



## 2026 Conference

April 20-22, 2026



North Carolina Training, Instruction, Development and Education (NC TIDE) is a non-profit training organization for the behavioral healthcare industry. With their first conference in 1975, established in 1992 as a non-profit agency, and renamed NC TIDE in 2011, NC TIDE successfully has completed over 85 conferences and trained thousands of individuals in the behavioral healthcare industry.

NC TIDE has many partners contributing to their success including the Division of Health Benefits (NC Medicaid), Division of Mental Health Developmental Disabilities and Substance Use Services in North Carolina (DMH), as well representatives from the Local Management Entities/Managed Care Organizations and behavioral health providers from across NC. These partners ensure NC TIDE has the most up to date and pertinent training to the behavioral health community. NC TIDE sponsors one training conference in the spring annually with national, state and local experts in behavioral healthcare.

NC TIDE Focuses Training in the areas of:

- Business/Information Technology/Network
- Clinical Operations for MH/IDD/SU
- Consumer Affairs
- Integrated Care
- Quality Management/Program Integrity
- CFAC

NC TIDE officers and committee members are all professionals in the behavioral health care industry who volunteer their time to carry forward the mission of the organization. Our organization is dedicated to improvement and provides information, training, and education to all in our field of work.

### CONTINUING EDUCATION CREDIT HOURS

**CE Hours:** NC TIDE is seeking to offer continuing education hours. Please check our website for updates.

**Contact Hours:** NC TIDE will be offering 15 contact hours for this conference. Full attendance is required to receive credit.

All information below regarding sessions is a **“quick reference” guide** and is not intended to replace the electronic registration process.

To see all information regarding sessions, objectives, and biographies, please see our electronic registration process.



[\*\*REGISTER HERE\*\*](#)  
Early Bird ends 3/27/2026



Register by **3/27/2026** for the Early Bird cut off to take advantage of the discount prices and Promotional Volume Discount of **5<sup>th</sup> registration free with every 4 FULL registrations paid.**  
See "Group Registrations" on the last page for 5<sup>th</sup> person free registration instructions.  
**Registrations after 3/27/2026 will not be eligible for the 5<sup>th</sup> one free promotion!**

<b>NCTIDE Business Meeting</b> Monday – 4/20/2026 8:30 AM- 9:00 AM	
<b>PLENARY 1</b> <b>Monday – 4/20/2026 - 9:00 AM - 10:30 AM</b>	
<b>P1</b>	<p>Beyond the Bars: Bridging Behavioral Health and Reentry Through Lived Experience</p> <p><b>Presenter:</b> <i>Kerwin Pittman</i></p> <p>A powerful session taking participants on a journey through the lived experience of incarceration and the often invisible barriers faced upon release. Drawing from his personal journey and statewide work with Recidivism Reduction Educational Program Services (RREPS), Kerwin Pittman will illuminate the intersection between behavioral health and the justice system—highlighting how trauma, unmet mental health needs, and systemic gaps fuel recidivism.</p> <p>Participants will gain insight into real-world reentry challenges such as housing instability, stigma, healthcare disconnects, and employment barriers—while exploring practical, trauma-informed solutions that behavioral health professionals can implement in their roles. The session blends storytelling, data, and policy context to inspire a deeper understanding of the human side of reentry and equip providers to become part of the solution.</p> <p><b>Learning Objectives</b> In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Identify the key behavioral health and systemic barriers that individuals face when reentering the community after incarceration, and how these barriers contribute to recidivism.</li><li>2. Apply trauma-informed, recovery-oriented, and culturally responsive practices which build trust and engagement with justice-involved clients.</li><li>3. Collaborate effectively with reentry and peer-led organizations to create coordinated, person-centered supports that promote successful reintegration and reduce system costs.</li></ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 1.5 Contact Hours: 1.5</p>

