

3RD ANNUAL CONFERENCE  
**In Our Community**  
*Making a Difference*

**October 24-25, 2016**  
DoubleTree by Hilton - Edmonton, AB



McMan



## In Our Community, *Making a Difference*

### 3RD ANNUAL CONFERENCE

#### *Welcome*

On behalf of Danica Frazer, I would like to personally invite you to our 3rd Annual "In Our Community - Making a Difference" Conference. This year it will be held on October 24th and 25th at the Doubletree by Hilton in Edmonton.

As our service industry continues to adapt and respond to the needs of people with disabilities, youth and families, conferences like this provide a wonderful opportunity to enhance our knowledge, strengthen our skills and celebrate our successes.

This event is an ideal opportunity for community professionals, service providers, people with disabilities and their family members to meet with colleagues and take part in the sharing of information and best practice in the field. The conference offers 2 days full of exciting ideas, thought provoking innovation and cutting edge service delivery.

By bringing together partners who share our collective mission of improving lives to build a more inclusive society we are able to learn, share and create an abundance of networking opportunities.

Mark your calendars and hope to see you there!

Warm regards,



Jackie Kerr  
Director of Programs and Services  
McMan Youth, Family and Community Services





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## In Our Community, *Making a Difference*

### CONFERENCE INFORMATION

This conference has been specifically designed to give perspective and provide tools to those working in the human services field and is geared to:

- Direct Service Staff
- Supervisors
- Family and Caregivers

**Dates:** Monday October 24 - Tuesday October 25, 2016

**Location:** DoubleTree by Hilton West Edmonton  
16615 109 Avenue, Edmonton, AB

#### Registration Cost (per individual):

##### Both Days:

Early Bird\* \$260  
Regular \$295

##### Single Day:

Early Bird\* \$150  
Regular \$175

Price includes continental breakfast and lunch.

\*Early Bird - You must register by **Friday October 7, 2016** in order to get this rate.

#### For Additional Information Contact:

Marie Richard, McMan Youth Family & Community Services Association  
Phone: 780-482-4010 Ext 222 | Email: [marie.richard@mcman.ca](mailto:marie.richard@mcman.ca)

#### Scholarships

Scholarships may be available to direct service staff or family who require financial support in order to attend the conference.

For more information on scholarships please contact:

Melinda Noyes, McMan Youth Family & Community Services Association  
Phone: 780-482-4010 Ext 226 | Email: [melinda.noyes@mcman.ca](mailto:melinda.noyes@mcman.ca)

# In Our Community, Making a Difference

## CONFERENCE AGENDA - DAY 1

### MONDAY OCTOBER 24, 2016 (8:00 AM - 4:30 PM)

8:00 AM Registration & Continental Buffet

8:45 AM Welcome and Opening Remarks

9:00 AM Keynote Address  
*Cara Milne*

#### **Building up Dignity... One Step at a Time!**

How do we build up dignity? Cara Milne of M-Powered Planning will examine the significance of genuine contribution in order to help people succeed! The conversation will include the consequences of what happens when we unintentionally get in the way of people connecting to the communities that surround them. You will also learn to try not to pass that crayon!!!

#### **BREAK**

10:00 AM **PLENARY:**

Making Tomorrow - *Dave Hingsburger*

*This session is proudly sponsored by the Sinneave Family Foundation*



12:30 PM **LUNCH PROVIDED**

1:30 PM **CONCURRENT SESSIONS:**

1A Vicarious Trauma - *Wanda Polzin*

1B If You Do That One More Time: Behavioural Approaches to People with Disabilities - *Dave Hingsburger*

1C The Power of Meaningful Moments - *Cara Milne*

1D Workplace Bullying and Disablism - *Linda Crockett*

1E Supporting Mental Health in Lesbian, Gay, Bisexual and Transgender Children, Adolescents and Adults - *Melinda McNie*

