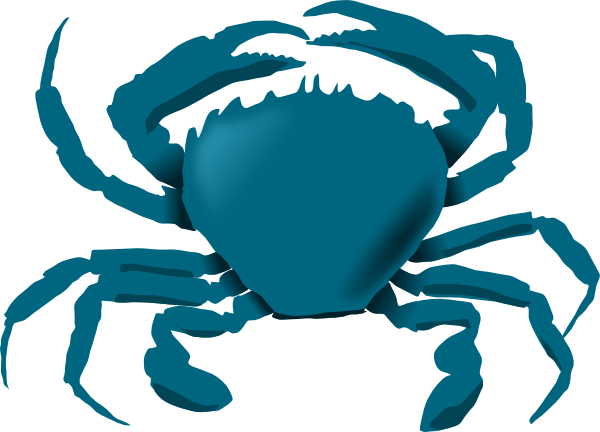
**BPRO, POSSESS, VASWP, VLSSE**

**Spring 2016 Conference**



**MAY 4TH-6TH**

**Hampton Roads Convention Center**

**1610 Coliseum Drive**

**Hampton, VA 23966**

**Conference at a Glance:**

**Wednesday, May 4, 2015**

**8:00 am Registration Begins**

**9:00 am-12:00 Pre-conference workshops (check time schedule for workshops)**

**12:15 -1:30 pm Lunch provided**

**1:30-3:00 pm Welcome**

**Keynote Speaker**

**3:00-3:15 pm Break Provided**

**3:15 -4:45 pm Workshops**

**BPRO Business Meeting**

**POSSESS Business Meeting**

**5:00 pm Dinner on your own**

**Enjoy Hampton**

**Thursday, May 5, 2016**

**8:00-9:00 VASWP General Board Meeting**

**9:00-10:30 am VASWP Business Meeting**

**Workshops**

**10:30-10:45 am Break**

**10:45 am-12:15 pm Workshops 12:15-1:45 pm Lunch provided**

**1:45-3:15 pm Workshops**

**3:15 -3:30 pm Break Provided**

**3:30 -5 pm Workshops**

**5:00 pm Dinner on your own**

**Enjoy Hampton**

**BPRO Business meeting**

**Friday, May 6, 2016**

**9:00-10:30 am Workshops**

**Benefit Panel**

**10:30-10:45 am Break**

**10:45-12:00 State Dialog/ Closing Session**

***Words of Welcome:***

**BPRO:**

Welcome to Hampton, VA for our 2016 Spring Conference; Hampton is part of the Hampton Roads metropolitan area which includes Norfolk, Virginia Beach and surrounding smaller towns. Major entities in Hampton are Hampton University which was established opposite from the town on the Hampton River; Langley Air Force Base, NASA Langley Research Center, and the Virginia Air and Space Center. The Hampton Roads Bridge-Tunnel (HRBT) first opened in 1957; it was the world’s first bridge-tunnel, crossing the mouth of the Hampton Roads harbor, which serves as the gateway to the Chesapeake Bay and the Atlantic Ocean from the eastern United States’ largest ice-free harbor and its tributary rivers.

We are in the midst of the next phase of VaCMS. Piloting of Phase II migration into VaCMS is under way at ten agencies in the Piedmont region Albemarle, Bedford, Charlottesville, Danville, Halifax, Henry-Martinsville, Lynchburg, Pittsylvania, Roanoke City, and Roanoke County. We are so grateful that these agencies have taken the lead for the rest of us in the State to make sure Migration will be as smooth as possible. Within five months we will together be processing SNAP, TANF, Medicaid, Energy Assistance, VIEW, Day Care Assistance and Fraud in one system; VaCMS. BPRO has continued to work to support Benefit Program Specialists across the Commonwealth as we have went thru many changes ~~as~~ in our profession over the past ten years. Our professional development committee has done a wonderful job to offer us policy workshops in SNAP, Medicaid, TANF, Energy Assistance~~;~~ technology workshops for VaCMS and workshops for supervisors.

