

COMMUNICATOR



APDP – Supporting Fee for
Service & Private Practices
for Over 60 Years.

Summer/Fall 2024

THE IMPACT OF CONNECTION

Limitless Transformation through Collaboration

MARCH 6-8, 2025

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Summer/Fall 2024

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PUBLISHED BY:

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(970) 646-2304 • Email: Denise@ADSFC.com

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COMMUNICATOR DEADLINES:

All stories, articles and photographs are due:

Winter/Spring 2025 December 1, 2024
Summer/Fall 2025 July 7, 2025

PUBLISHING INFORMATION

Opinions expressed in the *Communicator* are those of the authors and not necessarily those of the editor or publisher. The editor and publisher disclaim any responsibility or liability for such opinions and do not guarantee or endorse any product or service mentioned in this publication.

Communicator is published electronically two times a year by the Academy for Private Dental Practice (APDP), 9450 SW Gemini Dr, PMB 85716, Beaverton, OR, 97008-7105.

Please submit all stories in Microsoft Word, via email to the Editor.
High-resolution photos may be sent via email to Denise at Denise@adsfc.com.

Editor's Notes

Greetings APDP Members!

I have been asked by our Board of Directors to take over for Dr. Bren O'Connor as the Editor for the Academy for Private Dental Practice. Thank you, Bren, for your service to APDP and great job serving as Editor!



My job is to help our Board of Directors organize our *Communicator* newsletter and work with our friends at our marketing firm ADS to put out a great periodical. I hope you find this addition of the *Communicator* informative, interesting, and useful regarding our wonderful APDP organization. If you ever have any suggestions for our newsletter, please let me know.

Don't forget to register for our upcoming March 2025 meeting in Tucson; our President Dr. Julie Spaniel and her event team have organized a great slate of speakers, activities, and social functions for all of us to enjoy... and the resort is amazing! Please do not miss out on this wonderful event for our organization. Inform your colleagues and bring your staff and significant other! You can easily register on our website, APDP.net.

Looking forward to seeing many of you very soon!

Jim Jenkins, DDS

Get Registered Now for the 2025 Annual Meeting!

Julie A. Spaniel, DDS

The 2024 Academy for Private Dental Practice Annual meeting in Fort Lauderdale, Florida, was a remarkable success. It served as a testament to the unwavering dedication of our long-time members and the growing interest of new faces in our community. It was a heartening experience to reconnect with our esteemed members and welcome new ones, all of whom contributed to the event's success.

We are in the final stages of planning the 2025 meeting in Tucson, a significant event themed 'The Impact of Connection.' This theme highlights the rewards and challenges of a career in private

expense of their own mental and emotional health. The weight of responsibility, coupled with long hours, high-pressure situations, and the constant need to deliver care with empathy and precision, can lead to feelings of stress, burnout, and compassion fatigue among dental professionals. In-person meetings and collaborating with our colleagues at APDP has never been more important.

The Academy for Private Dental Practice recognizes and addresses these challenges at our 2025 meeting, 'The Impact of Connection.' Dentists must prioritize self-care and cultivate strategies that support their well-



APDP celebrates the rewards of private practice, such as building meaningful connections with patients, and can also be a source of fulfillment and rejuvenation for dentists.

dental practice and underscores the Academy's unwavering commitment to understanding and addressing these challenges. While online meetings offer convenience, they cannot replace the support, connection, and collaboration that in-person events uniquely provide.

Dentistry is particularly demanding and can be emotionally challenging. Healthcare providers often find themselves immersed in the well-being of others, sometimes at the

being. This involves physical self-care practices and mental and emotional self-care routines that help manage stress, process emotions, and prevent burnout.

The Academy has a powerful strategy for promoting private practitioners' well-being by cultivating connection and community. We develop support networks by fostering relationships with colleagues and engaging with friends at our annual in-person

meetings. Dentists in private practice can create a sense of camaraderie, understanding, and shared experience. These connections provide a vital source of emotional support, validation, and perspective, helping dentists navigate the challenges they face in their roles.

APDP celebrates the rewards of private practice, such as building meaningful connections with patients, and can also be a source of fulfillment and rejuvenation for dentists. Recognizing their impact on the lives of those they care for can reignite a sense of purpose and remind them of their meaningful work. Establishing rapport, fostering trust, and engaging with patients personally can enhance the quality of care provided and contribute to dentist's sense of fulfillment and connection to their work.

(continued on page 4)

President's Message *(continued from page 3)*

In essence, by acknowledging their own needs, seeking support when necessary, and actively nurturing connections within their professional and personal spheres, dentists in private practice can create a resilient and supportive community that uplifts and sustains them in their vital roles. The Academy for Private Dental Practice stands as a testament to this support, recognizing that the

journey of a dentist can be challenging but incredibly rewarding. By embracing the power of connection, they can navigate this journey with strength, compassion, and purpose. Remember, reaching out for help and leaning on others is not a sign of weakness but a testament to the strength and humanity inherent in the healthcare profession.

We look forward to seeing you all at our 2025 Annual Academy for Private Dental Practice in Tucson, Arizona, on March 6-8. This will be a meaningful and special experience for all at the Westward Look Grand Resort and Spa, situated at the base of the Catalina mountains. Rejuvenate, renew your excitement for our profession, and connect with celebrated, like-minded private practice dentists!



