



**Cherishing Diversity at All Levels:
Celebrating Our Similarities and
Embracing Our Differences**

April 30th – May 2nd 2025

Kalahari Resort, Wisconsin Dells

Keynote Speakers:

Tina Hallis, Ph.D.

How to Create More Positive Interactions – Even when it's difficult

LuCindy LaChell

Understanding Diversity, Leveraging Similarities & Embracing Differences

Dana Johnson

Multi-Generational Teams: How to be an Effective Leader in the 21st Century

Conference Overview

Conference Overview This conference is designed for practitioners in child and family services, mental health clinics and juvenile justice programs, educators, child protective services workers, case managers, child and family advocates, supervisors, and other human services staff. This conference offers 16 CEUs, attendance certificates, meals, networking opportunities, and the best deals in professional development that you will find anywhere.

SCHEDULE:

*Breaks provided during keynote presentations and workshops. Please visit our sponsor and raffle booths.

Wednesday, April 30th 2025

9:00	Registration – Coffee
9:45	Welcome and Opening Remarks
10:00–12:00	KEYNOTE – Tina Hallis, Ph.D. - How to Create More Positive Interactions – Even when it’s difficult
12:00–1:00	Lunch
1:00–3:00	WORKSHOPS Jamie Wilson: Gender Affirming Care and Why It Matters Tina Hallis, Ph.D.: Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success Crista Dawson: Horses Helping Hearts Heal
3:00–5:00	WORKSHOPS Danielle Hagedorn: Treating Trauma: A Bottom Up Approach Through Attachment, Attunement and Expression Crista Dawson: Horses Helping Hearts Heal Tina Hallis, Ph.D.: Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success
6:00–9:00	Hospitality Party – The complimentary hospitality party will be at Nyumba Entertainment Villas Unit number will be announced at the conference!

Thursday, May 1, 2025

8:00	Registration – Breakfast
8:45	Welcome and Announcements
9:00-12:00	KEYNOTE – LuCindy LaChell - Understanding Diversity, Leveraging Similarities & Embracing Differences
12:00–1:00	Lunch and Business Meeting
1:00–5:00	WORKSHOP Ethics and Boundaries Dana Johnson: ETHICS AND BOUNDARIES: THINGS THAT MAKE YOU GO HMM...BOUNDARIES, BARRIERS, AND SHAME!
1:00–3:00	WORKSHOPS Andrew Schreier: How We Speak Matters: Supporting Families Through Person-Centered Language LuCindy LaChell: Promoting Inclusivity & Invisible Treasures
3:00–5:00	WORKSHOPS Lani Joy & McKenzie Racine: Family Dynamics and the Connection to Disordered Eating LuCindy LaChell: Promoting Inclusivity & Invisible Treasures

Friday, May 2, 2025

8:00	Registration – Breakfast
8:45	Announcements and Introduction
9:00–12:00	KEYNOTE – Dana Johnson - MULTI-GENERATIONAL TEAMS: HOW TO BE AN EFFECTIVE LEADER IN THE 21ST CENTURY

About Wisconsin Family Based Services

Mission Statement

The Wisconsin Family Based Services Association is committed to providing education and support for individuals and agencies, and to advocating for policies and practices which respect the diversity and dignity of families.

Wednesday Keynote

Tina Hallis, Ph.D.

How to Create More Positive Interactions – Even when it's difficult | 10am-12pm

This program combines two aspects of creating more positive interactions with families and coworkers: 1) building our immunity to people's negativity, and 2) understanding and appreciating our differences. Working with and helping families can bring great joy and purpose. However, other people can also be our largest cause of stress. For example, other people's negativity, such as complaining, grumpiness, or pessimism, can drain our energy and bring us down. Even though we may want to change family members and coworkers, we can reduce our stress and frustration by changing how we respond. Staying positive and calm is easier when we learn how to build our immunity. Another challenge is interacting with people who have very different perspectives, beliefs, and ideas than us. These differences can not only cause stress, frustration, and judgment, but they can also impact our effectiveness in helping families. The key is to understand that these differences aren't bad but interesting and valuable. This session uses neuroscience and DiSC® personality theory to build self-awareness and explore the preferences and priorities that shape the way people interact and react. We will explore how to better understand our perspectives and identify and adapt to the perspectives of others. Instead of reacting out of judgment or defensiveness, we can learn strategies to stay calm, be more open, and not take other people's words and actions personally.

