

## Seminar Descriptions

### Monday, May 13<sup>th</sup> 1:00pm – 5:00pm

Presenter: Teepea Snow, MS, OTR/L, FAOTA - Positive Approach to Care  
Title: **The Dementia Journey: Changing Abilities, Self-Awareness, Emotional Responses and How We Offer Help Matters**  
Description: Teepea Snow will discuss *The Dementia Journey* as it relates to a variety of populations including young and old, persons living with mental illness, traumatic brain injury and developmental disabilities. Learn about the changing abilities of persons living with dementia. Determine indicators of self-awareness versus lack of awareness, beliefs about needing help and giving up independence versus finding comfort and connection in being supported. This session will help you avoid assumptions and sharpen your assessment skill set because how we offer help matters. CEU's AFC, SW Pending N, NHA

### Monday, May 13<sup>th</sup> 6:30pm – 8:30pm

Presenter: Marilyn Knight, M.S.W – President/CEO Incident Management Team  
Title: **Surviving an Active Shooter Incident**  
Description: The review of Active Shooter incidents at malls, manufacturing facilities, healthcare, offices, houses of worship, colleges, schools and public settings has suggested preventive activities to increase employee and stakeholder survival. This training will focus on helping organizations to understand "best practices" and to develop strategies to prepare for, train to survive, and recover from active shooter and workplace violence incidents.

This program is designed to encourage participants to understand vulnerabilities to violent threats, litigation exposures and strategies to review and enhance their existing health and safety program's capabilities and preparedness to stop active intruders / shooters. Defensive and personal survival options and strategies will be suggested.

Tactical employee self-protection and survival choices will be suggested through analysis of videos of active shooter incidents. CEU's AFC, SW Pending N, NHA

### Tuesday, May 14<sup>th</sup> 8:30am – 10:00am

Speaker: Heidi Reyst, PhD. – Sage Solutions Group  
Title: **Best Hiring Practices, What You Should and Shouldn't Do**  
Description: This presentation discusses each phase of the hiring process, including planning, searching, screening, selecting, hiring and on-boarding. Best practices will be highlighted, and because there are many legal aspects to consider in this process, what NOT TO DO will also be addressed. Better understanding of areas within the hiring process that can result in potential legal issues if not handled appropriately will also be discussed. CEU's AFC, SW Pending N, NHA

Speaker: Marilyn Knight, M.S.W – President/CEO Incident Management Team  
Title: **Victim Avoidance: Assessing, Responding and Defusing Potentially Aggressive Situations**  
Description: Employees on the "firing line" experience stresses, both great and small, resulting from having to deal with angry, frustrated clients, family members of clients, customers, citizens, contractors or coworkers. Angry individuals can take up a lot of organizational time and employee energy. Angry, potentially violent individuals can also threaten worker safety.

Angry behavior can often seem to be ignited by the smallest things, and above all, it may seem unpredictable. But the truth of the matter is, employees can develop skills to recognize potentially aggressive individuals, defuse anger and reduce abusive behavior. People can learn to respond in ways that reduce aggressive behavior, take control of the situation and ensure that they don't inadvertently do something that may result in an unpleasant situation escalating to the point that the upset individual loses control of their impulse behavior and converts their anger into physical violence. CEU's AFC, SW Pending N, NHA

Speakers: Dan Hale, Attorney At Law, President & CEO, Marsh & McLennan Agency of Michigan  
Dennis Bilancia, Managing Director, Marsh & McLennan Agency of Michigan  
Lauren Kucyk, Risk Consultant, Marsh & McLennan Agency of Michigan

Title: **10 Commonly Misunderstood Risk Management and Insurance Issues**

Description: This session will take an in-depth look at 10 commonly misunderstood risk management and insurance issues, including liability trends related to data and other HIPAA exposures; transport of residents in an employee's personal vehicle; liability exposure for leased buildings; general and professional liability claims activity; developments in employment practices exposures; claim handling and reporting issues; indemnification and other contract provisions along with a number of other issues that are unique to Providers. The speakers will provide materials which include sample provisions, checklists and template documents which can be incorporated into the Provider's risk management program. CEU's AFC