KULA 2024 Member Award

Congratulations to Dr. Phil Strevey, for being the 2024 KULA Award Winner and we are grateful for his many years of outstanding service, visionary guidance and dedication to APDP and Dentistry!



2024-25 Exhibitors & Sponsors

Each year our APDP is supported by some incredible Exhibitors and Sponsors. And they are truly present and engaged at our meetings. Please continue to show your support and thanks to them throughout the year. Let them know you are an APDP member or guest, so they will continue to see the value of our annual meetings. Not only were many of these fine companies in attendance, many also provided

products, equipment and services to our auction, which was great fun for all, providing incredible bargains for members and guests. We also thank ALL of our members who so graciously provide items to the auction.

Without our Exhibitors and Sponsors strong support, we would not be able to provide our incredible meeting year after year.

Thank you to these valuable 2024-25 partners — without your help our APDP Annual Meeting would not be the tremendous success it is.

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More Growth and Energy for 2025

Debra L. Engelhardt-Nash, AA, BFA

The week of June 15th, I spoke at a conference in Scottsdale with 325 Dentists. They were from all over the country. The average age of the audience was 31-48. I always have the APDP logo on my last "slide".

Two dentists approached me after my program and said "I have never heard of that organization. Can you tell me more?"

A similar occurrence happened when I attended the Speaking Consulting Network the previous week. There were many new faces at that meeting and I had the honor of telling the group about our organization from the stage. Many people asked me about the APDP: how could they be involved? Could they speak? Is the group new?

We need to bring all things that make us great — to more people.

As a sixty-three-year-old organization with a prestigious reputation — how did we get lost? We depended on our members and the friends they referred. Maybe we focused too much on our past colleagues and lost sight of future possibilities. We became more like an outstanding reunion and our attrition went unnoticed or disregarded. We marketed to

ourselves, but we haven't been reaching far enough to bring in new friends.

The programs have been extraordinary — with exciting keynote speakers, resourceful sponsors, and great breakout sessions and lunch and learns. We need to bring all things that make us great — to more people.

The board hasn't stopped working on growing the APDP. There have been a lot of "moving parts" that have required a lot of attention and they have done an outstanding job. There are new board members, a new Administrative Assistant, new structure for dues and meeting fees. Whew! We have a new website company; new marketing strategies and we are working on recovering from losses of previous year's meetings. And this is done amid already busy lives.

2024 was a great meeting with over 135 attendees and 18

sponsors. Our volunteers were awesome and our new relationship with a professional meeting company made a colossal difference. We want to continue our growth and build more energy for 2025.

Here are some ways you can help us grow:

- Pay your dues.



- Register for the 2025 meeting.
- Share the meeting information with your friends.
- Put the APDP logo on your website.
- Regardless of the years you have spent in dentistry and the APDP, your referral and support of our organization can be far reaching.

So many of the 2024 attendees remarked on how great they felt about the meeting and how they were looking forward to our future. **Let's keep this momentum alive — let's keep the APDP thriving.**

2024 Meeting Memories





Envisioning a Vibrant Future for Private Practice Dentistry

Dave S. Carpenter, DDS, FAGD

In past articles, I've reflected on the personal benefits of my membership in APDP. Today, I want to shift focus outward and highlight the immense advantages APDP brings to our broader community of dentists, teams, consultants, and sponsors.

I firmly believe that APDP's core mission is to perpetuate, preserve, and promote the private practice of dentistry — a vision I hope to incorporate in our organization's bylaws.

Let's delve into each of these pillars.

Perpetuate: The concept of perpetuation underscores our commitment to sustaining and advancing private dental practices. We recognize the challenges faced by both new and seasoned dentists in establishing and maintaining their practices. Through dedicated efforts, APDP members and leaders mentor young dentists,

demonstrating the enduring value of private practice. Simultaneously, they support seasoned practitioners in enhancing the resilience and profitability of their practices.

Preserve: Just as preservatives keep food fresh, APDP strives to keep the private practice of dentistry vibrant and relevant. Our goal is the sustained vitality of our community — dentists, team members, consultants, and sponsors alike — ensuring everyone thrives in their respective roles.

Promote: Promotion is about fervently advocating for something. At APDP, our leadership passionately champions the merits of private dental practice. This advocacy is evident in our annual meetings, where speakers, consultants, and sponsors come together to inspire and educate. Are you spreading the word about APDP to your peers and colleagues? Join us in amplifying our message of



excellence in private practice dentistry.

Let's unite our efforts to make this a stellar year for APDP. Together, we can propel our organization and the private practice of dentistry to even greater heights.

Perpetuate, Preserve, Promote

Relationships and Personal Connections

Wm. Randy Jungman, DDS

Welcome to fall, a new season representing change — back to school, back from vacations, and time to reassess plans to finish the year strong!

Our March 2024 meeting was incredible... of course. Our meetings always are. Time to learn, grow, renew friendships and make new connections.

One of our APDP speakers, Dr. Brett Kessler, shared his very personal story at our meeting. Dr. Susan Maples' connection with Brett, our incoming ADA president, resulted in a benefit for all of us.