## CONFERENCE AGENDA - DAY 2

### TUESDAY OCTOBER 25, 2016 (8:00 AM - 4:30 PM)

8:00 AM Registration & Continental Buffet

8:45 AM Welcome and Opening Remarks

9:00 AM Keynote Address  
*Donna Debolt*

#### **Creating an FASD Informed Practice**

Casework for individuals with FASD cannot be done in isolation and the key component to creating a measure of success largely relies upon the construct of FASD Informed Practice. FASD Informed Practice requires a shift in thinking and a model of service delivery that is reliant upon all service partners – in collaboration with the caregiving/placement/living network – to ensure improved outcomes for these high needs individuals.

#### **BREAK**

10:00 AM **CONCURRENT SESSIONS:**

2A FASD: Considerations for Practice (Part 1 of 2) - *Donna Debolt*  
*(All day session - must be taken in tandem with 3A)*

2B Let's Chat - *Dave Hingsburger*

2C Communication - *Klay Dyer*

2D Designing an Entrepreneurial Program for Persons with Disabilities  
- *Aimee Maxfield and Sherree Robichaud, DECSA*

2E The Practice of Harm Reduction with Individuals with Complex Needs -  
*Salish Fenwick-Wilson Kong, COAST*

12:30 PM **LUNCH PROVIDED**

1:30 PM **CONCURRENT SESSIONS:**

3A FASD: Considerations for Practice (Part 2 of 2) - *Donna Debolt*  
*(All day session - must be taken in tandem with 2A)*

3B Sexuality and People with Intellectual Disabilities - *Dave Hingsburger*

3C Developing Working Relationships - *Brad Kotowich*

3D Festival of Films and Facilitated Discussion - *Laura Harrison and*  
*Rolette Sudeyko*

3E Emotion Regulation for Individuals with Complex Needs  
*Narda McLeod & Clarence Iglesias - COAST*

# In Our Community, Making a Difference

## KEYNOTE SPEAKERS

**MONDAY OCTOBER 24, 2016**



**CARA MILNE**

**KEYNOTE ADDRESS: BUILDING UP DIGNITY... ONE STEP AT A TIME!**

How do we build up dignity? Cara Milne of M-Powered Planning will examine the significance of genuine contribution in order to help people succeed! The conversation will include the consequences of what happens when we unintentionally get in the way of people connecting to the communities that surround them. You will also learn to try not to pass that crayon!!!

*Cara Milne is the owner of M-Powered Planning Ltd, an award winning Calgary based business that has been promoting positive and valuable roles for people with disabilities for over 13 years. Cara provides training and consulting that is innovative and practical for both agencies and families. The variety of workshops and seminars encourage staff and families to see the strengths of their existing services, and simple strategies that create positive changes in the lives of children and adults with developmental disabilities. Cara's positive and energetic approach supports both common sense and sustainable change. Cara is on the board of the Calgary Fetal Alcohol Network (CFAN) and the proud winner of the 2015 Community Award from Inclusion Regina.*

**TUESDAY OCTOBER 25, 2016**



**DONNA DEBOLT**

**KEYNOTE ADDRESS: CREATING AN FASD INFORMED PRACTICE**

Casework for individuals with FASD cannot be done in isolation and the key component to creating a measure of success largely relies upon the construct of FASD Informed Practice. As such FASD Informed Practice requires a shift in thinking and a model of service delivery that is reliant upon all service partners – in collaboration with the caregiving/placement/living network – to ensure improved outcomes for these high needs individuals.

