



## Message from the ICB President, Joseph Troiani, CADC

### Greetings,

First, I wish you all a happy new year. 2025 will in some ways be the best of times and at the same time very challenging. There are still several unknowns on the political front with a new administration in Washington D.C. and the ongoing fiscal challenges we are confronted with in Springfield. Post COVID we have seen a significant increase in awareness of behavioral health consequences including both mental health and substance use problems. There is significant public support for the expansion of programs to meet these challenges. We are starting to see examples of that in proposed legislation. There is a significant challenge with our youth, a generation that has been significantly impacted upon because of the disruption to their lives that the management of COVID did to that generation. The impact of COVID was terrible but what was done to manage the pandemic is going to have a far-reaching impact. We have the continuing crisis of the drug fentanyl that continues to plague our nation. There is also the challenge of what is referred to as the "new marijuana". The consequences of unregulated THC amounts pose a particular consequence to those who are using this drug. To address these issues, there is a need for the expansion of education, prevention, intervention, treatment, and research programs.

ICB in the past year has been formulating a policy committee which will allow our voice to be heard. There is an old saying in the public policy world and that is "if you are not at the table, you are on the menu". It is critical that we have input on policy and legislative decision making to ensure our future. We as an organization do not want to run the risk of decisions being made and policy being formulated without our involvement. The voice of the Substance Use and the Mental Health Professions are now starting to be loudly heard alongside other professional organizations, trade associations, and advocacy groups. The formation of a Policy Committee and the support of a consulting lobbyist are significant first steps in that process. This engagement must be at the committee, board of directors, ICB staff, and membership level.

We are faced with the challenge of the workforce shortage which is happening in all behavioral health professions. We are in the middle of the perfect storm. On the one hand we have the good news of the expansion and establishment of substance use services and programs. Public awareness and support are at an all-time high. There is an urgency that something must be done. Yet, we are faced with a loss of professionals because of retirements. The profession came on to its own during the 1970s, 80s, and 90s. We need to inspire, recruit, and educate a future crop of substance use counselors. At the same time the leadership of the profession needs to be cultivated. I plan to have a personal hand in this and will be discussing it further with you at upcoming conferences and meetings.

Finally, we have the right team in place with the leadership and staff at the ICB office in Springfield. With their guidance and support I am very confident that we can and will meet these challenges and opportunities that we are facing. 2025 will prove itself to be a year of growth, influence, and positioning.

**Joseph E. Troiani, Ph.D., CADC**

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ICB utilizes social media as a professional platform for communication. ICB will share helpful information related to the field along with the current events that ICB holds.





## From the Desk of the Executive Director, Chris Boyster

Happy New Year! As we usher in 2025, I am filled with excitement and optimism for the year ahead. The Illinois Certification Board (ICB) continues to make significant strides in advancing professional standards and supporting our workforce to meet the evolving needs of the communities we serve.

Reflecting on the past year, I am incredibly proud of what we've achieved together. From the successful implementation of new certification process through Certemy, to the launch of innovative training programs, our commitment to supporting professionals in the field of behavioral health and substance use recovery has remained unwavering. These accomplishments are a testament to the hard work, dedication, and passion of our staff, board members, and certified professionals.

Looking forward, 2025 promises to be a year of growth and opportunity. Here are just a few highlights of what you can expect:

1. **CADC Workforce Expansion Program:** Thanks to IDHS grant funding, we are excited to expand opportunities for individuals entering the field of addiction counseling. This initiative will provide enhanced resources, training, and mentorship to support new professionals and strengthen our workforce.
2. **Streamlined Certification Processes:** We are committed to improving your experience with ICB by introducing user-friendly online tools and resources. These updates will make it easier than ever to apply for and maintain certifications.
3. **Focus on Diversity and Inclusion:** In line with our mission, we will continue to prioritize initiatives that promote equity and inclusion. This includes tailored support for professionals serving underserved populations, including LGBTQ+ individuals and communities of color.
4. **Professional Development Opportunities:** Stay tuned for new training sessions, webinars, and resources designed to help you grow in your career and stay at the forefront of best practices in the field.

As we embark on this journey together, I invite you to stay engaged. Your feedback and involvement are invaluable in shaping the direction of our work. Whether it's participating in training sessions, volunteering on committees, or simply sharing your thoughts, your contributions make a difference.

