Welcome to

re:con
The convention of new beginnings

SPONSORED BY
MARO
&
THE MICHIGAN REHABILITATION ASSOCIATION

Program Contents
MARO Board of Directors......................................................................................................................................... 5
Michigan Rehabilitation Association Board of Directors......................................................................................... 6
Hotel Map...................................................................................................................................................................... 8, 9
Boom Awards.............................................................................................................................................................. 10
Exhibitor Directory....................................................................................................................................................... 12, 13
Convention Sponsors................................................................................................................................................... 14
Apex Awards................................................................................................................................................................... 15
2014 Convention Committee Roster..................................................................................................................... 18
Convention Schedule and Session Descriptions............................................................................................... 19-23

General Convention Information
CEUs
CRC and Social Work continuing education credits are available for most sessions. Obtain attendance verification forms at the Convention Registration Desk.

Name Badges
Are required for all convention activities.

WIFI
WiFi Network: recon15 Password: none

Prize Drawings
Fill out your exhibitor contact sheet with the required number of signatures and become eligible to win a door prize. Prizes of $100, $200 and a 2016 re:con Convention registration will be awarded. Winners will be drawn during the Exhibition Finale on Thursday, November 5 at 3:00 p.m. Pick up a contact sheet at the registration table or the CEU table.

Session Seating
Seating in the breakout sessions is theater style with limited classroom tables at the rear of each room. The tables are an accommodation for individuals requiring them for note taking. Please respect the accommodation.

Cover Art
Congratulations to Richard Poindexter, from Mid Michigan Industries for being chosen as the winner of the 2015 re:con Consumer Art Contest for his entry “Poppies” which is featured on the program cover

Announcer and DJ Services
Provided by Jim & Samantha Willis of PartyPro DJs

Re:con values language and behavior that is sensitive, appropriate and inclusive with respect to disability, race, gender, religion, age and sexual orientation. Individuals associated with the convention shall use language and gestures that will be inclusive of all convention participants. No person shall be denied the opportunity to participate on the basis of race, color, religion, national origin or ancestry, age, sex, marital status or handicap. Commercial products displayed or presented as part of the convention are not considered endorsed by the sponsors and/or collaborating partners.
We live here. We give here.

Fresh thinking – a smart investment to shape a better community.

meijer
2015 Board of Directors

President  
Cherie Johnson, ROOC, Inc.

Vice President  
Joe Evans, The Guidance Center

Treasurer  
Cheryl Ohman, Lakestate Industries

Secretary  
Chris Zeigler, MRC Industries

Board Members
Carol Bergquist, Hannahville Indian Community
Richard Carlson, Goodwill Industries of West Michigan
David Emmel, Disability Network Mid-Michigan
Kathy Crosby, Goodwill Industries of Greater Grand Rapids
Ed DeTour, Northern Transitions
Chris Girard, Do-All, Inc.
Leah Rosenbaum, JVS
Mitch Tomlinson, Peckham
Phil Weaver, Hope Network
Rhonda Wisenbaugh, Thumb Industries

Association Staff
Todd W. Culver, Executive Director
Karen S. Stevens, Operations Director
Gloria McMullan, Services Director
Renee M. Hall, Communications Director
2015 Board of Directors
President, Janis Benstead

Past-President, Karsten Bekemeier,
Nominations Committee Chair, Membership Committee Co-Chair

President-Elect
Shelly Neal, MRCEA President

Secretary, Donna Prieur

Treasurer, John Foster

Committees
Karsten Bekemeier, Nominations Committee Chair, Membership Committee Co-Chair
Renee Hall- Communications Committee Co-Chair
Adriza Ceasar- Membership Committee Co-Chair
Omar Deadwilder- Public Policy Committee Co-Chair
Dave Campbell- Communications Committee Co-Chair
Kelly Loftis- Public Policy Committee Co-Chair

Divisions
Terrie Hylton- MAMRC President
Venita King- MDRA President
Van Nunnally- JPD President
Shelly Neal- MRCEA President

Claudia Pettit, Jessica Diener
Kirsten Durling, Harold Wasner
Rosanne Renauer, Rebecca Sametz
Marlene Malloy, Bethany Hutchison
Kate Marsh, Cherrele Alexander
David Klenk, Roy Del Valle
Rita Wooten, Allison Levine
State and Federally funded agency providing the following services:

- Vocational Rehabilitation
- Independent Living
- Youth Low Vision and Transition
- DeafBlind
- Braille and Talking Book Library
- Residential Training Facility

Offices located throughout the State:

- Detroit
- Escanaba
- Flint
- Gaylord
- Grand Rapids
- Kalamazoo
- Lansing
- Saginaw

New Horizons has provided vocational training and job placement services in Southeastern Michigan for more than 50 years!
November 4 – 6
Grand Traverse Resort
Friday, November 6

Full Breakfast Buffet will be available at 8:00 AM in the Michigan Ballroom, on the main floor of the hotel. The general session, a Stakeholder Panel, will be held in that room from 8:30 – 9:30 AM. Breakout sessions will then resume at 9:45 on the lower level of the hotel.
Athlete of the Year: Anthony Ianni, of Lansing
Ianni became the first person diagnosed with autism to play Division 1 basketball. Playing for the Michigan State University Spartans as a scout team captain, Ianni was a part of two Big Ten Championship teams and a team that made a Final Four appearance. Today Ianni is a husband, father and full-time employee of the Michigan Department of Civil Rights, where he works as an autism advocate and national motivational speaker.