This June, Dr. Julie Kangas and I met Dr. Kessler again at the ADA Symposium, Dentistry's Role in Complete Health in Chicago. It was our first (and last) time visiting our ADA headquarters. After 60 years, the ADA is moving offices a few blocks away. Brett graciously gave us a personal tour of the meeting rooms and his personal office. He then shared with us that he submitted his APDP membership *that day*. What a great example of

asking, and the power of connections.

President Dr. Julie Spaniel, along with Pam Sletten have created a phenomenal program for March 6-8, 2025. By working with our meeting planners and website developers, we are updating our website and program registration. We know you will be excited to see and hear about our improved communications.

One of the best decisions was to separate the member dues and our meeting fees. This has opened opportunities for new and former members to join APDP more easily. Kyle helped us so much by setting up this process on our website.

I'm also excited to announce that Dr. Mary Rock has accepted the position of APDP Membership Chair and will be meeting and introducing our new members. Her personality is a natural for this important role and we are grateful for her contributions to our academy.

If you are one of the few that have



not renewed your membership, please do so now. We have had many interested dentists and consultants inquire, learn about us, and join. We are anxious for you to meet them in person next year. We are *asking you* to share your story of how our organization has impacted you, and invite your colleagues and friends to APDP 2025 "The Impact of Connection."



ADA President Dr. Brett Kessler, Dr. Julie Kangas and myself at the ADA headquarters



Dr. Wendy Tresher, and guest Dr. Jessica Procter with Membership Chair, Dr. Mary Rock.

APDP 2024 Annual Business Meeting Minutes

CORAL SPRINGS, FLORIDA • MARCH 7, 2024

Annette E. Dufour, DDS

Welcome and Call to Order:

The meeting was called to Order by president Debra Engelhardt-Nash at 4:04 p.m. E.S.T.

Determination of a Quorum:

Dr. Annette Dufour stated we have a Quorum.

Induction of New Members:

Dr. Randy Jungman, membership chairman, introduced Dr. Terry L Watson and Dana Reid Watson to the membership.

Motion: Dr. Fred Riddle moved to accept Dr. Terry Watson and Dana Reid Watson into membership.

Dr. Ross Nash seconded the motion. Motion carried.

President Debra Engelhardt-Nash presented each of them with a new member certificate.

Minutes and Bylaws:

Dr. Annette Dufour passed out the printed minutes from the 2023 Annual Business meeting.

Motion: Dr. Arlet Dunsworth moved to accept the 2023 Annual business meeting minutes as presented. Dr. Dave Carpenter seconded. Motion carried.

Dr. Annette Dufour passed out and read the proposed Bylaws change as presented in the Winter/Spring *Communicator*. (The name change: Academy for Private Dental Practice)

Debra Engelhardt-Nash called for a vote of the membership on the proposed bylaws change.

The amendment to the bylaw passed by more than the 2/3rd's majority.

Nominations:

Dr. Sarah Heuer, nominations committee chairman, presented the slate of officers to be voted upon.

President Elect: Dr. Dave Carpenter

Vice-President: Dr. Randy Jungman

Board Member: Dr. Theresa Kujala

Board Member: Vacant

President Debra Engelhardt-Nash opened the nominations for any other nominations from the floor.

Dr. Terry Watson nominated himself for the open board position.

President Debra Engelhardt-Nash called for a vote of membership for Dr. Terry Watson as Board member. Vote passed by more than the required 2/3rds majority.

With no further nominations from the floor, Debra Engelhardt-Nash requested the secretary Dr. Annette Dufour to cast one ballot for each position and declare the slate as presented with the addition of Dr. Terry Watson to fill the open board position.

Motion: Dr. Arlet Dunsworth moved to accept the slate of officers presented, seconded by Dr. Dave Carpenter. Motion passed.

Treasurer's Report:

- Kyle Simmons reported on the new membership portal.
- Launched contact@apdp.net to replace Executive Director personal email.



- Renegotiated Florida agreement to reduce room count.
- Membership down from 92 in 2022 to 57 in 2024.
- Overhead is lower than pre-Karen (former APDP Executive Director), but we will need to add administrative support costs going forward.

Secretary's Report:

Dr. Annette Dufour reported on the minutes taken for the 18 Virtual Board Meetings and submissions to the *Communicator*.

President Elect's Report:

Dr. Julie Spaniel reported on her Power in Connection. She presented her connection story.

President's Report:

Debra Engelhardt-Nash reported on the status of APDP. She read her full report.

(continued on page 10)

Secretary's Report (continued from page 9)

President Debra Engelhardt-Nash presented Dr. Susan Maples a plaque for Outstanding Service as a Program Chair.

President Debra Engelhardt-Nash installed Dr. Julie Spaniel as the next APDP President.

Installation of the Officers:

- **Dr. Julie Spaniel** — President 2024-2025
- **Dr. Dave Carpenter** — President Elect 2024-2025
- **Dr. Randy Jungman** — Vice President 2024-2025
- **Kyle Simmons** — Treasurer
- **Dr. Annette Dufour** — Secretary

Installation of the Board Members:

- **Dr. Theresa Kujala**
- **Dr. Mark Johnson**
- **Dr. Susan Maples**

- **Ms. Pam Sletten**
- **Dr. Terry Watson**

Eulogy:

Dr. Mike Spenser eulogized Dr. Michael Lewis and Dr. Charles Blair.