Tina Hallis Bio:

Tina Hallis, Ph.D., is certified in Positive Psychology through the WholeBeing Institute, an Authorized Partner for Everything DiSC®, and trained in Positive Intelligence. She is the author of *Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success*.

Tina worked for 20+ years in Biotechnology before discovering a new science called Positive Psychology in 2011. Seeing the powerful impact this information has on improving people and organizations, she decided to create her own company, The Positive Edge. Her focus is to share insights and strategies that make work more enjoyable and help organizations become more successful. Tina has had the opportunity to share this information with thousands of people from a variety of industries including government agencies, academic institutions, medical staff, financial institutions, biotech companies, manufacturing companies, sales teams, nonprofits, and more.

Wednesday Workshops

Jamie Wilson

Gender Affirming Care and Why It Matters | 1pm-3pm

This interactive workshop will create space to unpack what it means to provide gender-affirming care. We will dive deeper into understanding the nuances of gender, sexuality, pronouns, identity, discrimination, advocacy, and resilience (and why they matter). Participants will gain an understanding of the multilevel factors that drive health disparities experienced by sexual and gender minority populations, and how these can be mitigated.

Jamie Wilson Bio:

Jamie Wilson (she/her/hers) is a lifelong learner who has a passion for helping others. Her journey began in CA where she was born and raised. She has a deep appreciation for diversity, having lived and worked in NC, HI, AZ, and WI, where she finally planted roots in 2016. Jamie holds a BA in Psychology from Hawaii Pacific University, MS in Educational Counseling from National University, and Graduate Certificate in Clinical Mental Health Counseling from UW Superior. She currently works as an outpatient mental health therapist and on-call mobile crisis responder in western WI. Her credentials are LPC-IT, SAC-IT, CSW, and she is a licensed School Counselor in WI and MN. Her career began in 2003 working for a non-profit agency in Hawaii, as a Case Manager for adults with serious and persistent mental illness, substance abuse, and dual diagnosis. She has since worked with individuals of all ages in various social service settings over the past two decades, including adult group homes, public schools, county health and human service agencies, and community mental health clinics. Jamie is a registered yoga teacher and level 2 Reiki practitioner, and has training in Mindfulness Facilitation, EMDR, Brainspotting, and Somatic Experiencing Therapy. She has also pursued advanced training in Trauma-Informed Care and Gender-Affirming Care. One of her main areas of interest is supporting marginalized populations. Her approach is client-centered, trauma-informed, and neurodiversity and LGBTQ+ affirming. Her goal is to help others feel empowered and able to live their best life. In her spare time you can find Jamie hanging out with her spouse, their two middle-school age children, and their wild 2.5 year old rescue dog. She enjoys gardening, watching documentaries, and seeing her therapist every other week.

Crista Dawson, BSW, Certified Equine Gestaltist

Horses Helping Hearts Heal | 1pm-3pm & 3pm-5pm

This session will focus on learning about Equine Gestalt Connection. Learn about how horses can help heal human hearts with an up-close experience with Crista's horses.

Crista Dawson, BSW, Certified Equine Gestaltist Bio:

Crista is the owner of Leave it in the Sand, Equine Gestalt Coaching. As a Gestaltist, she believes that everyone has everything they need within them, to heal, but it sits right outside their awareness. Crista partners with her horses to help bring clients awareness of what they need to heal and leave what does not serve them, in the arena sand. A Gestalt session is very experiential, with clients taking an active role in their healing while the horses can provide support, truth, and connection.

Wednesday Workshops (Continued)

Tina Hallis, Ph.D.

Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success | 1pm-3pm & 3pm-5pm

Work (and life) can be hard! Dealing with change and interacting with challenging family members or stressed coworkers can be difficult. How do you maintain your perseverance, patience, and positive attitude? How do you take it all in stride with a smile? You know you can't let these stresses rule your thoughts and affect your work, or they will sabotage your success, happiness, and health. And there will be a ripple effect on the rest of your group. The key is to understand our strong survival instinct that can keep us focused on the problems and overwhelm in our work. We need strategies to shift our thinking so our thoughts serve us instead of getting in our way. Positive Psychology teaches us that there are things we can do to override this natural survival instinct so we can stay calm, motivated, and resilient. By incorporating simple practices into our busy day, we can make this shift easier. Now, it's easier to be resilient when things get tough. It's easier to stay adaptable and upbeat despite the situation. It's easier to stay calm and curious when interacting with others.

See Bio Under Keynote Information

Danielle Hagedorn, MS, LPC, SAC, NCC, CCTP

Treating Trauma: A Bottom Up Approach Through Attachment, Attunement and Expression | 3pm-5pm

Working with children can leave some providers feeling ill-equipped to help and others relish the opportunity to assist. Children have a unique way of processing their experiences and play therapy offers opportunities for connection, co-regulation, self-awareness and healing through expressive methods. This session will share interactive activities that can be used in the office, home, school and community environments to help children repair the ruptures they've experienced.

Danielle Hagedorn Bio:

Danielle is a Licensed Professional Counselor who is compassionate; has experience providing individual and family therapy to children, adolescents, and adults; and has worked with disenfranchised populations for over 25 years. History of treating anxiety, depression, low self-esteem, conduct disorders, trauma, PTSD, ADHD, grief, substance use, and personality disorders. Strives to create a safe, empathetic environment to build impactful connections with clients utilizing client-centered and solution-focused approaches, as well as cognitive behavioral, play, and EMDR therapies.

Thursday Keynote

LuCindy LaChell

Understanding Diversity, Leveraging Similarities & Embracing Differences | 9am-12pm

In this keynote speech, I will explore the vital role that understanding diversity plays in fostering stronger, more connected families. Through embracing both our similarities and differences, we unlock deeper empathy, greater resilience, and a broader sense of unity. I'll delve into how recognizing and appreciating diverse perspectives within a family—whether cultural, generational, or personal—can lead to richer relationships and more harmonious interactions. By leveraging our shared values and embracing the unique experiences and identities of each member, families can build environments where love, support, and growth thrive. This session will inspire attendees to reflect on their own familial dynamics, encouraging them to see diversity not as a challenge but as an opportunity for deeper connection and stronger bonds.

LuCindy LaChell Bio:

LuCindy LaChell is a dynamic motivational speaker with extensive experience engaging diverse audiences on collegiate, corporate and religious platforms. Passionate about empowering individuals through impactful discussions on relationships, leadership, and confidence. Author of "Walking By Faith On Purpose," integrating biblical principles with the law of attraction. A skilled beauty influencer with a following of over 60K adept at combining insights on personal development with beauty and self expression

Thursday Workshops

LuCindy LaChell

Promoting Inclusivity & Invisible Treasures | 1pm-3pm & 3pm-5pm

This breakout session will explore the vital intersection of inclusivity and family engagement, offering participants practical strategies for creating environments that are welcoming and supportive for families from all backgrounds. In today's diverse world, fostering an inclusive atmosphere that embraces the unique needs, values, and experiences of families is key to building stronger communities and more effective organizations. Participants will dive into the importance of understanding family dynamics, cultural differences, and the challenges that families may face, particularly those from historically marginalized or underrepresented groups. The session will focus on how to build authentic relationships with families by respecting their voices, fostering open communication, and ensuring that policies and practices are inclusive of all family structures and needs. We will explore how our challenges and the irritations they bring—can be transformative forces in our lives and families. Much like

Thursday Workshops Continued

the natural processes that create pearls and diamonds, the friction caused by diverse perspectives and experiences can initially feel uncomfortable. However, if we allow ourselves to embrace these moments of discomfort, we can turn them into opportunities for growth. Together, we will examine how the “irritations” that arise from cultural and personal differences—whether in family dynamics or broader social interactions—can shape us into stronger, more resilient individuals and families. By promoting understanding and cultivating respect, we can uncover the invisible treasures of our lives, molding ourselves into examples of inclusivity, unity, and pride that inspire others. This session will encourage you to view challenges not as obstacles, but as essential elements in the process of creating something truly valuable. Through interactive activities, participants will learn how to create more inclusive family engagement strategies, whether in educational settings, healthcare, or community organizations. By the end of the session, attendees will be equipped with the tools and knowledge to better relate to and support families in ways that promote equity, understanding, and long-term positive relationships.