**Group Session A**  
**Monday – 4/20/2026 - 10:45 AM - 12:15 PM**

<b>A1</b>	<p>Are You Truly Recognizing Individuals with Disabilities? Upholding Voice and Choice, Even in Challenging Situations</p> <p><u>Presenter:</u> Uzama Price Ed.D., NADD-DDS, BCBA</p>	<p>Individuals with disabilities deserve the same rights and opportunities as everyone else. In 2006, the United Nations made a powerful statement, affirming that systems must guarantee equal access and that people with disabilities should be treated with utmost dignity and respect, enjoying rights equivalent to those of the general population. It is imperative for caregivers, guardians, and policymakers to genuinely recognize each individual and actively honor their voice and choices. How can we ensure that we are not just seeing the person but truly valuing their autonomy and preferences? In this session, we will delve into the complex challenges that caregivers face, particularly when supporting individuals with diverse needs. One example we'll explore is an autistic adult female who desires to spend significant time away from her group home each month. How should a caregiver respond when this individual chooses to forgo a traditional job in favor of pursuing a career as a social media influencer? These situations can be particularly daunting, and it is essential for caregivers to craft an approach that not only respects but truly amplifies the individual's voice and choice. Additionally, we will discuss the Capabilities Approach and the Biopsychosocial Framework as powerful, foundational strategies for empowering people with disabilities to lead fulfilling lives.</p> <p><b><u>Learning Objectives</u></b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Identify two fundamental concepts within the Capabilities Approach.</li><li>2. Analyze the underlying ethical principles that guide this framework.</li><li>3. Explore the importance of honoring individual voice and choice in fostering empowerment and personal autonomy.</li></ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 0 Contact Hours: 1.5</p>
<b>A2</b>	<p>Elevating Q15/Acuity Checks: From “Task” to Trauma Informed Clinical Practice</p> <p><u>Presenter:</u> Vincent Cella DNP, PMHNP-BC</p>	<p>This session reframes the standard 15-minute acuity checks (Q15/Acuity) used in inpatient psychiatric hospitalizations as a high value clinical practice that integrates three functions: safety surveillance, therapeutic engagement, and clinical decision support.</p> <p><b><u>Learning Objectives</u></b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Apply a trauma informed Q15/Acuity workflow that balances safety with dignity and sleep preservation.</li><li>2. Implement practices to strengthen accountability and continuity.</li><li>3. Evaluate how Q15 data can inform Behavioral Health Medical Professionals (BHMP) decision making and team huddles within 24 hours of admission.</li></ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 0 Contact Hours: 1.5</p>

<b>A3</b>	Organizational Management in Challenging Times  <b>Presenter:</b> <i>Richard Gary</i>	<p>This presentation equips clinical leaders with actionable tools and evidence-based strategies to navigate organizational change and strengthen communication within care teams during times of transition.</p> <p><b>Learning Objectives</b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Identify key drivers of change in clinical environments and understand their impact on care delivery and team dynamics. Apply evidence-based strategies to lead change initiatives that align with organizational goals and improve patient outcomes.</li> <li>2. Apply evidence-based strategies to lead change initiatives that align with organizational goals and improve patient outcomes.</li> <li>3. Enhance communication skills to foster transparency, trust, and collaboration among interdisciplinary care teams during transitions.</li> <li>4. Recognize common barriers to change in clinical settings and develop practical approaches to overcome resistance.</li> <li>5. Strengthen leadership capacity by leveraging emotional intelligence, resilience, and adaptive thinking in times of uncertainty.</li> </ol> <p>CE Hours: 0  Program Integrity Credits: 0  Contact Hours: 1.5</p>
<b>A4</b>	Partnering with Technology: Improving Quality and Addressing Gaps in Care  <b>Presenter(s):</b> <i>Anna Marshall, B.A.</i> <i>Leigh Daughridge, LCSW</i> <i>Frank DiMarco</i> <i>Scott Budzien</i>	Tailored Care Management requires the ability to track, analyze and report on many data elements. In this session, we will review the technology tools utilized by Monarch Tailored Care Management to improve the lives of people supported. We will also discuss technology enhancements since the launch of Tailored Care Management. <p><b>Learning Objectives</b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Describe operational oversight and reporting.</li> <li>2. Review role-based responsibilities.</li> <li>3. Identify and address HEDIS measures through technology.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.  Program Integrity Credits: 0  Contact Hours: 1.5</p>
<b>A5</b>	Medicaid Fraud Session  <b>Presenter(s):</b> <i>Randy Pelham, CFE, AHFI, CAMS</i> <i>Kristina Fleisch</i>	A holistic dive into North Carolina Medicaid enrollment numbers and their impact on fraud. What is fraud, where is the fraud, what are we doing about it, and what can we do about it. <p><b>Learning Objectives</b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Describe the reach of the Medicaid program in North Carolina and define Medicaid Fraud.</li> <li>2. Recognize where your organization is vulnerable and understand your organization's potential liability.</li> <li>3. Identify opportunities for your organization to mitigate fraud.</li> </ol> <p>CE Hours: 0  Program Integrity Credits: 1.5  Contact Hours: 1.5  CLE Credit (General): 1.5 hours</p>