Dr. Lewis and Dr. Blair, were members of our Academy who passed away this past year.

Dues:

President, Debra Engelhardt-Nash presented a split dues schedule to the membership as Proposed by the board.

\$495 membership dues; \$995 meeting fee.

Discussion was had by the membership.

Dr. Bob Frazier asked for a list of items that would be a membership advantage.

Motion: Dr. Randy Jungman moved to accept the dues split as

presented. Dr. Jim Jenkins seconded. Motion passed. However, the proposed change would be a bylaws change and we need to have a 30 day circulation to the membership for an official vote.

The board will send out an official vote to re vote on this proposed dues change.

Award to Outgoing President:

Dr. Julie Spaniel presented Debra Engelhardt-Nash with a special award as the outgoing President for all the time and effort she has given to our Academy over this past year as President.

Debra Engelhardt-Nash adjourned the members only business meeting at 5:25 p.m. E.S.T.

*Respectfully submitted,
Dr. Annette Dufour, Secretary*

KATHLEEN UEBEL LEADERSHIP AWARD

Please accept my donation of:

- ☐ \$50
- ☐ \$100
- ☐ \$200
- ☐ \$500
- ☐ \$1,000
- ☐ Other
- ☐ I pledge to bring a guest to the Annual Meeting

Name _____

Please consider _____ for a scholarship of \$_____.

Please contact me at _____ (e-mail or phone) to discuss this guest.

Meet Our New Executive Assistant!

Angelia Dean Hudson, Executive Assistant

Angelia Dean Hudson is a strong administrative professional with more than 30 years of experience in industries including photography, home building, real estate, banking, insurance, and the worldwide commissary and exchange market. She has expertise in Microsoft Office Suite as well as QuickBooks, Adobe Photoshop, and Lightroom. Her creative talents, personable spirit, outstanding organizational skills and attention to detail along with strong customer service and management skills are sure to make her an asset to the APDP Organization.

Having successfully managed an association with up to 400 members and coordinated meetings and various events throughout her professional life, she is the piece of the puzzle APDP needed.

Born and raised in West Virginia, Angelia now resides near Charlotte, NC, where she enjoys every moment of being a “GiGi” to her three young grandchildren. Traveling as a National and International Pageant Photographer has taken her to many exciting places and placed treasured memories and friendships in her path.

Her passions are photography, gardening, building and maintaining koi ponds, and volunteering wherever there’s a need. She is currently the Worthy Matron of her local Order of the Eastern Star and loves to volunteer her photography skills to capture precious moments and memories for Special Olympics and other worthwhile organizations near and dear to her heart.



Future Meeting Dates & Sites

- **March 6-8, 2025 - Annual Meeting.** Westward Look Wyndham Grand Resort and Spa, Tucson, AZ
- **March 4-7, 2026 - Annual Meeting.** Hyatt Regency Hill Country Resort and Spa, San Antonio, TX

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07/01/2022 to 06/30/2025
Provider ID# 218328

Thursday, March 6 • 9:00 am-2:00 pm

Golf Tournament

Golf Tournament at Omni Tucson National Resort. Cost will be \$200 per person. Golf Club rentals are available for \$75.00+ tax and includes 2 sleeves of golf balls.



Thursday, March 6 • 1:00-4:00 pm

Drop-In Pickleball

Join us for an afternoon of fun and friendly competition at our drop-in pickleball session! Whether you're a seasoned pro or a curious beginner, the pickleball courts are the perfect place to serve up some great conversations and rally new connections. Don't miss this chance to "net" some valuable networking time while enjoying a few games! Join us for an afternoon of fun and friendly competition at our drop-in pickleball session from 1:00 pm to 4:00 pm! Paddles and balls will be provided.



Things to do in Tucson!

Tour of Historic Tombstone

Come on down and see what's happening in "The Town Too Tough to Die!" Visit <https://discovertombstone.com> to learn more about all the great experiences this historic attraction has to offer.



Thursday, March 6 • 4:00-5:00 pm

Women Dentists' Mastermind

An opportunity for women dentists to visit and share practice successes and new ideas.

Thursday, March 6 • 5:15-6:15 pm

Members Business Meeting

Important meeting. Attendance required for all APDP members.

Thursday, March 6 • 6:30-7:45 pm • Opening Keynote



Kirk Behrendt

The Best Practices to Motivate Your Team

Running a great dental practice presents more challenges than ever. If you and your team unlock the secrets to growth it becomes fun for everyone involved. Bring your team to this very valuable lecture in which Kirk reveals the seven secrets you need to know to build the practice you have always wanted.

- See the single most important thing you will ever do as a dentist
- Find out how to put the Right People in the Right Seats
- Learn the 5 Pillars of Profit and how they work in every practice
- See how to consistently motivate your team the easy way
- Discover how you and your team can work fewer hours and produce more

Bio: Kirk Behrendt is a renowned consultant and speaker in the dental industry, known for his expertise in helping dentists create better practices and better lives. With over 30 years of experience in the field, Kirk has dedicated his professional life to optimizing dentistry's best systems and practices.