I hope you will gain in your policy knowledge, learn a few tricks in VaCMS, and meet some new colleagues while here at our spring conference. In the upcoming year I hope you will consider becoming more active in our organization by attending a committee meeting, PD meetings or a conference. BPRO is a great, strong and amazing organization that cares for its member. I’m very proud of this organization and to represent you as your president.

Carolyn Harlow, BPRO President

*Coming together is a beginning, keeping together is progress, and working together is success. Henry Ford*

***Words of Welcome (continued)***

**POSSESS**

On behalf of POSSESS, welcome to beautiful Hampton, Virginia for our 2016 Spring Conference.

As you know, our conference theme is **“From the Seas to the Stars”** and you can choose to either stay afloat or rise up with obtaining more knowledge, skills and the ability to enhance your own personal lives, as well as those you serve. Hopefully, some of that will be accomplished in the next few days as you enjoy your workshops. Change is hard and new programs are frustrating but we need to continue to strive to improve and to reach for the Stars.

It’s great that we can all come together at this joint conference so we can have the capability to network with fellow colleagues and to share ideas. As stated in the past, this affords us the opportunity to take back to our respective agencies new ideas, more knowledge and the ability to grow and expand in our jobs.

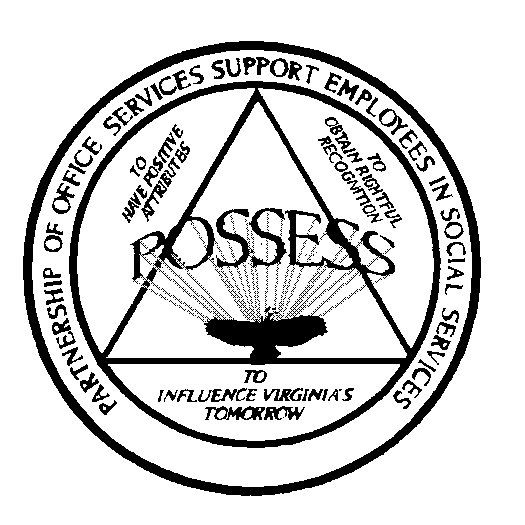
As the POSSESS President, I want to thank everyone for your support and hard work that you do for our agencies and customers; be it an infant to someone who is 100. Social Services’ employees are a special group of people and everyone from the receptionist to the Director plays a very important role in the daily functions of the agency and the lives of our customers. I thank you!

Please enjoy your stay here at the Embassy Suites and hopefully you will be able to get out and enjoy what Hampton has to offer once your workshops are over.

Most importantly, please don’t forget to thank your Conference Planners for a job well done. The planners work extremely hard and there would be no conference without them.

Inspirational Quote: *“****Ability*** *is what you’re capable of today.* ***Motivation*** *determines what you do.* ***Attitude*** *determines how well you do it.”* Lou Holtz

Jewell Wolfe, POSSESS President



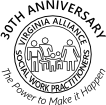
***Words of Welcome (continued)***

**VASWP:**

COME 1, COME ALL to the VLSSE, BPRO, POSSESS & VASWP 2016 Joint Spring Conference in the City of Hampton of the great Eastern Region. Home of the world's first [bridge-tunnel](https://en.wikipedia.org/wiki/Bridge-tunnel), crossing the mouth of the Hampton Roads harbor, which serves as the gateway to the [Chesapeake Bay](https://en.wikipedia.org/wiki/Chesapeake_Bay) and the [Atlantic Ocean](https://en.wikipedia.org/wiki/Atlantic_Ocean). Hampton is also home of the historic [Hampton University](https://en.wikipedia.org/wiki/Hampton_University). The area became the location of [Langley Air Force Base](https://en.wikipedia.org/wiki/Langley_Air_Force_Base), [NASA](https://en.wikipedia.org/wiki/NASA) [Langley Research Center](https://en.wikipedia.org/wiki/Langley_Research_Center), and the [Virginia Air and Space Center](https://en.wikipedia.org/wiki/Virginia_Air_and_Space_Center). Hampton features many miles of waterfront and beaches.

As a member of VASWP we wish to promote growth and development in their area of expertise by way of the conferences and committee involvement. This conference offers an opportunity to attend workshops that will provide the members with professional development and training. Our conference planners are to be commended for their hard work in selecting a great venue and for the variety of workshops offered during this conference. You are encouraged to network and fellowship with the other conference attendees.

