

The Arc of Illinois and The Executive Forum Leadership Conference

June 13 - 14, 2024
In Person at the DoubleTree Hotel in Lisle, IL

Thursday, June 13, 2024

8:30 am Registration, Check In, Continental Breakfast

9:15 am Welcome with Lore Baker, President and CEO of AID, Chair, Executive Forum

9:30 - 10:45 am "Practical Applications for Hiring, Developing, Keeping and Empowering Direct Support Professionals"

Presented by Joseph Macbeth, President and CEO, NADSP

"We Have a DSP Problem": We hear it all of the time and even more so as we emerge from the pandemic and enter back to community life. Home and Community Based Service providers are experiencing a crushingly high percentage of staff turnover, low morale, an inability to recruit and retain a quality direct support professionals to provide the essential supports that people with disabilities and their families deserve. How do we fix these long-standing issues that have been magnified in a highly competitive post-pandemic economy? The answers are complex and require a sound understanding of our field's history and the impact that workplace culture has on our direct support workforce. Approximately 80 % of those who work in the I/DD service industry that support people with disabilities are direct support professionals. They deliver the day-to-day, moment-to-moment services at the point of interaction that we strive to assist people with disabilities to lead rich and fulfilling lives in the community. In addition to a brief description of our history and workplace culture, this lecture shares detailed information on highly effective recruitment, onboarding, professional development and career-ladder strategies to fortify and bolster the development of a stable and highly skilled direct support workforce that is prepared to meet the demands of the future expectations.

10:45 - 11:00 am Break

11:00 am - 12:00 pm "The Head + Heart in Strategic Collaboration"

Presented by Judie Caribeaux, Greg Petersen

In this fast paced 60-minute session, we will explore the importance of finding a balance between the pursuit of social impact (the heart) and the need for sustainable business practices (the head). Through engaging discussions and real-life case studies, participants will develop clarity around their critical organizational priorities, identify and understand key internal and external variables to achieving those priorities, and the importance of creating an inclusive organizational culture to achieve "next-level" mission impact through strategic collaboration. Participants will: Gain a clear understand of the core priorities that drive their non-profit organization. Identify and analyze the internal and external factors that influence their organization's ability to sustain and expand impact. Recognize the importance of building an inclusive culture to achieving strategic collaboration. Through discussion and case studies, gain practical insights into successful strategies to balance social impact with sustainable business practices. Develop actionable next steps to assess your readiness for cultivating strategic collaborations and/or build a culture of achieving impact through strategic collaborations.

12:00 - 12:30 pm Ligas Consent Decree Update - Ronnie Cohn, Ligas Court Monitor and Sujatha Branch, Equip for Equality

12:30 - 1:45 pm Lunch

1:45 - 2:45 pm "The Importance of Advocacy in a Changing World"

Presented by Kevin Conlon, Conlon Public Strategies

In 2011, Kevin Conlon presented "Beyond Belt Tightening: How Nonprofits Can Use effective advocacy to achieve their funding and policy goals – Even in Tough Times." At the time, Illinois nonprofits were reeling from the state's budget crisis, and the messages and strategies Kevin provided then remain timely essential as these organizations recover from another crisis – the pandemic – and prepare for the next one. Kevin will share a new version of his 2011 presentation, updated with lessons learned from the pandemic and another 10+ years of experience as a consultant to Chicago nonprofits. Topics covered will include the benefits of an advocacy strategy and elements of a strong and effective strategies, including Relationship building (public and private), framing an effective message and, Active engagement with public officials.

Thursday, June 13, 2024 Continued

2:45 - 3:45 pm "Five Leadership Moves to Reduce Strategic Planning Pain" **Presented by Beth Michaels**

Strategic planning can be less time intensive and less disruptive when five ongoing board and staff operational practices are in place. Learn what those five moves are, with action steps to make effective planning faster and easier.