Kirk has been a featured speaker at every major dental meeting in the United States. His company, ACT Dental, has consistently been ranked among the Top Dental Consultants in Dentistry Today's annual rankings for the past ten years. In addition, ACT Dental was named one of the fastest-growing companies in the United States by Inc Magazine, appearing on their Inc 5000 list.

Kirk's motivational skills are widely recognized in the dental industry. Dr. Peter Dawson of The Dawson Academy has referred to Kirk as "THE best motivator I have ever heard." Kirk has also assembled a trusted team of advisor experts who work with dentists to customize individual solutions that meet their unique needs.

When he's not motivating dentists and their teams, Kirk enjoys coaching his children's sports teams and spending time with his amazing wife, Sarah, and their four children, Kinzie, Lily, Zoe, and Bo.

Thursday, March 6 • 8:00-9:00 pm

Welcome Reception

Buffet dinner. Live Auction items on display.

Friday, March 7 • 8:00-8:05 am

Welcome by President and Announcements

Ross Bernstein

The Champion's Code

Building Relationships Through Life Lessons of Integrity and Accountability from the Sports World to the Business World



The best-selling author of nearly 50 sports books, Ross Bernstein is an award-winning peak performance hall of fame business speaker who's keynoted conferences for Fortune 500 companies on all seven continents and has been featured on CNN, ESPN, Fox News, and "CBS This Morning," as well as in the Wall Street Journal, New York Times and USA Today.

Ross' program is all about the DNA of what makes champions in sports so unique and how that relates to business. It's based on a series of books he wrote in which he was able to interview more than 1,000 professional athletes and coaches that all had one thing in common — they were all members of championship teams. In his research he concluded that the same metrics and characteristics that were common among champions in sports, were also common among peak performers in business. There are reasons certain teams win consistently, whereas others don't... and Ross explains why. It's based largely on the "Good to Great" concept of how the best companies are able to separate themselves from the rest of the pack through servant leadership, by creating a culture of excellence, by developing deeper relationships, and by giving extraordinary customer service. Ross weaves sports stories, about the DNA of champions, along with stories of companies who he has worked with around the world — and shares best practice ideas on ways to overcome disruption, while ultimately building stronger relationships. At the core of his message is the simple fact that we like to do business with people who we trust, who we like, and who just "get it" — CHAMPIONS.

In an engaging, provocative, and visually entertaining style, Ross will use inspirational stories and poignant life lessons from the world of sports to show attendees how to:

- Create a "culture of excellence" by giving extraordinary customer service.
- Generate momentum by utilizing the "currency of karma".
- Follow their moral compasses to win "the right way," with respect, ethics, and integrity.
- Be better leaders and create more "buy-in" by embracing change and failure.
- Evolve from "order takers" to "trusted partners" by enhancing the quality of their relationships.

Bio: Ross Bernstein is a best-selling author of nearly 50 sports books! He is a peak-performance business speaker and proud member of the Speaker Hall of Fame, who has keynoted conferences on all seven continents. He has been featured on CNN, CBS Mornings, MSNBC, ESPN, and Fox News, as well as in the Wall Street Journal, New York Times and USA.

His mission today is to get us all thinking differently about how we can raise our games to the next level!

Friday, March 7 • 9:30-10:00 am

Break with the Exhibitors and Networking

Friday, March 7 • 10:00 am-12:00 pm



Lou Radja

Dancing in the Rain

How To Thrive In Changing Times

One of Lou's most popular talks. This presentation will help your team to:

- Appreciate the "What", Even in These Tough Times
- Revisit the "Why" and the Vision of the Organization
- Find the Passion Behind Work
- Anticipate and Prepare for Change
- Capitalize on the Opportunities that Come with Change
- Maximize Individual and Team Productivity
- Boost Morale in the Work Environment

Bio: A Social Entrepreneur, Lou Radja continues to work tirelessly to improve the lives of many across the globe. A recognized and award-winning Inspirational Speaker and founder of Lou Radja Enterprises, Mr. Radja has addressed and engaged global citizens all over the world on Leadership, Diversity, Service and Personal Development. As Co-founder and Executive Director of EduCongo, a U.S. based nonprofit organization; Lou's energy is devoted to generating awareness and support to provide quality education for over 2,000 underprivileged children in the Congo. Lou is a member and Past President of the Portland Pearl Rotary Club, an active member of the World Oregon. Lou and his wife Stacy are proud parents of two boys, Yenga and Senda.

Friday, March 7 • 12:30-1:45 pm

Spouse and Guest Garden to Table Luncheon

Join us for a delightful networking experience with your spouse or partner! Begin with a tour of the resort's stunning gardens, and then savor a delectable garden-to-table lunch featuring fresh ingredients from your tour. It's the perfect opportunity to forge new connections and enjoy wonderful company. Don't miss out on this enriching event!

\$85.00 per person



Alan Twigg

Solving the HR Puzzle

The Long-Game of Employee Retention

The staffing shortage continues to haunt practices everywhere. Forecasts from the ADA are even more sobering. This is a big problem that isn't going to improve anytime soon. There is no magical hidden supply of awesome workers waiting to be found.

So what now?

In reality, there are many amazing, talented, properly-trained, and hard-working employees out there. They're in your practice. Ensuring your practice is attractive to outside candidates is crucial in today's market. Even more crucial: retaining your current (good) employees. If you reduce your turnover, you eliminate the pain of hiring.

