a local emergency room. The second part will describe a tele-psychiatry project which allows for “virtual” evaluation of patients in more rural emergency rooms where on-site evaluation is unavailable.

## **Recovery From Sexual Abuse and Illegal Behavior for Youth and Young Adults with IDD**

**Presented by  
Thomas Beaulac & Debbie Diamond**

Youth and Young Adults who are victims of trauma and sexual abuse remain at risk to engage in a variety of problematic and illegal behaviors. The effects of abuse and neglect oftentimes are complicated by cognitive and developmental delays, and individuals with such impairments require specialized assessment and treatment. This presentation will discuss the effects of sexual abuse and trauma on individuals with intellectual and developmental disabilities. This will include educating clinicians about emotional levels of arousal in their clients and using training techniques that improve awareness skills in this complex population. There will also be a discussion about ways to adapt clinical approaches to fit the learning style of these individuals. Creative techniques will be emphasized, while also pointing out how clinicians can work with client strengths while fostering a range of other skills such as social competence. Special attention will be given to the concern related to processing problems and ways to provide these clients with the learning experiences that meets their needs. Treatment interventions presented will include ways clients can manage sexual thoughts and feelings appropriately with the goal of developing prosocial attitudes and improved self efficacy and independent functioning.

## **Seeing a New Future: Social Capital and You**

**Presented by  
Al Condeluci**

Community inclusion is a key goal for us in services and supports. Still, most community inclusion activities still emanate from a medical model. The key to true community success is found when people initiate, nurture and keep natural relationships. It is the impact of this social capital that keeps people healthy, happy and living longer. This session will look at community and social capital and outline ways we can support individuals in developing natural supports. The 4 major steps of building community will be introduced and explored interactively.

# Monday Sessions

## **The End of the World as We Know It - A Call to Action**

**Presented by**

**Mike Mayer**

**With Dave Hasbury – The Visual Recorder**

Albert Einstein has been credited with saying “We can't solve problems by using the same kind of thinking we used when we created them.” We cannot sustain the system we currently have. There is not enough money – there are not enough staff – and the needs are too great.

We are going to need some new thinking. We are going to need to figure out how we collaborate in ways that may be uncomfortable to us. We are going to need to grow beyond our comfort zones. We are going to have to find new ways of making the world work and we can – if we begin today.

## **It doesn't take much to make more than nothing!!**

**Presented by**

**Doreen Rosimos & Jodi Love**

Really good people work really hard to get people jobs and yet the success rate is horrendous, it's because it's not up to “us” we don't do the hiring the businesses do. So a quick turn of the tables changes all the control. Micro-enterprise can be the answer!

Doreen will tell stories and show catalogs, products, and quick film productions of people from around the country with significant disabilities, (physical, developmental, mental health) that have started and with help operate their own businesses. They will have a “two-way conversation” with people in her audience to help them grasp the real possibilities for people. Her audience will leave excited and hopeful that things can change, that people can have money and not lose their benefits. They will talk about the principles of self-determination and how having money can “backdoor” people to the life they want without the system having to change a rule or law. WE'VE WAITED LONG ENOUGH....TIME'S AWASTING!!

## **Ohio's Positive Culture Initiative:**

### **What you Grandparents Taught You About Supporting Folks in the Community?**

**Presented by**

**Michael Rench**

In this session you will hear how a state took on the vision of creating a non-violent caring environment for citizens with intellectual disabilities throughout the entire network of services. The guiding philosophy behind this vision will be shared in stories that we all have a connection with, our grandparents and their wisdom behind unconditional acceptance and valuing. The session will also show the way the state went about making this vision a reality at the local level, community by community and how caregivers, public officials were brought together to embrace and implement this approach.

## **DATE: Disability Advocacy Training Exchange**

**Presented by**

**Vicki Smith & Michael Murray**

People with disabilities needing advocacy support to gain appropriate community services are frustrated. There is a tremendous need for advocacy but insufficient resources. While there are many disability organizations that provide individual advocacy representation, the need for assistance far exceeds their capacity or falls outside of their catchment area or their area of interest. The Disability Advocacy Training Exchange (DATE) is a project of Disability Rights NC with the goal of building a volunteer corps who will support the self-advocacy efforts of people with disabilities and their families. This session will provide an overview of DRNC's curriculum, which includes basic self-advocacy tips, communication & negotiating skills, how to request and prepare for an appeal/grievance and the ethics of client directed advocacy.