**Group Session B**  
**Monday- 4/20/2026 - 1:30 PM - 3:00 PM**

<b>B1</b> TULA Learning Lab: Enabling Devices, Remote Support, Empowering Lives  <u>Presenter(s):</u> <i>Cindy Ehlers, MS, LCMHC</i> <i>Megan Nelligan, BA</i> <i>Grayanna Young, BS</i>	<p>Step into the future of care at the Trillium Ultimate Living Assistant (TULA) Learning Lab. This hands-on session from Trillium Health Resources offers participants a practical opportunity to explore how enabling technology and remote support can address real-world challenges in community-based and integrated care. Participants will rotate through interactive stations that simulate real-life scenarios experienced by individuals with diverse needs, including those with serious and persistent mental illness (SPMI), intellectual and developmental disabilities (IDD), and chronic health conditions. Each station highlights how TULA supports medication management, chronic condition monitoring, social connection, and daily living, all while promoting independence, improving health outcomes, and strengthening the capacity of caregivers and care teams. TULA is more than a device. It is a comprehensive, person-centered support model that combines personalized technology, real-time two-way audio and video communication, and a dedicated remote support team. The program is designed to meet the needs of individuals living independently, with family, or in group homes, while also addressing workforce challenges by extending the reach of care teams and improving coordination across systems. Whether you're a person with lived experience, a caregiver, provider, care manager, physical or behavioral health professional, or a system leader, this session offers a powerful opportunity to explore how technology-enabled supports can be seamlessly integrated into everyday care. Through hands-on activities and real stories from TULA users, you'll experience firsthand how these tools can improve lives and transform service delivery.</p> <p><b><u>Learning Objectives</u></b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Describe how enabling technology and remote support can address real-world challenges in integrated, community-based care for individuals with serious and persistent mental illness (SPMI), intellectual and developmental disabilities (IDD).</li><li>2. Demonstrate how the TULA program supports medication management, chronic condition monitoring, social connection, and daily living through hands-on use of touchscreen technology, health devices, and live remote support.</li><li>3. Evaluate the potential for integrating technology-enabled support into person-centered care models across diverse living environments, including independent living, family homes, and group settings.</li></ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 0 Contact Hours: 1.5</p>
<b>B2</b> Wearable Biometric Remote Patient Monitoring to Enhance Treatment of Opioid Use Disorder  <u>Presenter(s):</u> <i>Kerstin Panter, B.S.</i> <i>Caroline Knox, B.A., B.S.</i>	<p>This session considers the applicability and feasibility of wearable Remote Patient Monitoring (RPM) devices for individuals prescribed medications for Opioid Use Disorder treatment. Participants will explore how this emerging technology can augment traditional models of care to promote drug abstinence and improve health outcomes.</p> <p><b><u>Learning Objectives</u></b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Be able to discuss wearable Remote Patient Monitoring for individuals with Opioid Use Disorder .</li><li>2. Explore how contingency management can be used in conjunction with Remote Patient Monitoring</li><li>3. Understand how Remote Patient Monitoring can improve health outcomes</li></ol>

		<p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>
<b>B3</b>	<p>Faith in Mental Health Certificate Program</p> <p><u>Presenter(s):</u> <i>Karl Johnson, PhD</i> <i>Rev. Frank Sossamon</i></p>	<p>This session will explore the development of the "Faith in Mental Health Certificate Program," which seeks to equip churches in the Granville and Vance County area (and, eventually, the entire state of North Carolina) to better respond to the mental health and substance use-related needs of those in their congregation and surrounding community.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Be able to describe Faith in Mental Health certificate program.</li> <li>2. Be able to recognize the important role churches can play in address mental health and substance misuse.</li> <li>3. Identify how public health can best work with the Faith community to address complex public health issues.</li> </ol> <p>CE Hours: 0</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>
<b>B4</b>	<p>The Logistics of Data Quality and Reporting in the LME-MCO System and PCDU</p> <p><u>Presenter:</u> <i>Dawson Ridenhouser</i></p>	<p>This presentation is an overview of the reporting process conducted by LMEs to meet NCDHHS requirements and expectations. I will be walking through at a high level how we conduct that process and the common errors we have to look for in the data to ensure a successful submission. This presentation will also cover how providers have an impact on this process and what we can all do to try and streamline the effort.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Discuss the Reporting Process of LMEs through PCDU.</li> <li>2. Be able to discuss how Data Quality Impacts the Entire System (Providers - LMEs - NCDHHS).</li> <li>3. Be able to describe actionable strategies to improve accuracy and efficiency.</li> </ol> <p>CE Hours: 0</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>
<b>B5</b>	<p>Hot Ones: Collaboration, Education, &amp; Technology in the Fight Against FWA</p> <p><u>Presenter:</u> <i>Robyn Winters, RN</i></p>	<p>This session is a panel discussion with a moderator where we will address how collaborative efforts, technology and provider education can be effectively combined to combat FWA. We will address some of the compliance issues noted during program integrity audits and hear from experts from multiple agency staff on how to effectively work together to ensure the integrity of Medicaid program dollars. This is a fun and informative session that mirrors the TV show "Hot Ones" where panelists consume a variety of hot wings and sauces from Wilmington's own Sea Monster Sauces while answering questions from the moderator on the effectiveness of collaboration, technology, and education in the fight against healthcare FWA. Panelists intended are from NC MID, NC Program Integrity, IBM, and Constellation Quality Health.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Be able to explain how effective cross-agency collaboration can improve the detection and prevention of FWA.</li> </ol>

