

# 13<sup>TH</sup> ANNUAL FALL CONFERENCE & WORKSHOPS

*Case Management, Care  
Coordination, Counseling & Supervision*

**“ENGAGE TO THRIVE”**



**EBPATHWAYS**  
*Evidence-Based Conference*

**OCTOBER 30 – NOVEMBER 1, 2019  
LAS VEGAS, NEVADA, USA**

**JOYFIELDS**  
*Evidence-Based Solutions*

Sponsors...

**EBPSOCIETY**  
*Evidence-Based Community*

Up to 20 CE Training Hours

Register at: [www.ebpsociety.org](http://www.ebpsociety.org) | Email: [info@ebpsociety.org](mailto:info@ebpsociety.org) | Phone: 770-409-8780

*WHAT THE EVIDENCE SAYS*

Poor Practice Means...

*Clients Are Harmed &*

They Fail...

Employees Stress, & Care Less,

PLUS

You Waste Resources &

*Loose Money!*

... BUT Not When  
You Attend...

*Evidence-Based "PATHWAYS"  
Conference, Workshops & Masterclasses*

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## DAILY SCHEDULE

<b>7:30 AM</b>	<b>-</b>	<b>Registration, Continental Breakfast, Networking</b>
<b>8:30</b>	<b>-</b>	<b>Workshop Begins</b>
<b>10:00</b>	<b>-</b>	<b>Am Break</b>
<b>10:15</b>	<b>-</b>	<b>Workshop Resumes</b>
<b>12:00 Noon</b>	<b>-</b>	<b>Lunch</b>
<b>1:30</b>	<b>-</b>	<b>Workshop Resumes</b>
<b>3:00</b>	<b>-</b>	<b>PM Break</b>
<b>3:15</b>	<b>-</b>	<b>Workshop Resumes</b>
<b>4:45</b>	<b>-</b>	<b>Workshop Day Concludes Daily (Final Day Concludes At 3:30 PM)</b>

## PROGRAM HIGHLIGHTS

This event is the premier go-to destination to learn approaches for adapting what you already are doing into methods that are proven, and strength centered - not start over. At EB Pathways you are placed in a position to learn how you can;

- Learn to guide and to provide supports and services in a way that helps clients successfully “work their world”
- Efficiently implement what you learn back home to achieve durable outcomes with your clients, and staff
- Learn to create assistive, collaborative partnerships essential for sustainable case management and coordination of care
- Minimize traumatic stress and improve staff’s own experience as evidence-based professionals.
- Sync-up with what matters to stakeholders, win grants and expand your funding streams

### 3 Ways to SAVE!

1. SAVE 15% in early registration incentives! (Paid in full at time of registration, or within 2 weeks)
2. Teams - take advantage of \$200 OFF in Group Savings per person. Team attendance highly encouraged.
3. Members get 15% OFF

### WHAT THE UNSTOPPABLE YOU CAN EXPECT!

At this event participants have the opportunity to acquire core skills as well as advance understanding and skills depending on their individual needs. The program offers evidence-based tracks covering areas of **Individual Intrinsic Motivation** steeped in **Motivational Interviewing (MI)** methods for addressing change issues, approaches for **Family Engagement in Community**, and **Systems & Supports** through **Housing/Job Readiness** for client success in community, **Supervisory Skills**, and **Employee Self-Care**.

- Three (3) Full-day **Pre-conference Workshops** on core and advance skills for coordinating services and connecting recipients to resources, "rubber-meets-the-road skills and supports for supporting and permanent housing
- Two (2) days of **breakout sessions** in domains serving targeted roles and functions of the evidence-based community for **counseling, case management, coordinating care, supervision, motivational interviewing, ethics, opioids challenges and remedies, grant funding sustainability strategy and tactics, Diversity** in the workplace, **LGBTQ/SOGIE, trauma and technology, current and emerging trends, career services, supportive and permanent housing, veteran supports**, and working with the **justice involved**
- Interface, network with top experts and peers with varied yet related backgrounds and experiences
- Earn 20 CE Training Hours (3-Day attendees), or 13 Training Hours for the 2-day attendee.

**PROFESSIONAL CERTIFICATION:** This conference offers paths to professional certification. Training hours credits earned may also be allied toward certification, or potentially meet other professional licensing and continuing education requirements. Details on Page 6

EVIDENCE-BASED "PATHWAYS" CONFERENCE – FALL '19

OCTOBER 30 – NOVEMBER 1, 2019

THE LUXOR HOTEL | LAS VEGAS, NEVADA, USA

**Wednesday October 30:** Pre-Conference Workshops Day

Thursday October 31: 2-Day Conference Begins

**Friday November 1:** Conference Continues, and Concludes

AGENDA-AT-A-GLANCE

TUESDAY, OCTOBER 29<sup>TH</sup>

Attendees Arrive

**6:30 PM – 8:00 PM** - Evidence-Based Professionals Networking Group (EBPNG) Happy Times, Luxor Aurora Bar

**WEDNESDAY, OCTOBER 30<sup>TH</sup>** (*CUSTOMIZE YOUR MASTERCLASS SESSION*)



**8:00 – 8:30** - BREAKFAST, REGISTRATION, NETWORKING

MASTERCLASS  
for  
Practitioners

**8:30 AM – 4:30 PM** - 2 CONCURRENT PRE-CONFERENCE WORKSHOPS (PICK ONE PLEASE)

- Evidence-Based Case Management & Care Coordination: Core Skills for Achieving Intended Outcomes
- The Evidence-Based Practitioner Masterclass: Essential Skills for Human, Social & Justice Services Professionals

**4:30 PM** - Pre-Conference Workshop Day Concludes

**6:30 – 8:30 PM** - Evidence-Based Professionals Networking Group (EBPNG) Happy Times at The Aurora Bar (Luxor)

\* All program contents and faculty subject to change without notice

KEY REASONS TO ATTEND AND BECOME EVIDENCE-BASED

- **Reason #1** You become so nimble, and quick - very quick!
- **Reason #2** Your clients successfully work in their world and thrive.
- **Reason #3** The professional in you, and your team is renewed, and it shows up in your work. You, my friend, become better
- **Reason #4** You and your agency are attractive to customers, funders, and stakeholders.
- **Reason #5** You put on legal "armors" inherent in your commitment to proven approaches.
- **Reason #6** You have less stress, as you more effectively help clients, and execute on projects.
- **Reason #7** You'll more effectively monetize your business and save in numerous ways.