Join us as we explore proven strategies for team retention. Learn what works, what workers want, and easy ways to show your appreciation.

Key topics include:

- How to prevent misunderstandings to create a positive and productive work environment
- Results from recent Gallup polls on employee engagement
- A quick overview of bonus plans, why they work, why they fail, and a framework for success
- Reducing and preventing interpersonal conflict through team assessments
- Simple and cost-effective ways to show your appreciation

The role of practice leader can seem daunting. Yet the rewards of private practice ownership continue to be outstanding. It's time to invest in your team and yourself, to take action with wise and prudent HR decisions that will lead to the practice of your dreams. This journey begins with a commitment to learning, understanding, and putting your new HR plan into action.

Bio: Alan Twigg is a co-owner at Bent Ericksen & Associates. For over 10 years, Alan has guided thousands of clients and consultants through the ever-changing world of HR and Employment Compliance. He is a speaker, consultant, and author. Alan is passionate about bringing education and peace-of-mind to such a confusing topic.

As a strong proponent of symbiotic employer-employee relations, Alan is passionate about teamwork and positive work cultures, with an emphasis on long-term personnel retention and employment compliance, where his solutions-oriented outlook excels.

\$85.00 per person





Dana Watson, AADOM

Can You Hear Me Now? The Five Voices of Leadership

Transforming Team Communication by Harnessing Your Leadership Voice

Did you know that most teams operate at only 60% of their full potential? Break the norm with this workshop and learn to create healthy patterns of communication! Based on the five voices tool, this is an interactive team training resource that you can implement immediately.

Learning Objectives

- Gain increased self awareness and confidence as you learn to harness your own leadership voice.
- Understand how your voice differs from others on your team.
- Deepen relational trust between team members.
- Learn to maximize the leadership voices of your team to unlock their true potential and accelerate its performance.

Bio: Dana is an AADOM Fellow and a member of the Academy of Dental Managers & Consultants and the Speaking & Consulting Network. She was chosen as the 2019 winner of Spotlight on Speaking. Dana is a speaker, trainer, coach and consultant for dental practices and a certified trainer for the Five Voices of Leadership.

\$85.00 per person

Dr. Ross Nash

My Five Rules for No Prep Porcelain Veneers

In this course, Dr Nash will describe his indications for porcelain veneers with no tooth preparation. He will illustrate step by step technique and show cases that qualify.

Bio: An international lecturer on esthetic dentistry, Dr. Nash is one of only 80 Accredited Fellows worldwide (the highest achievement level) in the American Academy of Cosmetic Dentistry (AACD), the largest organization of its kind in the world. The rigorous process that is required for this type of recognition show that a dentist has acquired extraordinary skills in the areas of esthetic and cosmetic dentistry.

\$85.00 per person



Dr. Wayne Kerr

Wear It on a Tuesday

Since 1994, Wayne has been sharing his wit, wisdom, and humor with members of the dental profession. Although he generally speaks on scientific topics or practice management, his presentations on “life skills” seem to resonate with audiences everywhere. This presentation focuses on core values that contribute to success and happiness and reminds us of what is truly important in life. Join Wayne as he shares life experiences sure to educate, entertain, and inspire! Learning Objectives: Understand that it’s okay to be you. Recognize how a positive attitude contributes to a positive life. Review common principles that contribute to business success. Embrace “fiscal sanity” and other concepts to protect your family. Examine the importance of “having the talk” with your parents. Explore numerous ways to manage stress and love life more. Enjoy “homework assignments” to add quality to your life. After this course you will be able to apply numerous life skills to enhance your quality of life and better protect and care for your loved ones.

Bio: Since 1994, Wayne has been sharing his wit and wisdom with students, educators, and dental professionals across the U. S. and Canada. Although he generally speaks on scientific topics or practice management, his presentations on “Life Skills” seem to resonate with audiences everywhere.

As a professional, Wayne earned numerous honors including Fellowship in both the American and International Colleges of Dentistry, the Pierre Fauchard Academy, as an Honored Fellow of the Georgia Dental Association, Mastership in the Academy of General Dentistry, and as a recipient of the Academy’s Life Long Learning and Service Recognition Award.

As a community volunteer Wayne has been recognized as Professional, Citizen, Volunteer, and Small-business Person of the Year. Additionally, he was honored by the Georgia Institute of Technology with its presentation of the Dean Griffin Community Service Award. Working with other community leaders, Wayne helped found a clinic for the indigent providing free dental and medical services.

Retired from clinical care, Wayne’s passion is to shorten the learning curve to success for other dentists and their team members.

He is an Adjunct Associate Professor for the University of Alabama’s School of Dentistry, author of numerous books, speaks on a variety of topics for major dental meetings, and posts a monthly blog called *kerrthoughts*.



Friday, March 7 • 2:00-4:00 pm • Workshops (cont.)