		<ol style="list-style-type: none"> <li>2. Be able to discuss education strategies to improve compliance and care quality across all service types.</li> <li>3. Be able to describe how technology can assist with proactive solutions to detect and prevent FWA both inside and outside of NC's Managed Care space.</li> </ol> <p>CE Hours: 0      Program Integrity Credits: 1.5      Contact Hours: 1.5      CLE Credit (General): 1.5 hours</p>
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<b>PLENARY 2</b> <b>Monday- 4/20/2026 - 3:15 PM – 4:45 PM</b>		
<b>P2</b> <b>Whole-Person Whole-Community Health: Behavioral health as part of an integrated approach to patient care in NC local health departments</b>  <u>Presenter(s):</u> <i>Lisa Macon Harrison, MPH</i> <i>Marilyn Pearson, MD</i>	<p>Addressing mental health and substance use disorder remains a top health priority for many counties across NC as evidenced by community health data. Since 2013, Johnston County has offered a connection to behavioral health through the services in the local health department, and similarly, Granville-Vance Public Health has incorporated whole-person whole-community health for patients in their clinics since 2017. Impactful stories of patients across the age span who need to access behavioral health services but are not able to find the entry point have led to new approaches to integrated care in local health departments. Too often, those in need of mental health and/or substance use treatment in crisis end up between our emergency room and our local justice system. The history and momentum we have in local public health of working together across the hospital, health department, law enforcement, and behavioral health is clear and will be shared in this presentation. Whole-person behavioral health is a comprehensive approach to patient-centered care. Affordable, accessible solutions to treatment and care helps everyone in the community. A single provider or team/clinic can deliver a whole person care approach by recognizing and addressing the multi-dimensional aspects of an individual's health and well-being. A team of individuals with a modeled approach can provide integrated care with potential for deeper impact through the addition of new teammates. Whole-person care is a patient-centered approach that considers the physical, behavioral, emotional, and social well-being of an individual, aiming to optimize their overall health and wellness. It integrates various care dimensions, including medical, behavioral, and social needs, with a focus on addressing the whole person rather than just specific symptoms or conditions. In the end, integrated care results in professionals working from a unified framework, often side-by-side (whether physically or through technology), incorporating the whole patient experience (patient, family and community as equal partners).</p> <p><u>Learning Objectives</u>      In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Be able to describe the evolution of whole-person whole-community health approaches in NC local health departments.</li> <li>2. Discuss examples from two different models of behavioral health integration into primary care in a local health department.</li> <li>3. Describe provider collaborations across primary care and behavioral health for a Tier 3 Advanced Medical Home serving Medicaid patients in NC</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.      Program Integrity Credits: 1.5</p>	