See Bio Under Keynote Information

Dana Johnson

ETHICS AND BOUNDARIES: THINGS THAT MAKE YOU GO HMM...BOUNDARIES, BARRIERS, AND SHAME OH MY! | 1pm-5pm

Have that gut instinct, feeling of rumbling in your stomach, those things that make you go hmm...? This training offers participants an opportunity to explore the difference between boundaries and barriers in peer-to-peer and client relationships. It explores personal boundaries, trust, shame, vulnerability, and use of self-assessment tools. Participants learn new strategies in paradigm thinking, communication and conflict management in the workplace; through examining challenges they face when colleagues are unethical or cross professional boundaries. The training provides related information to enhance the workplace, conflict resolution strategies, and developing ethically informed decision-making model of practice with peer to peer and client to practitioner relationships. It furthers the development of teams, colleague's adherence to the NASW Code of Ethics.

Dana Johnson Bio:

Dana Johnson from Wisconsin is a career social worker, practicing in senior-level management in state government, county human services, an educator in higher education, and operating a consulting and professional development firm. His experience includes child welfare practice, policy, and reform; transformational organizational leadership and culture change, supervision of teams, continuous quality improvement, and dynamic equity, diversity, and inclusion efforts across micro, mezzo, and macro systems.

Thursday Workshops Continued

Andrew Schreier

How We Speak Matters: Supporting Families Through Person-Centered Language | 1pm-3pm

Language shapes our relationships and communicates respect. How we speak to and about individuals, especially those facing challenges with substance use, mental health, gambling, and other complex needs, can profoundly impact their journey toward healing. Families play an essential role in supporting loved ones, and understanding the importance of language can help them create environments that encourage trust, growth, and recovery. Some words commonly used, though well-intended, are outdated, non-clinical, and stigmatizing, potentially creating barriers to progress and reinforcing feelings of shame or isolation. For families and professionals alike, using thoughtful, patient-centered language fosters safe, supportive spaces. By unlearning harmful language patterns and adopting inclusive language, families can become active partners in their loved ones' recovery, strengthening the positive impacts of their support. This training will explore how small changes in language can make a significant difference in the lives of those seeking help.

Andrew Schreier Bio:

Andrew J. Schreier is an Independent Clinical Supervisor, Clinical Substance Abuse Counselor, Licensed Professional Counselor, Board Approved Clinical Consultant, and International Certified Gambling Counselor - II. Mr. Schreier graduated from Ottawa University with a Master's Degree in Counseling and Bachelor's Degree in Psychology and Human Services. He is the Director of Clinical Services in Wisconsin & Minnesota for Community Medical Services that provides medicated-assisted treatment for individuals with opioid use disorder. He provides oversight and guidance for all clinical and behavior health services. Mr. Schreier also works at New Life Resources, Inc. that provides individual counseling/therapy, children and adolescent services, couples/marital counseling, group therapy, and consultation. Experience over the years include working in group home, halfway house, residential, medicated-assisted treatment, and outpatient treatment settings. He presents on various topics related to substance use, mental health, gambling, clinical supervision, ethics, and various other topics to statewide and national audiences. Mr. Schreier is the host of "Talking Addiction & Recovery" Podcast.

Thursday Workshops Continued

Lani Joy Osicka, MS, LPC & McKenzie Powers, MS, LPC

Family Dynamics and the Connection to Disordered Eating | 3pm-5pm

This workshop will discuss how family influences and dynamics impact disordered eating. We will focus on how disordered eating can develop and be maintained through family dynamics, how someone with disordered eating impacts the family, as well as the importance of family involvement in the recovery of disordered eating. We will discuss how family members are encouraged to be involved in treatment and recovery, and what to expect from the recovery process.