Congratulations: 2016 marks the 30th year anniversary for VASWP. We are grateful to our founders for their dedication to the field of social work in the local department of social services agencies. The members and leaders throughout the years are to be commended for keeping the Alliance active by participating in the area planning districts and attending the biannual conferences. Let’s celebrate ourselves for continuing to grow professionally in an organization that helps us to render services to our local communities in Virginia.

As your VASWP President, I want to thank each of you for your participation in the Alliance and for your dedication to those you serve. I am looking forward to networking with you all. Enjoy your stay in Hampton.

Tonya Cunningham

VASWP President

\*Located in the back of the program, is a history of the Alliance and how the group came together.

***Words of Welcome (continued)***

**VLSSE**

Welcome! I am so pleased to welcome you to Hampton, and to our 2016 Spring Conference on behalf of the Virginia League of Social Services Executives. Welcome to our affiliates and friends, VASWP, BPRO and POSSESS. We are looking forward to a great week, full of learning, collaboration and fun.

The Conference Committee has done their usual great job and has developed an excellent program, with a great selection of speakers and workshops. I want to thank Sherry Flanagan, VLSSE Third Vice President and Conference Planner, and her conference committee for their hard work and great ideas.

Our ongoing appreciation goes to the Virginia Department of Social Services, to Commissioner Margaret Schultze and to her team for their continued encouragement and commitment. We are grateful for your attendance at and support of our conference.

Many thanks to each of you for your ongoing dedication to the people we serve in our cities and counties, and your commitment to the Virginia League of Social Services Executives.

Welcome to Hampton, welcome to the conference, and I hope to see and speak with each of you over the next three days. Please come by the Networking Suite and say hello, or whatever else is on your mind. Thank you for being here!

Catherine Pemberton

President, Virginia League of Social Services Executives



**Our Conference Menus:**

***Wednesday, May 4th Lunch***

**Lunch, Welcome by Mayor, Commissioner, and Keynote Speaker**

*Embassy Salad*

*Mixed Garden Greens with Cucumbers, Grape Tomatoes, Parmesan Croutons, and Julienne Vegetables with House Vinaigrette and Buttermilk Ranch*

*Pan Seared Chicken Breast with Smoked Gouda Mornay*

*Chef’s Choice of Seasonal Vegetables*

*Chef’s Selection of Appropriate Starch*

*Rolls and Butter*

*Chocolate Deluxe Brownie Iced Tea and Coffee*

***Wednesday break 5/4/2016***

*Assorted Jumbo Cookies and Brownies*

*Whole Fresh Fruit*

*Assorted Soft Drinks and Bottled Waters*

*100% Colombian Coffee, Decaffeinated*

*Coffee and Specialty Tea Selections*

***Thursday, May 5th Buffet Lunch***

***Thursday, May 5, 2016***

*Smoked Turkey Breast, Applewood Smoked Bacon, Cheddar Cheese, Iceberg Lettuce, Vine Ripe Tomatoes and Louis Sauce served on a Butter Croissant*

*Served with Kettle Cooked Potato Chips*

*and Cavatappi Pasta Salad, Chef’s Dessert, Iced Tea and Coffee*

***Thursday, May 5, 2016***

***Beverage Break***

*Sodas, Bottled Waters, Coffee, Decaffeinated Coffee and Specialty Teas Selections*

**PLEASE be sure to check out our vendors located in Ballroom D**

|  |  |
| --- | --- |
| Barry Robinson | Child Help |
| Deloitte | DentalQuest |
| Digital Benefit Advisors | Family First |
| Family Preservation | Grafton |
| Harbor Point | Intercept |
| Kidspeace | LuLaRoe |
| National Counseling Group | New Hope |
| Northwoods | Phoenix House |
| Steps, Inc | The Choice Group |
| VACU  Amramp  Heritage for Kids  Therapeutic Interventions  Soaps & Lotions | 211 Virginia  Damsels in Defense  Lauris Technologies  Hampton Convention & Visitors Bureau |