**THURSDAY, OCTOBER 31<sup>ST</sup> - CUSTOMIZE YOUR MASTERCLASS SESSIONS**



**8:00 – 8:30 AM** - BREAKFAST, NETWORKING, REGISTRATION

**8:30 – 10:00 AM** - WELCOME AND KEYNOTE ADDRESS - The State of Our Industry

**10:00 – 10:15 AM** - AM NETWORKING BREAK

**10:15 – 11:45 AM** – AM BREAKOUT TRACKS – PICK ONE **(1. Individual Motivation / 2. Family & Community / 3. Support Systems)**

1. Finding & Using Motivation: How to engage the recipient of service in dialog to form the assistive/collaborative relationship
2. Opioids Addiction & Epidemic: Emerging Trends & Case Management for Working with Individuals & Families
3. Housing for Homeless Citizens: Evidence-Based Approaches for Supportive & Permanent Solutions

**12:00 – 1:15 PM** – LUNCH (On Your Own)

**1:30 – 3:00 PM** – PM-1 BREAKOUT TRACKS

1. Motivational Interviewing: Effective use of the decisional balance worksheet to develop discrepancy and workout behaviors to match goals
2. Family Engagement in Community: Family Group Decision Making, Teaming & Restorative Justice Conferencing
3. Housing for Homeless Citizens with Opioids and other Drugs' Disorders

**3:00 – 3:15 PM** - PM NETWORKING BREAK

**3:15 – 4:45 PM** – PM-2 BREAKOUT TRACKS

1. Motivational Interviewing: Advance use of the decisional balance worksheet in developing discrepancy & facilitate discussions
2. Teaming Planning and Process: How to Implement Family Engagement Approaches
3. Successful Employer Engagement: Approaches for Homeless Veterans & Other Target Populations

**4:45 PM** - Conference Day Concludes

**6:30 – 8:00 PM** - Optional EBPNG Outing - If you don't already have plans! - Dinner, shopping & sight-seeing & on your own

**FRIDAY, NOVEMBER 1<sup>ST</sup>**

**8:30 AM – 10:00 AM** - AM BREAKOUT TRACKS I – PICK ONE **(1. Individual Motivation / 2. Family & Community / 3. Support Systems)**

1. Motivational Interviewing: Making sense of resistance
2. Workplace Diversity: Fundamentals of LGBTQAA, SOGIE, Gender-Neutral, Gender-Fluid, Pansexuality
3. Money Matters: Grants, Funding & Effective Practices for Sustainability

**10:00 – 10:15 AM** - AM NETWORKING BREAK

**10:15 – 11:45 AM** - AM BREAKOUT TRACKS II

1. Practitioner Implementation Real & Role Play Exercises: Putting it all together - Double Go-Around Exercise
2. Ethical Practice: Fundamentals for Human, Social & Justice Services
3. Employee Performance Reviews: How to prep, write and deliver them on-time – every time

**12:00 - 1:00 PM** – LUNCH (On Your Own)

**1:00 - 3:30 PM** - GENERAL SESSIONS

- Guided Train-The-Trainer for when you return home
- Facilitated Session for Evidence-Based Practitioner Certification (CEBP) - Must be present to be certified

**3:30 PM** - CLOSING REMARKS - EVIDENCE-BASED "PATHWAYS" CONFERENCE CONCLUDES

OUR EVIDENCE-BASED PROFESSIONAL CERTIFICATIONS

This conference offers paths to professional certification. Training hours credits earned may also be allied toward certification, or potentially meet other professional licensing and continuing education requirements.

- **Certified Evidence-Based Professionals (CEBP)** - Participants in the **EB Masterclass for Practitioners**: Choose sessions in your preferred domain and satisfy established requirements to become a **CEBP**.
- **Certification in Evidence-Based Leadership (CEBL)** - Earn your **CEBL** by attending the **EB Masterclass for Organization** course and satisfying established requirements.
- **Certified Evidence-Based Organization (CEBO)** - The **EB Masterclass for Organizations** also is a pre-requisite qualification for organizations seeking to become a **CEBO**. By attending this workshop, organizations represented at this masterclass satisfy that requirement.

**The Certified Evidence-Based Practitioner (CEBP)** program is a structured curriculum of training and self-study followed with a half-day proctored exam. The process provides practitioners with a standard method to become Certified Evidence-Based Professionals.

In addition, it creates a progressive professional development vehicle and an outstanding opportunity for individuals to become highly knowledgeable and skilled in evidence-based approaches. Finally, it recognizes the abilities and accomplishments these professionals have demonstrated in the area of evidence-based policies, programs, and practices.

**Certification in Evidence-Based Leadership (CEBL)** program is a structured curriculum of training and self-study followed with a take-home implementation project which candidates must report back on. Designed for individuals who participate in the Evidence-Based Organization (EBO) Masterclass training, the process provides leadership and operations teams with a standard method to become Certified in Evidence-Based Leadership. Participation in the training also helps to fulfill an organization's initial training requirement for entering the process of Certification as an Evidence-Based Organization (EBO).

The **Certification for Evidence-Based Organization (CEBO)** process provides a standard method for systematically building capacity as an Evidence-Based Organization (CEBO), and recognizes the abilities and accomplishments organizations demonstrate in the area of evidence-based policies, programs, and practices. Certification requirements are the same for all types of agencies and organizations.

The following five areas are emphasized:

- Knowledge and use of evidence-based policies, programs, and practices
- Demonstrating effective leadership
- Organizational culture and assessment
- Strategic planning, performance measurement, and program evaluation
- Building capacity and sustainability



**Note: If attending our EB Pathways Conference, we highly recommend getting certified during the conference.**

DAY-1 WEDNESDAY, OCTOBER 30<sup>TH</sup> *(CUSTOMIZE YOUR MASTERCLASS SESSIONS)*

PRE-CONFERENCE WORKSHOPS (CHOOSE ONE)

WORKSHOPS - 1

**EVIDENCE-BASED PRACTITIONER MASTERCLASS: CORE SKILLS FOR PROFESSIONALS**

**Learning Objectives:** Participants in this workshop are placed in a position to;

- o Learn approaches that are essential in helping recipients of their services regain and/or strengthen abilities they already possess
- o Understand the framework of common elements in evidence-based skills for case management, care coordination, counseling & supervision
- o Become more skillful in the application of evidence based and strength centered approaches.

This program is formal education for professionals in human, social and justice services fields. It teaches skills in the common elements of evidence-based approaches that practitioners must prioritize for helping clients they serve to acquire or strengthen their ability to perform critical life functions they may have “lost”. These are essential skills in any life domain for helping recipients of services to incrementally improve - versus “punishing” or “rehabilitating”.

The common elements in EB approaches shift practice from diagnostic, problem and clinically driven approaches to “partnering” as an advanced skill. “Partnering” is a term that operationalizes a deeper knowledge and skillful application of sophisticated facilitation skills by the practitioner. This moves the skills of the practitioner beyond expert knowledge of disorders and their remedies, to a level of facilitation that enables the person being served to benefit from the contact moment - in any method, program or practice. This course is taught in 10 modules where each is designed to build on the other to advance professional skills.

Tools, editable forms, other resources for your use back home.

WORKSHOPS - 2

**EVIDENCE-BASED CASE MANAGEMENT & CARE COORDINATION: CORE SKILLS FOR PROFESSIONALS**

This full-day pre-conference workshop teaches the processes for assessing, planning, facilitating and advocating for options and services designed to help human and justice services clients efficiently meet their individual needs. It is intended to prepare the practitioner for developing advanced and intentional skills by helping them develop a deeper understanding of the way in which approaches and dialog affect the recipient. This knowledge is fundamental to the practitioner’s ability, not only to understand how the brain works in dialog, but also how the use of approaches that are facilitative and guiding versus prescribing and correcting increase the ability of the recipient to benefit from the care and supervision provided.

Case managers and care coordinators are assistive, collaborative partners providing guidance and supports. At this program participants will be able to learn how to play their strength-centered role to help individual clients they work with achieve outcomes they desire. Using relevant examples, participants will learn how they can help their clients achieve desirable outcomes through promotion of quality and effective interventions which link individuals to appropriate resources.