3:45 - 4:00 pm Break

4:00 - 5:00 pm "Let's Get to Work: Finding Work Opportunities for Everyone" **Presented by Kristen Huffman-Gottschling, PhD, LCSW, Executive Director, PACTT and Rosalie Der, Pui Tak**

Hear from two providers who are successfully supporting people with higher needs to work in their communities.

6:00 pm - Dinner - Maggiano's, Naperville, IL **Meet in the hotel lobby at 5:45 pm for a bus to Maggiano's!**

Friday, June 14, 2024

8:00 am Continental Breakfast and Registration

9:00 - 9:15 am Welcome

9:15 - 10:30 am Housing Navigator Update Panel **With Kimberly Mercer-Schleider, ICDD, Curtis Harris, ICDD**

10:30 - 10:45 am Break

10:45 - 11:45 am "It's All About RESPECT: Enhancing Leadership Opportunities for People with Developmental Disabilities" **Presented by Tara Ahern and Adam Wisner, Illinois Self-Advocacy Alliance**

Let's take a journey through the word RESPECT, and learn how to enhance leadership opportunities for people with developmental disabilities through Universal Design, self-advocacy resources, and much more!

11:45 am - 1:00 pm Lunch

1:00 - 1:30 pm "Get out the Vote: REV UP" **Presented by Carole Rosen, MAID, CAPS, Going Home Coalition Manager and Advocacy Program Specialist, The Arc of Illinois**

1:30 - 2:45 pm Systems Redesign Panel

Panel: Tara Ahern, The Alliance,
Mike Bibo, LTC Support Services,
Kathy Carmody, The Institute
Josh Evans, IARF,
Kimberly Mercer-Schleider, ICDD,
Tonya Piephoff, Director, DDD,
Adam Wisner, The Alliance,
Kim Zoeller, Ray Graham Association

2:45 - 3:00 pm Break

3:00 - 4:00 pm From Subminimum Wage to Competitive Integrated Employment Project **Presented by Courtney Littlejohn, VP of Equity and Inclusion, AID**

This session will share an overview of SWTCIE (Subminimum Wage to Competitive Integrated Employment) Project Partnership. Agency panelists will share their experiences working through the SWTCIE project and how this project benefits Clients working under 14C as it exposes them to Competitive Integrated Employment.

ABOUT THE PRESENTERS

Judie Caribeaux

Judie, a Licensed Clinical Social Worker, holds an MA in Communication from Northern Illinois University and an MSW from Aurora University. With over 30 years of experience in non-profits, universities, and municipalities, she combines social work compassion with business acumen. As the Executive Director of a domestic violence victim services agency, she orchestrated a strategic merger, expanding services and enhancing victim safety. Judie navigated challenging conditions as Acting Executive Director for a municipality during a State's Attorney's investigation. Her expertise extends to developing public-private partnerships, securing \$3 million in congressional funding as the CEO of a child welfare organization. Recognized as Non-Profit Executive of the Year, Judie excels in strategic planning, management routines, and coaching non-profit executives. An adjunct faculty at Regis College, she teaches strategic planning, grant writing, financial management, and program evaluation.

Kevin Conlon

Kevin Conlon founded Conlon Public Strategies in 1998 with the goal of empowering organizations doing good work in their communities to have an even greater impact. A connector at heart with an entrepreneurial spirit, Kevin collaborates with clients in developing innovative approaches to achieving their objectives. His wide-ranging background – in law, government, politics, business, academia, venture capital, and nonprofit growth – has resulted in a unique perspective and exceptional relationships. Kevin leverages these to assist organizations of all types successfully navigate the competitive landscape and position themselves for success. He leads a variety of client projects, including board development, government relations, organizational change and strategy, executive search, fundraising, issue advocacy campaigns, and profile-raising initiatives. Kevin began his career as a labor and employment lawyer and has held leadership roles in campaigns at all levels of government. He has also served in elected and appointed positions in federal, state, and local government.