On behalf of the entire team at ICB, thank you for your dedication and commitment to excellence. Together, we are making a lasting impact in the lives of individuals and families across Illinois.

Wishing you a healthy, prosperous, and inspiring start to the new year!



There are a number of proposed changes to the rules and regulations governing the treatment of substance use disorders that the Illinois Association for Behavioral Health is actively tracking. In collaboration with the Illinois Certification Board, IABH is advocating for reductions in administrative burdens, easing of unnecessary requirements on staff, and speaking with one voice on all manners of SUD rules and regulations.

The first rule at issue, 77 ILAC 2060 (Rule 2060), is currently in the rules making process through the Joint Committee on Administrative Rules (JCAR). Rule 2060 governs the SUD treatment process and licensing of treatment providers. The Rule has not been updated in several years. IABH has been working closely with the Certification Board to ensure that the amended Rule 2060 reflects the appropriate consideration and acknowledgment of credentialed individuals which are a critical part of the SUD prevention, treatment, and recovery continuum. ICB and IABH collaborated on comments submitted to JCAR and the Department of Human Services, Division of Substance Use Prevention and Recovery.

In addition, to most effectively advocate for the field, IABH retained separate outside JCAR lobbyists. The IABH team and outside lobbyists, along with ICB, will be coordinating efforts to address the most problematic components of the new proposed Rule 2060. Concerns with direct supervision, experience, peer recognition, and other regulatory burdens are being shared with JCAR and SUPR. The impact upon you is of paramount concern and working together we believe that the onerous provisions will be amended or addressed.

Further SUPR regulatory changes are also anticipated. DHS and SUPR have announced their anticipated changes to the Medicaid certification process for SUD providers this summer. In addition, there is an indication that the long-standing Institutions for Mental Diseases (IMD) exclusion will be the subject of regulatory modification and will also be addressed this summer – in June 2025. IABH believes both proposals will impact the SUD community in a variety of ways and we will be sharing news and developments to gain your valued feedback. In the meantime, please feel free to reach out with any questions or concerns to IABH CEO Jud DeLoss at <mailto:jud@ilabh.org>. **-Jud DeLossCEO**

## **2024 ICB Professional of The Year, KaShena McDonald, CADC**



At the 2024 ICB Fall Conference, held in Springfield, IL, ICB had the honor of presenting KaShena McDonald, CADC with the ICB’s Professional of the Year Award.

The Professional of the Year award recognizes the outstanding efforts and achievements of an individual in the fields of substance use disorders and/or mental health disorders. Some of the qualities that describe KaShena include: dedicated, hardworking, energetic and respected.

KaShena’s role in the field is very unique. She is an educator; a counselor and an inspiration to students and coworkers. She does all of this behind the gates of the Southwestern Illinois Correctional Center in East St. Louis, IL.

### **Get to Know KaShena!**

KaShena earned the CADC in May 2006 and then began her career in October of 2006 as a substance use counselor with the GEO Group at SWICC (which offers a reentry program for inmates, funded by the IDOC) She quickly moved into the position of Program Trainer for the ICB CAAP program. (The CAAP Program is designed for selected inmates, to overcome their own SUDs and to teach them the basics of the professional SUD field and help them earn their CAAP certification. More importantly, they are learning the life skills to help them obtain jobs in the recovery field once they are released). She moved into this position based on her work ethic, outstanding ability to counsel and exceptional knowledge of the therapeutic community. Each day she make her way into the prison to educate and inspire. She has gone above and beyond expectations having a 95% success rate with her students and class, meaning all students have completed the course work and have successfully passed the CAAP exam. One of her former students was also an ICB Board Member who continues to do great things for the field. Not only does she train her students but she rises above and provides monthly trainings to SWICC staff to promote professional development and encourage new staff to apply to become CADC. Which is why she earned the GEO Groups Employee of the Year Award in 2019! She is there for her students when no one else wanted to be, when they are at the lowest point in their addiction. She shines wherever she goes. Congratulation KaShena, your efforts and dedication are top of the line!

