



***Voices for Change:
Advocacy and Collaboration
in Behavior Consulting***

Indiana Association of Behavioral Consultants Conference Fifteen

November 6 and 7, 2025

Please consider joining us this November. Our goal is to provide continuing education for all those working with people with disabilities who have behavioral challenges. Professionals in related fields, community partners, parents, and students are all welcome to join us and benefit from the knowledge and expertise that this year's presenters will share.

Indiana Association of Behavioral Consultants (INABC) is the primary trade association in the state of Indiana founded for professionals who provide behavioral supports to people with developmental disabilities. This non-profit association was founded in 2003 to develop and maintain a unified voice and representation to state and federal agencies.

INABC is an eclectic association, and its membership includes professionals with degrees and training from a variety of human services specialties.

The majority of our members have master's or doctoral degrees in psychology, social work, behavior analysis or special education. Association membership is open to all, regardless of experience, degree, certification or licensure.

INABC exists to serve the interests of its members and behavioral support providers within individuals' homes, communities, schools and treatment centers. Our commitment to both membership and our partners is to build a thriving profession based on best practice, effective standards, and ethical leadership.

If you are not already an INABC member, we look forward to meeting and building a relationship with you. You are welcome to become a member at the time of registration and receive a discounted conference fee.



Reserve Your Room:

*Hilton Garden Inn Terre Haute
750 Wabash Avenue
Terre Haute, IN 47807
(812) 234-8900*

Rooms are available for the dates of Nov. 5 - Nov. 6. Reserve before October 1 and receive a special discounted rate.

if reserving by phone, please request the "INABC Annual Conference" room block or book online here.

Parking:

Self Parking - Complementary

Agenda

THURSDAY, NOVEMBER 6

7:30 - 8:30 a.m.

Registration and Breakfast

8:30 a.m.

Membership Meeting

Committee Reports, Board Election, INABC Awards, Liaison Report

9:45 a.m.

Ethics Trivia/Game (sign in with QR code) 1 CEU

10:45 a.m.

Break and Sign-In for Keynote with John Keesler

11:00 a.m.

John Keesler, Keynote 1 CEU

Enhancing Support with Trauma informed Care

12:00 - 1:15 p.m.

Lunch followed by Sign-In for Keynote

1:15 p.m.

John Keesler, Keynote 1 CEU

*Enhancing Support with Trauma informed Care
Continued*

2:15 p.m.

Break, Snack and Sign-In for Jess Berryhill & Terre Haute Friendship House

2:30 p.m.

Jess Berryhill 0.75 CEU

Terre Haute Friendship House

3:15 p.m.

Break, Snack and Sign-In for Matt Hovey

3:30 p.m.

Matt Hovey, Comedian & Author 0.75 CEUs

4:15 p.m.

Day One Concludes

Wi-Fi Network: Will be provided closer to the event

FRIDAY, NOVEMBER 7

7:30 - 8:15 a.m.

Registration and Breakfast

8:15 - 9:30 a.m. (Breakout Session 1) 1.25 CEUs

Breanne Siniard - Bridging the Gap: How Behavior Clinicians and Employment Consultants Build Workplace Success Together

Lora Barlow - HRC and BSPs

9:30 a.m.

Break and Sign-In for Breakout Session 2

9:45 - 11:00 a.m. (Breakout Session 2) 1.25 CEUs

Jenny Brown and Kelly Howard - Psychiatric NP and BC medication management collaboration

Michelle Jones - Myth Understanding - Supporting stronger communications between school and families

11:00 a.m.

Break and Sign-In for Breakout Session 3

11:15 a.m.-12:30 p.m. (Breakout Session 3) 1.25 CEUs

*Katherine McGinley and Amanda Fluck - OT, A Collaborative Approach to Executive Functioning Support
Rebecca Martinez - IIDC - Creating a Neuroaffirming Work Environment*

12:30 - 1:30 p.m.

Lunch, Election Results, & Sign-In for Breakout Session 4

1:00 - 1:30 p.m.

Waiver Amendments Discussion/Updates 0.50 CEUs

1:45 - 3:00 p.m. (Breakout Session 4) 1.25 CEUs

*Jim Hutton - Indiana Disability Rights Law
Cindie Hudson and Marie Lang - Author of "Yellow Dog" and Service Animals Discussion*

3:00 p.m.