Rosalie Der

Rosalie is the Disability Services Facilitator at the Pui Tak Center which provides classes, counseling, and support to immigrants in Chicago's Chinatown. There she created Poema, a life and vocational skills training program where 100% of participants earn a competitive wage. She believes every person is a masterpiece ("poema") created by God to do a specific work. Rosalie also provides HBSS Self Direction Assistance in Chinese. She has worked in the US and East Asia with children and adults with IDD for 27 years as a Pre-K Teacher, Orphanage Worker, Life Skills Instructor, QIDP, and Camp Counselor. This year, she launched a small group for adults with disabilities where members integrate into their local church community. She enjoys using her love of making things to create microbusiness opportunities for people. Rosalie has a Bachelor's in Early Childhood Education from the University of Illinois Urbana-Champaign and a Masters in Inter-cultural Studies from Wheaton College Graduate School.

Kristen Huffman-Gottschling, PhD, LCSW

Kristen Huffman-Gottschling has been Executive Director at the PACTT Learning Center since 2013. She also works as an Adjunct Faculty member at the University of Illinois Chicago, Jane Addams School of Social Work. She received her doctorate in 2016 from the Jane Addams College of Social Work. She attained a Master of Social Work and is a graduate of the University of Michigan. She was formerly Director of Horizons Clinic-World Relief Chicago a mental health program supporting newcomer families. Dr. Huffman-Gottschling and her teams have spent the last decade working to create strong programs that are community embedded and support adults and children who, at times, may need intensive behavioral supports to succeed in their communities. This work has included ensuring that individual goals and dreams are centered in all we do at PACTT, including accessing competitive employment.

Courtney Littlejohn

Courtney joined the Association for Individual Development (AID) as the Employment Specialist for Behavioral Health program in Aurora. She holds a Bachelor's of Science in Health Administration from California State University at San Bernardino and Masters in Business Administration from North Park University. Currently, in her role as Vice President of Equity and Inclusion, Courtney assists with the oversight of the agency's work towards equitable and inclusive practices that impact both staff and individuals served. Additionally, her responsibilities include supervising the agency's Community Day (CDS) and Employment First programs. Courtney serves on several community committees that include, Elgin Human Service Council DEI Committee, The Arc DEI Committee, DuPage Kane Disability Resource Committee, and Aurora Area Regional Chamber Executive Board. Prior to joining AID, Courtney served in operational leadership serving seniors in several roles; Health Care Administrator, Assisted Living and Executive Director.

Joseph Macbeth

Joseph M. Macbeth is the Chief Executive Officer and President of the National Alliance for Direct Support Professionals (NADSP) and has worked in the field of intellectual and developmental disabilities for 40 years – beginning as a Direct Support Professional. Macbeth is recognized as an international leader in the advocacy & movement to recognize direct support as a profession and is a highly sought after speaker on the workforce challenges that affect the disability system. He co-authored the Report to the President: America's Direct Support Workforce Crisis: Effects on People with Intellectual Disabilities, Families, Communities and the U.S. Economy for the President's Committee for People with Intellectual Disabilities (PCPID, 2017), he was the Issue Editor for Impact: The Direct Support Workforce and People with Intellectual, Developmental, and Other Disabilities (University of Minnesota, 2018). While working in New York, Macbeth partnered with the State University of New York (SUNY) by assisting more than 500 direct support professionals advance their college education through the "Disability Studies Certificate". He is a guest faculty at the National Leadership Consortium on Developmental Disabilities (NLCCDD) and currently sits on several boards of directors and The College of Direct Support's National Advisory Board. In 2016, Macbeth was appointed by New York Governor Andrew Cuomo as a Member of the Advisory Council for the New York State Justice Center for the Protection of People with Special Needs. In 2020, he was added as an honoree for the 20th Anniversary Historic Recognition Project sponsored by the American Association on Intellectual and Developmental Disabilities (AAIDD) recognizing distinguished leaders in the field. Most recently, he was recognized with the 2022 "Services to the Field Award" from AAIDD for his many contributions to advancing the direct support profession. And in March of 2022, President Biden appointed Macbeth to a two-year term as a member of the President's Committee for People with Intellectual Disabilities (PCPID). He lives in North Bennington, Vermont.