## **Congratulations KaShena! 2024 ICB Professional of the Year**



## **Diversity, Equity, and Inclusion (DEI): Why is it important to the Training of Leaders (TOL)?**

**By Maryse Nazon, Psy.D., CADC, CODP I and Lisa Vinson, Ph.D., LCPC, CADC, CODP I, CCTP-Level I & II, ACS**

Despite the challenges the anti-WOKE movement poses, Diversity, Equity, and Inclusion (DEI) have remained a crucial issue in the last decade. While some organizations have scaled back their emphasis on this vital aspect of leadership, the commitment to diversity, equity, and inclusion (DEI) in Substance Use Counseling leadership remains unwavering. The Training of Leaders in ICB is steadfastly committed to promoting DEI among our leaders. This commitment is not only our position but also our lived experience.

The Training of Leaders believes embracing diverse, equitable, and inclusive practices is the right path forward. As we have learned from experience, committing to DEI does not happen without facing some growing pains. As leaders, we must go through them to enrich our leadership. We must prioritize practicing cultural humility and being willing to learn from leaders with different perspectives and identities. Each leader in the group is willing to look at their own bias, which leads to greater fairness and transparency. Our willingness to engage in difficult conversations has increased our ability to be more decisive and resolve conflicts while considering multiple perspectives.

Committing to DEI can benefit our field in many ways. For example, It increases the pool of leaders available to handle our growing, eclectic, and complex demands. These leaders can build trust and foster safety with their diverse workforce and clientele. Committing to DEI is also crucial for increasing equitable access to treatment for people of color and historically marginalized populations, who are often disproportionately affected by the impact of substance use disorders in their lives and communities.

We recognize that while we have personal work to do, we must also address structural inequalities created through laws and historical practices. TOL is dedicated to creating a culture of inclusion and collaboration among leaders.



# Transforming Behavioral Health Workforce Retention

## Innovative Strategies for Illinois Providers

The Illinois Behavioral Health Workforce Center is hosting a series of events for agency leadership that will focus on the retention of current behavioral health providers across Illinois. These **one-day events** will focus on innovative and successful staff retention strategies implemented by organizations in our state.

The overall goal is for attendees to connect, learn, and co-create retention practices culminating in a toolkit outlining actionable steps for any organization to use.

### FREE EVENT

- Connect with peers
- Learn retention practices
- Co-create actionable toolkit



February 11, 2025  
10:00 am - 2:00 pm



UIC, Student Services Building  
1200 W Harrison St.  
Chicago, IL 60607

#### FOR MORE INFORMATION

Ebony Harris, LCSW  
Initiative Coordinator, BHWC  
[ebonyh@uic.edu](mailto:ebonyh@uic.edu)

**REGISTER**



[Transforming Behavioral Health Workforce Retention: Innovative Strategies for Illinois Providers](#)

**ICB** Congratulates  
its Newly Credentialed  
members!

**Please note: These are  
professionals credentialed  
by ICB between August 13,  
2024 through January 12,  
2025**

**This list also includes those  
who have successfully  
transitioned to a higher level  
of Certification or Board  
Registration.**

Maria	Allemana	CADC
Monica	Allen	CADC
Sarah	Arguello	CADC
Gina	Arroyo	CADC
Ericka	Bailey	CADC
Kelly	Barnes	CADC
Raquel	Barnes	CADC
Lauren	Becker	CADC
Adam	Bernheimer-Wyffels	CADC
Sarah	Bertrand	CADC
Guadalupe	Blanco	CADC
Lisa	Blankenship	CADC
Jamilia	Bolden	CADC
Hunter	Boss	CADC
Julie	Boyer	CADC
Kyle	Branner	CADC
Aaron	Buser	CADC