Speakers: Gregory Bator, Attorney and Counselor At Law, Bator Lobb, PC and Christian Lobb, Attorney and Counselor At Law, Bator Lobb, PC

Title: **AFC's and HFA's Turned 40! 40 Legal Tips for Assisted Living Providers**

Description: Michigan enacted the Homes for the Aged statute in 1978 and the Adult Foster Care Facility Licensing Act in 1979, creating the regulatory system that governs assisted living in our state. Over 40 years have passed since then - - How time flies! Attorneys Gregory Bator and Christian Lobb will mark this milestone by offering 40 legal tips useful to both licensed and independent assisted living providers here in 2019. Recent amendments to the Adult Foster Care and Homes for the Aged statutes have created new opportunities, but also potential areas of risk, for assisted living providers. Recent developments from Michigan's courts and LARA require new approaches to resolving challenges brought by licensing consultants, local officials and your neighbors. This presentation packs a wide range of practical legal advice into 90 minutes. CEU's AFC

Speaker: Christine Rans, Ed.S. – Rans Consulting

Title: **Autism Spectrum Disorder: Interventions & Strategies That Work**

Description: This session will assist in refreshing and/or educating MALA participants in gaining a thorough understanding of Autism Spectrum Disorder (DSM 5/ASD). It will clarify the neurological "disconnect" of the verbal and nonverbal social communication for persons born with Autism Spectrum Disorder whether they have a 40 IQ or 140 IQ. It will include the necessary ASD education, training and on-going "practice" for the individual, family unit, staff and community. It will also provide the latest curriculum, interventions and visual strategies that work. This information for MALA participants will enhance the person's ability to be more functionally independent, socially appropriate in the home/job and community settings. CEU's AFC, SW Pending N, NHA

Film: **The Portraits of Professional Caregivers: Their Passion. Their Pain.**  
Description: This documentary film will take us on a journey into a world the public has not seen. The film depicts the dramatic emotional costs experienced by professional providers such as nurses, social workers, clinical psychologists, doctors, firefighters, first responders who rescue, assist, and when possible heal the injured and traumatized. Through dramatic stories, this caregivers film probes the emotionally risky aspects of professional caregiving and public service. CEU's AFC

**Tuesday, May 14<sup>th</sup> 10:30 am – 12:00pm**

Speaker: Todd Walter, Owner - Crosaires  
Title: **The Journey to Cooperstown; Elders Take Their Place in the Hall of Fame**  
Description: Through Todd's own personal passions for Detroit Tiger baseball and older adults, this presentation will engage, ignite and provide participants with the necessary tools to create meaningful experiences for those for whom they provide care. CEU's AFC Pending N, NHA, SW

Speaker: Tom Pomeranz, Ed.D President and CEO – Universal Life Stiles LLC  
Title: **Community Inclusion: To Boldly Go Where Everyone Else Has Gone Before**  
Description: The maxim "how would I treat myself if I were similarly challenged" serves as the foundation for enhancing quality of life for individuals with disabilities. It is through increased sensitivity and empathy that those providing support, either as family, friends or paid staff promote opportunities for a life that is universally perceived by all as fulfilling.

In his lively and informative style, Tom Pomeranz brings home the point that being in the community has little meaning without connecting to people and possessing things valued by everyone – employment, hobbies, spirituality, volunteering, continued education and leisure pursuits. It is through active participation in all aspects of one's daily life that individuals begin the path of boldly going where everyone has gone before to realize valued relationships and a meaningful life. CEU's AFC, SW Pending N, NHA

Speakers: Amanda Snow Bulgarelli, Chief Operations Officer – Positive Approach to Care and Brenda Roberts, Director of Quality Assurance and Education - MALA  
Title: **Confrontational vs Supportive Communication Regarding Dementia**  
Description: This enlightening and interactive training is designed to provide an introduction to Positive Approach® philosophy and care partnering techniques that will change the way people think about brain changes and improve quality of life for the person living with dementia or other brain changes. It is often said that 93% of our communication is non-verbal. Given that those living with dementia are losing language, it can feel like an impossible task when we use only words to communicate.