**DAY-2 THURSDAY, OCTOBER 31<sup>ST</sup> (CUSTOMIZE YOUR MASTERCLASS SESSIONS)  
AM BREAKOUT TRACKS (CHOOSE ONE)**

**(1) FIND & USE MOTIVATION WITH RESISTANT PEOPLE: HOW TO ENGAGE RECIPIENTS OF SERVICE IN DIALOG TO FORM THE ASSISTIVE/COLLABORATIVE RELATIONSHIP**

The next 5 sessions today and tomorrow within this breakout track (Individual Motivation) leverages motivational interviewing skills as a key method for engaging recipients of services to achieve uncommon outcomes. It is intended to increase the participants practitioner skills for developing rapport as the tool for change. It includes practice exercises on using facilitation skills in the process of engaging the recipient in three evidence-based interventions. Participants will be in a position to learn skills for;

- Forming the assistive/collaborative relationship
- Preserving the assistive/collaborative relationship
- Emphasizing Choice and Control
- Exploring the Decisional Balance
- Autonomy



Using triad exercises, participants will learn to engage recipients of service in dialog to form the assistive/collaborative relationship.

**(2) OPIOIDS ADDICTION & EPIDEMIC: CASE MANAGEMENT FOR WORKING WITH INDIVIDUALS & FAMILIES**

Of the 20.5 million Americans 12 or older that had a substance use disorder in 2015, 2 million had a substance use disorder involving prescription pain relievers and 591,000 had a substance use disorder involving heroin. Currently, the nation has a crisis that's been characterized as a "crisis of epidemic proportions facing our nation". What do you understand all this to mean? What do you know about opioids? Why is it an epidemic? How and where do practitioners fit in? What are the implications and impacts on the individual, their families and communities which surround them?

This session will address the impact of Opioids on the individual, family, community and social service/criminal justice organizations. It will review necessary case management case management and core components for working with individuals and families impacted by such an addiction. Components examined include the development of overarching goals, measurable objectives and achievable tasks as well as identify barriers to achieving desired outcomes. Participants will be in a position to learn;

- Current trends in Opioids Addictions Treatment, Management & Recovery
- The Stages of Change, and how Stage-matched Approaches are applied to guide plan development and interventions.
- Case Management with Individuals & Families Impacted by Addiction to Opioids

**(3) HOUSING FIRST: EVIDENCE-BASED SUPPORTIVE & PERMANENT SOLUTIONS FOR THE HOMELESS**

Housing First is an approach to quickly and successfully connect individuals and families experiencing home-lessness to permanent housing without preconditions and barriers to entry, such as sobriety, treatment or service participation requirements. Supportive services are offered to maximize housing stability and prevent returns to homelessness as opposed to addressing predetermined treatment goals prior to permanent housing entry.

Housing First emerged as an alternative to the linear approach in which people experiencing homelessness were required to first participate in and graduate from short-term residential and treatment programs before obtaining permanent housing. In the linear approach, permanent housing was offered only after a person experiencing homelessness could demonstrate that they were "ready" for housing. Participants in this session will be in a position to: (1) Identify Housing First programs, (2) Identify Housing First practices, (3) Learn and adopt Housing First service approaches

Supportive Housing and Permanent Supportive Housing are unique and specific approaches for providing housing targeted to individuals and families who are experiencing homelessness, or at risk of homelessness, and other disabilities. The aim is to quickly help them acquire housing, achieve and maintain their goals for increased independence, greater self- sufficiency, recovery, resiliency, family reunification and employment.

DAY-2 THURSDAY, OCTOBER 31<sup>ST</sup> *(CUSTOMIZE YOUR MASTERCLASS SESSIONS)*

## PM – (1) BREAKOUT TRACKS (Choose One)

**(1) FIND & USE MOTIVATION (MI): EFFECTIVE USE OF THE DECISIONAL BALANCE WORKSHEET TO DEVELOP DISCREPANCY & WORKOUT BEHAVIORS TO MATCH GOALS**

This segment is intended to increase the participant's ability to use advanced facilitation skills to assist recipients in the completion of an evidenced based intervention for solving ambivalence. The 4 quadrant Decisional Balance worksheet is used in exercises to develop discrepancy in working toward goals.

While this conference offers several opportunities for focused study and applications for motivation enhancing methods, this presentation will deliver the fundamental elements of Motivational Interviewing for someone new to MI or needing a refresher. The participant will learn the Spirit, Principles, and techniques, as well as how to elicit and strengthening change talk and developing a change plan. These techniques will be demonstrated in case work that is familiar to the participant.

**(2) FAMILY ENGAGEMENT IN COMMUNITY: FAMILY GROUP DECISION MAKING, TEAMING & RESTORATIVE JUSTICE CONFERENCING**

This is the 1<sup>st</sup> of 2 sessions with the second to follow this one. Attend one or both sessions to understand methods for family and community engagement. They are evidence-approaches of Family Group Decision Making, Family Teaming, and Restorative Justice Conferencing. Learn core skills for engaging consumers, their families and others significant in their lives using these methods.

Participants in this session will learn and share evidence-based teaming practices making a positive difference for individuals, families, agencies and communities throughout the United States and the world. These evidence-based practices have demonstrated positive outcomes in client engagement and empowerment, commitment to the change process, positive connections to both formal and informal supports, shorter lengths of time in residential care and decreased relapse/recidivism. These approaches are being recommended and utilized by various entities ranging from, child welfare and foster care, criminal justice, addiction and recovery, to mental health, homelessness and geriatric services and more!

This course will introduce participants to the key component of Family Groups, Teaming and how it is designed and works to engage recipients of service and their families in their communities, but also walk you through how they are implemented. It is critical to plan for positive implementation of any new initiative, process and service/intervention. This workshop will review the core steps and connections necessary to successfully begin a teaming process at your organization/community.

**(3) HOUSING FOR HOMESS WITH DEBILITATING ILLNESS, OPIOIDS & OTHER DRUGS DISORDERS**

This session is designed to help participants learn to provide housing support to homeless citizens with disabilities or have debilitating and sometimes co-occurring mental illness and substance use disorders. Participants will learn what supportive services strategies and techniques are evidence-based intervention for addressing challenging housing situations. They will also be in a position to learn the three approaches to operating and providing supportive housing, *Single, Scattered, and Unit set-asides housing*. They will also learn and identify essential elements of supportive services strategies and techniques representing evidence-based interventions inherent with the models;

1. Housing First
2. Stages of Change
3. Motivational Interviewing

Housing First is an approach to quickly and successfully connect individuals and families experiencing home-lessness to permanent housing without preconditions and barriers to entry, such as sobriety, treatment or service participation requirements. Supportive services are offered to maximize housing stability and prevent returns to homelessness as opposed to addressing predetermined treatment goals prior to permanent housing entry.

**DAY-2 THURSDAY, OCTOBER 31<sup>ST</sup> (CUSTOMIZE YOUR MASTERCLASS SESSION)**  
**PM-2 BREAKOUT TRACKS (Choose One)**

**(1) FIND & USE MOTIVATION: ADVANCE USE OF THE DECISIONAL BALANCE WORKSHEET IN DEVELOPING DISCREPANCY & FACILITATE DISCUSSIONS**

This segment is intended to increase the participant's ability to use advanced facilitation skills to assist a recipient in using the assistive/collaborative relationship for weighing and considering change by examining and comparing behaviors to outcomes.

