



Membership Meeting Minutes
Thursday, October 24, 2024
Fall Conference
Horizon Conference Center - Muncie

Meeting Facilitator: Veronica Fox, Interim President

INABC Mission – Through professional advocacy, support and development, IN-ABC promotes effective, ethical, and quality behavior services.

- I. Call to Order/Roll Call/Introductions – Ronnie called meeting to order and
 - a. Treasurer Report – Liz Wrighthouse - See report
 - b. Secretary report – Kim Adkins – 618 members, 2025 schedule
 - i. January 17, 2025 membership meeting at Fishers Library, 5 Municipal Drive, Fishers, IN 46038
 - ii. April 11, 2025 membership meeting in Kokomo (location TBD)
 - iii. July 18, 2025 membership meeting in Bloomington (location TBD)
 - iv. November 6 & 7, 2025 annual conference (location TBD)
 - c. Committee Updates, Call Outs, & Assigned Board Member
 - i. Professional Credentialing Committee – Kim Adkins (board member) – Jennifer Jones - Announcement of new fillable form to come out in 2025 for RBC applicants. More information to come after a trial run is completed.
 - ii. Risk Management Committee – Brian Kriebel (board member), Michelle Webster (chair) gave report. The committee provided suggestions to the board about conference, budget and the new liaison. The committee is looking for more committee members.
 - iii. Ethics Committee – Jenna Conklin/Kayla Loucks (board members) – Briana Abbott (chair). There was 1 ethics complaint submitted this quarter and was substantiated. The committee is looking for more committee members.
 - iv. Education Committee - Veronica Fox (board member), - Brittany Richter (chair) – First round of review of presentations went well. The committee is working on streamlining the process and getting presentations reviewed in a timely manner prior to each opportunity.
 - v. Diversity Committee –Stephanie Shank (board member) – Cierra Hazelett (chair) – the committee is looking for ideas and activities to highlight diversity. New things to come in 2025.

II. Board Nominations

- a. We had 1 nomination in each of the following three categories
 - i. President – Kelly Howard with Behavior Services & Therapy
 - ii. Treasurer - Amanda Fluck with Stride
 - iii. Director At Large – Michelle Webster with Positive Progression
- b. We had 2 submissions for Liaison. The board requested submission of questions prior to interviews. The board then interviewed both candidates and voted to bring forth Jim Wiltz to the membership for approval.
- c. **Post meeting, results given day 2 of conference, The new board members for 2025-2026 are Kelly Howard, Amanda Fluck, and Michelle Webster. Jim Wiltz was affirmed for liaison for 2025.

III. New RBC's – Congratulations to the following new RBC's for the association: Amanda Fluck, Chrystal Lucas & Emily Ransom.

IV. INABC Awards

- a. Contribution to a Person Living Their Best Life was awarded to Nicole Irwin.
- b. Advocacy on Behalf of a Person's Individual Rights was awarded to Amy Harris

V. INABC Liaison Report – Kelly Hartman - See report

VI. Special Thank you to Kelly Hartman for years of service as INABC liaison. Special Thank you to Rob Westcott for years of service as Treasurer for INABC.

VII. Adjournment

VIII. Next Membership meeting will be January 17th 10am Fishers Public Library



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INABC promotes effective, ethical and quality behavioral services.

www.inabc.org

October 18, 2024 // Treasurer Report

Current Balance / Funds as of 10/18/2024:

Checking: \$ 89,472.31
 PayPal* \$ 32,396.24
 Savings: \$ 45,003.47

Total Funds: \$ 166,872.02**

*PayPal transfer not yet processed on 10/18/24 – all PayPal transactions recorded in Treasurer Spreadsheet

** Total Funds at this point one year prior, on 10/26/2023: \$172,274.60

Historical Membership Revenue:

2024* = \$29,694	2020 = \$25,322	2016 = \$25,455	2012 = \$18,948	2008 = \$12,264
2023 = \$26,691	2019 = \$26,368	2015 = \$22,176	2011 = \$11,021	2007 = \$ 9,155
2022 = \$28,791	2018 = \$26,169	2014 = \$18,661	2010 = \$11,033	2006 = \$ 6,782
2021 = \$30,225	2017 = \$26,288	2013 = \$20,200	2009 = \$10,480	

