pcb 2026
Annual Conference

April 20-21 | Harrisburg, PA

Join Us

PCB is excited to host its Annual Conference in Harrisburg, PA. Join us for up to 10 hours of education and networking with fellow professionals and organizations.

Conference registration fee includes two continental breakfasts and one lunch.

Where:
Hilton Harrisburg

When:
April 20-21, 2026

Education Hours:
10 hours for full conference attendance

Registration Fee:
$200 Prior to March 1, 2026,
$225 After March 1, 2026

Schedule

Monday, April 20th

7:00 am - 8:00 am	Registration, Continental Breakfast, Exhibits, Networking
8:00 am - 9:00 am	PCB Board Ethics Discussion
9:00 am - 9:15 am	Break, Exhibits, Networking
9:15 am - 12:15 pm	Morning Trainings
10:45 am - 11:00 am	Break, Exhibits, Networking
12:15 pm - 1:15 pm	Lunch
1:15 pm - 4:15 pm	Afternoon Trainings
2:45 pm - 3:00 pm	Break, Exhibits, Networking

Tuesday, April 21st

7:00 am - 9:00 am	Continental Breakfast, Exhibits, Networking
9:00 am - 12:00 noon	Morning Trainings
10:30 am - 10:45 am	Break, Exhibits, Networking

Training Categories

Trainings are categorized to assist attendees to select trainings for the credential they hold.

BASIC: for entry level/new professionals.

INTERMEDIATE: builds on fundamental knowledge and skills.

ADVANCED: expands on existing knowledge of a topic area, for those who have been in the field for an extended period of time.

GENERAL: broad topics that apply across workforces.

CLINICAL: intermediate and advanced clinical concepts and skills.

PEER: peer and recovery support, and community health fields specific.

ETHICS: training will count towards credential ethics requirements.

BEST PRACTICE: procedures that are widely accepted or promoted as being correct or most effective.

RESEARCH TO PRACTICE (RtP): applying knowledge/outcomes to professional practice.

CO-OCCURRING | GAMBLING| MENTAL HEALTH (MH)| SUBSTANCE USE DISORDER (SUD)

Ethics Discussion: Complexities and Professional Ethical Codes – Exploring tensions and resolutions

General Session

Ethics at the Coffee Shop: When Professional Codes Collide

Board Ethics Committee participants:
Thomas Baier, MHS, LPC, CADC, CCS
Sandra Grottola, CADC, LSW, CCM, CCP
Eric Webber, MA, CADC

Moderator:
Lori Simons, PhD, CAADC, CCDPD, PCB Board President

Step into a coffee shop–style ethics skit where a barista, two patrons, and a moderator bring real world ethical dilemmas to life. Attendees will participate through a live audience poll, weighing in on peer and counselor specific scenarios involving conflicts between ethical codes, agency policy, and supervisory direction. This engaging, interactive session blends humor, realism, and professional reflection to spark meaningful ethics discussion while keeping the audience actively involved.

Training Categories:

Intermediate, Ethics, Boundaries | All Credentials

The Parallel Process of Positive Reinforcement for Patient and the Family

Heather L. Hafer, PhD, MS, CAADC, CCS, CCPG
Karen Bricker-Moser, MA, CAADC

The utilization of positive reinforcement is common practice within treatment settings to encourage compliance, engagement, and clinical growth. For young adults seeking treatment, the need for developmentally appropriate interventions includes the use of positive reinforcement, incentive achievement, and identifiable growth patterns. The use of incentive-based achievement through clinical intervention prepares young adults to receive and apply feedback, increases skill use, and builds comfortability with appropriate communication. Their clinical progression is often observed in age-appropriate behavior changes, reinforced by their treatment teams. As patients are eager to experience change, family systems also anticipate positive changes. The parallel process of the family engaging in treatment directed work while their identified patient engages in treatment, allows for a systems approach to recovery efforts and family. Family members can engage in similar clinical interventions as their loved ones, to increase their own skill use, appropriate communication, and apply feedback and coaching from clinical teams. By involving the family in similar and mirrored interventions of the identified patient, they can experience their own positive outcomes with treatment assignment, action planning, and skill development.

Primary Goals & Objectives:

- Attendees will learn positive reinforcement through incentive achievement for young adults.
- Attendees will develop understanding of treatment progression mirrored for patients and family.
- Attendees will identify ways to work with families of patients, to improve family member recovery efforts.