## **From Trauma to Triumph: Redefining our Tragedies so They Don't Define Us**

**Presented by**

**Laurie Coker**

Effective mental health service innovations are arising from the persons who most understand illness and crisis—consumers. In an effort to promote wellness and self-care, peer support is arising in many forms as a key service in many states. Learn about the trend toward *trauma-informed peer support* and its important role in moving individuals from brokenness to well-being. Healing often begins during a crisis!

## **Sharing Community Living: Exploring the Possibilities!**

**Presented by**

**Bob Laux**

Nothing makes an individual with a disability uniquely qualified to live with another individual just because they have a disability. In fact, there are no studies that indicate that someone with a disability is somehow qualified to live with one, two, four or six others who happened to have support needs. Citizens with disabilities, for the most part, have limited income and subsequently are forced to live with others with disabilities just to share expenses – usually with little choice in the matter.

There is another option – people sharing their lives with people they like. Some of those people will have obvious disabilities. Some will not. This is called shared living.

This discussion group will explore the many facets involved in finding the right person to live with, based on real factors that are known to be important to the success of shared living arrangements. Potential problems can be predicted and either resolved or planned for prior to making the wrong choice. Knowing the right questions to ask, including mutual support agreements, financial and contractual issues (like leases), outside support needs, other relationships, and expected obligations need to be explored during the planning process. That is what this unique session is all about!

## **Progress Toward Customized Services “Without Exception” at a Provider Level**

**Presented by**

**Mike Mayer, Derrick Dufresne, Ed Walsh, Jennifer Helton, & Rosemary Nelson**

**With Dave Hasbury - The Visual Recorder**

In a desire to help providers transition from traditional congregate care models to customized services and supports based on the principles of the Asheville Coalition without exception due the type or intensity of the disability and upon the successes of other programs nationally and internationally, the NC Council on Developmental Disabilities has funded a grant to assist the providers in this process. Come hear about the progress and challenges that the providers involved in the grant have experienced and how you and people you support may be able to benefit as well.

## **Expanding Community Living Options: The Money Follows the Person Effort in North Carolina**

**Presented by  
Trish Farnham**

The obstacles at times seem insurmountable. The potential is huge. Come join a conversation about what is happening and what is possible with our state's MFP effort. Learn how you can participate in this important effort. It needs all of us!

## **Making Advocacy Matter Panel Presentation**

**Presented by  
Caroline Ambrose, Julia Leggett, Barton Cutter, Megan Cutter, Chris Mackey, Adonis Brown & Brett Webb-Mitchell**

Many people who would like to see change are intimidated by the advocacy process. Still others are actively engaged in advocacy – but it doesn't seem to make any real positive difference. Come here from advocates that know how to avoid the most common mistakes of advocacy, what it takes to be a successful advocate, and how simple it can be to be really effective as an advocate.

## **Transforming Services: From Policies to Personnel That Make a Difference**

**Presented by  
Derrick Dufresne**

All organizations have activities. All organizations have staff. These staff then direct their activities toward achieving goals. This tends to result in management by activity rather than by values. This pattern can result in operational thinking rather than strategic action.

The key to strategic action is strategic thinking - followed by strategic planning. This focuses attention not on the business one *is* in, but the business one *should* be in. This requires a timely, blunt and constant look at the organization from the outside in, rather than the inside out. It also asks: Should we be doing this at all?

The key is to not look just at change, but rather at transformation. This presentation will challenge participants to engage in Strategic Thinking, leading to Strategic Action. Specific organizational transformation approaches utilizing Jim Collins "*Good to Great*" will be used for concrete examples of these approaches.

## **Your Choice or Theirs: The Challenges & Dilemmas of Client Directed Advocacy**

**Presented by  
Vicki Smith & Michael Murray**

The principles of self-determination, person-centered planning or client directed advocacy intersect and often raise ethical challenges. How do you help someone do something that are in conflict with what you think is right? This session will explore how to make principled decisions and still sleep at night

## **From Trauma to Triumph: Peer-Operated Respite Centers as Launch Pads Toward Wellness**

**Presented by  
Carol Coussons de Reyes**

Across the country, research is revealing that peer operated crisis respite centers are decreasing hospitalization. They help people learn how to interpret and manage crises and stressors through trauma-informed engagement by trained peers. Learn about processes for developing and funding such centers. Presented by Carol Coussons De Reyes, who has helped to develop peer operated respite in Georgia and Nebraska.