This training will offer a view from the perspective of the person living with dementia so that we as Care Partners can make positive changes to the way we interact and work. Without adjustments to our approach our communication may be perceived by persons living with brain change as confrontational. Attendees will learn a Positive Approach® by using a solid, connected mix of visual, verbal, and touch cues. By recognizing what is still possible at each stage along the journey of dementia, we will practice skills that will lead to a more Positive Approach® to care. CEU's AFC, SW Pending N, NHA

Speaker: Mary Zak-Kowalczyk  
Title: **Ethics, Confidentiality and Boundaries**  
Description: Healthcare workers – often referred to as caregivers – regularly encounter ethical dilemmas when caring for seniors and persons living with disabilities. Unlike other populations, however, the resolution of such issues is often more challenging, given that seniors and persons living with disabilities may have cognitive or physical deficits, further complicating the evaluation and discussion of these situations.

This presentation provides tools and practical advice and guidance on how to apply key ethical principles to resolve everyday problems. These strategies and approaches will then be discussed with regards to confidentiality, privacy, advance directives and surrogate decision-making. Lastly, the presentation will review the relationship between caregivers and residents and how to establish and maintain healthy, productive boundaries in these relationships. CEU's AFC, SW Pending N, NHA

Speaker: Deb Davis, Community Outreach Manager – Paws With A Cause National Headquarters  
Title: **Paws With A Cause**  
Description: An Assistance Dog helps someone with a disability complete essential tasks so they can increase independence and improve their quality of life. By helping open doors, pick up objects, pull a wheelchair or alert them to sounds, barriers are broken down. The Assistance Dog acts as a constant companion and makes a person more approachable, allowing them to gain confidence while bringing peace of mind to their loved ones.

Paws With A Cause breeds and custom-trains Assistance Dogs for people with physical disabilities, hearing loss, seizures and autism. Hear the latest trends in the laws related to the Americans with Disabilities Act and animal access rights. CEU's AFC

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Speaker: Sue Brook *Owner, Operator, and Lead Trainer/Coach at M&MS FARMS*  
Title: **Horses are Miracle Workers**  
Description: Did you know that the Americans with Disabilities Act (ADA) guarantees miniature service horses the same access rights to services and facilities as service dogs? Miniature horses have the legal right to go shopping, to doctor's offices, hospitals, hair appointments, and restaurants. They ride in personal vehicles, on buses, trains, and airplanes. Miniature horses provide tasks that mitigate disabilities and provide emotional support. Join this intriguing session and meet, Feather, one of the miracle working horses. CEU's AFC

### **Tuesday, May 14<sup>th</sup> 3:30 pm – 5:00 pm**

Speaker: Tom Pomeranz, Ed.D President and CEO – Universal Life Stiles LLC  
Title: **Community Inclusion: To Boldly Go Where Everyone Else Has Gone Before (Part 2)**  
Description: The maxim “how would I treat myself if I were similarly challenged” serves as the foundation for enhancing quality of life for individuals with disabilities. It is through increased sensitivity and empathy that those providing support, either as family, friends or paid staff promote opportunities for a life that is universally perceived by all as fulfilling.

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In this follow up session, Tom discusses how supports should be delivered to allow individuals with significant cognitive, physical and/or behavioral challenges to participate in all aspects of their life. This presentation provides attendees with inspiration and insight as to how our perceptions and expectations impact individuals’ enhanced quality of life. CEU’s AFC, SW Pending N, NHA