Training Categories:

Intermediate, SUD, Treatment, Best Practice, Young Adults | Clinical, Family

Choice, Responsibility, and Recovery: Reality Therapy in Addiction Counseling

Jill Krahwinkel-Bower PhD, LPC, CAADC

This comprehensive 3-hour training introduces clinicians to William Glasser's Reality Therapy approach for addiction treatment, emphasizing personal responsibility, present-focused intervention, and meeting basic psychological needs through healthier choices rather than substance use. Reality Therapy has demonstrated effectiveness in addiction treatment by significantly improving metacognition and hope in drug-addicted individuals and enhancing self-efficacy in decision-making, action planning, and coping skills among substance-involved offenders. The training aims to equip practitioners to help clients recognize disconnects between substance-seeking behaviors and core needs, facilitate non-judgmental self-evaluation, and develop concrete behavioral change plans addressing psychological needs more healthfully. Learning objectives focus on mastering therapeutic techniques that enable clients to identify their ideal world (internal images of desires), evaluate the effectiveness of their current choices, and establish supportive recovery environments. At the same time, clinicians learn to navigate resistance patterns by applying Reality Therapy to the Stages of Change, integrate motivational interviewing within the Reality Therapy framework, and develop individualized treatment plans balancing client autonomy with accountability. The session begins with foundational principles of Reality Therapy, exploring how substance use represents maladaptive attempts to satisfy needs for belonging, power, freedom, and enjoyment, followed by instruction on the WDEP framework (Wants, Doing, Evaluation, Planning) specifically tailored for addiction contexts. Goals and objectives will be presented through group discussion, interactive case studies examining real-world addiction scenarios, role-playing exercises where participants practice therapeutic conversations, and hands-on experience with the WDEP model. The activities will demonstrate how Reality Therapy's focus on choice theory and present behavior offers empowering recovery pathways through increased self-efficacy, improved interpersonal relationships, and developing internal rather than external control psychology.

Training Categories:

Intermediate, SUD, Applied Practice | Clinical

Counseling with Integrity: Ethics, Boundaries, and Best Practices in Treatment Settings

Kimberly McLaughlin, PhD, LPC

The ultimate goal of a counselor is to empower clients to achieve their goals and eventually no longer require counseling services. This presentation will explore how ethics and boundaries influence best practices for counselors striving to maintain professional integrity. Through case studies, participants will learn to recognize when referrals are appropriate, how to seek supervision before crossing boundaries, and how to integrate both the art and science of counseling. Additionally, participants will examine strategies to support clients in overcoming obstacles that hinder progress toward their treatment goals.

Objectives:

By the end of this presentation, participants will be able to:
- Identify common factors that contribute to boundary violations within counseling and treatment settings.
- Recognize when referring a client is necessary to best serve the client's needs.
- Identify how to use supervision before boundary violations occur.

Training Categories:

Intermediate/Advanced, Ethics, Best Practice| Clinical

Anger and Addiction

Ken Montrose, MA, CADC

This training reviews anger as a normal part of life that may become a clinical issue. We start by pointing out that anger can be healthy, motivating, and justified. The role of anger in recovery and relapse is also discussed. We will detail how anger can become an addiction, and how it is remarkably similar to alcohol in this respect. The presentation will include both didactic and interactive components.
At the conclusion of the training, participants will be able to:

- Identify healthy anger.
- Describe how anger can aide recovery.

- List myths related to anger.
- Describe the differences between aggression and assertiveness.
- List ways to deal with anger.
- Explore how anger can be an addiction.

Training Categories:

Basic/Intermediate, SUD, MH | Clinical, Peer, General

Monday Afternoon

Small Gains and Big Losses: Understanding and Treating Online Gambling Addiction within the Emerging Adult Population

Tammy Ahn Hock, Ed.D., LPC, CAADC
Katherine L. Patterson, MA

This interactive presentation is designed to educate attendees about the ways that online gambling is impacting the emerging adult (18 – 29) population and how counselors and other mental health and addiction treatment professionals can recognize risk factors and signs, and best meet treatment needs. Marchia et al. (2020) highlight several developmental characteristics of the emerging adult population that contribute to the increased risks, which will be discussed in this presentation. Online gambling is at an all-time high, not only as a result of legal changes within the past several years that allowed for easier access but also loopholes that provide access to those under the age of 21. In addition, mandated social distancing as a result of the COVID-19 pandemic led to an increase in boredom, loneliness, and anxiety, and online gambling increased as a way to combat these feelings. Learning objectives are for attendees to strengthen their understanding of the prevalence of online gambling among emerging adults, the criteria for diagnosis of a gambling disorder, risk factors, detection barriers, and evidence-based prevention and treatment methods. This presentation will provide specific strategies designed to help prevent and treat problematic online gambling that draw from cognitive behavioral therapy (CBT), motivational interviewing (MI), and mindfulness. The current literature supports CBT as an effective intervention because it targets irrational thoughts that lead to problem behaviors, and MI as an effective intervention because it involves using specific CBT-based strategies that address ambivalence and promote change. Mindfulness-based strategies, such as noticing and naming feelings without judgment, have been shown to increase tolerance, reduce impulsivity, and improve overall quality of life.