Employee of the Year: Angela Glossop, of Lansing
Glossop has cerebral palsy, which impacts her manual dexterity and ability to walk. But she had dreams of owning her own home and knew she needed to be financially independent to do so. In 2010, she got her opportunity when she started working in the mail room at Jackson National Life Insurance Co. She maintains a perfect attendance record, despite having to walk close to a mile daily to reach public transportation and arrive at work at 6:30 a.m. Glossop’s supervisors say her reliability and initiative make her an asset to the staff and a model employee. Best of all, she’s now a homeowner.

Entrepreneur of the Year: Tonya Burton, of Flint
Burton was born with scoliosis (curvature of the spine), a painful condition that required multiple surgeries. She worked as a hairstylist until her disability made it impossible for her to stand for long periods of time. It was then that Burton decided to take her hobby – making corn puff snacks with her own special coating – and turn it into a business. Today Burton is the owner of Carmel Yum Yums. Sales have been so good at local farmers markets that she recently started wholesaling her product and is eyeing further expansion.
AN OVERVIEW...

The Michigan Council for Rehabilitation Services (MCRS) is a consumer-driven, Governor-appointed, statewide organization as mandated in the federal legislation, the Rehabilitation Act of 1973, as amended. The Congress created the Council to ensure that citizens have a mechanism to utilize as they advocate and advise the agency in their respective state, which provides vocational rehabilitation (VR) services, on how effective its policies, programs, and services are in meeting the needs and desires of persons with disabilities.

OUR MISSION...

The mission of the MCRS is to improve public vocational rehabilitation (VR) services delivered by the Bureau of Services for Blind Persons (BSBP) and Michigan Rehabilitation Services (MRS).

OUR VISION...

The vision of the MCRS is that BSBP and MRS will provide VR services in manners that are respectful, equitable and effective in achieving meaningful employment outcomes for people with disabilities.

MITC HELPS AGENCIES IN MICHIGAN CONTROL PAYROLL COSTS, REDUCE OVERTIME, STREAMLINE ADMINISTRATION, AND ELIMINATE PAPER. GET TIME & ATTENDANCE, SCHEDULING, BILLING, AND DOCUMENTATION ALL IN ONE SOLUTION.

SEE WHY SO MANY AGENCIES IN MICHIGAN HAVE ALREADY SELECTED AN MITC SOLUTION!
Visit www.mitcsoftware.com/agencies or call 1.800.959.1888
Autism Alliance of Michigan  
26500 American Drive  
Southfield MI 48034  
Booth #29

Bureau of Services for Blind Persons  
PO Box 30652  
Lansing MI 48909  
Brochures and handouts. State agency providing rehabilitation services to blind and visually impaired individuals.  
Booth #10

CSDD  
98 Winchester  
Monroe MI 48161  
CSDD Life Enrichment Academy is a non-profit organization that was established in Michigan in 1983, with current programs in Monroe, New Haven, Saline, Shelby and Warren Michigan. CSDD Life Enrichment Academy is dedicated to providing Vocational Services and Community Integration Skills training to adults with developmental disabilities and mental illnesses.  
Booth #20 and #23

Do-All Inc.  
1400 South Lincoln  
Bay City MI 48708  
Refurbished furniture, art, etc.  
Booth #19

Good Fruit Video  
1131 S. Washington, Ste. 105  
Lansing MI 48910  
Booth #08

Hough Counseling and Assessments, PLLC  
675 E. Big Beaver Suite 101  
Troy MI 48083  
Mental Health Counseling, Substance Abuse Counseling, Disability Specialization, Vocational, Educational, and Psychological Assessments. Ages 6 - 100+.  
Booth #12

JVS  
29699 Southfield Rd.  
Southfield MI 48076  
Assisting individuals to realize their life’s potential for more than 70 years.  
Booth #21

Lansing Sanitary Supply, Inc.  
1445 S. Washington Ave.  
Lansing MI 48910  
Janitorial supplies.  
Booth #07

Michigan Alliance for Rehabilitation Services  
3490 Belle Chase Way Suite 110  
Lansing MI 48911  
Information about a statewide Governor’s Council membership and its work dedicated to improving the public vocational rehabilitation service systems.  
Booth #30

Michigan Department of Civil Rights  
2240 Mitchell Park Dr. Ste. B  
Petoskey MI 48202  
Civil Rights Literature  
Booth #04

Michigan Protection & Advocacy Service  
4095 LegacyPkwy.  
Lansing MI 48911  
Michigan Protection & Advocacy Service, Inc. (MPAS) is the independent private, nonprofit organization designated by the governor of the State of Michigan to advocate and protect the legal rights of people with disabilities in Michigan. MPAS services include information and referral, short-term assistance, selected individual and legal representation, systemic advocacy, monitoring, and training.  
Booth #09

Michigan Rehabilitation Association  
Booth #13

Michigan State University - Rehab Counseling  
620 Farm Lane Erickson Hall Room 455  
East Lansing MI 48824  
Recruitment materials for the Rehabilitation Counseling Program  
Booth #14

MITC  
5300 Westview Drive Suite 404  
Frederick MD 21703  
Agencies providing services for individuals with developmental disabilities are using MITC Agency-Ready Workforce Management solutions to help oversee a wide range of tasks including management of time and attendance, scheduling for staff and clients, service documentation, payroll, billing, and HR.  
Booth #15

New Horizons Rehabilitation Services, Inc.  
1814 Pond Run  
Auburn Hills MI 48326  
Vocational Rehabilitation and Placement Services  
Booth #11