**Counselors**

Christie	Cantilena	CADC	Jamika	Harris	CADC	Jane	McCarthy-Hessel	CADC
Lina	Castaneda	CADC	Roger	Hartline	CADC	Olivia	Meisenbach	CADC
Paige	Cederna	CADC	Kim	Haynes	CADC	Crystal	Miller	CADC
Faith	Cluster	CADC	John	Heldman	CADC	Marissa	Miller	CADC
Leslie	Crampton	CADC	Violagene	Hill	CADC	Lindsay	Millikin	CADC
Joshua	Curry	CSADC	Susanne	Hoffman	CADC	Maureen	Millray	CADC
Kemi	Daramola	CADC	Michael	Horney	CADC	Carel	Mir	CADC
Maria	Delgadillo	CADC	Antoinette	Jackson	CADC	Kimberly	Moehling	CADC
Jaelen	Deters	CADC	LeeAnn	Jackson	CADC	Derek	Mohr	CADC
Susan	Dhermy	CADC	Colemon	Jefferson	CADC	Holly	Muntean	CADC
Therese	Diamond	CADC	Earnest	Jenkins	CADC	Courtney	Obrien	CADC
Brienne	Doody	CADC	Derek	Kennedy	CADC	James	O'Connor	CADC
Maureen	Evers	CADC	Nikolas	Kerr	CRADC	Norah	O'Haire	CADC
Emily	Farr	CADC	Rashima	Khanna	CADC	Jessica	O'Sullivan	CADC
Emily	Fry	CADC	Catrina	Kimble	CADC	Riana	Paladino	CADC
Michael	Gayman	CRADC	Stacy	Kirkham	CAADC	Robert	Phillips	CRADC
Olivia	Glossa	CADC	Ross	Klucker	CADC	Rachel	Price	CADC
Izabela	Gluszak	CADC	Emily	Koehler	CADC	Rachel	Przewoznik	CADC
Lizbeth	Gonzalez	CADC	Danielle	Laws-Wallace	CADC	Robert	Quinn	CADC
Colin	Graham	CADC	Adam	Looby	CADC	Daniel	Ramirez	CADC
Ramone	Grayson	CADC	Craig	Lynch	CADC	Sara	Ramirez Olivier	CADC
Acey	Green	CADC	Christopher	Maier	CADC	Shawn	Ray	CADC
Esther	Green	CADC	Allyson	Manion	CADC	Minerva	Rodriguez	CADC
Franklin	Green	CADC	Sara	Marzbannia	CADC	Edwin	Rondan	CADC
Laura	Hance	CADC	Tashia Marie	Mauch	CADC	Sophia	Salib	CADC
Michael	Hannemann	CADC	Ellen	Mawyer	CADC	Veronica	Sanchez Diaz	CADC

## Counselors Continued . . .

Lina	Schiess Garibay	CADC	Julie	Thompson	CADC
Ashley	Schumacher	CADC	Nichole	Tinker	CADC
James	Searle	CADC	Josephine	Tjoeng	CADC
Cristina	Serbu	CADC	Jasmine	Tochimani	CADC
Jeffrey	Sheehan	CADC	Nicole	Toenjes	CADC
Sara	Shehadeh	CADC	Corynn	Tomlinson	CADC
Candice	Shields	CADC	Rasheeda	Triplett	CADC
Theresa	Simon	CADC	Ronald	Turner	CADC
Kimberly	Sowell	CADC	Karen	Warren	CADC
Kelsi	Steevens	CADC	Contrell	Washington	CADC
Faith	Struse	CADC	Jacob	Weatherford	CADC
Carla	Sykes	CADC	Allison	Weathers	CADC
Rebekah	Taylor	CADC	Herbert	White	CADC
Erica	Thomas	CADC	Ashley	Wiepert	CADC
Lynn	Thomas	CADC	Stephanie	Williams	CADC
Olivia	Thomas	CADC	Margaret	Wilson	CADC
Amber	Thompson	CADC	Cody	Zulkowski	CADC