Participants in this session will learn to demonstrate accurate empathy and facilitate discussion of pros and cons of changing vs not changing compared to goal. They will also be in a position to learn motivational interviewing skills for;

- Evocation
- Complex Reflections
- Compassion
- Autonomy
- Affirmation-support efficacy, among other skills



**(2) TEAMING PLANNING AND PROCESS: HOW TO IMPLEMENT FAMILY ENGAGEMENT APPROACHES**

Teaming creates positive evidence-based outcomes. Based on your organizational and consumer needs there are various models of evidence-based teaming. This workshop will review various models, how to implement them, and the strengths and challenges of each model.

The implementation process reviews how to involve consumers, agencies, stakeholders and communities to engage and participate in the teaming planning and process. It is critical to plan for positive implementation of any new initiative, process and service/intervention. This session will review the core steps and connections necessary to successfully begin a teaming process at your organization/community. Success and challenges to implementation will be reviewed as well as planning for staffing and sustainability.

**(3) SUCCESSFUL EMPLOYER ENGAGEMENT: OPPORTUNITIES FOR VETERANS, HOMELESS AND OTHER TARGET**

Supportive Housing providers developing innovative housing-based strategies for returning formerly homeless and disabled individuals to work. These efforts build upon the combination of ongoing support services and the residential stability that supportive housing provides. Staff works either in-house or by networking with other organizations, to provide flexible, individualized employment services, with a special attention to job development opportunities.

Participants attending this workshop will be able to discuss the following:

1. Identify what employers want from the system
2. Identify essential business concerns
3. Identify steps to forming a connection

Partial List of Our Distinguished Alumni & Members

- 15th Circuit Drug Court  
 16th Judicial Circuit Court  
 22nd Judicial Dist. of KS, Juvenile Services  
 5th Judicial District Community Corrections Program  
 8th Judicial District Juvenile Probation  
 9th Circuit Court - Family Division  
 A. L. Harris Prison Reentry Consulting  
 Absentee Shawnee Tribe  
 Ada County Juvenile Court  
 Addiction Center of Broome County  
 ADVOCAP  
 Agape Means Love  
 Alameda County Sheriff's Office  
 Allen County Community Corrections  
 AltaPointe Health Systems Inc.  
 Alvis House  
 American Samoa Government  
 Apache Behavioral Health  
 Apache Behavioral Health Services  
 Appalachian Judicial Circuit  
 Arapahoe/Douglas Works  
 Arizona Supreme Court  
 ARJ, LLC  
 Asociacion Creemos En Ti  
 Atlanta Housing Authority  
 Atlantic County NJ Justice Facility  
 Bahamas Dept of Correctional Services  
 BCFS Education Services  
 BCFS Health & Human Services  
 Beach Cities Health District  
 Benewah Medical Center  
 Berkshire County Sheriff's Office  
 Bermuda Dept of Corrections  
 Bexar County  
 Blair County Drug and Alcohol Program  
 Blue Mountain Action Council  
 Bonner Springs Police Department  
 Boom Health  
 Boys & Girls Club of Greater Fort Worth  
 Boys & Girls Club of the Twin Cities  
 Broward Sheriff's Office  
 Bryant Middle School  
 Building Futures  
 Building Opportunities for Self-Sufficiency  
 Burrell Behavioral Health  
 California State University Dominguez Hills  
 CareerSource Broward  
 CareerSource South Florida  
 Carolina Family Alliance, Inc.  
 Carolina Support  
 Carroll County Detention  
 Carroll County Health Department  
 Catholic Charities  
 Catholic Guardian Society & Home Bureaus  
 Center for Children & Families  
 Center New-Way of Georgia  
 Centerstone  
 Central FL Behavioral Health Network  
 Central San Gabriel Worksource Center  
 Change Agents Network, LLC  
 ChangePoint LLC  
 Chautauqua County Dept of Mental Hygiene  
 Chehalis Tribes  
 Cherokee Nation  
 Children Home Society  
 Children's Board of Hillsborough County  
 Children's Bureau of Southern California  
 Children's Home Society of NC  
 Choctaw Nation  
 CHRIS 180  
 Christiana Care Hospital System  
 Christophe Consulting  
 Citrus Health Network Inc.  
 City of Birmingham Municipal Court  
 City of Decatur, AL  
 City of Grande Prairie  
 City of Houston  
 City of Houston Dept. of HHS  
 City of Las Cruces  
 City of Pasadena Public Health  
 City of San Jose  
 Clayton County Public Schools  
 Clinton County Community Supervision  
 Closer to Home Community Services  
 Coconino County Sheriff's Office  
 Collaborative Hope, LLC.  
 College and Community Fellowship  
 Colorado Dept. of Corrections  
 Columbia Heights/Shaw Family Collab'  
 Colville Tribe  
 Community Action Agency  
 Community Council Health Systems  
 Community Counseling of PA  
 Community Education Centers  
 Community Link Counseling Svcs.  
 Comm. Outreach for Youth & Family  
 Community Renewal Team  
 Confederated Salish & Kootenai Tribes  
 Continuum Care Services, Inc.  
 Cook Inlet Tribal Council  
 Cool Aid Society  
 Correcional Alternatives Inc.  
 Correctional Management Inc.  
 County of Marin Probation Department  
 County of Orange Health Care Agency  
 County of Plumas  
 Court Svces & Offender Sup. Agency (CSOSA)  
 Cowlitz Tribal Treatment  
 Crawford County Juvenile Court  
 Crestwood Behavioral Health  
 Crider Health Center  
 Criminal Justice Coordinating Council of GA  
 Crook County Juvenile Justice Svc Div.  
 Cuyahoga County Office of Reentry  
 Dale County Juvenile Court  
 Day by Day Family Services, LLC  
 DC Department Of Health  
 DC Dept. of Corrections  
 DCCA / Division of Youth Services  
 Del Norte County Dept. of HHS  
 Delaware County Adult Court  
 Denver City & County Office of Comm. Corrections  
 Dept of Social Services - San Luis Obispo  
 Department of Veteran Affairs  
 Errera Community Care Center  
 Dept. of Health Adult Mental Health Div  
 Dismass Charities  
 District of Columbia Government  
 Diverse Family Services, LLC  
 East Central Illinois Humanistics, Inc.  
 Eastern Ohio Correction Center  
 Echelon Care  
 Edmonton John Howard Society  
 El Paso County Dept of Human Services  
 ENCAP Omaha  
 Environmental Alternatives  
 EOC of Suffolk  
 ESHC NE FL  
 Fairbanks Native Association  
 Families in Transition  
 Family & Children's Services  
 Family Centered Services of CT  
 Family Counseling Center, Inc.  
 Family Health Centers of Baltimore  
 Family Home Care Services  
 First Steps of Sarasota, Inc.  
 FlintSTRIVE  
 Ford Street Project  
 Fort Belknap Indian Community Juvenile Court  
 Franklin County Office of Homeland Security & Justice  
 Fresh Start Counseling Services  
 Fresno County Probation Department  
 Fresno County Sheriff's Office  
 GA Alliance to End Homelessness  
 Gainesville Housing Authority  
 Gainesville Police Department  
 Gallatin County Detention Center  
 My Gang Alternative  
 Garden City Family Resource Center  
 GA Accountability Courts  
 GA Council of Accountability Court Judges  
 Ghana Prisons Service  
 Gibraltar Prison Service  
 Good Samaritan Project  
 Good Work Associates  
 Goodwill Industries  
 Grant County Mental Healthcare  
 Grayson County Juvenile Services  
 Greater Lakes Mental Healthcare  
 Green Hills Community Action Agency  
 Greenlee County Courts Probation Dept.  
 Guam Dept of Mental Health & Sub. Abuse  
 Gulf Coast Community Care  
 Gulf Coast Teaching Family Services  
 Hackley Community Care Center  
 Health Care & Economic Security Staff Dev. Cntr.  
 Heartland Health Outreach, Inc.  
 Henkels & McCoy  
 Her Majesty's Prison of Gibraltar  
 Heritage Behavioral Health Center  
 Hispanic Unity of FL  
 Homeless Empowerment Program  
 HOPE Services Hawaii  
 Houston Department of HHS  
 Houston Health Department  
 ICHEP LLC  
 Idaho Department of Mental Health  
 IFamagu'on-ta (DMHSA)  
 Illinois Department of Corrections (TASC)  
 Impact Northwest  
 Imperial County Dept of Social Services  
 Imperial Valley Regional Occupational Program  
 Independence House  
 Indian Health Services  
 Indiana Department of Corrections  
 International Institute of Los Angeles  
 Iowa Aftercare  
 Iowa Dept. of Human Services  
 Iowa Juvenile Court Services  
 Iowa State Patrol  
 It Takes A Village Youth & Family Services  
 Jack Brown Treatment Center  
 Jackson Behavioral Health System  
 Jefferson Community Action Programs  
 Jefferson Parish District Attorney's Juvenile Diversion  
 Jessie Trice Community Health Center  
 Jewish Family Service  
 JG Consultant Services  
 Johnson County Mental Health  
 Jubilee Housing  
 Kansas City, Missouri Police Department  
 Kentuckiana Works  
 Kentucky Department of Corrections  
 Kern County Probation  
 Keweenaw Bay Indian Community  
 Kibble Education and Care Centre  
 King County Human Services  
 King Cty Sexual Assault Resource Center  
 Kings County Probation  
 Korean Family Family Services  
 LA County Probation Department  
 LA County Sheriff's Department  
 Lac Courte Oreilles Tribe  
 Lafayette Parish Sheriff's Office  
 Lake County Sheriffs Office  
 Lakes Crossing / NNAHMS  
 Lauderdale County Comm. Corrections  
 Leading Into New Communities, Inc.  
 Leech Lake Opioid Treatment Program  
 Life Enhancement Services  
 LifeNet  
 Lighthouse of Broward  
 Los Angeles County Probation  
 Loudoun County MHSADS