Training Categories:

Intermediate, Secondary Addictions, Adolescents/Young Adults, RtP | Clinical, Peer

Ethics in Action: Protecting Clients and Yourself from Fraud, Waste, and Abuse

Gloria Cudicio-Hayden, MS, CAADC

Fraud, waste, and abuse (FWA) in behavioral health is more than a compliance issue—it directly impacts clinical care, client trust, and the sustainability of programs. This training will provide professionals with a framework to recognize, prevent, and address FWA across organizational levels. Participants will examine common pitfalls, including documentation errors, billing missteps, and boundary violations, that may inadvertently escalate into compliance violations or ethical breaches. Through case examples drawn from provider audits, criminal justice intersections, and real-world practice, attendees will learn how to identify red flags without losing sight of the human impact of their decisions. The session will also highlight evidence-based best practices in internal monitoring, corrective action planning, and fostering a culture of compliance that protects both clients and providers. Goals include increasing professional confidence in distinguishing between human error and intentional misconduct, improving documentation practices that withstand audit scrutiny, and equipping attendees with actionable strategies to integrate fraud-prevention safeguards into everyday practice. By the end of the session, participants will be able to: (1) articulate the core definitions of fraud, waste, and abuse in behavioral health, (2) apply risk-based strategies to reduce vulnerabilities in documentation and billing, and (3) implement proactive supervisory techniques to support staff in ethical and compliant care delivery. This training integrates compliance oversight with clinical realities, offering participants a clear roadmap to protect their organizations, staff, and—most importantly—the people they serve.

Training Categories:
Intermediate, Ethics, Professionalism, Best Practice SUD, Behavioral Health | Clinical, Peer, General

Improving Treatment Outcomes in Groups: A Deep Dive into Therapeutic Factors

David Reyher, MSW, CAADC

Group counseling is one of the most predominant and effective modalities in use today for addressing a multitude of treatment issues, including substance use and co-occurring disorders. Years of research have demonstrated the value of this modality, and many evidence-based approaches utilize group counseling. What is it that makes groups so effective? This training will take a deep dive into the various therapeutic factors which emerge during the group process and provide benefits to group members. The term "therapeutic factor" was coined by Humanistic Psychiatrist and

researcher Irvin Yalom who originally identified eleven such factors in groups. Today, the term more generally refers to factors that lead to positive therapeutic changes resulting from the actions of the group counselor, the group members, and the group process itself. The more of these factors taking place within a group, the greater the therapeutic power and benefits to the members. Of all the clinical duties a group counselor must perform, facilitating the emergence of therapeutic factors is one of the most critical and often the most overlooked.

Training Objectives:

- Identify the Therapeutic Factors that Make Group Counseling Clinically Effective
- Review Irvin Yalom's Eleven Therapeutic Factors for Groups
- Examine the Therapeutic Value of Communication Patterns in Groups
- Understand the Therapeutic Value of Group Dynamics
- Analyze how Content, Process and Context in Groups Affect Treatment Outcomes
- Discuss how the Stages of Group Development Impact Clinical Effectiveness
- Summarize how Synergy is Created Through Therapeutic Factors in Groups

Training Categories:

Intermediate/Advanced, Co-occurring, RtP, SUD | Clinical

Transitions through Supervision

Lori Simons, PhD, CAADC, CCDPD

Have you ever felt burned out or thought about leaving the field? Clinical supervision is a structured process that provides guidance, support, and evaluation. It is a relationship-based learning experience that provides the learner with professional development and ethical practice. And it should prevent burnout!
If you are interested in learning strategies to rejuvenate your work and advance your career goals, sharpen clinical skills, and enhance your ethical competence, then this session may be of interest to you.