*2024 membership revenue prior to PayPal fees = \$30,625

Registered Members:

2024: 618 members at present time of this report

2023: 647	2020: 457	2017: 383	2014: 310
2022: 585	2019: 424	2016: 375	2013: 314
2021: 550	2018: 432	2015: 337	

“State of the State 2024” -- Annual Report
Kelly Hartman, IN-ABC: Professional Liaison
October 24, 2024

Good morning – for those of you I haven’t had the pleasure of meeting, my name is Kelly Hartman and I serve as your Professional Liaison. What that means – is that I represent you as an organization in appointed roles....and essentially act as a bridge between INABC, and organizations like the Division of Disability and Rehabilitative Services, INARF, The Arc of Indiana, Self Advocates of Indiana and other organizations that lead initiatives that will directly impact either Behavioral Consultants or the people we support through the services we provide.

This morning – I am giving my last “State of the State” for INABC after serving this association in various roles since 2001. While I will tell you what I have been up to – I would encourage you to understand this through the lens of what you will be expecting of my successor. Today, after a long period of planning and vetting by your Board, you had the opportunity to affirm Dr. Jim Wiltz as the next Professional Liaison who will be in your service.

- 1) **PARTNERSHIPS:** As professional Liaison, there are collaborative relationships I help to maintain on behalf INABC. This helps to increase our visibility – and also allows us opportunities to advocate for our profession and the people we support.
 - Arc of Indiana – statewide advocacy organization for individuals with disabilities and their families and friends www.arcind.org. Kim Dodson continues to lead as the Executive Director. The Arc recently hired two new positions: Chief Operations Officer David Dalton and Chief Legal Officer, Tom Chrishon.
 - INARF – statewide trade association that advocates for service providers – mostly DAYS and Residential partners www.inarf.org Katy Stafford Cunningham has served in this role for two years and acted as their public policy advisor previously .

Additional roles and responsibilities

- 1) I continue to represent INABC by Governor appointment to the Division of Disability and Rehabilitative Services Advisory Council. In this effort our association has a representative voice in collaboration to advise on policy, procedure at the state level as it relates to the people we support. It should be noted that our “place at the table” is in Indiana statute and cannot be changed without legislation. This was further affirmed in updated bylaws just this year.
- 2) Also as a representative of INABC – I have been collaborating with the Division of Mental Health and Addiction (or DMHA) and their consultants toward their goal to better address the needs of people with intellectual and developmental disabilities who also have cooccurring mental health diagnoses. This led to a recent press conference where an announcement was made that legislation will be pursued to fund a number of mental health initiatives to better serve aging Hoosiers, students in schools and people with intellectual disabilities.

In related roles that are not performed within my formal capacity as the INABC Liaison....but certainly will impact the culture of our service delivery system are,

- 3) In the past year, I was asked along with Jim Wiltz to participate in year two of the Dual Diagnosis Capacity Building Institute. This was a collaboration between the state of Indiana and the National Association of State Directors of Developmental Disabilities Services or NASDDDs. This led to the launch of a training initiative - entitled Positive Approaches for People with Dual Diagnosis - funded by ARPA funds to conduct in person training in every BDS region statewide as well as with some provider collaborations to target the DSP workforce. This initiative - which includes traveling to 17 different locations in three months will be complete by the end of this calendar year and will have impacted more than 1500 trainees.
- 4) While not a part of my official capacity with INABC, I am leading an IPP Grant initiative. In a collaboration between my current employer, ViaQuest Community Solutions and our partners at Opportunities for Positive Growth, another INABC member – our project is entitled Behavioral Support Services – A Foundation for Redesign.

NEW INITIATIVES & CURRENT SYSTEM CHALLENGES:

- 1) The Aged & Disabled Waiver has been split into two different programs. For people under the age of 60, they are now on the Health and Wellness Waiver which is now under the authority of the Division of Disability and Rehabilitative Services.for people aged 60 and older – they are on the pathways waiver – which is under managed care and remains with the division of aging. While mostly unchanged – the TBI waiver is now also under DDRS.
- 2) The Innovation Pilot Projects funded by the American Rescue Plan Act has funded projects in 5 focus areas:
 1. Community Partnership/Community Change
 2. Information and Skills for Individuals
 3. Supporting those who Support,
 4. Support through Technology and
 5. Exploring Current Models of Payment and Services.