## EVIDENCE-BASED PATHWAYS CONFERENCE & WORKSHOPS

<p>Louisiana Workforce Commission Lummi Indian Business Council-Probation MacArthur Foundation Malaysia Prison Service Maricopa County Community Services Maricopa County Human Services Maricopa County Human Services Department Marion County Community Corrections Mayo Clinic MBI Health Services, LLC MCN Reintegration Mecklenburg County Sheriff's Office Medical Management Options Memphis Area Legal Services Mental Health Association Oklahoma Merced County Probation Mercer Family Resource Center Mescalero Drug Court Metropolitan Ministries MHMR of Harris County Miami-Dade Community Action and Human Services Miami-Dade Corrections and Rehabilitation Dept. Miccosukee Tribe of Indians of Florida Mid South Health Systems Mille Lacs Band of Ojibwe Miller HR Solutions Miracles Outreach Mississippi DOC MO Office of State Courts Administrator Monroe Circuit Court Probation More Than A Home Morgan County Juvenile Probation Mountain Comprehensive Care Center Multnomah County DCJ Multnomah County Sheriff's Dept. Muskingum County Probation N. Mariana Islands Dept of Community &amp; Culture NAESM, Inc. NAPA County HHS Navajo Division of Public Safety Nebraska Ofc of Health Disparities &amp; Health Equity Neighborhood House Association Nevada Department of Corrections New Center Community Services New Hope Family &amp; Youth Services, Inc. New London Homeless Hospitality Center New North Citizens Council New Outlook Second Chance, Inc. NY City Dept. of Health &amp; Mental Hygiene New York City Mission Society Ninth Circuit Court, Family Division No Bounds Care Non-Profit Partnership "ESVERO", Russian Federation Norfolk Juvenile Detention Center North Carolina Department of Public Safety North Portland Area Indian Health Board Northwest Indian OIC NYE Community Coalition Oglala Sioux Tribe OIC of South Florida Oklahoma City County Health Department Open Society Foundation of South Africa Options for Recovery Orange County Corrections Dept. Orange County Probation Department Orange County/HCA Partners Reentry Center Pathstone Corporation Peer Assistance Services, Inc. PG County Circuit Court Philadelphia Real Estate Corporation Pioneer Human Services Plumas County District Attorney's Office Plumas County Probation PMHCC-CTT Poarch Creek Indians Polk County Health Services Polk County Sheriff's Office Positive Outlook Services Premier Behavioral Services</p>	<p>Pretrial Services Agency of DC Pribilof Islands Aleut Community of St. Paul Island Primo Center for Women and Children Prince George's County Circuit Court Prison Department of Lithuania ProCure Therapeutic Agency Providence Crisis Recovery Center Puerto Rican Family Institute Puerto Rico Human Services Puerto Rico Probation Dept. Pyramid Lake Tribal Health Center Rady Children's Hospital Ramsey County Corrections Rappahannock Regional Jail Redding Rancheria Refined By Fire Ministries, Inc. Reno-Sparks Indian Colony Resourceful Solutions II Reynolds and Associates, Inc. RHA Behavioral Health Riley County Community Corrections Rockyboy Health Center Sacramento County Probation Department Saginaw County CMH Authority San Bernadino County Workforce Development Dept. San Bernardino County Dept. of Public Health San Diego County Probation Dept. San Diego County Sheriff's Department San Diego County Juvenile Drug Court San Luis Valley Mental Health Center San Mateo County Dept. of Probation San Mateo County Human Services Sanford Health Sankofa Safe Child Initiative Santa Clara County Behavioral Health Svcs. Santa Clara County Probation Department Scott County Government Seasons Center for Behavioral Health Seneca Family of Agencies Serenity Counseling &amp; Resource Center Shelter Association of Washtenaw County Shoalwater Bay Indian Tribe Shoshone-Bannock Tribes Human Svcs. Siskiyou County Health &amp; Human Services Sitka Tribe of Alaska Smith Community Mental Health Smithwright Services SNAP Sobriety House Social Model Recovery Systems South Africa Dept. of Correctional Services South Carolina Dept. of Alcohol &amp; Drug Abuse Services South Carolina Office of Family of Services South Dakota Unified Judicial System South Florida Behavioral Health Network South Texas Substance Abuse Recovery Services, Inc. Southern California Alcohol &amp; Drug Programs, Inc. Southwest Housing Solutions Southwest Key Programs Southwest Louisiana AHEC SPIRITT Family Services St Barnabas Hospital Teen Health Center St Tammany Parish Sheriff's Office St. Francis Community Services St. Johns County Sheriff's Office Stanislaus BHRs Prevention STAR Community Justice Center State of Alaska Department of Corrections State of Minnesota Steps Toward Success STOP Organization of Hampton Roads Storefront Suffolk County Sheriff's Office Summit County Juvenile Court Tanana Chiefs Conference Terry Reilly Health Services Teton County DUI / Drug Court The Community Partnership The Dannon Project The Fellowship House</p>	<p>The Lawson's House The Recovery Place The Right Way Agency The Salvation Army Bell Shelter The WorkPlace CA This House Is A Home Tolowa Dee-ni' Nation Torres Martinez Tribal TANF Towards Employment Travis County Sheriff's Office Triumph Cares Tulalip Tribes Tule River Tribe Youth Initiative Tulsa Drug Court Turning Point Homes, Inc. Uintah County Ultimate Medical Academy - UMA Ultra Group Health Umatilla Indian Reservation Tribal Courts Unified Government United Methodist Community Center United States Probation and Pretrial Universal Mental Health Services University of Memphis Upscale Residential Care US Pretrial &amp; Probation, Kansas City US Probation - Central District of CA US Probation - Western Dist. - New York US Probation &amp; Pretrial - Missouri US Probation &amp; Pretrial - WD/MO US Probation &amp; Pretrial Services US Probation Dept, Birmingham US Probation Dept, Central Dist. of CA US Probation Louisiana Eastern US Probation Middle District of Florida US Probation Northern Dist. of Texas US Probation Office, Milwaukee US Probation Office, Northern Dist., OK US Probation Office, Southern Dist. of AL US Probation Office, Tampa US Probation, Albuquerque US Probation, District of Puerto Rico US Probation, East St. Louis US Probation, Jacksonville US Probation, Middle Dist. of FL Valley Healthcare System, Inc. Ventura Public Defender's Office Veterans Administration Victor Community Support Services Village of Skokie Virginia Department of Juvenile Justice Vista Hill Washoe TANF Washtenaw County CMH Watts Healthcare Corp. - HOU West Contra Costa Youth Services Bureau West Sacramento Youth Resource Coalition West Virginia Division of Justice &amp; Community Services WestCare Foundation Westchester Putnam Workforce Investment Board White Apache Tribe Social Services White Earth Reservation White Mountain Apache Behavioral Health Services White Mountain Apache Tribe Williamette Family, Inc. Wilmington VA Medical Center Wisconsin Department of Workforce Development Workforce Essentials Workforce Investment Board-Youth Programs Wyandot Center for Community Behavioral Healthcare, Inc. Wyandot Mental Health, Inc. Wyandotte County Community Corrections Wynona's House Child Advocacy Center Wyoming Department of Health, Behavioral Health Yavapai-Apache Nation Tribal Court Yolo County Probation Yolo Wayfarer Center Youth Advocate Programs, Inc. Youth Development Initiatives, Inc.</p>
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DAY-3 FRIDAY, NOVEMBER 1<sup>ST</sup> *(CUSTOMIZE YOUR MASTERCLASS SESSION)*