Day Two Concludes

CEU Certificate / Session Attendance requires onsite sign-in or the use of onsite QR codes.

CEU Availability

Thursday: 4.5 CEUs total

Friday: 5.5 CEUs total

Category 1 Continuing Education Units (CEUs) are available to INABC through the Health Professions' Bureau for Continuing Education by the Indiana Social Worker, Marriage and Family Therapist, and Mental Health Counselor Board for: LSW, LCSW, and LMHC.

The 2025 INABC Conference agenda offers participants a maximum of 10 CEUs. Please note that all licensed clinicians are individually responsible for:

- 1) judging the relevance of each session to their own individual professional practice and
- 2) maintaining their own certificate of attendance.



Hilton Garden Inn Terre Haute
750 Wabash Avenue
Terre Haute, IN 47807

We're next to Indiana State University in downtown Terre Haute. The Terre Haute Children's Museum is across the street, and Union Hospital is five minutes north. It's five miles to the Rose-Hulman Institute of Technology. Breakfast and dinner are served daily in our Garden Grille & Bar. Enjoy our indoor pool, whirlpool, and fitness center.

Our amenities

- Connecting Rooms
- Free parking
- Free WiFi
- Non-smoking rooms
- Digital Key
- Streaming entertainment
- On-site restaurant
- Indoor pool
- Fitness center
- Pet-friendly rooms
- Room service

[Book your room online here](#)



John M. Keesler
Speaker • Teacher • Advocate

John M. Keesler, a tenured associate professor at the Indiana University School of Social Work, brings more than 25 years of dedicated experience to his field. His career is deeply rooted in firsthand experience as a direct support professional, behavioral health specialist, and administrator, which has fueled his passion for improving the lives of individuals with intellectual and developmental disabilities (IDD). Dr. Keesler's research focuses on the critical intersection of adversity, trauma-informed care, and quality of life. He investigates how these factors impact individuals with disabilities and the professionals who support them within the disability service industry. His scholarly work uniquely highlights the profound influence of trauma on human behavior and the vital role that environmental and organizational systems play in shaping well-being.

Enhancing Support with Trauma informed Care - This presentation will integrate personal narrative and scholarship to support learning and reflection, while encouraging innovation in supports and services.



Jess Berryhill
Minister • Leader • Friend

Jess Berryhill serves as the Student and Disability Minister at Mt. Pleasant Church in Terre Haute, IN. In that role, she walks alongside and serves teenagers as well as individuals with disabilities. Since founding Grace Unlimited Disability Ministry in 2015, the program has grown to serve over hundred individuals each week and houses holistic programming that extends beyond the walls of the church. This approach currently includes a dating and relationships class, a mental health group, and several weekly gatherings. Through conversations with friends in the program, Jess heard young adults with disabilities repeatedly share that they wanted to live on their own and strive towards independence. Out of those conversations, Terre Haute Friendship House was born in 2019. It is an affordable housing model that allows college students and young adults with disabilities to live in community. Residents live together as roommates. It operates as a launchpad into independent living. Jess serves as the Executive Director and currently resides there as the “house mom” with her dog, Cooper. It's a story of ordinary people showing up to provide opportunities for people with disabilities to experience lives full of purpose and meaning.



Matthew Hovey
Comedian • Artist • Actor

Matthew Hovey is a vibrant young adult whose creativity knows no bounds. Living with autism, Matthew brings a unique and refreshing perspective to everything he touches—whether it's through his expressive artwork, his sharp wit on stage, or his immersive adventures in the world of video games. With a paintbrush in one hand and a punchline in the other, Matthew channels his energy into stand-up comedy that blends humor with heart, often drawing from his own experiences to connect with audiences in meaningful ways. His art is equally powerful—bold, imaginative, and full of life, reflecting the depth of his inner world and the joy he finds in self-expression. Matthew is a proud advocate for neurodiversity, using his talents to inspire others and prove that being different is a superpower. Whether he's making people laugh, painting something beautiful, or leveling up in a game, Matthew is always leveling up in life.