## **Housing Issues and Options: A Panel Discussion**

**Presented by**

**Bob Laux and NC Housing Panel**

This panel discussion will examine some of the new options (and some old ones we have dusted off) to meet the challenges associated with having safe and affordable housing for people who have a wide variety of disabilities. Come hear how new mortgage tools, co-ops, micro-boards and other options can help the person with a disability control their own housing.

## **Developing a New Learning Community - Promises & Practices**

**Presented by**

**Mike Mayer, Derrick Dufresne, Ed Walsh, Jennifer Helton, & Rosemary Nelson**

**With Dave Hasbury – The Visual Recorder**

There is much talk about how providers of services for people who have disabilities, regardless of the type of disability, must change their service models if they are to survive the future. There are a couple of projects that have been working on converting their practices to be truly person-centered (in practice and not just words). One new approach that is emerging nationally and internationally is called a “Learning Community”, where people who share an interest in a topic agree to work together, to share experiences and information, to help the entire learning community. Local learning communities often link with other learning communities for form a national network of learners. Join us as we discuss the new learning community that is developing in NC that embraces the principles and practices of true person-centeredness and how it might be of value to you even if you are not from NC.

## **Establishing and Sustaining State-Wide Community Based Crisis Services for People with IDD:**

### **The Success of the Kentucky Framework**

**Presented by**

**Carol Baker & Rae Williams**

In 2006, Kentucky’s Division of Intellectual and Developmental Disabilities (KDID) began developing community based crisis prevention and intervention services for individuals 18 years or older with intellectual or developmental disabilities (I/DD). The services are designed to primarily support individuals presenting with behavioral or psychiatric symptoms threatening their ability to remain in their home, work site and their community.

After review of research and models from 16 other states, a framework for crisis services was implemented in early 2007 by the 14 Regional Community Mental Health Centers (CMHC). These Regional CMHC’s cover all of Kentucky, providing services in urban and remote rural settings to diverse populations. In 2007, \$1 million of State General Funds were divided among the 14 CMHC’s with a \$1.9 dividend among them in the following Fiscal years.

True community-based services, we discovered, required breaking long established barriers, misnomers, and service area silos. A philosophical shift focusing on a holistic view and relationship building with the goal of “calm, not control” is needed. This shift would have to target support providers as well as organizational infrastructures.

The intent of the presentation is to discuss Kentucky’s framework, philosophy of the program and on-going efforts to sustain not only community based crisis supports but also the paradigm shift. Plans for the future will also be outlined.

## **Loneliness is Not an Option: Building Authentic Relationships in Times Like These**

**Presented by**

**Peter Leidy**

**With Dave Hasbury – The Visual Recorder**

Too many people being “served” in our system are lonely, bored, and disconnected from community life. Sometimes the person is blamed for this. Sometimes the system is blamed. And sometimes, “community” is blamed. Do we see our communities as welcoming and interested, or rejecting and intolerant? Why does the service system pay little attention to the need for real community relationships? What do we do when we encounter system barriers to a person’s opportunities for community belonging? Why is an “outing” seen as enough? Through real experiences, lessons learned, stories, and some songs, this session will look at these and other questions and offer some ideas for change. Come be part of the conversation!

### **Bob Laux Roundtable Consult**

**Presented by**

**Bob Laux**

Bob Laux, a nationally recognized expert in housing development for people who have disabilities, has agreed to sit down and meet with a small group of people to discuss specific housing concerns. Please sign up in advance as the attendance at this session is strictly limited. Only two people per agency for this discussion based session please.

## **Tuesday Sessions**

### **Don't Predict the Future - Invent It!**

**Presented by**

**Derrick Dufresne**

Almost every prediction regarding the limitations of people with disabilities for the last 100 years has been proven dead wrong.

First the experts said people with disabilities wouldn’t live very long. Then they couldn’t learn or recover, and then they couldn't work. And on and on it has gone.

People with disabilities don’t want us to be pilots, but rather navigators that assist in helping them to get a life - not a program. The problem is that many professionals see the world through the prism of what has been, not what could be. This limits options, possibilities, and potential.

This presentation will challenge participants to create “dosearch” to create the research and the data that can guide services and supports – Practice Based Evidence. We need to be inventing, not preventing, desirable futures for people with disabilities.