Kyle Menke

Kyle Menke serves as a community research specialist for the SWTCIE Illinois project and the Illinois Institute for Rehabilitation and Employment Research at the University of Illinois Urbana-Champaign (UIUC). He brings to the team over 12 years of experience working with children and adults with diverse needs in school, home, and community settings. Most recently, Kyle served as a transition specialist for Chicago Public Schools, focusing on connecting students from across the city to essential vocational rehabilitation services through the Division of Rehabilitation Services (DRS). Prior to that, Kyle served the students of Chicago as a community integration specialist. Through this role he provided city-wide travel instruction readiness instruction to students with disabilities, resulting in their safe and independent travel throughout the community on public transportation.

Beth A. Michaels

Beth Michaels is a senior consultant who brings 30 years of experience to her clients in the areas of organizational culture, strategic planning, and leadership excellence. She is president of Primer, Michaels since 1987. Beth brings leadership principles together with the realities of human nature. She is described as having "uncommon common sense" with her ability to translate difficult issues into actionable decisions with surprising consensus. She has many years of experience with nonprofits, particularly in Human Services, including facilitating interagency work for the Governor's Office, across Illinois' five Human Service departments and 45 nonprofits. Beth's facilitative leadership work was recognized with an Edison Award for Innovation in the area of social impact, for her transformational strategic planning work for Rotary International.

Greg Peterson

Greg, since 1995, has been an integral part of the Illinois nonprofit sector uniquely blending a degree in finance from the University of Wisconsin-Madison with high impact experience at IFF and in the I/DD provider community. As former Chief Administrative Officer at Keystone Alliance and serving as CEO at Glenkirk, Greg returned as Keystone Alliances' CEO in 2020. Throughout his career, Greg pioneered innovative strategies, exemplified by Keystone Alliance's 2022 acquisition of Mission + Strategy, showcasing his dedication to collaborative success and organizational growth. Certified in NOVA facilitation, Greg led 25+ strategic planning processes and instructs nonprofit coalition leadership programs. With unparalleled insight gained from service to Glenkirk, Search, and Keystone, Greg and his team are committed to advancing nonprofit missions and communities across Illinois.

Carole Rosen, MAID, CAPS

Carole has a diverse background in advocacy and is currently the Advocacy Program Specialist at The Arc of Illinois. Carole served as a member to The Illinois Council on Developmental Disabilities. While serving on the Council, she served on its Executive Committee and chaired the Community Housing and Inclusion Committee. Additionally, she serves on the board of Collaborative Community Housing Initiative, a grassroots collective comprised of families who have young adults with Intellectual IDD. Her driving belief is that Community is strengthened by diversity and inclusion. In addition to her Masters of Interior Design degree, she is a Certified Aging in Place Specialist with additional coursework in Universal Design. Additionally, Carole became certified as a Financial Wellness Trainer for people with disabilities through the National Disability Institute. She is an award-winning photographer with work having been shown in numerous regional and national photography exhibitions. Carole and her husband, William, have a daughter who has developmental disabilities and a nondisabled son.