*Donna Debolt is a social worker in private practice who translated her 30 years with Child Protection into working as an outspoken advocate for children and adults who have lifelong risks for health, development, learning and functional difficulties associated with prenatal exposure to alcohol. In her role as an FASD Specialist, Donna challenges communities through case management, advocacy and training to develop and implement prevention, intervention and management strategies so that families and communities can successfully cope and plan for useful futures for these high needs individuals. It is Donna's belief that most innovative programs are created through collaboration and through sharing experiences and skills we will create improved outcomes for individuals and their families.*

### Keynote Speakers Presented By:



Cara Milne of M-Powered Planning Ltd Offers:



- Innovative and affordable training specified to your needs
- Sessions are flexible in length and topic
- Practical small group consulting and problem solving
- Public speaking training and support

Contact Cara: (403)764-1365 [www.mpoweredplanning.com](http://www.mpoweredplanning.com)



## In Our Community, *Making a Difference*

### SESSION INFORMATION

#### DAY 1 - MONDAY OCTOBER 24

#### PLENARY - MORNING (10:00 AM - 12:30 PM)

##### **Making Tomorrow**

*Presented by Dave Hingsburger, MEd*

*Director of Clinical and Educational Supports, Vita Community Living, Toronto, Ontario*

Direct Support Professionals are called upon to support people with intellectual disabilities during the best, and worst, moments of their lives. This means that we deal with joy and success and with anger and failure. The work is stressful and rewarding both at the same time. A lot of people have difficulty seeing, and valuing, the work of a direct support professional. Lack of recognition along with the emotional stress of the job can lead to really high turnover. This talk will look at why it's important to 'make tomorrow' and ways to look at your job that will keep you motivated to keep, simply, making tomorrow.

#### DAY 1 - MONDAY OCTOBER 24

#### CONCURRENT SESSIONS - AFTERNOON (1:30 PM - 4:30 PM)

##### **1A Vicarious Trauma**

*Presented by Wanda Polzin, MA, RSW, EdD*

*Clinical Director at Child, Adolescent and Family Mental Health Services (CASA)*

On an airplane, an oxygen mask descends in front of you. What do you do? As we all know, the first rule is to put on your own oxygen mask before you assist anyone else. Only when we first help ourselves can we effectively help others. Caring for yourself is one of the most important—and one of the most often forgotten—things you can do as a caregiver. When your needs are taken care of, the person(s) you care for will benefit, too. This fun and informative workshop will focus on care for the caregiver... you! Key concepts such as vicarious trauma and trauma-informed caring, "serve and return" principles, neuro-relational interactions, brain development and toxic stress will be discussed through an evidence-informed lens. Specific practical/take-away skills and strategies in addressing complex mental health issues will be presented so that participants will be able to continue to advocate and provide effective care to families and children whom they support.

##### **1B If You Do That One More Time: Behavioural Approaches to People with Disabilities**

*Presented by Dave Hingsburger, MEd*

*Director of Clinical and Educational Supports, Vita Community Living, Toronto, Ontario*

This session is aimed at providing direct care providers with an understanding of behaviours in context. By maintaining an objective stance and evaluating behaviour as a means of communication, participants will learn how to better serve those in their care. Further, this workshop will outline several practical approaches that can lead to a reduction of problem behaviour overall within an agency or within an individual's sphere of influence.

### SESSION INFORMATION

#### DAY 1 - MONDAY OCTOBER 24

#### CONCURRENT SESSIONS - AFTERNOON (1:30 PM - 4:30 PM)

##### **1C The Power of Meaningful Moments**

*Presented by Cara Milne,  
M-Powered Planning Ltd.*

This practical workshop will focus on the power of creating valued roles for children or adults with disabilities. Those attending will leave with a better understanding of how to improve the quality of someone's day, based on building genuine relationships and roles, rather than only supporting them in activities.

This workshop will also examine ways in which people with disabilities can increase their involvement within their own homes and the surrounding community. Cara will give some first steps in how to support people with disabilities to lead inclusive and value filled lives.