- Speaker: Joyce Leinenger, Executive Director, Employee Benefits, Lau & Lau Associates  
Title: **Affordable Care Act and Trends in Employee Benefits**  
Description: Lau & Lau Associates, LLC is back to share their expertise on employee benefits. With all of the healthcare changes being proposed in Congress, it’s hard to keep up with where things stand. This session will provide a breakdown on the latest updates in healthcare reform for both employers and employees. Other noteworthy benefit topics will also be covered. CEU’s AFC
- Speakers: Dan Hale, Attorney At Law, President & CEO, Marsh & McLennan Agency of Michigan  
Dennis Bilancia, Managing Director, Marsh & McLennan Agency of Michigan  
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Title: **10 Commonly Misunderstood Risk Management and Insurance Issues**  
Description: This session will take an in-depth look at 10 commonly misunderstood risk management and insurance issues, including liability trends related to data and other HIPAA exposures; transport of residents in an employee’s personal vehicle; liability exposure for leased buildings; general and professional liability claims activity; developments in employment practices exposures; claim handling and reporting issues; indemnification and other contract provisions along with a number of other issues that are unique to Providers. The speakers will provide materials which include sample provisions, checklists and template documents which can be incorporated into the Provider’s risk management program. CEU’s AFC
- Speaker: MDHHS Representative  
Title: **MDHHS Key Issues Update for CMH Funded Providers**  
Description: This presentation will provide the latest developments within the Michigan Department of Health and Human Services which impact Providers funded through the Community Mental Health system. The key issues include a state budget report; update on the Home and Community-Based Services Final Rule; status report on the Section 298 Initiative; and other timely issues. An opportunity will be provided for questions and comments. CEU’s AFC

Speakers: Tom Curtin, MD & Chris Curtin, RN-BC – Chris Curtin Associates, LLC  
Title: **Parkinson’s Disease from the Inside Out**  
Description: This session will provide information that will help to increase knowledge about Parkinson’s Disease. Learn about the challenges that people deal with from Tom Curtin, MD who has had Parkinson’s Disease for 13 years. Chris, his wife, will share her insights from being a caregiver and the impact on their 43-year relationship. Handouts provided can be used with staff education to increase awareness and improve care for persons living with Parkinson’s. CEU’s AFC, SW Pending N, NHA

Speaker: Art Shaw, CFI, NFPA – CFI & CPE, Michigan FPSI & FPSR – A. Shaw & Associates LLC  
Title: **Ask the Fire Safety Expert: Fire Doors and More in AFC**  
Description: Learn about the recent changes related to fire door inspections and provider responsibility to complete a self-inspection. A sample inspection tool will be provided for your use. In addition, learn the answers to the most frequently asked fire safety questions. CEU’s AFC

Speaker: Isha Bhatt, J.D., MPH  
Title: **Conflict Resolution & Empathetic Listening**  
Description: Conflict is natural and inevitable. Rather than fear it, why not learn how to handle it in a healthy way? Learn how to develop skills to resolve conflict and incorporate them into your daily life - professional and personal. We will discuss how you can use empathetic listening, open-ended questions, and many other skills to help you create a peaceful work and living environment. CEU’s AFC

Film: **The Growing Season**  
Description: Filmed over the course of a year in a nursing home that is also home to a preschool, The Growing Season offers an intimate glimpse into a world where the very young and the very old learn and grow side by side, for a fleeting moment in time. CEU’s AFC

#### **Tuesday, May 14<sup>th</sup> 6:45 pm – 8:45 pm**

Film: **Granny’s Got Game**  
Description: Granny’s Got Game is an inspiring documentary about a senior women’s basketball team in North Carolina. They were pioneers of the game in the 1950’s. Now these fiercely competitive women in their seventies battle the obstacles of aging to keep doing what they love. The film follows them for a year as they compete for another National Senior Games championship. After two decades together these women are more than a team...they are a family. CEU’s AFC

Film: **Thrive**  
Description: Thriving is the choice not to let cancer, or any illness, define a person. While you are waiting to survive you can Thrive. In this documentary, two friends from opposite sides of the world seek out exceptional real-life stories from people who have overcome the odds and inspired others to do the same. They have given a name to these people – thrivers. CEU’s AFC

#### **Wednesday, May 15<sup>th</sup> 8:30 am – 10:00 am**

Speaker: Ian McCain, Chief Operating Officer – AM Data Service  
Title: **Protect Your Business From Cyber Threats**