Party Pros Detroit Photo Booth  
Booth #24

Peckham  
3510 Capitol City Blvd.  
Lansing MI 48906  
General Peckham  
Booth #28

Rehab Pathways Group  
2800 Livernois, Ste. 162  
Troy MI 48083  
Semi Independent Living Program for people with TBI injuries  
Booth #22

Services to Enhance Potential (STEP)  
2941 S. Gulley Rd.  
Dearborn MI 48124  
STEP provides training and assistance for those experiencing barriers to employment, in a variety of settings. Our mission is to support individuals in the pursuit of their chosen goals and the achievement of personal satisfaction in their lives.  
Booth #17

Special Tree Rehabilitation System  
10909 Hannan Rd.  
Romulus MI 48174  
Special Tree exists to provide hope, encouragement, and expertise for people who have experienced life-altering changes.  
Booth #01

The Creative Mobility Group  
32217 Stephenson Highway  
Madison Heights MI 48071  
Wheelchair accessible vehicles, adaptive driving equipment, scooter lifts  
Booth #02

Work Skills  
100 Summit Street  
Brighton MI 48116  
Work Skills Corporation has been providing employment and training services to people with barriers to employment for over 40 years. By barrier, we refer to a wide range of individuals from those who simply need help developing a resume to those who need accommodations on a job.  
Booth #18

Wright & Filippis  
2845 Crooks Road  
Rochester Hills MI 48309  
A leader in prosthetics, orthotics, custom mobility products and accessibility solutions.  
Booth #27
Beaded Creations by Lori
Original beaded earrings, bracelets, and ornaments
Table 12

BW’s Dog Biscuits
Delicious, all natural, homemade Dog Biscuits
Table 4

Carmel Yum Yums
Hull less popcorn treats. Gourmet caramelized hullless corn puffs in a variety of flavors!
Table 01

Emman Art
Emmanuel Gatewood has been an artist for many years, and has done custom work murals within businesses, as well as personal portraits.
Table 13

EZ Awareness
Graphic Design, Apparel, Inspire Gear, Signs and Banners
Table 06

Industrial Operations Center Woodshop
Table 14

InPro Enterprises Ceramics
Ceramics
Table T15 and T16

Inscrib’d
Organic skin care unique to the tattoo industry.
Table 3

Inside Out Presentations
Professional Presentation of unique experiences from a person receiving services.
Table 2

Itchy Poo-Doggy Doo Shampoo
Natural Dog Soaps
Table 11

Langin Woodworking
Langin Woodworking specializes in custom-made woodworking such as cutting boards and tables.
A SPECIAL THANK YOU TO OUR SPONSORS

Meeting Room Sponsors
MRA, Work Skills, Oakland County CMH, Goodwill Industries of West Michigan, New Horizons Rehabilitation Services, JVS, MARO

Special thanks to the following organizations that provided LCD projectors for the convention: Do-All, Inc., Goodwill Industries of Greater Grand Rapids, MARO, Michigan Council for Rehabilitation Services, Michigan Statewide Independent Living Council, Peckham, Inc., Oakland County Community Mental Health Authority
APEX – OUTSTANDING EMPLOYER celebrates a business that has fostered exceptional employment opportunities for people with disabilities

Jim McMichael, Housekeeping Manager, Shanty Creek Resort, Bellaire, MI

Haley Hudson, Human Resources Manager Shanty Creek Resort, Bellaire, MI.

The management at Shanty Creek Resort has elevated the exceptional to the everyday. The resort offers customized supported employment opportunities to people with disabilities and other barriers to community access in Michigan. Shanty Creek Resort has built a workplace culture that is committed to inclusion and diversity, rich with individuals with differing skills and abilities, and fosters employment opportunities to create an environment where hiring individuals with disabilities is not an exceptional event. It’s an ordinary practice, on an ordinary day, at an extraordinary company. In July 2014, Shanty Creek reached out to Grand Traverse Industries to create a customized work crew, providing supportive employment opportunities for 12 clients to date (and counting).

APEX - TRANSFORMATIONAL LEADERSHIP recognizes an individual or organization that has demonstrated creative and effective leadership strategies; nurtured valuable collaboration and partnership; and worked across boundaries to achieve transformational outcomes.

Lieutenant Governor Brian Calley – Lansing, MI

Lieutenant Governor Brian Calley is an excellent example of transformational leadership. By listening to the needs of people with disabilities, he has gathered information and resources to see where there is success, where there should be change, and how to bring the partners together to change outcomes. Whether he is listening to families about their experiences with special education services or spreading the message throughout the state that individuals with disabilities can change the dynamic for businesses, his genuine and sincere belief in the abilities of all people is creating change and opportunity in the state. His Hidden Talent Tour motivated others to re-think preconceived ideas about hiring people with disabilities and challenged business to think differently about finding the talent they need to operate successfully. His efforts to bring people together, to find common ground, and to work together is changing the landscape for people with disabilities in Michigan. Through the strength of his vision and personality, Lieutenant Governor Calley inspires us all to change expectations and perceptions to support people with disabilities to lead meaningful, integrated lives.

SAVE THE DATE

November 2-4, 2016
Grand Traverse Resort
A Michigan Directive. Not about charity... but about talent. Land a partner with the experience to help you hire individuals with autism.

The Autism Alliance offers a professional team of experts to train your recruiters, human resource, executive and all-staff in autism awareness and ensure a successful match.