AM-1: BREAKOUT TRACKS (Choose One)

**(1) FIND & USE MOTIVATION: MAKING SENSE OF RESISTANCE**

This segment is intended to advance the participants ability to avoid therapy interfering attitudes and behaviors that result when recipient resistance is encountered and be able to address and resolve resistance using evidence-based interventions and facilitation skills using two supported exercises.

Participants in this session will be in a position to learn approaches for addressing resistant clients by learning;

- How to emphasize choice and control and remain in the assistive/collaborative relationship
- Skills for evocation to discover what the resistance is for
- To avoid confronting, lecturing, scolding, etc.
- Avoid emotional blackmail/dosing with reality
- To use Readiness Ruler, and much more

**(2) DIVERSITY IN THE WORKPLACE: AN INTRODUCTION TO THE FUNDAMENTALS OF LGBTQAA, SOGIE, GENDER-NEUTRAL, GENDER-FLUID, PAN-SEXUAL**

We all want to provide outstanding outreach and practice to all individuals. As our society evolves different term are coming into common use. LGBTQAA, SOGIE, Gender-Neutral, Gender-Fluid, Pan-Sexual, what's this all mean? How do I interact with individuals, families and communities with professionalism and respect to all regarding sexual orientation and gender identity?

Attend this workshop to learn and review the unique needs and core components of welcoming consumers who may identify as in the LGBTQAA. Your questions will be answered, like: What do all the letters mean? How can I ask someone if they identify as LGBTQAA? Will I offend them if I ask? Do I even need to ask and if so why? Won't they just tell me? Or won't I just be able to tell?

Further, does it matter what services connections and referrals I make for a consumer, do my organizations policies and procedures reflect inclusiveness?

**(3) MONEY MATTERS: GRANTS, FUNIDING & EFFECTIVE PRACTICES FOR SUSTAINABILITY**

The workshop will address the culture of poverty and how it affects workforce development programs. This over-view will look at populations such as TANF and SNAP E&T populations and how to set workforce development programming to meet their needs. With a clear understanding of the culture of poverty and the barriers they face agencies will be able to help facilitate successful program outcomes for job search candidates and meet the federal mandates of TANF and SNAP E&T.

1. Understanding the culture of poverty
2. Arranging for the resources and support to remove barriers
3. Assisting the client in navigating thru workforce development systems
4. Tracking the client's progress and making needed referrals, tracking appointments, following up on services rendered





DAY-3 FRIDAY, NOVEMBER 1<sup>ST</sup> *(CUSTOMIZE YOUR MASTERCLASS SESSION)*

AM-2: BREAKOUT TRACKS (Choose One)

**(1) PUTTING IT ALL TOGETHER - DOUBLE GO-AROUND EXERCISE**

This exercise is intended to provide the participant with the opportunity to put into practice all of the learning objectives from Day 1 and Day two in an exercise that allows the use of the skills covered in the training in a manner that provides feedback and coaching to strengthen and build on competency.

**(2) ETHICAL DILEMMAS: FUNDAMENTALS OF ETHICAL PRACTICE**

Case managers, therapists, supervisors and administrators face ethical dilemmas in the workplace. Attend this workshop to discuss common ethical dilemmas we face when delivering services.

You will realize there are always steps and guides you can use as you are challenged by everyday dilemmas.

**(3) EMPLOYEE PERFORMANCE REVIEWS: HOW TO PREP, WRITE & DELIVER, ON-TIME APPRAISALS EVERY TIME**

Success at any organization depends largely on how employee performance management process and driven by the management team. Yet well-meaning managers and supervisors avoid it, or at best do not look forward to it. Ultimately appraisals they "throw together" are one they themselves would not want. Change three simple steps you will look back and be proud you did!

This course is taught by Sobem Nwoko, President, Joyfields Institute who oversaw his fair share of performance reviews supervising nearly 400 employees – including managers and supervisors. The program is designed to help management motivate staff to perform at high levels through proven methods for prepping, writing and delivering periodic appraisals they will be very pleased to deliver or receive themselves - good or bad! Join us for this training and;

- Be in a position to help your agency significantly improve results while enhancing employee morale
- Be in a position to motivate your teams through the use of effective performance management procedures
- Learn to integrate established agency standards with your ongoing staff interactions and documentation.
- You will also learn to make the "performance-review-avoidance" syndrome a thing of the past.