		Contact Hours: 1.5
<b>PLENARY 3</b> <b>Tuesday- 4/21/2026 - 9:00 AM - 10:30 AM</b>		
<b>P3</b>	<p>Community-Based Power: Strategic Municipal Partnerships for Behavioral Health Impact</p> <p><u>Presenter:</u> <i>Dr. Ron Flack, Jr. LCAS, CCSI</i></p>	<p>Community-Based Organizations (CBOs) are uniquely positioned to drive transformative behavioral health outcomes through deep-rooted trust, cultural responsiveness, and service agility. This session showcases how Volunteers of America Chesapeake &amp; Carolinas (VOACC) leveraged its community-based strengths to co-design and implement a maternal substance use recovery program in partnership with Guilford County.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Define the core strengths of Community-Based Organizations (CBOs) in behavioral health service delivery, including cultural responsiveness, community trust, and operational agility.</li> <li>2. Identify key strategies for building and sustaining effective municipal partnerships, such as shared governance, braided funding models, and integrated service coordination.</li> <li>3. Demonstrate how equity, lived experience, and community voice can be embedded into program design and accountability frameworks to improve outcomes for vulnerable populations.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.</p> <p>Program Integrity Credits: 1.5</p> <p>Contact Hours: 1.5</p>
<b>Group Session C</b> <b>Tuesday- 4/2/2026 - 10:45 AM - 12:15 PM</b>		
<b>C1</b>	<p>Healing Mothers, Healing Families: A Family-Focused SUD Treatment Model</p> <p><u>Presenter(s):</u> <i>Tianna Gregory, LCSW, LCAS</i> <i>Dr. Ron Flack, Jr. LCAS, CCSI</i> <i>Cyndi Thompson, M.Ed.</i></p>	<p>This session will highlight Volunteers of America's innovative residential treatment model for pregnant and parenting women with substance use disorders (SUD). Designed to address both maternal health and family stability, the program integrates recovery services, child wellness, and parenting support within a trauma-informed, family-focused framework. Participants will gain insight into how this approach improves engagement, supports long-term recovery, and promotes healthier outcomes for mothers and children. The presentation will share program design, lessons learned, and outcomes that demonstrate the impact of treating the whole family, rather than the individual alone. Participants will leave with practical strategies and tools to replicate or adapt this model within North Carolina systems of care, supporting NC TIDE's mission to strengthen behavioral health services across the state.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Identify key components of Volunteers of America's innovative residential treatment model for pregnant and parenting women with SUD.</li> <li>2. Recognize how integrated maternal health, child development, and recovery services can improve outcomes and reduce system costs.</li> <li>3. Explore opportunities to replicate or adapt this family-centered model within other provider networks, health systems, or managed care environments.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>

C2	<p>Bridging the Gap: Integrated Care for Justice Involved Individuals with Behavioral Health Needs</p> <p><u>Presenter:</u> <i>Kalyn Tripp, MSW, LCSW-A, LCAS</i></p>	<p>Bridging the Gap: Integrated Care for Justice-Involved Individuals with Behavioral Health Needs explores the unique challenges and opportunities in delivering comprehensive behavioral health services within the criminal justice system. This session will highlight best practices for integrating clinical care, justice services, and community supports to promote continuity of treatment, reduce recidivism, and improve client outcomes. Participants will gain practical strategies for collaboration across systems, learn evidence-based approaches for addressing co-occurring mental health and substance use disorders, and consider how integrated care models can create pathways for healing, accountability, and reintegration</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Describe the core principles of integrated care and how they apply to justice-involved populations with behavioral health needs.</li> <li>2. Identify effective strategies for enhancing collaboration between behavioral health providers, probation/parole officers, and justice system partners.</li> <li>3. Apply practical tools and evidence-based interventions that support treatment engagement, reduce recidivism, and improve continuity of care.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>
C3	<p>Emerging Risk Identification and Targeted Interventions: Driving Better Outcomes and Improving Coordination of Care</p> <p><u>Presenter(s):</u> <i>Bella Porter</i> <i>LeeAnn Balkcum</i></p>	<p>This session will explore approaches to identifying emerging risk members within Medicaid Tailored Plan populations by utilizing predictive analytics, claims data, and social determinants of health. Presenters will showcase targeted strategies such as integrated physical and behavioral health management and enhanced care coordination. Emphasis will be placed on the critical role of primary care providers (PCPs) in managing chronic conditions.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Develop a deeper understanding of Family Centered Treatment.</li> <li>2. Be able to describe the benefits of experiential interventions.</li> <li>3. Be able to identify how to make traditional interventions experiential.</li> </ol> <p>CE Hours: 0</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>
C4	<p>Sustained Leadership, Avoiding Burnout and Cultivating Growth</p> <p><u>Presenter:</u> <i>Dr. Olive Cyrus DNP, MSA, RN-BC</i></p>	<p>Sustainable leadership offers a new path, one that prioritizes balance, purpose, and resilience. It's about leading with intention, nurturing growth without sacrificing health, and creating environments where people can thrive, not just survive. This path begins with self-awareness and the courage to redefine what success means. It involves cultivating habits that support mental, emotional, and physical well-being, while also fostering collaboration, innovation, and long-term impact.</p> <p>Sustainable leaders are not only effective, but they are also enduring. They know when to push forward and when to pause. They lead from within, guided by values, empathy, and a commitment to continuous growth for themselves and those around them.</p>