More than 40 pilot projects were made available through an application process in the Fall of 2022 and are required to be completed by the end of March 2025. This is an exciting time of transformation that will inform waiver redesign – or what is sometimes referred to as “waiver reset” Projects to watch as Behavioral Support Services

Providers include

- the one I referenced earlier, that seeks to redesign BASIC Behavioral Support Services
- Kestrel Behavioral Health’s project around Level One Supervision and the processes and collaboration involved in that service delivery model.
- Booth & Company’s project to using a strengths based approach in service design, and
- Abby Key Consulting’s behavioral care training for caregivers.

3.) Speaking of Waiver Redesign..... While early results and recommendations from the IPP Grants may inform some changes that happen in 2025, more major systemic changes are likely to be in 2026. With regard to Behavioral Support changes that MAY happen next year.....we are advocating for the addition of Behavioral Supports as an option on the Health & Wellness Waiver. Additionally, there may be some clarifying language in our service definition that sets the foundation for future changes.

4.) As far as challenges go – we continue to run into “trends” if you will – over the years -- like providing services over state lines, supporting people while they are in the hospital, behaviors supports in the school environment.....all pain points that resurface periodically. Most recently – we have a new one and that is encouraging an individual to have two BC’s.

First and foremost – the individual’s CHOICE will always prevail. (let me reiterate the individual’s choice – not the agencies – this should not be used by any program to try and fill a caseload.....for example, a day program wants all of their day program people to see their day program BC.....that is not reflective of individual choice. Unfortunately, there is nothing in any rule anywhere that says an individual cannot choose to work with two BC’s from two different agencies.

In fact – there are situations where this might be really supportive – for example--A mom and dad that share custody but live in two parts of the state. Maybe someone wants to work on specific trauma informed practices with a BC that specializes in that area – yet has someone else to work on relationship development. There are cases where this works well – but NOT when the relationship between the two BC’s isn’t collaborative. One of the greatest challenges in our system is the lack of accountability or clear direction in the “one off” situations like this. While the rule supports whatever the individual chooses – this is a wonderful example of how we have to look at things ethically and do what is right for our profession as a whole. The way the rules/policy are written currently could mean two FBA’s, two BSP’s, two staff trainings, two competency based tests, two sets of quarterly reports, and two sets of med reduction plans. Not to mention, who goes to team meetings, counseling appointments and consults with prescribers when needed? That (in my opinion) is a duplication of services and inappropriate use of Medicaid waiver funding. It also will result in someone being denied payment if both BC’s try to bill at the same time – like in team meetings. Our service definition says:

Concurrent services are only allowed under the following circumstances.....Can not be similar in nature, does not have a similar purpose, and does not promote similar outcomes to behavioral support services.

Given my experience over the years – the rules aren’t clear enough and it allows for a big gap – I have asked BDS Help for clarification and haven’t yet received official notification.....however – colleague to colleague I would advise against it unless there is an understanding between the two BC’s who is doing what, that the BC’s find a way to collaborate and produce ONE of everything in a co-authored situation. It cannot be duplicative or cause confusion for the individual and their team. Further – know that this will absolutely require two behavioral outcomes in the PCISP that are very clearly different.

3.) As we look at revising the bylaws and code of ethics – know that this good due diligence is occurring as we have learned from our vulnerabilities. Our basic policies and operational guidance documents were created when we were a much smaller association. The work done by your Board of Directors has really flushed out issues of accountability and responsibility for members. It addresses how we can remove members if needed, and how we should treat one another.

To give you an idea of our scope: We represent nearly a membership of approximately 600 Behavioral Consultants members that work for more than 90 entities – that includes, employers and their employees, contractors and their subcontractors, and independent providers. That is new and old, big and small, agencies that provide many services to agencies that only provide Behavioral Supports. When you consider there are less than 150 total Behavioral Support Providers statewide.....we for sure represent a major majority. In fact....as a nugget of data....In the fiscal year ending in 2022....only 21 total agencies billed more than \$1M in revenue. Of those 21 agencies – only three do not have membership ties to INABC.