**We also have PD sales and State Fundraisers….**

|  |  |
| --- | --- |
| Eastern Region (POSSESS) | PD 21/22 (BPRO) |
| State Fundraiser (BPRO)  Northern Region (POSSESS) | State Fundraiser (POSSESS)  Piedmont Region (POSSESS) |

**BPRO/POSSESS/VASWP Hospitality Suite** and **VLSSE Hospitality Suite** are located on the 2nd Floor of the Embassy Suites. Come network with LDSS, DSS employees in an informal setting. **Remember Conference ID is required for Hospitality Suite. Due to ABC laws, alcoholic beverages cannot be removed from the Hospitality Suite. Only those 21yrs and over allowed to consume alcoholic beverages. Beer, Wine, Soda and water will be served.** **Please remember to enjoy in moderation and drink responsibly.**

**Hours of operation: Tuesday: 9-11 pm; Wednesday: 8-11 pm; Thursday: 8-10pm**

The League of Directors cordially invites you to a reception being held on Wednesday, May 4th @ 5:30pm with a DJ and dancing starting at 7pm.

\*Doors will open up to all non VLSSE members at 7pm-Midnight with a cover charge of $3.\*

This event is being held in the Grand Ballroom EF of the Embassy Suites **Wednesday May 4th, 2016**

**8:00 - 5:00** **Registration**

**Pre-Conference Workshops**

**9:00 – 10:15 The Learning Collaborative: Values Transformed “From Paper to**

**(Conf. C) Practice” (L)**

Presenters: **Carl Ayers, Anne Kisor, Alex Kamberis-**Learning Collaborative

The Learning Collaborative Series explored ways to strengthen ongoing work through child welfare practice enrichment. It included operationalizing the VA Children’s Services Practice Model-the value structure describing how we do our work. Practice profiles place the practice model into action through 11 kills sets covering the child welfare continuum from prevention to permanency: Advocating, Communicating, Documenting, Implementing, Planning, Engaging, Collaborating, Cultural Competence, Evaluating, Partnering, and Assessing. Explore the learning collaborative process and how the 21 participating local agencies created the practice profile content. Discuss how practice profiles provide a framework for best practices, develop and sustain worker competency, promote consistency in service delivery, facilitate continuous improvement strategies, and support effective recruitment and retention. Understand how learning collaborative knowledge and activities, such as new training courses and the practice profiles- coaching project, will be shared with the social services system in 2016.

**10:45 – 12:00 DJJ: Progress to Date & Opportunities for Partnership (L)**

**(Conf. C)**

Presenter: **Andrew Block, Jr.**

This workshop will discuss the Department of Juvenile Justice efforts to change its operating model by reforming its family and reentry practices and ultimately safely replacing its juvenile correctional centers with smaller, community-based placement alternatives. This transformation presents an opportunity to partner with local Department of Social Services agencies and other child service providers.

**Wednesday May 4th, 2016 (cont.)**

**10:45 – 12:00 It’s All Due, What Do I Do? (B)**

**(Conf A&B)**

Presenter: **Patty Araujo,** Human Services Worker IV, Fairfax County DFS

This workshop will provide a focused look at managing your time in the crazy always crunched for time world of an Eligibility Worker. We'll discuss processing standards for TANF, SNAP, and Medicaid in an effort to determine the best plan of action to provide timely and accurate benefits to our customers. This workshop for is for eligibility workers of all levels and packed with job aids and discussion topics to get you working smarter not harder!

**10:45 – 12:00 Information Security Update (B)**

**(Room 201)**

Presenter: **Barry Davis,** CISSP, Agency CISO, Director of Information Security and Risk Management, VDSS

Meet the new ISO and get an update on the VDSS Information Security Program. Topics will include, but are not limited to: VaCMS security updates, upcoming IRS visit, results of the Social Security Administration site visit, 2016 VITA Phishing Exercise, Local and APA security audit findings, CommonHelp Authentication Service update, securing data at rest, Q&A with LSO/RSO/Local Directors. **This workshop will be repeated on Thursday at 1:45 p.m.**

**10:45 -12:00 “Healing Through Words: Nelson Beat the Odds Book Talk**

**(Room 207)**

Presenter: **Ronnie Sidney II**

#### An interactive journey designed to give a glimpse into the real-life experiences of Ronnie Sidney, II, MSW. Like Nelson, Sidney had supportive parents and teachers who inspired him to maximize his potential and beat the odds. The workshop will explore how Sidney's childhood experiences motivated him to publish "Nelson Beats The Odds".