		<p>This session shares practical strategies to prevent burn-out, promote mindful leadership, and establish a foundation for growth that is both powerful and sustainable, a foundation that transitions from burnout to balance, from pressure to purpose. Techniques are applicable to clinical leaders at all levels.</p> <p><b><u>Learning Objectives</u></b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Identify three characteristics of burnout.</li> <li>2. Be able to discuss DISC Assessment tools.</li> <li>3. Gain knowledge on strategies to sustain leadership.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.    Program Integrity Credits: 0    Contact Hours: 1.5    CLE Credit (Professional Well-Being): 1.5 hours</p>
C5	<p>Ethical Documentation in Practice: Applying AI Responsibly in Clinical Notes</p> <p><b><u>Presenter:</u></b>  <i>Danielle Coleman, LCSW</i></p>	<p>This small-group, interactive breakout workshop is designed for mental health professionals seeking practical guidance on how to create ethical, clinically sound documentation while incorporating the use of AI tools responsibly. Participants will engage in applied discussion, case-based examples, and guided reflection focused on real-world documentation scenarios. Emphasis will be placed on preserving clinical judgment, therapist voice, and professional accountability while using AI as a supportive—not substitutive—tool.</p> <p>This session moves beyond conceptual understanding to skill development. Participants will critically examine sample documentation, identify ethical pitfalls, and practice strategies for ensuring HIPAA compliance, confidentiality, and accuracy when using AI-assisted documentation tools. Space will be provided for questions, peer discussion, and problem-solving relevant to participants' clinical settings.</p> <p><b><u>Learning Objectives</u></b></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Apply core principles of ethical behavioral health documentation to AI-assisted workflows.</li> <li>2. Identify and mitigate ethical risks associated with AI use in clinical notes.</li> <li>3. Evaluate documentation for accuracy, bias, over-reliance, and loss of clinical voice.</li> <li>4. Implement HIPAA-compliant safeguards when using AI tools.</li> <li>5. Develop individualized, client-centered strategies for transparent and responsible AI use in documentation.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.    Program Integrity Credits: 1.5    Contact Hours: 1.5</p>

**Group Session D**  
**Tuesday- 4/21/2026 - 1:30 PM - 3:00 PM**

<b>D1</b>	<p>The Clinical Supervisor's Edge: Ethics, Equity and Engagement in Practice: Discover practical tools and strategies that gives today's supervisors a leading edge.</p> <p><u>Presenter:</u> <i>Bonita Porter MSW, LCSW</i></p>	<p>Effective clinical supervision is essential for supporting professional growth, ensuring ethical practice, and improving client outcomes. This training, led by Bonita Porter, MSW, LCSW, provides supervisors and emerging leaders with practical tools to strengthen their supervisory practice across diverse clinical and organizational settings. Through an interactive format, participants will explore core supervision skills, evidence-based models, and strategies for fostering equity and cultural responsiveness in supervisory relationships. Special attention will be given to communication and feedback methods that enhance supervision in both traditional in-person settings and today's growing remote and hybrid environments.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Identify and demonstrate core skills for providing ethical and supportive clinical supervision.</li><li>2. Analyze and apply strategies that integrate cultural responsiveness and equity into supervisory practice.</li><li>3. Compare and implement evidence-based models of supervision across diverse practice settings.</li><li>4. Evaluate and adapt methods of communication and feedback for effective supervision in both in-person and remote/hybrid environments.</li></ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 1.5 Contact Hours: 1.5</p>
<b>D2</b>	<p>Coming Together to Support Youth and Families in Crisis</p> <p><u>Presenter:</u> <i>Layla Hicks, LCSWA</i></p>	<p>This session will explore how the Mobile Outreach Response Engagement and Stabilization (MORES) program is addressing the mental and behavioral health crises among youth and families in Mecklenburg County. Participants will gain insight into how immediate response, targeted mental health interventions, and strong community partnerships are helping to support youth and their families in maintaining stability within the home and broader community settings.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"><li>1. Discuss how community partners came together to meet a community mental health need.</li><li>2. Describe strategies for innovative thinking in service implementation.</li><li>3. Recognize the importance of incorporating staff with lived experience into the service design and delivery.</li></ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 0 Contact Hours: 1.5</p>