Lou Radja

United by Differences

Valuing Diversity in Business & Life

The data is in and it's no secret that 'diverse teams' continuously outperform non-diverse teams in profitability, innovation, adaptability to change and problem solving! A culture with Diversity, Equity and Inclusion woven in its very fabric not only makes for a great work environment, but it also creates a competitive advantage that leads to greater impact. Being intentional around DEI will continuously attract and engage the increasingly diverse talent pool and patients we serve in communities all across America. As the Academy for Private Dental Practice continues on its mission to *provide dental professionals with the knowledge and resources to excel in their practice*, valuing Diversity and growing our cultural competency go a long way in helping us grow the success and impact of our dental practice. Individually and collectively, we have an opportunity to increase our comfort level and competency around DEI and truly become inclusive leaders. United by Differences is a great opportunity for us to come together, hold space and explore proven strategies to help us continue making strides in our own Inclusive Leadership journeys and in our professional lane!

Some specific themes and concepts we'll unpack include:

- Increased fluency & comfort level around DEI...
- Unconscious Bias
- Exploring Privilege
- Allyship
- Ubuntu — Inclusive Leadership

Bio: A Social Entrepreneur, Lou Radja continues to work tirelessly to improve the lives of many across the globe. A recognized and award-winning Inspirational Speaker and founder of Lou Radja Enterprises, Mr. Radja has addressed and engaged global citizens all over the world on Leadership, Diversity, Service and Personal Development. As Co-founder and Executive Director of EduCongo, a U.S. based nonprofit organization; Lou's energy is devoted to generating awareness and support to provide quality education for over 2,000 underprivileged children in the Congo. Lou is a member and Past President of the Portland Pearl Rotary Club, an active member of the World Oregon. Lou and his wife Stacy are proud parents of two boys, Yenga and Senda.

Friday, March 7 • 4:30-5:00 pm

Wine Pull

Are you wine lover? Indulge in the excitement of winning a carefully selected bottle, chosen at random, with each ticket purchase. Secure your ticket now and uncork a delightful surprise. Don't forget to bring your bottle of wine to donate!

\$25.00 per bottle



Friday, March 7 • 5:00-6:30 pm

Heads or Tails Live Auction and Silent Auction

Experience the excitement of our coin flip competition, led by a lively auctioneer! With every purchase, you'll receive three beaded necklaces and a chance to be the last one standing for a fantastic prize. Get your bead necklaces now and see if luck is on your side!

\$75.00 per person



Saturday, March 8 • 8:00-8:05 am

Welcome Back and Announcements

Saturday, March 8 • 8:05-10:00 am • Morning Keynote



Colonel Maria Del Pilar McDermott

Intentional Leadership

Colonel (Retired) Pilar McDermott uses her personal experiences from her time in service to illustrate Why Hard Conversations Matter. Having served in a variety of command and staff positions, during her 27-year Army career, including command of the largest field artillery battery in the Army at the time, Pilar explains why candid conversations are necessary to begin moving in a positive direction. Respect for self, for the other person, and for the organization is important to lay the foundation. Individuals and teams need to be aligned in values, and this is created through an environment of autonomy, trust, and culture. What you say and do is on the surface – how you prioritize, measure, and reward is below. Pilar discusses the challenges of creating accountability and lays out the steps to help achieve goals as an individual and as a team. Hard conversations don't just build character; they reveal it.

Bio: Pilar McDermott is a graduate of the United States Military Academy at West Point and earned her M.A. and Ph.D. from the University of Pennsylvania. She served in a variety of command and staff positions, both stateside and overseas, during her 27-year Army career, including command of the largest field artillery battery in the Army at the time.

Pilar retired from active military duty at the rank of Colonel, and was a full Professor of History and Chief of the Department of History's International Division at the United States Military Academy. She has published two books and numerous essays in the United States and Europe on history and teaching history. For over twenty years, Pilar has spoken about history, leadership, and leader development for organizations in the United States, Canada, Korea, Peru, England, Ireland, Spain, Italy, Portugal, Poland, and Singapore.

Pilar now works with Thayer Leadership, empowering organizations to adapt and thrive. She is particularly interested in the role of trust, accountability, authenticity, and vulnerability in leadership, based on her three decades in uniform. In addition to her work in the field of leadership and leader development, Pilar serves as an educator at the National Baseball Hall of Fame and Museum in Cooperstown, New York.

Saturday, March 8 • 10:00-10:30 am

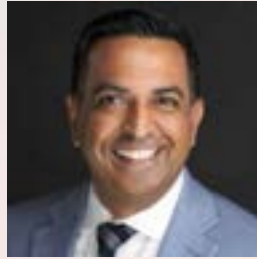
Break with the Exhibitors and Networking

Saturday, March 8 • 10:30 am-12:00 pm

Panel Myth Busters

Moderated by Debra Engelhardt-Nash.

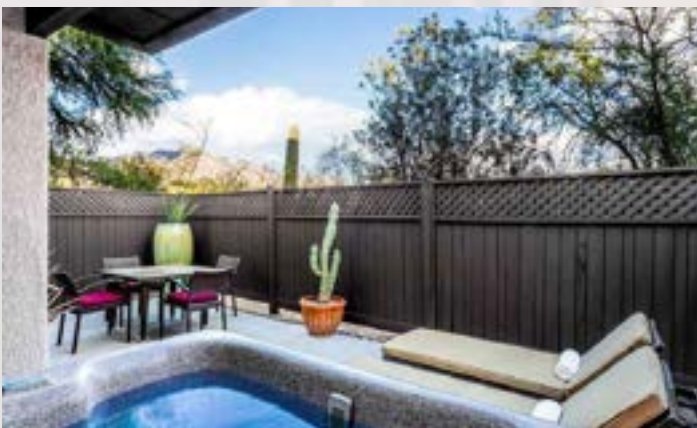
Panel: Dr. Wayne Kerr, Dana Watson, Sameer Bhasin, Emme Sanders and Alan Twigg.