TRANSPERENCY STATEMENT

Annually -for the sake of total transparency – know that I am involved in a number of initiatives that are not related to INABC. Just know that in service to this organization, my goal is to always advocate 1) for the people we support to have the best possible lives they can and 2) whenever possible and appropriate that Behavioral Consultants are a part of that success.

Lastly, while I am still employed by ViaQuest Community Solutions it is primarily to finish this IPP grant project, wrap up long term clinical relationships with some of the individuals I have supported for yearsand my employment will end 12/31/24.

Separately from this I am working as a consultant to continue with functional behavioral assessment in school systems, staff training in the culture of behavioral supports, leadership development and agency strategic visioning. Additionally I continue to serve on the Board of Directors for Outside the Box, and on the National Advisory Council for the Center for START Services out of the University of New Hampshire.

As I officially transition out of this role I will leave you with a few parting thoughts:

In my transition to whatever may come next professionally, my commitment to the mission, vision and values of INABC has not and will not change. I plan to support your new liaison and have offered to continue supporting INABC's Board of Directors in any way possible as an unpaid volunteer. The work we do collectively is so very important.

We are all driven to be our very best for various reasons – whether your personal reason for being a Behavior Consultants is to make a living, to be fulfilled as an entrepreneur, to use your strengths, to be a part of a larger team or a combination of all of these things – I will continue to believe that every one of us here seeks to accomplish a mission that I personally live for – and that is - to every day – change the lives of others for the better.

In that I hope you will consider a few things:

INABC existed as a group of professionals who were known to promote best practices for the first 20+ years of our existence. We use evidence informed strategies, integrity and professional ethics to perform our duties. INABC has a long standing reputation of being THE association for Behavioral Consultants in Indiana. **We are still that group of amazing professionals.** Just because we have at times been under attack does not change our mission, vision and values. And just because someone says something does not make it true.

In these post-COVID times that have pushed many people toward negativity, an exacerbation of poor mental health combined with an air of division over politics and belief systems – the world has become more divisive and at times paranoid. The worst behaviors of our society are on full display...in these times, we must keep in mind that how we treat one another matters.

How we act as leaders and as colleagues that share a mission – our behavior is also on display – and we are modeling for others what is ok in terms of how we treat each other as humans, and what we believe about the people we support. It is my deep desire that we will continue to rise above, rely on one another and stay focused on the positive difference we make in the world.

In this last year of my existence in the provider world – I have had an absolute BLAST working with the IPP Grant – and the training initiative around dual diagnosis. I have continued to LOVE working with many of you and advocating for us. As a result - I counted yesterday..... just in these initiatives, I have worked personally with hundreds of Behavioral Consultants from more than 100 agencies across the state – many of you are right here in this room. You are colleagues interested in elevating us as a group of providers to a higher standard. You are interested in making Behavioral Support Services the best they can be. Through education, stakeholder feedback and collaboration - YOU have inspired me and renewed my hope.

I have been reminded that Behavioral Consultants are often the glue that holds an entire team together. BC's are creative, committed and a positive force for good. You are damn near super heroes to many people you support. BC's are often the person who has been in someone's life for the longest – through the good and the bad. What you do is important. Our role is valuable.

To sustain that goodness, we have to continue to lean into adopt national best practices, learn together, collaborate toward system change and deepen our commitment to ethics and professionalism as a group of Behavioral Consultants.

Honestly – I believe we are by far and above THE association that can forge a path to better outcomes for the people who choose us, a more solid foundation as employers and contractors of this very important workforce, and who will – with our seat at the table – be the voice of reason in a time of change and system transformation.

As I reflect on my years in your service – I am humbled to look at this room and see our growth, our resilience, and the amazing friendships that exist both personally and professionally amongst us. I am grateful to those who collaborated in the early days – Jim Sanders, Sandy Miller, Gail Kahl, Rob Westcott,

Lastly, you will never hear me close my annual state of the state without reminding you of this.....we are better in collaboration than we are in competition. We can all strive to grow and improve our businesses, attract the best work force available, and be a leader in our industry – but that should never keep us from working together for the betterment of the people who choose us to be in their lives.

Thank you for the amazing work you do to make the world a better place. Thank you for your collaboration for many years and for trusting me to advocate for our continued goodness.

While I am stepping away from the role of Professional Liaison, know that I will never step away from the vision we all see for the future.