### PCGC

Matthew Kindler PCGC

### CODP I/II

Astrid Gaskin CODP I  
Colemon Jefferson CODP I

### CODP I/II

Jordan Eilers CAAP  
John Wood CAAP

### CPS

Michelle Eaton CPS

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Christina	Baader	CRSS	Tyrone	Hill	CRSS
Brenda	Bahena	CRSS	John	Kolodziej	CRSS
Sylvia	Barnes	CRSS	Michael	Kvasnicka	CRSS
Janna	Barta	CRSS	Sheilah	Lavizzo	CRSS
Nathan	Beyer	CRSS	Lenora	Lyles	CRSS
Santee	Blakey	CRSS	Penny	Martens	CRSS
Heather	Byrd	CRSS	Tonia	Mayfield	CRSS
Patrick	Cavanagh	CRSS	Patreace	Miller	CRSS
Gabrielle	Chartrand	CRSS	Katherine	O'Malley	CRSS
Amanda	Clemente	CRSS	Jeb	O'Rear	CRSS
Colleen	Coleman	CRSS	Keith	Perna	CRSS
Bethzaida	Colon	CRSS	Devin	Perucco	CRSS
Amber	Dahler	CRSS	Mickey	Rau	CRSS
Chase	Daniels	CRSS	Adrian	Raygoza	CRSS
May	Dartez	CRSS	Amy	Ryndak	CRSS
Meghan	Dillenbeck	CRSS	Adam	Sangston	CRSS
Mary Anne	Enriquez	CRSS	Brittney	Scheve	CRSS
Jason	Farley	CRSS	Matthew	Shaffer	CRSS
Michael	Forbes	CRSS	Maurice	Shelton	CRSS
Damien	Frazier	CRSS	Charles	Snoad	CRSS
James	Gall	CRSS	Heidi	Spandikow	CRSS
Donald	Gardner	CRSS	Jordan	Strong	CRSS
Matthew	Gauen	CRSS	Mary	Stutzman	CRSS
Ulonda	Gladney	CRSS	Ashley	Tapping	CRSS
Shannon	Glaser	CRSS	Chris	Thompson	CRSS
Ashley	Gordon	CRSS	Joseph	Trotto	CRSS
Cynthia	Green	CRSS	Ash	Ungerer	CRSS
Paige	Guibourdanche	CRSS	Robert	Urich	CRSS
Anthony	Hack	CRSS	Maria	Vrettos	CRSS
Julie	Hansen	CRSS	Heather	Wagley	CRSS
Miryam	Haze	CRSS	Ondrea	Ward	CRSS
Danielle	Heffernan	CRSS	Michelle	Williams	CRSS
Melanie	Hernandez	CRSS	Aviana	Willis	CRSS
			Anna	Zur	CRSS

**IL. Recovery Support Specialists**

Continues on next page ....

**IC&RC Peer Support Specialists**

Nathan	Beyer	CPRS
Shalon	Brouk	CPRS
Alejandra	Castillo	CPRS
Jessica	Gatlin	CPRS
Matthew	Gauen	CPRS
Genna	Ginsburg	CPRS
Bonita	Goodwin	CPRS
Mandy	Hagen	CPRS
Scott	Hogan	CPRS
Alexander	Kaiser	CPRS
Karen	Lee	CPRS
Justin	Miller	CPRS
Anna	Pannier	CPRS
Miranda	Ricketts	CPRS
Amy	Ryndak	CPRS
Tamara	Smith	CPRS
James	Thompson	CPRS
Heather	Tully	CPRS
Sarah	Turner	CPRS
Tiffini	Yost	CPRS
Amanda	Zinkgraf	CPRS





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is dedicated to assist individuals whose lives have been affected by chemical dependency or other types of dysfunctional situations, so they may develop and maintain a productive lifestyle.

<p><b>Counseling Service provided:</b></p> <ul style="list-style-type: none"> <li>• Individual</li> <li>• Marital/Couples</li> <li>• Family</li> <li>• Children</li> <li>• Dual Diagnosed</li> <li>• Groups</li> </ul>	<p><b>Consultation/Training Services provided:</b></p> <ul style="list-style-type: none"> <li>• Program Design</li> <li>• In-Service</li> <li>• Schools/Universities</li> <li>• Treatment Centers</li> <li>• Clinical Supervision</li> <li>• Staff Development</li> </ul>
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**Failed To Recertify**

The following is a list of members who have failed to renew their credential with ICB. There are a number of reasons why they have not renewed. These include, transferring credentials to another state, failing to pay fees and/or failure to obtain CEUs, retired or simply left the field. Whatever the reason may be, it is the responsibility of ICB to inform the field and the public regarding any and all persons change in credentials.

**Thank you.**

**Counselors**

Adams, Clifford  
 Arnold, Tammese  
 Bautista, Miguel  
 Bolden, Rolanda  
 Bowman, Shawna  
 Brady, Donald  
 Brands, Stephanie  
 Bsrown, Geraldine  
 Bujak, Elzbieta  
 Bulfer, Brittany  
 Carbonell, Elizabeth  
 Chazaro, Maria  
 Christensen, Michael

Clark, Renee  
 Cox, Gregory  
 Curry, Bernard  
 Daum, Amy  
 Davis, Ferrari  
 Dee, Dennis  
 DeGroot, Erin  
 Donahue, Ralph  
 Donaldson, Renee  
 Dunlap, Robyn  
 Eakin, Sheryl  
 Ellis, Barbara  
 Frissell, Susan