Saturday, March 8 • 12:15-1:45 pm

Luncheon

Introduction of Guests and New Members • Installation of Officers • KULA Award • 2026 Program Presentation



Saturday, March 8 • 2:00-4:00 pm • Breakouts

Emme Sanders

Welcome to Work

Inspiring Positive Change, Communication and Mindset

Welcome to Work debunks the myth that work has to be a four-letter word by inspiring and leading a healthy workplace. Emme provides a roadmap for leaders, team members, and organizations ready to embark on a transformative journey. This book shares personal anecdotes, stories, and experiences that motivate leaders to make the workplace inviting again.

Plus, Emme introduces brand new philosophies to empower your team's growth — including AgreeShift™, AgreePact™, and strategies to manage AgreeDrift™. Welcome to Work lays the groundwork for a workplace where individuals thrive and where collaboration and positive change become the hallmark of success.200

Bio: Emme brings over 30 years of leadership experience and concierge-level service to the dental community through speaking, coaching and writing. By applying her chairside clinical and presentation skills outside the operator, Emme reached higher in her profession to become a trainer for Dexis Digital Radiography and Imaging, achieve ACE Certification and develop a thriving coaching career.

With hands-on experience in dental practices from boutique to bread and butter, Emme understands the delicate balance of clinical periodontal therapy coupled with esthetic dentistry. Emme is an expert at treatment coordinating and case presentation skills to help patients say yes to optimal care. Her greatest passion is activating dental teams to realize their potential, strategically developing goals, and achieving higher levels of success.



Debra Engelhardt-Nash

6 “Killer” Questions That Inspire Your Patients to Say “YES!”

At the heart of a great dental practice is certainly having exceptional clinical skills and the ability to deliver outstanding care. But eighty five percent of the time spent with patients is communicating with them and fifteen percent of time with the patient is spent in clinical application. It's one thing to have the clinical ability to treat the patient. It is another skill to be able to communicate effectively. If we don't communicate effectively from the beginning of the patient engagement, we may never reach treatment acceptance and delivery of our care.

Changing one word can change the course of the conversation. Learn six (6) Questions that Inspire Your patients to choose You and your Care. Learn the power of storytelling and the impact it can make on inspiring your patients to help you grow your practice.

Bio: Debra is a trainer, and author, a presenter and a consultant. Having been in dentistry for over 30 years she engages standing-room only audiences for organizations and study groups nationally and internationally. Through her service she has had the honor of meeting amazing people and speaking in beautiful countries such as Peru, Sweden, Romania, England, Croatia, France, and Turkey. She is a continual presenter for the American Dental Association, the American Academy of Cosmetic Dentistry and the Chicago Dental Society Midwinter Meeting.



Saturday, March 8 • 4:00-4:15 pm

Break with the Exhibitors and Networking

Saturday, March 8 • 4:15-5:30 pm • Closing Keynote



Dr. Uche Odiatu

Transform Your Body – Transform Your Life!

An invigorating presentation designed to give the health care professional strategies on how they can eat mindfully, exercise regularly and develop a fitness modus operandi. The research shows that physically active professionals and CEO's have stronger resilience, faster reaction time, more energy and sharper cognitive ability than their inactive counterparts. Most health care professionals are surprised to uncover the robust science between their personal health and their professional performance. Finally, a different kind of program to help health care professionals perform better in and out of the office in 2025 and beyond.

1. Learn how your health and vitality impacts your work life balance.
2. Develop a nutrition and fitness mindset 24/7 and enjoy the benefits at work and home.
3. Discover how other business and world leaders have become empowered and take action Today NOT Tomorrow.
4. Gain insight into the new science of the human microbiome.

Bio: Dr. Uche Odiatu DMD is a professional member of the American College of Sports Medicine and a practicing dentist in Toronto. This busy health care professional is an NSCA Certified Personal Trainer, Certified Yoga Instructor, Certified Boot Camp Instructor and has given 700 plus lectures in England, Canada, the USA, the Bahamas, Denmark, Bermuda and Norway. Has been the invited guest in over 400 radio and TV shows from Alaska to Atlanta and from NYC to California. He won a 2023 Life Time Achievement award from The Global Dental Summit; 2023 Dental speaker of the year from the state of New Orleans and a Denobi Award 2023 for his contribution to the industry. He was nominated for dental educator of the year by Dr. Bicuspid. You can visit him Twitter and Instagram @fitspeakers www.DrUche.com.

Saturday, March 8 • 6:30-9:30 pm

Disco Cowboy Dinner and Dance

APDP 2025 Meeting Events



APDP Web Page



Hotel Reservations



EARLY BIRD PRICES!

Get registered early! After December 1st, 2024, all registration types will increase by \$100.

BOOK YOUR HOTEL ROOM TODAY!

Go to <https://book.passkey.com/event/50778001/owner/16398007/home>
to reserved at the Westward Look Wyndham Grand Resort & Spa.