##### **1D Workplace Bullying and Disablism**

*Presented by Linda Crockett, MSW, RSW  
Alberta Bullying Research, Resources and Recovery Centre*

Linda Crockett, MSW, RSW founder of Alberta Bullying Research, Resources and Recovery Centre presents on two subjects, workplace bullying and disablism. Linda will begin with an overview of workplace bullying including definitions, signs, tactics, risk factors, causes, and the affects on targets and bystanders. Linda will also provide an overview of disablism offering definitions, examples, and the important factors around reporting i.e.: policy, procedures, and complaint processes, and how to support targets and bystanders. Attendees will be encouraged to participate in open and safe conversations focusing on resolution.

##### **1E Supporting Mental Health in Lesbian, Gay, Bisexual and Transgender Children, Adolescents and Adults**

*Presented by Melinda McNie, BPE, BEd, Med  
Institute of Sexual Minority Studies and Services, University of Alberta*

In 2014, The Lancet, the world's leading medical journal, issued an editorial describing a "mental health crisis" among sexual and gender minority (lesbian, gay, bisexual, transgender, and queer) youth. To help address this crisis, recommendations include making mental health a priority focus, providing specialized training to address the unique mental health and educational needs of sexual and gender minority individuals, targeting schools and health care agencies as primary intervention and prevention sites, and developing specific policies and interventions to help reduce risk and build resilience. In this interactive presentation, we will discuss basic LGBTQ terminology, emerging trends, and what we know about current health disparities, effective interventions, and recommendations for developing a more just, ethical, and inclusive practice.





## In Our Community, *Making a Difference*

### SESSION INFORMATION

**DAY 2 - TUESDAY OCTOBER 25**

**CONCURRENT SESSIONS - MORNING (10:00 AM - 12:30 PM)**

**2A FASD: Considerations for Practice (Part 1 of 2)**

**\* NOTE: This is a full day course and must be taken in tandem with 3A.**

*Presented by Donna Debolt, Social Work Consultant*

*FASD Training.com, Lead Trainer and Consultant*

This workshop will provide training on leading practice in response to the complex care needs of individuals with FASD.

Participants will have the opportunity to learn how to recognize the complicated issues that surround alcohol-related disabilities and come to an understanding about what it means for their practice.

Managing the complicated issues of FASD requires a multidisciplinary approach. This session will also explore techniques and tools to be an efficient and effective professional partner in this important work.

**2B Let's Chat**

*Presented by Dave Hingsburger, MEd*

*Director of Clinical and Educational Supports, Vita Community Living, Toronto, Ontario*

This is a dynamic question and answer session with Dave Hingsburger where you can ask any question you want on any topic from sexuality, to self esteem, to disability pride, to where we are in the sector ... anything (except really personal stuff of course - need to always practice boundaries) related to the disability sector. Prepare for frank discussion and even open debate ... come with questions and ideas of what you'd like to hear about.

**2C Communication**

*Presented by Klay Dyer, PhD*

*Dyer Educational & Research Consultants Inc.*

Teams and organizations of all shapes and sizes are minefields of miscommunication. From gossip and back channels to an escalating number of badly-written emails to deeply rooted cultures of murkiness and misinformation, the list of potential barriers to clear, concise communication is a lengthy one. Yet study after study positions communication as one of the top three skills that any highly functioning organization focuses on.

This fast-paced, interactive workshop will provide a broader insight into the importance of communications as well as some valuable, proven strategies for improving communication within a team and across an organization.



## In Our Community, *Making a Difference*

### SESSION INFORMATION

#### DAY 2 - TUESDAY OCTOBER 25

#### CONCURRENT SESSIONS - MORNING (10:00 AM - 12:30 PM)

**2D A 'Road Map' is Not a Parking Lot: Designing an Entrepreneurial Program for Persons with Disabilities**

*Presented by Aimee Maxfield and Sherree Robichaud  
Ventures Entrepreneurs with Disabilities Program at DECSA*

If building a business can be compared to going on a journey, in order to reach your destination, you'll need much more than an obsolete map and any old vehicle. You need to start with an updated map and a complete diagnosis to determine if you're "ready to roll."