INABC Ethics Committee



Briana (Bri) Abbott, MA
Ethics Chair
Paladin, Inc.
Field Experience: 5 years
BMAN: 2 years



Jenna Conklin, MSW, LSW, IMH-E, RBC
INABC-Vice President
Paladin, Inc.
Field Experience: 118 years
BMAN: 10 years



Susanne Bauer, MA, RBC
INABC Member
Susanne J Bauer, LLC
Field Experience: 30 years
BMAN: 25 years



Melanie Litke, MA, BCBA, LBA
INABC Member
Stone Belt ARC, Inc
Field Experience: 21 years
BMAN: 5 years



Katerina Richardson, MA ABA
INABC Member
Meaningful Days Services
Field Experience: Since she was 19 years old
BMAN: 3 years
(Primarily working in Greencastle - Go Tiger Cubs!)



Breanne Siniard
Stonebelt Employment
Services

Breanne Siniard is the Director of Community Employment at Stone Belt Arc, where she oversees Employment Services and Pre-Employment Transition Services across Monroe, Owen, Brown, Bartholomew, and Lawrence Counties. She graduated with her BFA from Indiana University in 2013. Breanne began her career as a partner with Stone Belt's Project SEARCH Program and quickly became passionate about employment advocacy and support. With extensive experience in successful community employment and a dedication to improving employment outcomes, Breanne is committed to fostering opportunities and supporting individuals in achieving their career goals.

Bridging the Gap: How Behavior Clinicians and Employment Consultants Build Workplace Success Together - How to help with employment readiness - If supporting employment has been listed as an objective to be placed in BSP, we will ask her to give us some needed information that would better support an individual in their employment success.



Lora Barlow
OPG

Lora Barlow has been in the field for over 30 years. She began her professional career at Head Start as a Disabilities/Mental Health Specialist and Regional Technical Assistance Consultant, then moved to Early Intervention as a Developmental Specialist and Intake Coordinator, and now currently in Medicaid Waiver behavior specialist supporting individuals with disabilities to live life to the fullest. Lora has a master's degree in Developmental Psychology from Purdue; a master's in Education from Walden; and master's in ABA from Ball State. Lora is driven by the understanding and emphasis of the TEAM it takes to support people to grow and thrive. She has had the privilege of supporting individuals on the Medicaid waiver for the past 15 years and is proud to say she still supports some of those original individuals on her caseload. Lora has been working for OPG for 4 years and the past three years, she has facilitated the Human Rights Committee at OPG, supporting behavior specialists to meet state and HCBS requirements and to advocate for individual's rights while still ensuring health and safety supports. Lora recently completed a professional certificate in Human Rights. In her off-time, she is involved with training medical alert service dogs and judging dog sport competitions as well as enjoying time with her two sons and four grandchildren.

What is your HRC evaluating when they review your Behavior Support Plan? They can only consider what information you include, but what should you include? This session will look at Indiana IAC 460 and HCBS requirements for the Human Rights Committee and consider the factors that should be included to support restriction justification in Behavior Support Plans and other documents that may contain restrictive measures. Participants will examine how data collection and reporting throughout the year can help or hinder HRC deliberation. Removing restrictions and returning rights in a time limited manner that still provides for the protection of health and safety will be explored. A simple planning tool will be suggested that can guide not only human rights committees to have effective discussions but can assist behavior clinicians to connect the dots between the operational definition of behaviors, the data being collected and the annual evaluation of person- specific need to continue or eliminate a restrictive measure.



Jenny Brown, Psychiatric Nurse Practitioner, RN, MSN, PMHNP

Jenny Brown, Psychiatric Nurse Practitioner, RN, MSN, PMHNP

Jenny's mission is to promote mental wellness by providing compassionate, evidence-based care that empowers individuals to achieve emotional balance, resilience, and improved quality of life. She is committed to reducing stigma, increasing access to mental health resources, and providing a caring environment where every person feels heard, valued, and respected. Jenny has 18 years of nursing experience, including psychiatric nursing as well as 3.5 years of experience as a psychiatric nurse practitioner. She provides medication management and some neuropsychological testing. She completed her Masters in nursing/psychiatric mental health nurse practitioner certification in 2022 at Northern Kentucky University.



Kelly Howard, MS, MBA, RBC

Kelly Howard, MS, MBA, RBC

Kelly started her career in the disabilities field in February 2002 as the county director for a provider that offered supported living, group home and day services. It wasn't long before she transitioned to be a behavior consultant managing a regional office for a different provider. In 2008, she started her own company, Behavior Services & Therapy, Inc., and offered behavior supports and music therapy. Rec therapy and outpatient mental health soon followed. Kelly has been active in the field and always focused on best practices starting with employing an in-house psychologist to provide HSPP Level 1 for Waiver individuals and diagnostic and testing services in the outpatient mental health clinic as well as implementing a quality compliance department at BST in 2016. Kelly was part of the statewide best practices team who developed the templates for BSPs and FBAs in 2006.