Let us help you tap the potential of this highly technical and productive workforce. Contact navigator@aaomi.org today.

www.autismallianceofmichigan.org

THE
CREATIVE
MOBILITY
GROUP
SALES,
SERVICE,
AND RENTALS

WHEELCHAIR
ACCESSIBLE MINIVANS
HAND CONTROLS  LEFT FOOT ACCELERATORS
ADAPTIVE DRIVING EQUIPMENT  SCOOTER LIFTS

MEDI DETROIT: 32317 STEPHENSON HWY, JACON MICHIGAN, MI 48073
GREATER GRAND RAPIDS: 7750 CLYDE PARK AVE SW, BYRON CENTER, MI 49315

888-998-4264
CREATIVEMOBILITYGROUP.COM
INFO@CREATIVEMOBILITYGROUP.COM
Muchmore Harrington Smalley & Associates is proud to support re:con and its commitment to removing barriers, restarting lives, and restoring community.

MHSAMUCHMORE • HARRINGTON • SMALLEY & ASSOCIATES, LLC
124 WEST ALLEGAN STREET • SUITE 100 • LANSING, MICHIGAN 48933 • PHONE 517-686-8898 • FAX 517-686-4442 • WEBSITE mhsa.com
**CONVENTION VOLUNTEERS**

**CONVENTION CO-CHAIRS**
Anita Gibson, Work Skills Corp.
Shelly Neal, MRS

**PROGRAM CO-CHAIRS**
Anya Eliassen, Oakland County CMH
Claudia Pettit, MRS

**Exhibitor Committee Co-Chairs**
Dawn Caracallo, New Horizons Rehabilitation Services
Tim Hatfield, New Horizons

**Facilitator Committee Chair**
Julie Grinwis, MRS

**Registration Chair**
Karen Stevens, MARO

**CEU Certification Coordinators**
Sue Zwyghuizen, Michigan Career and Technical Institute
Karen Stevens, MARO

**Wellness Committee Co-Chairs**
Anya Eliassen, Oakland Co. CMH
Justin Walworth, Peckham

**re:con Steering Committee:**
**MARO Representatives:**
Todd Culver, MARO
Anita Gibson, Work Skills Corp
Convention Co-Chair
Anya Eliassen, Oakland Co. CMH
Program Co-Chair
Tony Calcagno, Goodwill - Grand Rapids, Past Convention Co-Chair
Joseph Evans, The Guidance Center
At Large

**MRA Representatives:**
Janis Benstead, Dept. of Veterans Affairs MRA President
Shelly Neal, MRS
Convention Co-Chair
Claudia Pettit, MRS
Program Co-Chair
Karsten Bekemeier, MRS
At Large
Kelly Loftis, Wayne State University
At Large

**Program Committee Members**
Tina Adam, Do-All, Inc.
Janis Benstead, VA
Kellie Blackwell, CACIL
Laurel Buck, Goodwill Ind. GR
Tony Calcagno, Goodwill Ind. GR
Julie Clark, BSBP
Jessica Diener, MSU-RCPD
Cindy Evans, Grand Traverse Ind.
Sarah George, Peckham
Anita Gibson, Work Skills
Julie Grinwis, MRS
Tami Hough, Ind Consult
Amy Maes, Disability Network
Gloria McMullan, MARO
Shelly Neal, MRS
Maria Peak, MITOPS
Michael Poyama, VA
Michelle Rutan, Ingham ISD
Shori Teeple, MCRS
Jim Willis, JVS

**Exhibitor Committee Members**
Kim Pietylka-Miller, New Horizons
Thomas Stowers, Creative Mobility

**Session Facilitators**
Danielle Ami-Narh, Michigan State University
Janis Benstead, VBADTRT
Sarah Britton, Peckham, Inc.
Jennifer Buda, Michigan State University
Shelli Burdo, Michigan State University
Adriza Caesar, Michigan Rehabilitation Services
Tony Calcagno, Goodwill Industries of Greater Grand Rapids
Dave Campbell, Michigan Workers’ Compensation Agency
Julie Clark, BSBP
Amy Cornell, BSBP
Blair Dammerman, Michigan State University
Dawn Ellis, OCCMHA
Joe Evans, The Guidance Center
Cindy Evans, Grand Traverse Industries
Lauretta Ferguson, Michigan Rehabilitation Services
Kelsey Foote, Michigan State University
John Foster, Central Park Employment Services, LLC
Melissa Harding, Michigan Rehabilitation Services
Kimberly Hinton, The Guidance Center
Chris Innes, JVS
Christol James, Michigan Rehabilitation Services
Toni Jordan, Michigan Rehabilitation Services
Darcy Juntunen, Michigan Rehabilitation Services
Rose Jurek, SVRC Industries
Maria King, Michigan Rehabilitation Services
D’Anna Kinsey, Michigan Rehabilitation Services
David Klenk, Michigan Rehabilitation Services
Kate Marsh, Michigan Rehabilitation Services
Jill Murphy, Michigan Rehabilitation Services
Steve Slayton, STEP
Breonna Studer, SVRC Industries
Shori Teeple, MCRS
Kimberly Vasicek, STEP
Linda Watson, Michigan Rehabilitation Services
Tammie Williams, Michigan Rehabilitation Services
James Willis, JVS
Rita Wooten, Michigan Rehabilitation Services
Vickie Wright, Michigan Rehabilitation Services