Description: This presentation provides a thorough overview of the current internal and external technology threats to businesses. Attendees will learn key strategies and best practices to safeguard their business and protect data. Learn how you can better navigate the ever-changing threat landscape. CEU's AFC, SW Pending N, NHA

Speaker: Jenelle Thelen, MS, Industrial Hygienist – State of Michigan, MIOSHA

Title: **The Survey Says...What Providers are Reporting about Violence in the Workplace**

Description: Residential care workers face significant risks of job-related violence. The National Institute for Occupational Safety and Health (NIOSH) defines workplace violence as “violent acts (including physical assaults and threats of assaults) directed toward persons at work or on duty.” According to the Bureau of Labor Statistics (BLS), 27 out of 100 fatalities in healthcare and social service settings that occurred in 2013 were due to assaults and violent acts.

This session will discuss the findings of the 2018 MALA member workplace violence survey and recommended policies, procedures and protective measures to reduce or eliminate workplace violence hazards. CEU's AFC Pending N, NHA, SW

Speaker: Sheryl Laughren, Attorney At Law, Berry Moorman PC

Title: **Employment Law: Hot Topics**

Description: In this annual update, Ms. Laughren will share changes and potential changes to labor and employment laws under the new administration, recent court decisions, and perspectives on how recent court, administrative and statutory changes impact your workforce and human resource management. CEU's AFC

Speaker: Janet Hart, CEO – Navigating Dementia Canada

Title: **Using Environmental Audits and Designs for Persons Living with Dementia**

Description: What does your building design and layout say about your organizational culture?

- Does your building encourage curiosity and engagement?
- Is your building supportive with easy way finding and orientation?

The environmental design can have a positive or negative impact on persons served as well as staff. A well-designed environment has the potential to improve the quality of life, reduce the social isolation and reduce stress for persons living with dementia. Participants will be introduced to a variety of audit tools and checklists to complete an environmental audit on their built environment – either through the entire building or a targeted area such as an outdoor space or an activity area. The audits are free, easy to use and can be completed by staff and persons living with dementia.

This session is applicable to all, from small family homes to large campuses, including new buildings as well as long-standing assisted living communities. CEU's AFC, SW Pending N, NHA

Speaker: Pamela Wright Hatchett, MSW

Title: **Are You an Umpire or a Leader? Managing Team Conflict**

Description: If you have difficult people on your team or you feel like you are constantly managing conflict, this program is for you. We will be discussing the types of conflict that exist and how to more effectively manage it in a way that will make your team stronger! CEU's AFC, SW Pending N, NHA

Speaker: James Ypma, M.P.A  
Title: **The Opioid Crisis: The Essentials for Providers**  
Description: Michigan is no exception in the nation's opioid epidemic, and misuse among residents is becoming an increasing public health concern. This workshop will look at the biology of addiction, how opioids affect brain function, common opioids by class, signs and symptoms of use, misuse, and treatments. The presenter will discuss new guidelines for opioid use for pain, the benefits, risks and alternatives to reduce the risk of addiction\overdose. CEU's AFC, SW Pending N, NHA

Film: **The Portraits of Professional Caregivers: Their Passion. Their Pain.**  
Description: This documentary film will take us on a journey into a world the public has not seen. The film depicts the dramatic emotional costs experienced by professional providers such as nurses, social workers, clinical psychologists, doctors, firefighters, first responders who rescue, assist, and when possible heal the injured and traumatized. Through dramatic stories, this caregivers film probes the emotionally risky aspects of professional caregiving and public service. CEU's AFC

### **Wednesday, May 15<sup>th</sup> 10:30 am – 12:30 pm**

Speaker: Jay Calewarts, AFC and Camp Licensing Division Director; Michigan Department of Licensing and Regulatory Affairs  
Title: **Licensing Update from LARA**  
Description: The representatives from the Michigan Department of Licensing and Regulatory Affairs will provide this annual regulatory update relating to adult foster care and homes for the aged. It will include an overview of recent changes to the adult foster care licensing statute. CEU's AFC