### **What to Expect from a Good Person Centered Plan**

**Presented by**

**Mary Beth Clemons, Carol Baker, Tish Thomas**

We have all heard about the need for person centered plans, but how do you know a good person centered plan from a not good one? Is a good plan “good enough” – shouldn’t it be a great plan? How do you judge a plan? What is reasonable to expect? What is an unreasonable demand? What are the responsibilities of the various participants to assure that the plan is a good one. Come learn some of the most important factors for a successful plan meeting and how you can help facilitate a great person centered plan.

## **EBT: Experienced Based Therapeutics-Making Motivation Matter**

**Presented by**

**Mike Mayer**

First there was Cognitive Behavioral Therapy (CBT). Then DBT emerged as a new option for successful therapy for people with significant emotional and behavioral problems. EBT was developed as an alternative for people who have IDD and may not use language well, have difficulty applying conversational learning to actual situations, and the like. We begin with a research-based tool that identifies motivators, measures the functional level of “satisfaction,” and identifies stress points in a person’s life, called the Assessment of Essential Motivation, Tension, and Resistance. We use this data to help identify areas for attention while directing adaptation and development of services and supports for each citizen in their pursuit of happiness. We use the principles and functional practices of EBT to help create new positive experiences and success for people who have traditionally not done well in traditional systems. This session will teach participants how to use the Assessment and how to use the results to design customized EBT activities to support healthy living and choices. Come here how this simple approach can make a world of difference in how you deliver services and supports while giving people with significant problems a new chance for a happy life.

## **North Carolina Service Innovations Panel**

**Presented by**

**Joan Johnson, Dr. Terri Shelton, Sam Hedrick, Jeff Gallagher, & Rashelle Brooks**

This session is designed to highlight several provider based innovations that are occurring in North Carolina. This session will include discussion about new approaches to collaborative service delivery for individuals who have IDD, including alternative approaches for education and training, and staff development approaches.

## **Another Road to Recovery...Natural Supports for Those Living with Mental Illness**

**Presented by**

**Mike Weaver & Sarah Keller-Boyd**

This session reviews some of NAMI North Carolina’s natural supports (psychoeducational and support programs) for individuals living with mental illness. You will learn about Peer to Peer, a 9 week class that teaches about recovery, and is facilitated by individuals in recovery, In Our Own Voice where individuals learn to tell their story in order to fight stigma in their communities and NAMI’s newest program, Connection, a support group specifically for individuals living with mental illness facilitated by those who are in recovery themselves. These natural supports, free to those attending the support groups or classes, can help in such times as these, when people are losing residential services and community support services. These supports may be the glue that holds things together for those who may lose much of what they have been used to receiving, thus providers need to be aware of what exists in order to make referrals.

## **I'm in business...but wait...I still don't have any money!**

### **Part 1**

(Please note that this is a 2-Part Session not a repeat session)

**Presented by  
Doreen Rosimos**

It's been 12 years since Doreen Rosimos first started teaching people how to start a micro-enterprise – including how to find start-up money and customers. Thousands of folks are up and running and having fun at running their businesses, but too many of them aren't making any money. That's largely because there are some simple things that they forget to do. While it feels great to “be in business”, it is nothing compared to actually MAKING MONEY!

Doreen will share how a business can go from “barely making it to thriving”, including the important “50 cent rule”, how to find more customers, how to sell your current customers more, and bring back old customers for new business. She will also help you figure out how to expand product and service lines.

Come watch and learn as Doreen gives some “hard core” advice to current business owners in the audience.

It's time to make money!

## **Seeing Is Believing: Creating REAL Options for the Life You Want**

**Presented by  
Patti Scott**

When we look back on our lives, remembering fondly the moments that meant the most to us, we will reflect on the time we shared with those we love; the things we did that had an impact on the world around us; and the times when we followed our dreams. Most of us have many of those moments to cherish. When provider organizations do their jobs well, the people we work for will have their own memories to cherish. This session will explore how Neighbours Inc has supported the people we work for to create lives rich in those experiences and memories and how we have developed a real partnership with the people we support.

## **Today's Great Staff Person ... Tomorrow's Great Leader: Understanding the Leadership Crisis in the Intellectual/Developmental Disabilities Field and Developing Values-Focused Leadership**

### **Part 1**

**Presented by  
Nancy Weiss**

**PLEASE NOTE:** This is a two-part session – You are welcome to come to part-one, part two...or both! Part one is about where the field is going and building your skills as a leader; Part two is about how to take the lead in changing things for the better...No matter what your position is within your organization (or if you even work for an organization)!