Objectives:

- Discuss burnout
- Learn ways to prevent burnout through clinical supervision and professional development
- Discuss career growth opportunities

- Identify personal and professional goals

- Learn ways of transitioning from positions and organizations

- Learn techniques for providing clinical supervision

- Learn the ethics associated with being a clinical supervisor

- Differentiate between counseling skills and clinical supervision techniques

- Engage in small group activities and case study analyses to expand your skill set

Training Categories:

Advanced, Ethics, Supervision, Practical Application | Clinical

Tuesday Morning
April 21

Navigating the Ethics Gap: Organizational Ethics in Substance Use Disorder Treatment

John Houton PhD, LPC, CAADC, CCTP-II, CCS
Dr. Jill Schott, PhD, LPC (PA), LPCMH (MD), NCC

Substance use Disorder treatment professionals face a critical ethical dilemma; while individual practitioners are bound by mandatory ethics codes from ACA, APA, NASW, NAADAC and state certification boards, the organizations they work for operate under no such requirements. This workshop exposes the gap between individual professional accountability and organizational practices, equipping participants to recognize, address, and prevent ethical conflicts in treatment settings. Participants will explore how organizational ethics cascade from mission statements through policies to daily operations, identifying common "ethical hotspots" including financial management, marketing practices, clinical programming, and workforce policies. Through interactive case study analysis, attendees will examine six realistic scenarios where organizational demands directly conflict with professional ethics codes- from falsifying documentation for reimbursement to premature discharge for census management to confidentiality breaches for marketing purposes. This highly interactive session utilizes small group discussions, case-based learning, and practical application exercises. Participants will learn a structured decision-making framework for navigating organizational dilemmas and develop concrete action plans for their own settings. By the end of the training, participants will be able to:

- Describe organizational ethics and differentiate between them and individual professional ethics

- Distinguish between professional scope of practice and individual scope of competence and identify the unique scope considerations in addiction treatment settings
- Analyze organizational and systemic pressures that compromise scope adherence and articulate the legal, ethical, and clinical risks
- Apply a structured decision-making framework to evaluate scope-related ethical dilemmas in real time
- Demonstrate effective communication strategies for maintaining competence boundaries with supervisors, colleagues, and administrators
- Develop supervision and consultation models that support competence development while protecting clients

Training Categories:

Intermediate/Advanced, Ethics, Professionalism | Clinical, Supervisors, Administrators

Connection in Action: Practical Tools for Recovery Oriented Therapy

Sarah Poplinski MA, LPC
Dorothy Diamond, MA, LPC, CAADC, CCS

This workshop explores experiential techniques to address contributors to return-to-use and promote recovery through connection. Drawing on decades of clinical experience in relapse focused treatment, presenters will demonstrate practical, interactive strategies that professionals can integrate into their work with clients. The session emphasizes moving beyond psychoeducation to create authentic engagement and emotional sobriety.

Goals & Objectives:

- Identify common contributors to return-to-use.
- Demonstrate experiential approaches that foster connection and authenticity in clinical settings.
- Equip participants with practical tools to integrate experiential techniques into return to use, prevention and recovery-oriented care.

Training Categories:

Intermediate, Co-Occurring, SUD | Clinical/Peer

Peer to Professional Pipeline: Moving Up or Out-The Transitions in the Business of Recovery

Martha Thompson, PsyD, CAADC

Career pathways and steppingstones will be identified and explored for peers and professionals in the SUD/MH treatment field. Having personal experience may attract a person to the field but does it mean you will be a good fit for the work? Or even enjoy it?

This training will explore what the helping professional's role really is, including areas such as risk/reward analysis, supervision or lack thereof, relapse potential and burnout concerns. We will identify tips and tricks for managing professional roles and responsibilities as a person explores their place in the helping professions. People often question their "why" when they are new to the field, hitting a mid- point in their professional career, and as they consider exiting the field.

Objectives:

- Increase recognition of roles, responsibilities, personal and professional goal development and management.
- Explore professional roles, boundaries, when they get blurred and how to clarify them.
- Identify career growth paths for peers and counseling professionals in the behavioral health field.
- Discuss self-care, wellness practices, and work life balance to maintain a healthy career.

Training Categories:

Basic/Intermediate, Professionalism, SUD/MH | Peer, Clinical

Experiential Techniques for Groups: Icebreakers, Shame Reduction, and Connection Work

Eric J. Webber, MA, CADC, CCS
Gregory Day, M.S., LPC, CAAC, CTP

This presentation will directly teach various experiential therapy techniques to participants. Activities to be demonstrated and practiced are Milling, The Therapeutic Spiral Model (TSM) Card Process, and The Spectrogram. Additional techniques may be included depending on time allowances (e.g. Karpman Triangle). Participants will be able to learn through participating in the activities and then engaging in processing and discussion of appropriate applications in clinical and para-clinical settings. Handouts for all activities will be provided to participants, including activity descriptions and instructions for facilitating activities.