**2015 re:con Convention Management Team**
Todd Culver
MARO Executive Director
Karen Stevens
MARO Operations Director
Gloria McMullan
MARO Services Director
Renée Hall
MARO Communications Director
Wednesday, November 4, 2015

1:30 – 4:45 pm
Pre Convention Sessions

Grassroots Advocacy - Let’s Activate!  This presentation is geared for individuals and families who are embarking on advocacy to ensure services and choices they believe in are sustained for themselves and/or loved ones. It provides participants with tools and knowledge to initiate actions that will gain positive results with providers and law makers. Robin Kennedy, Opportunities Inc.; Jennifer Weigand, Advocate; Ginny Weigand, Mother/Family Advocate
MRA (Tower A) Self Advocacy, Leadership

Motivational Interviewing Beyond the Basics  Looking to enhance your Motivational Interviewing skills? Review the spirit and language of Motivational Interviewing; practice processes of Engagement, Focusing, Evoking Change Talk and Planning using core skills (EARS). Session will include role-playing, activities to use with clients, supervising to Motivational Interviewing, avoiding burn-out and developing effective client partnerships. Motivational Interviewing may be used for approaching various types of change. Whether addressing a client’s area of concern or working to develop staff performance, Motivational Interviewing is an effective approach for walking along side another person in their journey to achieve their goals. Wende Randall, Goodwill Industries of Greater Grand Rapids, Inc.
Work Skills (Tower B) Employment Opportunities

Provider Transformation  Genni Sasnett is a Subject Matter Expert for the Dept. of Labor’s Office of Disability Employment Policy (ODEP). She will be joined by a panel of CEOs from MARO member organizations that participated in the recent Provider Transformation grant project funded by ODEP - which focuses on creating more opportunities for competitive integrated employment. Panelists will share their experiences and talk about the impact on their agencies. Ms. Sasnett will share her insight on Employment First in Michigan and perspectives on facilitating further change. Genni Sasnett, Independent Human Services Consultant; Richard Carlson, Goodwill Industries West Michigan; Chris Girard, Do-All, Inc.; Cherie Johnson, ROOC, Inc.; Chris Zeigler, MRC Industries OCCMHA (Tower C) Employment Opportunities, Leadership
Thursday, November 5, 2015

6:30 – 7:15 am Yoga includes mindful, slow paced floor poses, seated postures, spinal twisting, standing postures, gentle back bends, and deep breathing. Props will be used when needed. This is an ideal class for those new to yoga, as well as the experienced student who enjoys this gentle approach to their practice. No experience is required.

OCCMHA (Tower C)

7:30 – 8:30 am Continental Breakfast in the Exhibit Hall

8:00 am Breakfast Welcome Address

8:30 – 9:30 am Judge Not a Book by Its Cover: Disability=Diversity
This presentation will look at challenges & best practices for providing disability services to a diverse student population with a focus on “don’t judge a book by its cover”. This session will discuss the connection between racial & cultural differences and disability. It will also explore what could be seen as micro-aggressions. Cherise Frost, Wayne State University
MRA (Tower A) Disability Policy

Job Development 101: Guide for New Job Developers
An introduction to job development for professionals who work with people with barriers to employment such as physical and cognitive disabilities, criminal records, invisible disabilities, etc. Attendees will learn strategies to develop relationships with employers and assist job seekers in finding long term, competitive employment. Michael Mahaffey and Anne Poole, Peckham, Inc.
Work Skills (Tower B) Employment Opportunities

How Working Effects Disability & Health Benefits
Learn how using Work Incentives can be useful for SSI/SSDI beneficiaries while working. Get to know how a Community Work Incentives Coordinator can explain Social Security, Medicare, Medicaid and other benefits to customers as they begin to WORK! Paul Landry, United Cerebral Palsy of Metro. Detroit; Cathy McRae, Arc of Michigan; Sara Stech, UCP Michigan; Brian Sabourin, MI Protection and Advocacy
OCCMHA (Tower C) Disability Policy

Implementation of the HCBS Rule in Michigan
The Michigan Department of Health and Human Services is working to implement the final rule on home and community-based services. This rule impacts Medicaid waivers and sets new requirements for characteristics that settings must have to be considered home and community-based. The Department will provide an update on the implementation process.

Phil Kuldunowicz, Michigan Department of Health and Human Services; Belinda Hawks, BHDDA, MDHHS
Goodwill Industries West MI (Pen A) Disability Policy, Leadership

A School To Work Transition Program
Discussion will show how MRS, CIL, JVS, and DPS have worked together to prepare students for the world of work through a four-part process with the ultimate goal of job placement or post secondary training. Brandi Jenkins, Michigan Rehabilitation Services; Danita Love Carter, JVS; Lakeisba Franklin-Shorter and Dr. Steve Egland, Detroit Public Schools
New Horizons (Mac A) Transition

How Technology Impacts Reasonable Accommodations
ADA Title I, Definition of Disability, Reasonable Accommodation Process, Various forms of accommodation, Technology as accommodation, Technology Trends, and Technology Challenges
Amy Hayes and Claudette Reid, MRS-Business Network Unit
JVŚ ( Pen B&C) Assistive Technology

Employment First and Provider Transformation
This session will describe 4 community rehabilitation organizations’ participation in DOL-Office of Disability Employment Policy Provider transformation grant including: agency analysis, mentoring component, and organizational culture. Progress thus far with the grant with increasing community employment opportunities for individuals served will be discussed. Chris Zeigler, MRC Industries, Inc.; Cherie Johnson, ROOC; Chris Girard, Do-All, Inc.; Richard Carlson, Goodwill Industries West Michigan
MARO (Mac B&C) Leadership