Steve Eidelman and Nancy Weiss are leaders in .... Leadership! Together they run the National Leadership Consortium on Developmental Disabilities at the University of Delaware and the Advancing Strong Leadership initiative here in North Carolina. If we are going to make quality lives for adults with developmental disabilities available on a large scale, we need to assure a rich supply of skilled leaders who are passionate about quality, have the management and financial skills needed to run solid not-for-profit businesses and government agencies, are capable of assembling top-notch teams of caring staff, and have a solid commitment to progressive values. Leadership and the ability to get people on board with a solid set of values are the keys to assuring quality lives for the people we support. This is Part One of a two-part session. Part One will engage you in thinking about the issues facing leaders (like you!) in our field today. What is changing? Where is the field headed? And how can you -- no matter what position you hold within your organization -- be an important part of changing our service systems for the better? Come discover your inner leader!

## **College CAN be an Option**

**Presented by**

**Joan Johnson & Dr. Terri Shelton**

The value of higher education and other career training is rightfully promoted as a ticket to getting a better job and keeping it. Throughout the nation the majority of young adults with intellectual and other developmental disabilities (IDD) leaving high school with few options for continuing academic, career, and life style education, is disturbing. This session will introduce NC's first post-secondary education program conducted in a collegiate setting for students with IDD. This demonstration project is a partnership of the University of North Carolina at Greensboro and Beyond Academics (BA), a private non-profit organization exclusively dedicated to this program. The presenters will include UNCG students, including those supported by BA. Come learn how college CAN be an option for people with IDD.

In NC, it is estimated that at least 50% of students with disabilities are finding very little to no opportunity for services and supports in the adult service system. Establishing post secondary education options must be a priority for this state and others.

This session will introduce the participant to NC's first post secondary education program conducted in a collegiate setting for students with intellectual disabilities. This demonstration project is a partnership of the University of North Carolina at Greensboro and Beyond Academics, a private non-profit organization exclusively dedicated to this program concept. The participant will learn from BA staff, UNCG faculty, and UNCG students, including those supported by BA, the various elements of academic and student life.

Other topical areas explored will include service learning and personnel preparation and program evaluation. Come learn why college not only CAN be an option but that a system is under development to assure that people with intellectual disabilities have equal access to continuing their education."

## **Developing Gentle Caregivers**

**Presented by**

**Derrick Dufresne**

Most people don't leave agencies; they leave supervisors. Supervisors often misunderstand who their first customer is. Surprisingly, it is their staff. The most significant relationship staff can have is with their immediate supervisor. If we want to people with disabilities to be gentle, then the staff that supports them must be gentle as well. Agencies must seek, support and foster this approach.

By modeling the behavior that we want in our staff, supervisors can have a direct impact on the lives of people with disabilities, even though most of their work is not directly with individuals with disabilities. The key is to support the supporters. This presentation will challenge participants to understand that the best way for supervisors to increase quality and supports to people with disabilities is to provide the same level of care and support to their staff.

## **WRAP, Recovery, and Person Centered Planning: A Success Formula for Community Reintegration**

**Presented by**

**Tish Thomas, Stacey Williams & Nicole Saltzman**

We all go through transitions in life and our success in handling them depends on how well prepared we are. In this session, you will hear how one agency began the complicated process of re-integrating people into the community after years of living in an institution. You will learn how to promote wellness and recovery in a true person-centered approach despite organizational challenges that people with co-occurring conditions experience in a multi-system environment. Discussion will include the challenges of continuing to serve people with a person-centered focus while juggling the necessary working relationships of various systems. We will describe our emphasis on WRAP (wellness recovery action planning) and how using a strengths-based approach can inspire people to realize their dreams and still prepare for life's challenges.

## **Keeping Families Together...Using NAMI Natural Supports**

**Presented by**

**David Smith, Dorothy Smith & Gordon Gogola**

This session includes a review of NAMI North Carolina's programs that educate and empower families who have someone close to them living with a mental illness. You will learn about Family to Family, an Evidence Based Practice for family members caring for someone with a mental illness and NAMI Basics, a program specifically for parents and caregivers of children and adolescents living with mental illness. Research shows that when families are educated through effective psychoeducational programs, that the outcomes for those who are ill, and the entire family unit, are much improved. These effective psychoeducational programs are free to those attending the classes, and may make a difference to families losing residential care or community supports, by giving them information and building competencies to thrive within their own family system. These natural supports can make a big difference during these times when families may have children who no longer receive residential care, or who lose substantial supports through community support cuts. Providers will want to know about these services in order to make appropriate referrals.