Goal: To demonstrate and teach participants experiential activities to be used therapeutically.

Objectives:

- Develop new therapeutic skills beyond talk therapy.

- Discuss appropriate applications for each activity.

- Learn and understand ethical appropriateness for each activity.

Training Categories:

Intermediate, Best Practice, Groups, Practical Application | Clinical

Hotel Information

A block of rooms has been reserved at the Hilton Harrisburg at a special conference rate of $162 for a standard room per night. Room rate includes complimentary self-parking in the Walnut Street Parking Garage attached to the Hilton Harrisburg.

Reservations should be made by contacting the Harrisburg Hilton at (717) 233-6000. Please indicate group code: 95D when calling to receive the conference rate or click on the reservation link.

Room reservations must be completed by March 30, 2026 to receive these special rates.

The Hilton, www.harrisburghilton.com, is located in the center of historic downtown Harrisburg PA, and on the banks of the Susquehanna River, home to riverfront park, where even on those chilly mornings a picturesque river front walk is a great way start to your day! And best of all it is open 24 hours and available to all.

Registration

SPACE IS LIMITED. It is recommended to register via PCB's secure, on-demand online conference registration at www.pacertboard.org/conference

Name: _____

Email: _____

Address: _____

City, State, Zip: _____

Cell Phone: _____

PAYMENT

Payment must accompany the registration form. Registrations will not be processed without payment.

$200 - Prior to March 1, 2026 | $225 - After March 1, 2026

□ Personal Check   □ Organization Check   □ Money Order

□ VISA   □ MasterCard   □ Discover   □ American Express

Checks & Money Orders made payable to *PCB*.

Card Number: _____

Expiration Date: _____

Security Code: _____

Name on Card: _____

Billing Address: _____

_____

PLEASE SELECT ONLY ONE TRAINING WITHIN EACH TRAINING PERIOD
All breakout trainings are 3 hours.

MONDAY, April 20th – Ethics at the Coffee Shop: When Professional Codes Collide (1 Hour)
(Intermediate: Ethics| All Credentials)

☐ **Will attend**

☐ **Will not attend**

MONDAY, April 20th – MORNING TRAININGS (3 Hours)

☐ **The Parallel Process of Positive Reinforcement for Patient and the Family**
(Intermediate, SUD, Treatment, Best Practice | Clinical, Family)

☐ **Choice, Responsibility, and Recovery: Reality Therapy in Addiction Counseling**
(Intermediate, SUD, Applied Practice | Clinical)

☐ **Counseling with Integrity: Ethics, Boundaries, and Best Practices in Treatment Settings**
(Intermediate/Advanced, Ethics, Best Practice | Clinical)

☐ **Anger and Addiction**
(Basic/Intermediate, SUD, MH| Clinical, Peer, General)

MONDAY, April 20th – AFTERNOON TRAININGS (3 Hours)

☐ **Small Gains and Big Losses: Understanding and Treating Online Gambling Addiction within the Emerging Adult Population**
(Intermediate, Secondary Addictions, Young Adults, RtP | Clinical, Peer)

☐ **Ethics in Action: Protecting Clients and Yourself from Fraud, Waste, and Abuse**
(Intermediate, Ethics, Professionalism, Best Practice SUD, Behavioral Health | Clinical, Peer)

☐ **Improving Treatment Outcomes in Groups: A Deep Dive into Therapeutic Factors**
(Intermediate/Advanced, Co-occurring, RtP, SUD | Clinical)

☐ **Transitions through Supervision**
(Advanced, Ethics, Supervision, Practical Application | Clinical)

TUESDAY, April 21st – MORNING TRAININGS (3 Hours)

☐ **Navigating the Ethics Gap: Organizational Ethics in Substance Use Disorder Treatment**
(Intermediate/Advanced, Ethics, Professionalism | Clinical, Peers, Supervisors, Administrators)

☐ **Connection in Action: Practical Tools for Recovery Oriented Therapy**
(Intermediate, Co-Occurring/ SUD, Practical Application | Clinical)

☐ **Peer to Professional Pipeline: Moving Up or Out-The Transitions in the Business of Recovery**
(Basic/Intermediate: Co-occurring, Prevention | Peer/Clinical)

☐ **Experiential Techniques for Groups: Icebreakers, Shame Reduction, and Connection Work**
(Intermediate, Best Practice, Groups, Practical Application|Clinical)