**Wednesday May 4th, 2016 (cont.)**

**10:30 – 12:00 The Learning Collaborative: Values Transformed “From Paper to**

**(Conf. C) Practice” (L)**

Presenters: **Carl Ayers, Anne Kisor, Alex Kamberis-**Learning Collaborative

The Learning Collaborative Series explored ways to strengthen ongoing work through child welfare practice enrichment. It included operationalizing the VA Children’s Services Practice Model-the value structure describing how we do our work. Practice profiles place the practice model into action through 11 kills sets covering the child welfare continuum from prevention to permanency: Advocating, Communicating, Documenting, Implementing, Planning, Engaging, Collaborating, Cultural Competence, Evaluating, Partnering, and Assessing. Explore the learning collaborative process and how the 21 participating local agencies created the practice profile content. Discuss how practice profiles provide a framework for best practices, develop and sustain worker competency, promote consistency in service delivery, facilitate continuous improvement strategies, and support effective recruitment and retention. Understand how learning collaborative knowledge and activities, such as new training courses and the practice profiles- coaching project, will be shared with the social services system in 2016.

**10:30 – 12:00 The Heroin Epidemic in Virginia (B)**

**(Room 208)**

Presenters: **Detectives Joseph Milewczik, Adam Beha of the** Chesapeake Police Department, Vice and Narcotics Division**, and Assistant Attorney General, John Butler**

Our presenters will provide information on current drug trends, statistics concerning heroin overdose deaths, and some of the approaches law enforcement personnel are employing to combat the epidemic. A short informational video created by the Attorney General’s Office will be presented. The Assistant Attorney General, Assistant United States Attorney John Butler, will be available to provide information on the legislature being proposed to combat the heroin epidemic, as well as the challenges presented when attempting to prosecute heroin distributors. Detectives Beha and Milewczik and Assistant Attorney John Butler are very passionate about the efforts and initiatives in Virginia to combat this deadly epidemic.

**Wednesday May 4th, 2016 (cont.)**

**10:30 – 12:00 Come Meet your POSSESS Board (P)**

**(Room 202)**

Possess Board members are requesting an opportunity to get to know our members. This workshop will allow us the opportunity to meet with you and answer questions that you may have regarding our organization. We would like to receive your feedback and learn the direction that you want to see Possess move towards.

**12:15 - 3:00** **Lunch provided, served in Ballroom EFG**

**Welcome:**

**George Wallace,** Mayor of Hampton

**Cathy Pemberton,** President VLSSE

**Carolyn Harlow**, President BPRO

**Jewell Wolfe**, President POSSESS

**Tonya Cunningham**, President VASWP

**Margaret Schultz,** Commissioner, Department of Social Services

Keynote Speaker: **Alex-Zan**

***“On the Move”***

**3:00 - 3:15** **Break provided in Ballroom D**

**3:30 - 4:45** **BPRO Business Meeting**

**(Conf A&B) All BPRO members required to attend**

**3:30 - 4:45**       **POSSESS Business Meeting**

**(Room 202) All POSSESS members required to attend**

**3:30 - 4:45** **Strategies for Eliminating Debt (B)**

**(Room 201)**

Presenter: **Chris Woodbury,** Senior. Membership Development Manager, Virginia Credit Union

In this session you will learn how to reduce your debt through specific examples and strategies.

**Wednesday May 4th, 2016 (cont.)**

**3:30 - 4:45** **Department of Juvenile Justice Transformation: Progress to**

**(Conf. C) date and Opportunities for Partnership**

Presenter: **Andrew Block Jr.** Director of the Department of Juvenile Justice.