Kim Zoeller

Kim Zoeller is the President and CEO of Ray Graham Association for People with Disabilities. Ray Graham Association (RGA) supports more than 2,000 children and adults with intellectual and other developmental disabilities through DuPage County and the surrounding communities. With more than twenty-five years of experience, Kim has worked to create positive change with a focus on innovation and transformation. Kim is the managing Board member for Life's Plan, a pooled trust option for people with disabilities. Presently, Kim is a past Chair of the Institute on Public Policy for People with Disabilities and continues to serve on the executive committee. Kim is a founding member and leader of They Deserve More which unified advocacy efforts in IL around the DSP crisis and need for increased rates. She serves as Vice Chair on the Board of Directors for Illinois Association of Rehabilitation Facilities, she is a past chair of The Arc of Illinois Executive Forum, and Vice Chair of The Arc of Illinois Board of Directors. For years, she chaired the Statewide DHS Division of Developmental Disabilities Quality Committee. Kim also worked for CQL for more than fifteen years as a Quality Enhancement Specialist. Kim holds a BS in Psychology and a Master's degree in Public Administration.

Cost and Registration

REGISTRATION FEES

June 13 - 14, 2024

This Conference will be held **IN PERSON**, only

Registration Fees for Participants are:

Both Days:

Professional Member.....\$ 250.00
 Professional Non Member\$ 310.00
 Consumer/Family\$ 190.00

Single Day Registration:

Professional Member.....\$ 190.00
 Professional Non Member\$ 240.00
 Consumer/Family\$ 130.00

Dinner at Maggiano's:

Additional (not included in registration).....\$ 50.00
 Enjoy family style dinner with group in private dining room. There is limited seating, so be sure to register!

Please complete the attached registration form, fax it to 815-464-5292, then mail the hard copy along with your check to:

The Arc of Illinois
9980 190th Street, Suite C
Mokena, IL 60448
815-464-1832

You can also register at
<https://www.thearcofil.org/events>

Groups of more than 3 from one agency may take a 10% discount. Registrations can also be faxed to 815-464-5292 or register online at www.thearcofil.org/events

If you are a person with a disability or family member and have a financial restriction preventing you from attending, contact the Consumer Involvement Program at The Arc of Illinois (815-464-1832) for a consumer stipend application.

Notice of any accommodations is required two weeks prior to the event. Contact The Arc of Illinois at 815-464-1832.

CANCELATIONS AND REFUNDS

Participants canceling their registration 72 hours in advance will be entitled to a credit or refund, less a \$50.00 administrative cost. No refund or credit will be given for cancellation less than 72 hours before the conference.

LOCATION

Doubletree Hotel
3003 Corporate West Drive
Lisle, IL 60532
630/505-0900

The Doubletree Hotel is conveniently located just North of I-88. Exit I-88 at Naperville Rd. The Arc of Illinois has reserved a block of rooms at the conference rate of \$119/night. Room reservations can be made directly by calling 630/505-0900. Reservations are under the Code "CTA." The cut-off date for the block of rooms is **May 23, 2024.**

Make your reservation now!

Registration Form

EXECUTIVE FORUM LEADERSHIP CONFERENCE

June 13 - 14, 202

One form per person, please print legibly.

Name: _____

Job Title: _____

Agency: _____

Address: _____

City: _____

State: _____ Zip: _____

Phone: _____

E-Mail: _____

You can also register at www.thearcofil.org

	FAMILY	MEMBER	NON MEMBER
Both Days	<input type="checkbox"/> \$190	<input type="checkbox"/> \$250	<input type="checkbox"/> \$310
Thursday	<input type="checkbox"/> \$130	<input type="checkbox"/> \$190	<input type="checkbox"/> \$240
Friday	<input type="checkbox"/> \$130	<input type="checkbox"/> \$190	<input type="checkbox"/> \$240
Dinner	<input type="checkbox"/> \$50		

METHOD OF PAYMENT:

_____ Fax form and send check to:
The Arc of Illinois
9980 190th St., Suite C
Mokena, IL 60448

_____ Check enclosed payable to The Arc of Illinois

_____ P.O. or State Voucher #

_____ Charge to my Credit Card

Name as it appears on credit card: _____

Card Number: _____

Expiration Date: _____

CVV Code: _____ Billing Zip Code: _____

Card Holder's signature: _____

Dietary Restrictions: _____