D3	<p>Olmstead 2026</p> <p><u>Presenter</u> <i>Marti Knisley</i></p>	<p>In this session, participants will receive an overview of the state of North Carolina's progress towards Olmstead and the strategic housing plan.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Be able to discuss Olmstead, including its purpose</li> <li>2. Identify progress on Olmstead</li> <li>3. Gain knowledge of updates on where the state is at with the strategic housing plan.</li> </ol> <p>CE Hours: 0</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p>
D4	<p>Emerging Risk Identification and Targeted Interventions: Driving Better Outcomes and Improving Coordination of Care</p> <p><u>Presenter(s):</u> <i>Marielena Moreno-Garcia, BSN, RN, NE-BC, CCM</i> <i>Kathryn Higdon, RN, MSN, NE-BC, RD, LDN</i> <i>Jennifer Schmidt</i> <i>Trey Sutton</i></p>	<p>This session will explore approaches to identifying emerging risk members within Medicaid Tailored Plan populations by utilizing predictive analytics, claims data, and social determinants of health. Presenters will showcase targeted strategies such as integrated physical and behavioral health management and enhanced care coordination. Emphasis will be placed on the critical role of primary care providers (PCPs) in managing chronic conditions.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Define the concept of "Emerging Risk" and its importance in Population Health Management.</li> <li>2. Describe data-driven methods to identify members at rising risk for poor outcomes and high utilization.</li> <li>3. Discuss targeted intervention strategies that address physical health, mental health, and social determinants of health needs for emerging risk members.</li> <li>4. Evaluate measurable outcomes including member engagement in care management services and reduced cost.</li> <li>5. Discuss insights and lessons learned.</li> </ol> <p>CE Hours: 0</p> <p>Program Integrity Credits: 0</p> <p>Contact Hours: 1.5</p> <p>CLE Credit (General): 1.5 hours</p>
D5	<p>AI Without the Chaos: How HHS Can Scale Smart, Secure, and with Confidence</p> <p><u>Presenter(s):</u> <i>Elana Fine</i> <i>Avi Madsen</i> <i>Benjamin Blackwell</i></p>	<p>Artificial intelligence is quickly becoming a powerful tool for how health and human services (HHS) agencies and provider agencies deliver services, engage communities, and modernize operations. When implemented thoughtfully, AI can help agencies work more efficiently, respond more effectively, and advance equity across services.</p> <p>The challenge isn't whether to adopt AI—it's how to scale it in a way that is meaningful, trusted, and sustainable. This session explores how HHS agencies can move beyond isolated pilots and toward enterprise-wide AI adoption, supported by a clear practical strategy.</p> <p>A strong enterprise AI approach is built on five connected pillars:</p> <ul style="list-style-type: none"> <li>• <b>User-Driven Design</b>, centering AI and automation work around the needs of users, with technology enabling work to be easier, more effective, and more meaningful</li> <li>• <b>Data Architecture and Interoperability</b>, grounding AI in accurate, secure, and well-governed data across systems</li> <li>• <b>Ethical and Regulatory Governance</b>, providing transparency, accountability, and alignment with evolving standards</li> <li>• <b>Risk and Security Management</b>, protecting sensitive data while reducing bias and strengthening resilience</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Workforce and Change Readiness</b>, empowering staff to confidently integrate AI into everyday work</li> </ul> <p>Together, these pillars create the foundation for AI that enhances – rather than disrupts - how agencies serve. With the right strategy in place, trusted AI helps drive bigger impact and supports more meaningful work.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Identify the core components of a responsible, enterprise AI strategy tailored for HHS agencies</li> <li>2. Be able to discuss practical ways to scale AI from individual use cases to coordinated, enterprise adoption</li> <li>3. Explore how governance, security, and workforce readiness can accelerate innovation while strengthening trust and impact</li> </ol> <p>CE Hours: 0 Program Integrity Credits: 1.5 Contact Hours: 1.5</p>
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#### PLENARY 4 Tuesday- 4/21/2026 - 3:15 PM – 4:45 PM