**GENERAL SESSIONS**

• **GUIDED TRAIN-THE-TRAINER SESSION FOR WHEN YOU RETURN HOME**

Chances are your boss and your colleagues will expect you to share what you have learned. In this session you will learn the most critical MUST HAVE skills to use when educating others. We have all attended presentations where we thought, "wow, that was awesome, I really learned and enjoyed that presentation." We have also attended presentations where, honestly, we had difficulty focuses and staying on topic. Attend this workshop and learn how to deliver the "WOW presentation" – as opposed to the, "I am trying not to look at my phone the whole time" presentation.

- **CERTIFICATION - FACILITATED SESSIONS (MUST BE PRESENT TO BE CERTIFIED)**
- **CLOSING REMARKS, EB PATHWAYS CONCLUDES**

FACULTY

• **JUNE E. FISHER, MSW, LSW, PRINCIPAL, DYNAMIC TRAINING SOLUTIONS**

June E. Fisher, MSW, LSW has over 20 years of experience providing training and education services to professionals, children, youth, families and their communities. Ms. Fisher provides dynamic interactive live and web-based workshops for families, agencies and communities. Her knowledge and skills include working with human and social services teams and systems in the areas of intellectual disabilities, child welfare, trauma, mental health, and drug and alcohol.

Ms. Fisher is nationally recognized for her skills as a Certified Trainer and Curriculum Writer. In 2001 she was named “Trainer of the Year” by the Pennsylvania Child Welfare Training Program. She is also a Certified Federal and Child and Family Service Review (CFSR) Evaluator experienced with the mandated Federal outcomes and the program improvement plan (PIP) process.

She has been a Court Appointed Special Advocate (CASA) in Cumberland County Pennsylvania since 2009. Ms. Fisher works with the Pennsylvania Child Welfare Resource Center at the University of Pittsburgh and serves as associate faculty member at Joyfields Institute for Professional Development.

Ms. Fisher earned her Bachelor of Social Work degree from Temple University and her Master’s in Social Work at Widener University.



• **JOYCE GRANGENT, SUPPORTIVE & PERMANENT HOUSING TRAINER AND CONSULTANT, JG CONSULTING SERVICES**



Joyce Grangent, a nationally recognized trainer to supportive housing agencies and nonprofit organizations, has worked to break the cycle of homelessness in the United States for over 18 years. Ms. Grangent is perhaps best known for her ability to help expand and increase program efficiency for supportive housing providers. The method and philosophy applied by Ms. Grangent to achieve these astonishing results, is to increase individual, and team leadership capacity among staff.

Her core values drive the work she does. She believes;

- Every Person Deserves Housing
- Every Person Deserves to be Respected
- Everyone is Employable
- Engagement is Key to Client Satisfaction



Ms. Grangent is an experienced program process designer for the supportive housing industry specializing in; How to engage clients in Anti-Poverty Strategies, Building Staff/Client

Partnerships, Supportive Housing Dimensions of Quality, and Strengthening Staff Impact with Clients

She has extensive experience having served as a practitioner, as an advisory board member, and as an active consultant. During her tenure with the Illinois Corporation for Supportive Housing as Senior Program Manager for Services and Program Development, Ms. Grangent worked with numerous Supportive Housing Agencies throughout the country and contributed to the development of workable solutions that improving programs and operational outcomes.

Ms. Grangent has the interest, passion and expertise in providing services to homeless people with disabilities, and who want employment. Also, Ms. Grangent is certified by Georgia Council on Substance Abuse as a Certified Addiction Recovery Empowerment Specialist (CARES).

Her engaging training approach is powerful, and her practical techniques empower and strengthen staff capacity for doing the work.



FACULTY BIOS (cont.)

- **DAVID L. MYERS, PHD, PROFESSOR & DIRECTOR, CRIMINAL JUSTICE PHD PROGRAM, UNIVERSITY OF NEW HAVEN, & AUTHOR, “HOW TO BECOME AN EVIDENCE-BASED ORGANIZATION (EBO)”**

Dr. David L. Myers, PhD, is a Professor and Director of the Criminal Justice PhD Program in the Henry C. Lee College of Criminal Justice and Forensic Sciences at the University of New Haven. He previously was a Professor with the Department of Criminology and Criminal Justice at Indiana University of Pennsylvania (IUP), where he worked from 1998-2016. He earned his PhD in 1999 from the University of Maryland, Dept of Criminology and Criminal Justice, and previously received a Master of Science in Administration of Justice and a Bachelor of Science in Criminal Justice from Shippensburg University.



Dr. Myers has taught more than 25 different courses at the undergraduate, masters, and doctoral levels, specializing in classes on research methods and quantitative analysis, juvenile justice and delinquency, and criminal justice policy, planning, and evaluation. He has published three books (most recently *Becoming an Evidence-Based Organization: Demonstrating Leadership and Organizational Growth*, Joyfields Institute for Professional Development, 2013) and over 35 journal articles, book chapters, or other scholarly works. His scholarship has appeared in such journals as *Criminology and Public Policy*, *Crime & Delinquency*, *Youth Violence and Juvenile Justice*, and *Criminal Justice and Behavior*.

Dr. Myers has presented more than 60 papers at national and regional conferences and is currently the Editor of *EBP Quarterly*, an online journal published by Joyfields Institute and the Evidence-Based Professionals Society, as well as Editor of *Routledge Studies in Juvenile Justice and Delinquency*. He previously served for 11 years as Editor of *Criminal Justice Policy Review* (a peer-reviewed journal published by Sage Publications) and is a member of the Editorial Board of *Youth Violence and Juvenile Justice*. He has received a number of grants and contracts to support his research, including funding from the Pennsylvania Commission on Crime and Delinquency and the Bureau of Justice Assistance.

Dr. Myers previously served as the Dean’s Associate in the IUP School of Graduate Studies and Research; the Interim Vice Provost for Research and Dean of Graduate Studies at IUP; the Interim Executive Director of the IUP Research Institute; and the Interim Director of the IUP Murtha Institute for Homeland Security. In the community, he has served as Chairperson of Indiana Area Communities That Care; President of the Board of Directors of Big Brothers Big Sisters of Indiana County; and Advisor to Kids on Campus of Big Hearts Little Hands.

**CERTIFICATE & CONTINUING EDUCATION TRAINING HOURS**

- **Joyfields Institute CE:** Approved for CE hours. Instruction by eminent evidence-based programs trainer organization. Upon completion of the course, participants will receive a certificate as evidence of your accomplishment and status as a practitioner who has acquired specific new skills. Many licensing/certification bodies accept this designation. Please check with your licensing body.
- **Social Workers & Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by Society for Evidence-Based Professionals (EBP Society). Many licensing/certification bodies accept this designation. Please check with your licensing body.
- **Certified Evidence-Based Professional:** Approved for CE hours. Joyfields Institute is an approved education provider by Society for Evidence-Based Professionals (EBP Society). Many licensing/certification bodies accept this designation. Please check with your licensing body.
- **Licensed Alcohol & Drug Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.
- **Substance Abuse Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.
- **Professional Counselors:** Approved for CE hours. Joyfields Institute is an approved education provider by the National Association of Alcohol and Drug Abuse Counselors (NAADAC)/National Certification Commission (NCC) Provider #745. Many licensing/certification bodies accept this designation. Please check with your licensing body.
- **California State Standards & Training for Corrections:** Approved for CE training hours. Joyfields Institute is a approved California State Standards and Training for Corrections (STC) education provider

**FACULTY BIOS (cont.)**

- **MARK LOWIS, LMSW, MCSW, MINT, EBP IMPLEMENTATION SPECIALIST, AUTHOR, "MOTIVATIONAL INTERVIEWING: DURABLE CHANGE THROUGH INTRINSIC MOTIVATION"**

Mr. Mark Lowis is best described as a person who is focused on staff development and training for the purpose of improving the moment of contact between a practitioner and the individual receiving services. His trainings are known for depth of knowledge and effectiveness in providing clear influence on the participating practitioners' skills. His experience includes case management, treatment, supervision, staff development, and management of adult and juvenile justice programs including a very specialized program for Parolee-Sex Offender Alcoholics and Addicts.