Through the Ventures Workshop Series, we've discovered cutting-edge ways to analyze, strategize, and plan together - bypassing antiquated business programs, and, in the process, transforming lives. We'll share the tools, techniques, and stories you need in order to discover your own new ground.

**2E The Practice of Harm Reduction with Individuals with Complex Needs**

*Salish Fenwick-Wilson Kong, MPH, RSW  
Community Outreach Assessment & Support Team - COAST*

Join COAST for an inclusive and interactive session to learn the basics of:

- how persons with Intellectual Disabilities (ID) are affected by substance use & abuse
- harm reduction as a practice
- practical applications of utilizing harm reduction in supporting persons with ID/ complex service needs

Discussion will follow the formal presentation.

#### DAY 2 - TUESDAY OCTOBER 25

#### CONCURRENT SESSIONS - AFTERNOON (1:30 PM - 4:30 PM)

**3A FASD: Considerations for Practice (Part 2 of 2)**

**\* NOTE: This is a full day course and must be taken in tandem with 2A.**

*Presented by Donna Debolt, Social Work Consultant  
FASD Training.com, Lead Trainer and Consultant*

This workshop will provide training on leading practice in response to the complex care needs of individuals with FASD. Participants will have the opportunity to learn how to recognize the complicated issues that surround alcohol-related disabilities and come to an understanding about what it means for their practice. Managing the complicated issues of FASD requires a multidisciplinary approach. This session will also explore techniques and tools to be an efficient and effective professional partner in this important work.



## In Our Community, *Making a Difference*

### SESSION INFORMATION

**DAY 2 - TUESDAY OCTOBER 25**

**CONCURRENT SESSIONS - AFTERNOON (1:30 PM - 4:30 PM)**

**3B Sexuality and People with Intellectual Disabilities**

*Presented by Dave Hingsburger, MEd*

*Director of Clinical and Educational Supports, Vita Community Living, Toronto, Ontario*

When disability and sexuality intersect, attitudes often collide. This workshop begins by looking at the various "realizations" that people need to have when working with those who have an intellectual disability who wish to express their sexual/relationship needs. Then, a quick and fun look at the myths and mythologies of sexuality and disability will be explored.

**3C Balance Your Assets – Develop Working Relationships, A Session of Meaningful Fun and Learning!**

*Presented by Brad Kotowich, Focused Leadership Group*

Sustainable work places and teams begin with a strong culture. At the core of culture are strong relationships...which begin with a true understanding of your most valuable asset...yourself! This session will explore why you are the way you are and how that relates to and affects those around you. How you can have stronger relationships and better communication with those around you at work, at home or with your friends by avoiding unnecessary conflict will be examined. An organization/company/team can better understand why current and potential challenges exist in terms of business growth, service quality, creativity, dialogue, collaboration, and relationships. Be prepared to laugh, be humbled, and be enlightened.

**3D Festival of Films**

*Presented by Laura Harrison and Rolette Sudeyko*

*McMan Youth, Family and Community Services Association*

Enjoy an all access pass for an afternoon Film Fest! View and discuss films by and about people with developmental disabilities. Films of varying lengths will be offered over the three hours with time for facilitated discussion between each presentation. The full line up and details of each film will be available at the conference. No tickets required, popcorn included!

**3E Emotion Regulation for Individuals with Complex Needs**

*Presented by Narda McLeod, Behavioral Specialist and*

*Clarence Iglesias, Therapy Assistant - COAST*

This presentation goes into the Wellness model and lays the foundation for supporting clients with complex needs, particularly those who have difficulties managing their emotions and impulse control. The presentation brings the material to a practical level and objectives include gaining an understanding of how anger works and gives caregivers practical tools to use in supporting complex clients.