Psychiatric NP and BC Medication Management Collaboration Successful collaboration between psychiatric medication prescribers and behavior consultants starts with a clear understanding of each professional's role, responsibilities, and legal parameters. In this session, Jenny and Kelly will share best practices for supporting individuals receiving Waiver services through thoughtful, coordinated medication management.



Michelle Jones
INSOURCE

Michelle Jones holds a Bachelor of Science degree in Social and Behavioral Science and brings over 30 years of experience supporting families of children with special needs.

"Myth Understanding- supporting stronger communications between school and families" - To debunk common myths about special education process, and to provide accurate information that strengthens trust and collaboration between parents/guardians and school teams. This presentation will work to help BCBA's know what myths families sometimes hear regarding their child and schools.

Myth 1: Only a medical diagnosis guarantees special education services. Discuss difference between medical diagnosis and school eligibility.

Myth 2: A student must fail before being evaluated. Understanding the process for requesting an evaluation.

Myth 3: Parents have no say in the IEP. Working through who is considered part of the Case Conference Committee Team and Parents rights and responsibility.

Myth 4: My child is transitioning from ABA to school; the child will now get special education support. Supporting BCBA to help families build relationships with school and understanding transitions process.



**Katherine McGinley, OTD
OTR/L**

Dr. Katherine McGinley is an occupational therapist specializing in neurodiversity-affirming, strengths-based practices. She has contributed to the field through her work on reframing autism from a neurodiversity-affirming perspective, emphasizing the importance of inclusive and individualized approaches in therapy. Dr. McGinley's expertise lies in integrating occupational therapy principles with behavioral strategies to support executive functioning and promote meaningful participation in daily activities.



**Amanda Fluck MS,
LMHCA**

Amanda Fluck, MS, LMHCA is a passionate advocate for the strengths-based approach to therapy, believing deeply in the power of positive rapport and the principles of positive psychology to foster growth and healing. With training in Eye Movement Desensitization and Reprocessing (EMDR) and years of experience working with individuals with intellectual and developmental disabilities, Amanda brings both expertise and compassion to their practice. Their work is grounded in a holistic, biopsychosocial model, addressing the complex interplay between biological, psychological, and social factors in overall well-being. Amanda is dedicated to empowering individuals by recognizing and building upon their inherent strengths, creating pathways to resilience and fulfillment.

OT, A Collaborative Approach to Executive Functioning Support - Executive functioning skills are critical for independence and success across all areas of life. While behavior analysts and occupational therapists often approach skill-building from different perspectives, collaboration between disciplines can create even stronger outcomes for the individuals we serve. This presentation will explore executive functioning through a shared lens, combining occupational therapy strategies like environmental structuring, cognitive strategy training, and habit development with behavioral principles such as reinforcement, shaping, and task analysis. Participants will learn practical, interdisciplinary techniques to support initiation, planning, persistence, and flexibility in daily life, enhancing both participation and quality of life for individuals across a variety of settings.



Dr. Rebecca Martinez, IIDC - Indiana Institute on Disability and Community, Director of Resource Center for Autism

Dr. Rebecca Martinez is a licensed psychologist specializing in the (bilingual) assessment and support of neurodivergent adults, particularly those who have been misdiagnosed, misunderstood, or overlooked earlier in life. Her clinical work centers on affirming the experiences of individuals discovering their autistic identity in adulthood, often after years of navigating the world without a clear framework for understanding their differences. As a tenured faculty member at Indiana University, Dr. Martinez has taught graduate courses in diagnostic assessment, counseling theory, and intervention and supervises the clinical training of master's and doctoral students, mentoring the next generation of mental health professionals to practice with compassion, rigor, and a neuroaffirming lens. Dr. Martinez is also Director of the Indiana Resource Center for Autism within the Indiana Institute on Disability and Community at IU in Bloomington. IIDC - Indiana Institute on Disability and Community, Director of Resource Center for Autism.