Mr. Lowis began his career as a Law Enforcement and Corrections Specialist in the United States Air Force. During his 10 years of service Mr. Lowis performed as a Law Enforcement Supervisor and later as a Master Instructor in the Air Force Police Academy. Following the Air Force, he completed a bachelor's degree in Psychology at the University of Michigan, and the Master of Clinical Social Work at Michigan State University. He is a Licensed Master Social Worker (LMSW) and a member of the International Motivational Interviewing Network of Trainers (MINT) and carries advanced credentials in other evidence-based practices.

In over 35 years of practice Mr. Lowis has worked in various public and private human services programs and held positions ranging from clinical therapist, case-manager, director of operations for a national managed care company, director of utilization management, and contract negotiator. Currently Mr. Lowis holds a position with the Michigan Department of Community Health where he is responsible for the implementation and sustainability of evidence-based practices and best practice across the public health system.



Mr. Lowis is also an adjunct professor at the Oakland University School of Medicine, the University of Michigan-School of Social Work, and the Wayne State University-School of Medicine-Department of Psychiatry-Research Division.

As a Joyfields Institute Associate Faculty Mr. Lowis leads the staff development and training activities, systems and process design improvements and leadership enhancement practice.

- **SOBEM NWOKO, PRESIDENT, JOYFIELDS INSTITUTE. FOUNDER, EVIDENCE-BASED PROF**

Mr. Nwoko is Founder and President of Joyfields Institute for Professional Development serving the human and social services fields. The company is the world's leading training, staff development and programs evaluation company for evidence-based approaches. Evidence-based approaches have shown through research and documentation to produce their intended outcomes.

Prior to founding the company, Mr. Nwoko spent 20 years working at major corporations in various senior management roles, including Vice President of Marketing, Chief Technology Officer and Chief Operating Officer. He has managed customer sales and service operations and was responsible for over 350 employees. Mr. Nwoko has built Joyfields Institute into the go-to resource public and private agencies look to for evidence-based training, education and capacity building. The company has served over 1000 public and private agencies in all 50 US states and 15 countries. The company's programs are delivered via on-site and online at its own as well as customer locations, and conferences and e-newsletters.



Recognizing a need for a cohesive community of organizations, practitioners and professionals who are engaged in the evidence-based movement, Mr. Nwoko founded the EBP Society, the Society for Evidence Based Organizations and Practitioners. The organization is dedicated to help build capacity and enhance the careers of professionals in the field of behavioral and mental health by providing efficient access to evidence-based education and resources, promoting adoption of evidence-based and strength-centered approaches for working with customers and with one another, and facilitating professional certifications for agencies and their staff.

Mr. Nwoko is a graduate of University of Maryland where he studied Mass Communications. He did post-graduate work in Instructional Technology at Towson State University and participated in several executive development trainings.

ACCOMMODATION & REGISTRATION FEES

All activities (except our outings) will take place within our host hotel;

**Luxor Las Vegas Hotel**

3900 S Las Vegas Blvd  
Las Vegas, NV 89119  
Tel: 702-262-4000



We have an exceptional negotiated nightly room rates to stay in premium rooms of "Luxor Towers" for \$64 (Tue, Wed & Thur nights), and \$114 (Fri. & Sat. nights), PLUS a \$35/night resort fee and applicable local taxes currently at 13.38%. (Your total room charge should be \$107.56 - 164.25 per night depending on which night stay).

Participants have \$10/day parking, free WIFI internet access, breakfast, and refreshment breaks during the program. Participants are responsible for all their lunches, dinners and all other expenses. Negotiated room block benefits noted here cost extra outside our block, so make sure to book your accommodation within our negotiated block.

**How to reserve your room:** All reservations must be made online via the following link;

<https://book.passkey.com/go/SJOY1019LX>

Participants are responsible for making their own accommodation arrangements.

If you need assistance, please contact our office: Call 770-409-8780, or send email to [yvette@ebpsociety.org](mailto:yvette@ebpsociety.org)

If you need assistance with finding accommodations, please indicate your arrival and departure dates, and number of rooms you are requesting.

If you need further assistance, please contact our office at +1(770)409-8780 or send email to [yvette@joyfelds.org](mailto:yvette@joyfelds.org). Thank you.

**REGISTRATION & WHAT IT COVERS \***

- Comprehensive Program Manual
- Earn CE training hours allocated
- Breakfast daily with refreshment breaks
- 15% OFF member discount to future Joyfields Institute sponsored program
- 6-Month complimentary membership in EBP Society (\$50 value). If already a member we will extend it by 6 months

**\* TAKE ADVANTAGE OF 15% OFF EARLY REGISTRATION. EXPIRES AUGUST 15TH**

**3-Day (Incl. Pre-Conf. Workshops)**

- Ind. Member \$845 | Non \$995
  - **Group/Team Rate**
- | # of Registrants | Rate/Person (\$)  |
|------------------|-------------------|
| 2-3 Member       | \$760   Non \$895 |
| 4+ Member        | \$675   Non \$795 |

**2-Day (Excl. Pre-Conf. Workshops)**

- Ind. Member \$590 | Non \$695
  - **Group/Team Rate**
- | # of Registrants | Rate/Person (\$)  |
|------------------|-------------------|
| 2-3 Member       | \$505   Non \$595 |
| 4+ Member        | \$420   Non \$495 |

**JOYFIELDS' EBP SOCIETY REGISTRATION FORM**

Event Name: \_\_\_\_\_ Dates: \_\_\_\_\_

Authorizing Manager

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_

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

City: \_\_\_\_\_ State: \_\_\_\_\_ IPC/Zip: \_\_\_\_\_

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

Attendee #1

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Attendee #2

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Attendee #3

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Attendee #4

Full Name: \_\_\_\_\_ Title: \_\_\_\_\_

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

Individual or Team Registration	Rate/Attendee	x #	Attendee(s)	
Single attendee:	\$ _____	X	1	\$ _____
Team of 2 – 3	\$ _____	X	_____	\$ _____
Team of 4 or more	\$ _____	X	_____	\$ _____
Add Certification (reduced)	\$ 155	X	_____	\$ _____
Purchase Membership (circle one)				SUBTOTAL \$ _____
Individual Plan - \$100   Team Plan - \$700   Enterprise Plan - \$1500				\$ _____
Existing Member, subtract 15%				(-) \$ _____
				PAY GRAND TOTAL \$ _____

Payment Method (circle one): Credit Card / Wire / Check / Bill Me / PO #

Credit Card Name (circle one): MC / VISA / AMEX / DISCOVER

Name on Card: \_\_\_\_\_

Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Phone: +1(770) 409-8780 | Fax: +1(678) 605-0271 | [info@joyfields.org](mailto:info@joyfields.org)  
 Make checks payable to Joyfields Inc. drawn on US bank in US Dollars and Mail To:

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