## In Our Community, *Making a Difference*

### GENERAL INFORMATION

**Date:** Monday October 24, 2016  
Tuesday October 25, 2016

**Location:** DoubleTree by Hilton West Edmonton  
16615 109 Avenue, Edmonton, AB

#### Registration Cost (per individual):

##### Both Days:

Early Bird\* \$260  
Regular \$295

##### Single Day:

Early Bird\* \$150  
Regular \$175

\*Early Bird - You must register by **Friday October 7, 2016** in order to get this rate.

#### Substitution and Refund Option

If after registering you find that you are unable to attend the conference a substitute participant from your organization may attend at no extra charge. Please submit names for each delegate being registered with their individual session choices.

**Payments are non-refundable.**

#### Host Hotel Information

This modern hotel is 3.2 km from Telus World of Science and 5.1 km from West Edmonton Mall. Flat-screen TVs and free Wi-Fi are offered in each room, alongside the subdued decor and custom-designed beds. Light breakfast is available, along with a casual lobby bar/restaurant and a dinner theater with live entertainment. Other amenities include a gym, an indoor pool and meeting rooms, plus free parking and freshly baked cookies upon arrival. There's also a 24/7 business center and pantry.

DoubleTree by Hilton West Edmonton has offered conference participants a special room rates starting from \$155 plus applicable taxes.

Participants must book their stay by **Monday October 17, 2016** to ensure the special rate. For Reservations call 780-484-0821. **(Make sure to reference the booking code: MCR)** Alternately you may also reserve a room through DoubleTree's booking link at [http://doubletree.hilton.com/en/dt/groups/personalized/Y/YEGNMDT-MCR-20161023/index.jhtml?WT.mc\\_id=POG](http://doubletree.hilton.com/en/dt/groups/personalized/Y/YEGNMDT-MCR-20161023/index.jhtml?WT.mc_id=POG)

Please note: Rooms are subject to availability. Please book early to ensure space and conference rates.

# In Our Community, Making a Difference

## REGISTRATION FORM

Registrations can be emailed to [marie.richard@mcman.ca](mailto:marie.richard@mcman.ca), faxed to 780-452-1942 or mailed to McMan at 11821 123 Street, Edmonton, AB T5L 0G7

Name: \_\_\_\_\_

**If you are McMan staff, please check here**

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

### SESSION CHOICES - PLEASE REFER TO THE PROGRAM FOR DESCRIPTIONS

Please enter your first and second choice for each session in the event that your first choice is full.

#### MONDAY OCT 24 - DAY 1

1st Choice

2nd Choice

**CONCURRENT SESSIONS - AFTERNOON:**

\_\_\_\_\_

\_\_\_\_\_

#### TUESDAY OCT 25 - DAY 2

1st Choice

2nd Choice

**CONCURRENT SESSIONS - MORNING:**

\_\_\_\_\_

\_\_\_\_\_

**CONCURRENT SESSIONS - AFTERNOON:**

\_\_\_\_\_

\_\_\_\_\_

#### **Payment:**

(check one)

#### **Two Day Full Registration:**

- Early Bird Rate \$260 (If you register by Friday Oct 7)
- Regular rate \$295 (Registration Deadline is Wednesday Oct 19)

#### **Single Day Registration:**

- Early Bird Rate \$150 (If you register by Friday Oct 7)
- Regular rate \$175 (Registration Deadline is Wednesday Oct 19)

- Cheque or money order (payable to McMan)  
Mail to: McMan - 11821 123 Street, Edmonton, AB T5L 0G7

- VISA or  MASTERCARD Number: \_\_\_\_\_

Expiry Date: \_\_\_\_\_ Name on Card: \_\_\_\_\_

Cardholder Signature: \_\_\_\_\_

#### **Additional Questions? Please contact:**

Marie Richard, McMan Youth Family & Community Services Association  
Phone: 780-482-4010 Ext 222 | Email: [marie.richard@mcman.ca](mailto:marie.richard@mcman.ca)  
[www.mcmanconference.ca](http://www.mcmanconference.ca)