9:45 – 10:45 am

Integrated Employment: Movement Beyond the Mandate
Identify value & need of employment for people with disabilities. Effects of WIOA & HCBS on facility-based employment/day programs and people with disabilities in Michigan. Review successes & challenges in case studies of organizations that transition to integrated settings. Call for shift in programs, funding/resources, and personal perspective to meet individualized employment needs of people with disabilities. Kathleen Locmelis, Community Mental Health
CEI MRA (Tower A) Disability Policy

Felony & Conviction Employment Supports (FACES)
FACES is a collaborative best-practices approach for working with ex-offenders that builds upon existing, though separate, partnerships between MRS, Disability Network/Lakeshore and Goodwill Industries of West Michigan. Panel discussion about the three distinct components/stages to FACES: Evaluation/Planning, Job Readiness Training, and Job Placement/Retention. Rick Diamond, Disability Network/Lakeshore; Joshua Pipe Michigan Rehabilitation Services; Bill Wiebenga, Goodwill Industries West Michigan;
Work Skills (Tower B) Employment Opportunities
An Introduction to Sales and Presenting As the landscape of our industry is evolving, we are all tasked with selling our programs and services. Not everyone is comfortable with this idea, and this training will help to alleviate some of those fears. Four individuals, with different experiences, will each take 15 minutes to discuss how they prepare, what has worked for them and what hasn’t. Shad Welke and Cherise Henkel, Mid Michigan Industries, Inc.; Tom Wenzlick, Lansing Sanitary Supply, Inc; Cindy Evans, Grand Traverse Industries

Public VR responds to WIOA The passage of WIOA in July of 2014 requires significant changes to public vocational rehabilitation in the areas of Transition, Supported Employment, State Planning, Workforce Development, Employers, and performance measures. This presentation will discuss the overall changes and the VR agencies’ joint and individual responses to it. Margie Hojara-Hadsell, Michigan Rehabilitation Services in DHHS; Lisa Kisiel and Shannon McVoy, Bureau of Services to Blind Persons Goodwill Industries West MI (Pen A) Disability Policy, Leadership Project SEARCH: Michigan Statewide Expansion Project SEARCH is a national employment model for young adult students with proven results. The collaborative partnership between business, VR, mental health, and education is the key to success. State level funding has been designated to support the expansion in Michigan. The model, partnerships, funding, and outcomes will be highlighted. Cathy Schmidt, Oakland Schools; Cynthia Wright, MI Rehabilitation Services; Danielle Smith, Bureau of Services/Blind Persons New Horizons (Mac A) Transition

Communicate with Adaptable Documents Digital materials are wonderful! They can be transformed into other languages, to Braille, read out loud and changed to many other formats - if they are created correctly. Learn why it is important to provide effective communication and how easy it is to create documents that are adaptable to meet your readers needs. Kathryn Wyeth, MDRC; Kellie Blackwell, CACIL

Identifying Your Leadership Style Overview of various management and leadership styles and understanding the pros and cons of each. Leveraging your natural approach to maximize the output of your team. “A look into successful companies and programs that have created a culture where work-life integration/balance, and happiness are part of the business strategy.” Scott Derthick and Justin Walworth, Peckham, Inc.

11:00 – 12 Noon

ADA 25 Years in Review This presentation will provide a legal overview of significant cases under the ADA over the past 25 years. We will cover all Titles of the ADA, with an emphasis on Title I employment cases. We will review the legal findings established and discuss how they have created the legal framework for the next 25 years. Amy Maes, Disability Network Michigan


Grassroots Advocacy in Practice Recent changes in federal and state policies have made it more important than ever for people with disabilities to make their voices heard. Come hear real world examples of how two Michigan CRPs, Peckham and Hope Network, are coordinating grassroots advocacy campaigns. Learn about creating a client advocacy group, preparing clients for meeting with state and federal political representatives, and running a single issue advocacy effort. Ann Gillmore and Stacey Locke, Peckham, Inc.; Patty Kasbohm, Hope Network Goodwill Industries West MI (Pen A) Disability Policy, Leadership

Deaf Community & Behavioral Health Services The Deaf, Deaf-Blind, and Hard of Hearing community in Michigan experiences health disparities in behavioral health services. This workshop will emphasize the importance of culturally and linguistically appropriate behavioral health services for this community. This approach will allow us to remove the gap in services for this community. Kathleen Mitchell and Dylan Secord, Deaf Community Advocacy Network

Anxiety in Clinical Supervision: Maximizing Performance and Learning Although vital to counselor training/development, clinical supervision (CS) is rarely utilized fully and one reason is anxiety. This session focuses on recognizing/managing appropriate levels of anxiety in supervision, thereby maximizing learning and professional development. Strategies for supervisors/trainers are provided. Trenton Landon, Annemarie Connor, MS, OTR/L, and Hungjen Kuo, PhD. CRC, Michigan State University

MRA (Tower A) Disability Policy

OCCMHA (Tower C) Employment Opportunities
2:00 – 3:00 pm

**Funding 101: The Art and Science of Grant Writing**
Open the door to more resources. This workshop will introduce you to the art and science of grants and grant writing. Get tips that make your proposal stand out. Identify resources for grant writing and funding sources. Differentiate between public and private funding. Recognize the major parts of a proposal and how to communicate your ideas. Ann Gillmore, Peckham, Inc. MRA (Tower A) Disability Policy, Leadership