Gallas, Brian  
 Gavrilos, Sharon  
 Gorman, Donna  
 Grayer, Mickey  
 Harris, Adriane  
 Hart, Allison  
 Hart, Steven  
 Hartwig, Jill  
 Harvey, Kelly  
 Hill, Michael  
 Horton, Monica  
 Huddleston, Debra  
 Hudson, Elizabeth  
 Ibarra, Kathleen  
 Iwanicki, Aubrey  
 Jackson, Letha  
 Javadi, Ladan  
 Kalvelage-Roth, Becky  
 Kelling, Richard  
 Lachmann, Victoira  
 Lipinski, Steven

Lynch, Antoinette  
 McGuinness, John  
 McKenna, Bernice  
 McKenna, Lauren  
 McMurray, Amanda  
 Miller, Samuel  
 Mione, Karla  
 Morgan, Pertina  
 Mullins, Mary  
 Nowak, Tamara  
 O'Malley, Mary  
 Pietrowski, Victoria  
 Pipia, Golleen  
 Porter, Eric  
 Ramirez, Angelica  
 Reeder, Sandra  
 Robbins, Mellissa  
 Ryan, Patrick  
 Sarver, Tea  
 Shay, Matthew  
 Siebert, Phyllis

Sierzega, Kristi  
 Smith, Renee  
 Snowden, Rosie  
 Stotler, Amanda  
 Taddeucci, Suzanne  
 Trimuel, Kenneth  
 Turner, Larry  
 Walker, Jerrard  
 Williams, Stacey  
 Williams, Wayne  
 Winford, Joseph  
 Wright, Bianca

**CODP I/II**

DeGroot, Erin  
 Donahue, Ralph  
 Dunlap, Robyn  
 MCGuinness, John  
 Morgan, Pertina  
 Williams, Wayne



**Failed to Recertify Continued . . .**

**CARS**

McNeilis, Michele

**MAATP**

Frederiksen, Louise  
Gebhardt, Valerie  
Whitehead, Tamika

**CRSS**

Cowgill, Eric  
Ellis, Kelly  
Finnegan, Nance  
Fiore, Rachel  
Franco, Miguel  
Green Franklin  
Hamilton, Sade  
Hammers, Michelle  
Hart, Jordan  
Marshall, Philp  
Niemo, Cheryl  
Pierce, Courtney  
Shelton, Emily

**PCGC**

Kaplan, Jeffrey  
Straus, Barney

**CAAP**

Hersey, John

**CPRS**

Crandall, William  
Pierce, Courtney  
Stinnette, Modena  
Zimmerman

**RDDP**

Bell, Madelyn

**CSPS**

Johnson, Kristie

**ATE & GCE**

Dunlap, Robyn  
Chazaro, Maria

**CCJP**

Sutton, Ann

# Register Today

**2025 ICB Spring Conference**  
**March 19-21, 2025**  
**Itasca, IL**

[2025 ICB Spring Conference](#)



*Guest Speakers include:*



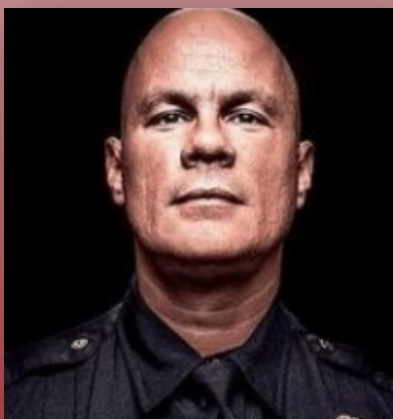
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ICB will consider all articles that will be of some benefit to our members. Articles are to include a written statement from the Author giving ICB permission to use the article.

**Deadline for articles is January 1st, May 1st and September 1st**



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**ICB STAFF**

Chris Boyster, Executive Director, [Chris@iaodapca.org](mailto:Chris@iaodapca.org)

Dianne Williams, Associate Director of Certification, Testing & Operations, [Dianne@iaodapca.org](mailto:Dianne@iaodapca.org)

Julia Ford, Deputy Director, [Julia@iaodapca.org](mailto:Julia@iaodapca.org)

Eryn Durbin, Certification & Administrative Coordinator, [Eryn@iaodapca.org](mailto:Eryn@iaodapca.org)

Phil Mancini, Applications and Accountability Coordinator, [Phil@iaodapca.org](mailto:Phil@iaodapca.org)