<b>P4</b>	<p>Ethical Use of AI in Mental Health Documentation: Principles, Risks, and Responsibilities</p> <p><u>Presenter:</u> <i>Danielle Coleman, LCSW</i></p> <p>This plenary session provides a high-level overview of the ethical considerations surrounding the use of AI in mental health documentation. Designed for a large audience, the presentation introduces foundational concepts related to ethical documentation, emerging AI tools, and the evolving responsibilities of mental health professionals in the digital age.</p> <p>Participants will gain a clear understanding of how AI is being used in clinical documentation, the potential benefits and risks of these tools, and the ethical frameworks that should guide their use. The session will highlight HIPAA and confidentiality considerations, the importance of clinical accountability, and the necessity of maintaining professional judgment and integrity when incorporating AI into practice.</p> <p>This presentation is designed to build awareness, establish shared language, and support informed decision-making across diverse clinical roles and settings.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Be able to describe ethical principles relevant to clinical documentation in behavioral health.</li> <li>2. Recognize common applications, benefits, and risks of AI in documentation.</li> <li>3. Be able to discuss HIPAA and confidentiality implications related to AI-assisted tools.</li> <li>4. Identify the clinician's ongoing responsibility for accuracy, judgment, and ethical care.</li> <li>5. Conceptualize responsible, client-centered use of AI within mental health practice.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates. Program Integrity Credits: 1.5 Contact Hours: 1.5</p>
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		CLE Credit (Technology): 1 hour
<b>PLENARY 5</b> <b>Wednesday- 4/22/2026- 8:30 AM - 10:00 AM</b>		
<b>P5</b>	<p>Working Genius - Empowering Disability Professionals to Find Joy in their Work</p> <p><u>Presenter:</u> <i>Michael Thomas, MBA</i></p>	<p>The presentation will introduce participants to the "Working Genius" model developed by Patrick Lencioni, adapted for disability professionals. This model categorizes work into six types of "genius"—Wonder, Discernment, Galvanizing, Enablement, and Tenacity—and shows how individuals thrive when their role aligns with their genius.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Demonstrate how being in the wrong type of work leads to burn out.</li> <li>2. Be able to describe the Working Genius model.</li> <li>3. Discuss how teams can operate differently to be both successful and happy.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.  Program Integrity Credits: 1.5  Contact Hours: 1.5  CLE Credit (Professional Well-Being): 1.5 hours</p>
<b>PLENARY 6</b> <b>Wednesday- 4/22/2026- 10:15 AM – 11:45 AM</b>		
<b>P6</b>	<p>State of the State</p> <p><u>Presenter:</u> <i>Kelly Crosbie, MSW, LCSW</i></p>	<p>This session will focus on the current status of Mental Health, Intellectual and Developmental Disabilities, and Substance Use Services ("MH/DD/SUS") along with the vision for behavioral health service delivery in the future. The session will address the ongoing changes in the larger health delivery system in North Carolina and its impact on behavioral health services. Specific DMH/DD/SUS programs and initiatives will be discussed with an opportunity for questions and answers.</p> <p><u>Learning Objectives</u></p> <p>In this session, participants will:</p> <ol style="list-style-type: none"> <li>1. Discuss the mission of NC Division of MH/DD/SUS within the context of the North Carolina health delivery system.</li> <li>2. Be able to identify current and future initiatives impacting the delivery of behavioral health services.</li> <li>3. Be able to contextualize the impact of changes in healthcare delivery and its effect on people receiving behavioral health services.</li> </ol> <p>CE Hours: NC TIDE is seeking to offer continuing education hours. Please check our website for updates.  Program Integrity Credits: 1.5  Contact Hours: 1.5</p>

**NCTIDE Closing**  
**Wednesday – 4/22/2026 11:45 AM- 12:00 PM**



## REGISTRATION FEES 2026 (to be paid during electronic registration):

Registration fees include CE Hours and contact hours earned during conference.

	Early Registration END DATE <b>3/27/2026</b>	Registration <b>3/28/2026-4/19/2026</b>	Onsite Registration as of <b>4/20/2026 and after</b>
<b>Full Conference</b>			
General Attendee	\$265.00	\$295.00	\$325.00
Buy 4 Get 1 Free	\$265.00	Not Available	Not Available
<b>One Day Attendance</b>			
1 Day Only	Not Available	\$190.00	Not Available

## GROUP REGISTRATIONS (Note: Special ends 3/27/2026):

Individuals registering from the same company and registering at the same time for **FULL CONFERENCE** may take advantage of the Buy 4 Get 1 Free Group Special.

**Note: Special ends 3/27/2026.**

**IMPORTANT: You MUST choose the Buy 4 Get 5<sup>th</sup> registration for each of the 5 participants to get the 5<sup>th</sup> free. To do this....**

1. Go to the registration page: [\*\*REGISTER HERE\*\*](#)
2. Enter each of the first 4 participants for the FULL Conference, choosing sessions, etc., each person would like to attend.
3. Enter your 5<sup>th</sup> person as you did the first four - choosing the Buy 4 Get 5<sup>th</sup> Free Registration
4. Once you move to the payment section, if you have chosen the correct item for each person as indicated above, the first 4 attendees will be \$265.00 each and the 5<sup>th</sup> person will be \$0.00.
5. **All registrations must be entered and paid for together to get the 5<sup>th</sup> one free.**

## OTHER HELPFUL LINKS:

### HOTEL:

- The Hotel Ballast has set up a special room rate for NC TIDE.
- This special room rate ends on **3/18/2026 or when room block is full.**
- To book your hotel room:
  - Click [\*\*BALLAST HOTEL REGISTRATION\*\*](#) or
  - Call: (1-800-HILTONS), mention group code: NCT

### EMPOWERING HOPE AWARD:

- We are now accepting referrals for the Empowering Hope Award.
- Find the application here: [www.nctide.org](http://www.nctide.org)

### THINGS TO DO IN WILMINGTON: [Things to Do](#)