Lani Joy Osicka Bio:

Connection is healing. In my work with clients, I focus heavily on the therapeutic relationship. This is integral because therapy is HARD WORK, but I believe it's a collaborative effort that we can fight together. There is something inexplicably powerful that happens when we share our stories in safe places with people who care. I put a lot of emphasis on the past to help clients understand why they are the way they are. I aim to show clients the capacity for more self-compassion, strength, and authenticity. I take pride in keeping a very down-to-earth and genuine atmosphere, while always getting us to the deeper meaning of it all. Hope is essential and I believe all people are capable of remarkable change.

McKenzie Powers Bio:

Education

BS degree in Psychology and Human Services: UW- Stevens Point

MS degree in Clinical Mental Health Counseling: UW - Stout

Clinical Approach

I believe in creating an environment where people are able to express themselves fully. I believe that each person is the expert on their life, and it is a privilege to form a therapeutic relationship where people can share their stories with me. I tailor the therapeutic experience for each individual, utilizing trauma-informed approaches from Psychodynamic Therapy, Dialectical Behavioral Therapy, Narrative, Motivational Interviewing, and Cognitive Behavioral Therapy techniques. I place a strong emphasis on building on the strengths and resources an individual already has to assist them in navigating life's stressors and mental health conditions.

I have experience in working with adults with a variety of mental health conditions. My areas of interest are trauma, anxiety, depression, eating disorders, and life transitions.

When I am not working, I enjoy DIY projects, spending time with friends and family, concerts, traveling, and cooking.

Friday Keynote

Dana Johnson

MULTI-GENERATIONAL TEAMS: HOW TO BE AN EFFECTIVE LEADER IN THE 21ST CENTURY | 9am-12pm

Why can't we all just get along? I sense friction between my multi-generational employees, and I can't quite put my finger on it? For the first time in history, organizations have the largest age spread working together. This course will provide leaders of teams and organizations an opportunity to understand the differences between generations from The Silents to Gen Z (and everyone in between). We will explore the awesomeness this diversity can bring to your business model, service delivery, and thought work. We will explore the challenges that arise in motivating, dealing with conflict, and inspiring multi-generations to reach their highest potential.

Learning Objectives

- 1) Gain an understanding of the differences and similarities of the 5 generations working on teams in the 21st century.
- 2) Recognize and explore communication and behavioral patterns of multi-generations that can be useful to resolve conflict, motivate employees, and give you the power to lead effectively.
- 3) Develop specific leadership skills to work effectively across multi-generations in leading teams and across the organization.
- 4) Unlock the diversity and potential in each employee for successful teaming, project, and service delivery, to transform your team and organization for critical successes.

Dana Johnson Bio:

Dana Johnson from Wisconsin is a career social worker, practicing in senior-level management in state government, county human services, an educator in higher education, and operating a consulting and professional development firm. His experience includes child welfare practice, policy, and reform; transformational organizational leadership and culture change, supervision of teams, continuous quality improvement, and dynamic equity, diversity, and inclusion efforts across micro, mezzo, and macro systems.

REGISTRATION INFORMATION:

Pre-Conference Prices:

\$150 for a single day pass
\$250 for the full conference
\$1,100 for full conference for 5

Same Day Rate:

\$175 for a single day pass
\$300 for the full conference

For more information regarding the conference and/or registration please see our website www.WFBSA.com or contact:

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Please visit our website at www.WFBSA.com to learn more about our guest speakers, our membership opportunities, sponsors and our WFBSA board. We are also on LinkedIn and Facebook so please follow us if you want routine information about speakers, dates, or have routine questions and/or comments that you would like to share.

**Kalahari Resorts and Conventions
1305 Kalahari Dr, Baraboo, WI 53913**

To reserve your room for the 2025 Conference, please use the following link to book as a part of our conference.

<https://book.passkey.com/e/50902086>