Speaker: Amy Rouleau, MS, Founder and Executive Director – Restoration Place  
Title: **The Continuum of Trauma and Human Trafficking: Making Connections**  
Description: This engaging journey will provide a greater understanding of how the foster care system, the human brain, and human trafficking are all connected. Amy's personal testimony will leave you inspired and hopeful for a future without human trafficking. As Amy presents the data and her own experience with abuse, severe dissociation, substance abuse, and cognitive issues, deeper systemic issues will unfold. While no child, or adult is completely immune from the evils of human trafficking, those who have already experienced severe trauma are more likely to fall victim. Children in foster care, runaways, throw aways, and homeless are at a much greater risk of being trafficked than the typical child in America. Preventing human trafficking has proven to be a difficult endeavor, but do not lose hope. Through realistic approaches in mental health, early education, law enforcement, and foster care, intervention and restoration are possible. CEU's AFC, SW Pending N, NHA

Speaker: Kathleen Garvey, OTRL, CAPS, Dementia Care Specialist – Towsley Village  
Title: **Shifting the Culture of Dementia Care: Getting it Right**  
Description: In October 2016, UMRC Towsley Village staff and residents embarked on a journey to improve relationship- based care using the Positive Approach to Care philosophy and care skills. The educational and training initiative has included family, volunteer, and staff care partners and has evolved with consultant and staff feedback guiding next steps. This presentation will offer a look back at how we have introduced content, worked on skill building and how we recognize and measure positive change. The session will end with an opportunity to ask questions. CEU's AFC, SW Pending N, NHA

Speaker: Ken Smylie, BS, Vice President – Loss Control for Comprehensive Risk Services  
Title: **Best Practices to Promote Workplace Safety**  
Description: This presentation focuses on exposures and hazards typically found in assisted living communities and wherever supportive services are provided. The session is geared towards helping improve your overall safety culture by not only addressing physical exposures but behavioral safety as well. It will cover a wide range of topics including body mechanics and back safety, bloodborne pathogens, personal protective equipment, slips and falls, housekeeping practices, hazard communication and chemicals, and electrical safety.

We'll discuss how to take a proactive approach to identifying exposures and addressing them before an incident occurs. You'll learn about the four main best-practice concepts that impact and reduce workplace injuries. We'll also review the hidden cost of accidents, near-miss incidents, at risk behaviors, mental overload, and workplace complacency. You'll find this presentation both entertaining and educational with numerous videos and pictures. CEU's AFC, SW Pending N, NHA

Film: **Summer in the Forest**  
Description: Like countless others Philippe, Michel, Andre and Patrick were labeled 'idiot', locked away and forgotten in violent asylums, until the 1960s, when the young philosopher Jean Vanier took a stand and secured their release – the first time in history that anyone had beaten the system. Together they created L'Arche, a commune at the edge of a beautiful forest near Paris. A quiet revolution was born. Now in his 80s, and still at L'Arche, Jean has discovered something that most of us have forgotten – what it is to be human, to be foolish, and to be happy. Summer in the Forest invites us to abandon the rat race and force new friendships. CEU's AFC

### **Wednesday, May 15<sup>th</sup> 1:45 pm – 3:15 pm**

Speaker: Cathy Macomber, Ph.D., LMSW  
Title: **Overcoming Compassion Fatigue Through Self Care**  
Description: Intended or not, individuals who serve in the helping professions are affected by the work they do. Compassion fatigue can be one of the outcomes of the work of helping professionals. This workshop will introduce the concepts of compassion fatigue and compassion satisfaction. Participants will understand these concepts and will learn methods for addressing risk and promoting resilience in the work they do with vulnerable populations. This topic is one that revolves around self-care in helping professions. The final objective is one that asks participants to “pay forward” the knowledge gained in this workshop to current future professionals who choose to engage in this important work. CEU's AFC, SW Pending N, NHA

Film: **Luckiest Man**  
Description: When successful businessman John Paine was diagnosed with ALS 15 years ago, he thought he had lost it all. However, in the midst of the painful physical deterioration of ALS, John discovered a transformation beyond anything he could have imagined. A story of hope beyond circumstances, John Paine learned to lean into God and in doing so discovered true living. CEU's AFC