### **I'm in business...but wait...I still don't have any money!**

#### **Part 2**

(Please note that this is a 2-Part Session not a repeat session)

**Presented by**

**Doreen Rosimos**

It's been 12 years since Doreen Rosimos first started teaching people how to start a micro-enterprise – including how to find start-up money and customers. Thousands of folks are up and running and having fun at running their businesses, but too many of them aren't making any money. That's largely because there are some simple things that they forget to do. While it feels great to "be in business", it is nothing compared to actually MAKING MONEY!

Doreen will share how a business can go from "barely making it to thriving", including the important "50 cent rule", how to find more customers, how to sell your current customers more, and bring back old customers for new business. She will also help you figure out how to expand product and service lines.

Come watch and learn as Doreen gives some "hard core" advice to current business owners in the audience.

It's time to make money!

### **Seeing Is Believing: Helping to Create REAL Options for Others**

**Presented by**

**Patti Scott**

Providing supports that lead to full lives for people involves an intentional focus for organizations. Key components of successfully providing these types of supports are the unpaid people and allies that are developed around the person with a disability; the control and authority over their life; funding and supports that are entrusted to the person and their circle; in depth personalized planning and individualized supports; and the partnership between the provider and the person. This session will explore the journey of Neighbours, Inc, an organization providing individualized, self-directed services in NJ and Pennsylvania. Join Patti for a discussion of what the people of Neighbours have learned, the tools and approaches that have made it possible for the past 14 years, and how partnerships have been formed with people to create full lives, rich in relationships and community.

## **Today's Great Staff Person...Tomorrow's Great Leader: Understanding the Leadership Crisis in the Intellectual/Developmental Disabilities Field and Developing Values-Focused Leadership**

### **Part 2**

**Presented by  
Nancy Weiss**

**PLEASE NOTE:** All are welcome for this second of a two part session – You do not need to have attended the morning session! Come learn how to take the lead in changing things for the better...No matter what your position is within your organization (or if you even work for an organization)!

Steve Eidelman and Nancy Weiss run the National Leadership Consortium on Developmental Disabilities at the University of Delaware and the Advancing Strong Leadership initiative here in North Carolina. This interactive 2<sup>nd</sup> session will offer great information and exercises to explore ways that you can bring your ideas and leadership skills to your organization, the field – and most importantly, to the people you support! Everyone, regardless of your position within your agency can use leadership skills to accomplish change. What changes do you see that are needed? This session will give you tools for stretching your leadership skills and accomplishing change. Come participate in this fun and interactive session – go home with a plan you can use for creating important changes at work!

### **Don't Waste a Perfectly Good Crisis - Realizing the Promise**

**Presented by  
Derrick Dufresne  
With Dave Hasbury – The Visual Recorder**

The challenges and frustrations of helping people, without exception, to live in the community are real. There are also many things that we have done, often unwittingly, that have made it more difficult for people to experience the promise of community living. A crisis in our economy has caused some to even question the value of the goal of supporting people in the community as “too expensive”. A good crisis can result in new thinking and solutions we have not yet tried. This is a perfectly good crisis that should not be wasted as we re-think the best way to do the best things. This session will challenge many of our preconceived notions about what it takes for people to be successful. It will also challenge us to think beyond our perceived limitations and to develop new possibilities that will enable those who have historically been judged as “too difficult to live in the community” to know that the promise is for them too.

### **Patti Scott Roundtable Consult**

**Presented by  
Patti Scott**

Patti Scott is the leader of an unusual non-profit called Neighbours, Inc. that was created specifically to support people with disabilities and their families in choosing and designing a life for themselves within their local towns and neighborhoods. Guided by supporting people as fully participating members of the communities, helping people to stay connected to those who are important to them, and facilitating new connections as desired, resource management, and self-determination, among other principles and practices, they assist people who have disabilities to live as citizens, contributing to their community, and living their dreams.

Come hear how it is working in places across the United States, and how it can work where you are from. Please sign up in advance as the attendance at this session is strictly limited. Only two people per agency for this discussion based session please.