Creating a Neuroaffirming Work Environment - This presentation aims to equip professionals, managers, and HR leaders with the knowledge and tools to foster a workplace culture that embraces neurodiversity. Participants will explore the principles of neuroaffirmation, learn how to recognize and support neurodivergent employees, and develop actionable strategies to promote inclusion, psychological safety, and equity. The session emphasizes the value of neurological differences and the importance of designing systems that empower all minds to thrive.



**Jim Hutton
Indiana Disability Rights Attorney**

Jim Hutton is a Senior Attorney with Indiana Disability Rights (“IDR”). Jim leads the Education Team at IDR, advocating for students with disabilities to receive free appropriate public educations in the least restrictive environment through the use of Individualized Education Programs (IEPs) and 504 plans and for schools to properly address incidents of bullying of students based on their disabilities. Jim has been with IDR since March 2022. Prior to that, Jim practiced as civil litigation attorney for over 25 years, primarily in the areas of tort and insurance defense litigation.

Protecting Individual Rights in the Behavior Intervention Planning Process- Indiana Disability rights.

Learning Objectives:

- How to protect the rights of the individuals in the behavior support planning process.
- How to navigate decision-making that ensures the least restrictive strategies and interventions.
- How to handle disagreements between individuals, guardians, and team members.
- How to empower individual choice, support self-advocacy and informed consent.



Cindie Hudson
Author, *Yellow Dog*



Marie Lang, B.S., CPDT-KA
Paws N Behave, LLC

This discussion will include the difference between Service animals, therapy dogs, and emotional support animals.

Cindie Hudson Cindie Hudson is a native of Kokomo, Indiana, and like so many others, was strongly impacted by the events that took place on 9/11/2001 at the World Trade Centers in New York City. After witnessing the amazing work done at ground zero by gold retrievers to find bodies and sooth emotions, Hudson knew she wanted to volunteer and give back to her own community. Hudson was always a dog lover but it was after obtaining Harlee and Seger, two golden retrievers which were trained and certified therapy dogs, that she found her passion --and the rest is history. Harlee, who passed away in 2022, was involved in reading programs for children at local schools and libraries. Seger spends much of his time volunteering at local hospitals and picked up where Harlee left off with the reading programs for children. Both Harlee and Seger were regulars at Grisham Air Force Base helping our veterans. Hudson has witnessed the great impact pet therapy can have and her passion has led to her authoring two children books – *Yellow Dog* and *If A Dog Wore Socks*. When she is not volunteering, Hudson teaches dental assisting at Ross Medical Education Center. In her free time, she enjoys lake life, the ocean and being with family.

Marie Lang graduated from the University of Rhode Island with a Bachelor's Degree in Animal Science. She is a Certified Pet Dog Trainer through the Certification Council for Professional Dog Trainers. Marie has worked for veterinarians for over 35 years. She was in charge of the animal care facility at the Kennedy Space Center. She has been studying animal behavior and positive reinforcement training for many years. She owned Paws N Behave Dog Training Facility for many years.



INABC Conference Fifteen

Early Bird registrations will be accepted through September 30, and all other registrations will be accepted through the date of the conference.

**** Online Registration is also available at www.inabc.org ****

Complete the below form by printing clearly, then mail the form and payment to the order of INABC, to:

Kim Adkins, % Opportunities for Positive Growth, 683 North 36th Street, Lafayette, IN 47905

Name: _____

Employer: _____

Address: _____

Phone: _____

E-mail: _____

Select Your Registration Rate:

Early Bird Registration (through Sept. 30):

____ INABC member (\$199)

____ Non INABC member (\$249)*

____ Student (\$149)

Registration Rates Oct. 11 - Nov. 6:

____ INABC member (\$299)

____ Non INABC member (\$349)*

____ Student (\$249)

Registration Rates (through Oct.10):

____ INABC member (\$249)

____ Non INABC member (\$299)*

____ Student (\$199)

****Medically necessary dietary needs should be communicated to Kim Adkins (kadkins@opgrowth.com) PRIOR to the conference.****

* Non-members are welcome to become 2026 members and register for the 2025 conference at the member rate. Please check below to indicate that you wish to become a member while also including \$100 for 2026 membership plus the conference registration fee along with this form.

____ I wish to become an INABC Member for 2026 and I have included payment for both membership and the conference.

**** 2025 CEU Certificate Protocol ** To ensure that you receive an accurate accounting of CEU credits, be certain to take advantage of our new QR Code protocol during all sessions.**