**Identifying Opportunities and Achieving Outcomes**
Content and activity related to Job Development, Labor Market, and Employment Opportunities in regard to current legislation that is focusing on integrated competitive employment. Discussion panel to include successful Job Placement Specialist and proactive agency approach. Renea Sternbergh and Rachel Mularz, Selective Case Management
Work Skills (Tower B) Employment Opportunities

**Transitional Work as a Gateway to Employment**
Quick attachment to employment is key to successful reentry into the community. TWEs leading to employment is one way to achieve this. Working with community partners enables Hope Network to assist in meeting employer needs and provide employment opportunities for those with barriers to employment. Lessons learned and outcomes will be discussed. Mary Scott and Lindsey Lozano, Hope Network
OCCMHA (Tower C) Employment Opportunities

**Ethical Conflict and Resolution Strategy in Rehabilitation Counseling**
This presentation focuses on providing the rehabilitation counselor with a full understanding of the existence of ethical conflict in the field of rehabilitation counseling, as well as commonly used resolution strategies. Specific reference to the CRCC Code of Ethics is applied along with clinical case examples. Andrew Nay, HFA
Goodwill Industries West MI (Pen A) Ethics

**GOALden Program**
This program benefits high school transition students (age 17-23) who will be moving into secondary or vocational pursuits after graduation. The program focuses on developing independent social competence across all settings. The curriculum of the program will cover: Social/Communication, Career/Vocational prep, Self Determination and IL Skills.
Jean Harris and Justine Bond, Capital Area Center for Independent Living (CACIL)
New Horizons (Mac A) Transition

3:00 – 3:30 pm

**Exhibit Finale**
Exhibit Prize Drawing

3:30 – 4:30 pm

**Governor’s Directive on Hiring People with Disabilities**
State ADA Compliance Director Sharon Ellis will provide a progress report on Governor Snyder’s Executive Directive on hiring people with disabilities into the State of Michigan, as well as Lt. Governor Calley and Supreme Court Justice Bernstein’s concurrent efforts toward the private sector. Sharon Ellis, MI Dept of Civil Rights State ADA Compliance
MRA (Tower A) Disability Policy, Leadership

**MCTI’s Innovative Community Expansion Project**
MCTI piloted a successful Certified Nursing Assistant (CNA) Program targeting individuals receiving TANF benefits in Benton Harbor. This program was in collaboration with several agencies, and has been replicated in Detroit and Northern Michigan. MCTI will provide an overview of the project and plans for the future. Paul Mulka, Michigan Career and Technical Institute; Felicia Flowers, MRS Benton Harbor; Diane Kellogg, MCTI CNA Instructor; Kim Chapman; Rommell Johnson
Work Skills (Tower B) Employment Opportunities

**Helping Employers See Beyond Perceived Barriers**
In our digital world, the old way of seeking out work, with a paper resume and an awkward interview, is quickly becoming obsolete... for everyone. When it comes to finding employment for people with barriers, we not only need to catch up with the times, but to get ahead of them, in order to give candidates the best opportunity at a good job. Justin Caine, Good Fruit Video/Beyond Our Barriers
OCCMHA (Tower C) Employment Opportunities

**Enhanced College Supports for Employment Skills**
Presentation of a comprehensive college supports program that integrates soft skills development, life
skills, job readiness skills, job coaching, and internship opportunities into the college experience. This unique program is an enhanced support program for college students with Aspergers at Eastern Michigan University. Pamela Lemerand, Sally Burton-Hoyle, and Callie Boik, Eastern Michigan University

Goodwill Industries West MI (Pen A) Transition

Tough. Girls.  Tough. Girls.  is a cutting edge raw presentation about the challenges facing girls. Participants will have the opportunity to see and hear the stories of three Peckham youth. The presentation will reveal the brutal statistics against girls in the justice system and the many societal obstacles they face and need to overcome. Sarah Britton, Francine Francis, and Amanda Adsit, Peckham, Inc.

New Horizons (Mac A) Transition

“On My Own” - Transitioning to Independence
Explore the development and implementation of meaningful curricula in order to aid people to increase their knowledge of public and personal safety as well as healthy relationships. The goal of these groups has been to increase independence and allow those who can to transition into daily life without staff support. Join this journey of independence! Erin Parcell, Andrea Manchip, and Michelle Sheren, CEI-CMHA

JVS (Pen B&C) Community Access

Legislative Advocacy This presentation will discuss how legislative advocacy is done to make a significant change in policy. Also included will be how to form relationships with lawmakers, how to grow these relationships and how to effectively present your issue in a manner that is respectful and organized to assure the best possible results. Sandi Jones, Muchmore Harrington Smalley and Associates, LLC; Sara Grivetti, Disability Network Michigan

MARO (Mac B&C) Leadership

Friday, November 6, 2015

8:00 – 9:30am
Breakfast, Michigan Ballroom (on the main floor of the resort, near the Hotel Registration Desk)

8:30 – 9:30 am
Partners Panel Presentation
Michigan Ballroom

Stakeholder Panel
A panel discussion with the leaders of Michigan’s two vocational rehabilitation agencies, and two employers with successful disability employment initiatives. Topics will include implementation of key policy areas such as the Workforce Innovation and Opportunity Act (WIOA), strategies for effectively partnering with community-based organizations serving individuals with disabilities, and approaches to building a more inclusive workforce. Panelists: Robyn Afrik, Supply Chain Human Resources Outreach Program Specialist - Meijer, Inc.; Suzanne Howell, Director - Michigan Rehabilitation Services; Haley Hudson, Human Resources Manager - Shanty Creek Resort’s Ed Rodgers, Director - Bureau of Services for Blind Persons. Moderator: Todd Culver, Executive Director - MARO.

9:45 – 10:45 am

The Pulse of Federal & State Benefits Policies A current overview and possible implications of potential Federal & State legislation or proposals will be shared. Participants will engage in strategy building related to key actions. Joe Longcor, MI Department of Health & Human Services; Bryon MacDonald, Employment Director, WID, CA

MRA (Tower A) Disability Policy, Leadership

10 Easy Steps to Starting a Business in Michigan
This presentation will address the needs of consumers pursuing self-employment as a vocational rehabilitation goal to become self-sufficient.Warren S. Galloway, Jr., Warren Galloway & Associates LLC

Work Skills (Tower B) Employment Opportunities

Overview of Complex Combat Post Traumatic Stress PTS in Historical Record, Overview of Combat PTS, Comorbid/Coexisting Issues, Implications of PTS on Vocational Status, Therapeutic Assessment and Interventions, and Referral Considerations. Mark Kane Ph.D. L.P., Riverview Psychological Services P.C.; Elena Bridges, West MI Vets

Goodwill Industries West MI (Pen A) Transition

Successful Transitions in Disability and Higher Education Students with disabilities have unique needs in college and appropriate preparation and support are essential to success. Disability Specialists from two
Universities will discuss the importance of high quality transition services, into both college and employment, using a strength based counseling approach. Differences in academic and workplace accommodations will also be examined. Kelly Loftis, Wayne State University; Jessica Diener, Michigan State University

New Horizons (Mac A) Transition

SD, COG, and PCP... Oh My! Self Determination, Culture of Gentleness and Person Centered Planning have been part of CMH for nearly 2 decades. Even so, not every individual plan of service uses these tools and even fewer use them to a full and highly individualized extent. This presentation will highlight specific examples how one PCP puts it all together. Alex Kimmel, The Self Determinator

JVS ( Pen B&C) Behavioral Health

Are you using a Smart Phone for Work? Is it time to find the “Device Manager”? This session will provide insights into the ways we use our smart phone or other multi-use portable devices that may be counterproductive to our need for more time and can place you at odds with your consumer’s expectations. Helpful tips and strategies will be provided for managing your use of the device for day to day workplace tasks, in ways that meet your needs and your consumer’s expectations, in less time with same quality service. And, ways to ensure vacation success. Amy Maes, Disability Network Michigan MARO (Mac B&C) Leadership

11:00 – 12:00 Noon

Provision of Comprehensive Benefits Planning Services This model program will describe how customers who receive both Vocational Rehabilitation Counseling and Benefits Planning (BP) services have a higher success rate of gaining and maintaining employment and increase financial independence. Techniques in providing BP services will be reviewed as the customer proceeds with employment action steps. Pete Mulder, Disability Network Southwest Michigan MRA (Tower A) Disability Policy, Leadership

Employer Diversity Training for Interns with ASD

Companies are beginning to see the value of including college students with Autism in their internship programs. The discrepancy between the lack of knowledge regarding Autism Spectrum Disorder on the part of the employer and the unique strengths and challenges of interns make it is necessary to provide training for a successful work experience. Bob Steinkamp, ASPPIRE Work Skills (Tower B) Employment Opportunities

High Performance in VR: A Look at Our Value

Presenters will share findings from their study that examined how staff across three state vocational rehabilitation agencies envisioned their organization as valuable, innovative, and effective in meeting the service needs of VR customers. We will define metaphor and describe it as a tool to spark creative ideas when partnering and performing with core groups under WIOA. Darlene Groomes, Ashley Blake, Christine Divito, and Katie Homant, Oakland University

OCCMHA (Tower C) Disability Policy

Everyday Ethics as a Rehabilitation Counselor The session will include: A review of the CRCC Code of Ethics along with its organization. Identification and processes to incorporate in the resolution of ethical dilemmas. Exploration of specific ethical consideration including: Communication, Confidentiality, Consent, and Competency. Karsten Bekemeier, Michigan Rehabilitation Services

Goodwill Industries West MI (Pen A) Ethics

Transition Services: A Collaboration Effort This presentation will discuss summer transition programs that are offered through the Bureau of Services for Blind Persons (BSBP) and how they fit with the Guideposts for Success and newly implemented requirements, as a result of WIOA. Danielle Smith and Rebecca Sametz Grassi, Bureau of Services for Blind Persons

New Horizons (Mac A) Transition

Speed Apping This session will allow participants to share their favorite apps. Participants can present their favorite app. and will have 2 minutes to provide an overview of the app and its features. The content can range from organizational, time management, daily living, recreational and everything in between. The more apps presented the better. Kellie Blackwell, Capital Area Center for Independent Living

JVS ( Pen B&C) Assistive Technology

What Makes a Leader? In this session, participants explore various characteristics of leadership and describe the qualities found in strong leaders. Participants distinguish between the concepts of management and leadership and determine how they perceive their personal growth in these areas. Lynn Boza, Henry Ford College

MARO (Mac B&C) Leadership
Providing opportunities for individuals with disabilities and other barriers to employment

Apparel & Manufacturing | Supply Chain Solutions | Environmental Services | Business Services | Peckham Farms

Hope Grows Here

www.peckham.org