This workshop will discuss the Department of Juvenile Justice efforts to change its operating model by reforming its family and reentry practices and ultimately safely replacing its juvenile correctional centers with smaller, community-based placement alternatives. This transformation presents an opportunity to partner with local Department of Social Services agencies and other child service providers.

**3:30 -5:00** **“YOU Matter: Find What Works for Your Families, Youth and**

**(Room 208) Those You Serve**.

Presenters**:** **Otissa Williams** and **April Bacon**

This workshop will deal with finding the right services for the right time for the right family, youth, child and individual.  The workshop will discuss prevention services, assessing the individual/family/child thoroughly and comprehensive, collaboration of partners both within the agency and outside agency, reporting strengths, needs and improvements.  Discuss funding options available and how to utilize outside resources and community partners to establish long term supports for families, youth and adults.

**4:45 Enjoy Hampton on your own**

The League of Directors cordially invites you to a reception being held on Wednesday, May 4th @ 5:30pm with a DJ and dancing starting at 7pm.

\*Doors will open up to all non VLSSE members at 7pm-Midnight with a cover charge of $3.\*

This event it being held in the Grand Ballroom EF of the Embassy Suites

**Thursday, May 5, 2016**

**8:00 - 9:00 VASWP General Board immediately followed by:**

**9:00-10:30 VASWP Business Meeting**

**(Room 104) All VASWP Members are required to attend**

**9:00 – 10:30 Becoming a Trauma- Informed Child Welfare System (L)**

**(Conf. C)**

Presenters: **Anne Kisor & Judy Grundy,** VDSS

During the 2015 Learning Collaborative Series, the Trauma System Readiness Tool (TSRT) was completed by eight LDSS. Workers assess their level of practice in five domains and each agency received a “blueprint” for readiness. Learn what the trauma-informed agency “looks like”. Review detailed challenging case situations; best practices for trauma screening (use of standardized tools, timing and frequency, content of the process for training); develop a clear course for agencies to avoid re-traumatizing the child when treatment ins not readily available; emphasize education and support of biological families; create a sense of urgency about the costs of secondary trauma and provide solutions for agency leadership; use the practice profiles which are infused with trauma-informed content; and improve systems coordination through cross-training opportunities.

**This workshop will be repeated on Thursday at 10:45.**

**9:00 – 10:30 Watch your Step! (L)**

**(Room 209)**

Presenters: **Michael Bedsaul,** Attorney for Sands Anderson PC

From sticking your head in the sand to social media accounts, the workplace has many pitfalls for those in supervisory positions.  The purpose of this workshop is to look at some common mistakes every supervisor should avoid.

**This workshop will be repeated on Thursday at 10:45.**

**Thursday, May 5, 2016 (Cont.)**

**9:00 – 10:30 Fair Labor Standards Act (L)**

**(Room 210)**

Presenters: **Lori Schamerhorn,** VDSS & **Linda Martin Warner,** Policy Analyst Sr.

The VDSS Division of Human Resources will present information on the Fair Labor Standards Act.  Please join us in finding out the latest from the U.S. Department of Labor, steps to take to prepare for proposed changes, and VDSS FLSA Exemption tests and resources.

**This workshop will be repeated on Thursday at 10:45.**

**9:00 – 10:30 Benefit Program Topics (L)**

**(Room 208)**

Presenters: **Angie Morse, J.R. Simpson, Thomas Steinhauser, Dottie Wells.**

This workshop will provide updates on pilot activities, training schedules and implementation planning.

**This workshop will be repeated on Thursday at 10:45.**

**9:00 – 10:30 Family Services Priorities for 2016: Fostering Futures, Kinship**

**(Room 201) Guardianship Assistance Program, Title IV-E and Child and Family Services Reviews. (L)**

Presenter: **Carl Ayers,** VDSS

This workshop will focus on many of the key issues for the Division of Family Services during 2016.  Various topics will be covered in detail including: continued focus on permanency and what we are learning in our efforts to find permanent homes for every child in foster care; the upcoming Title IV-E Federal Review scheduled for August 15-19, 2016; the Child and Family Services Federal Review and changes for Virginia in the latest round; and 2016 General Assembly updates along with the required statewide changes from the session.  This workshop will allow you to learn about the Division’s priorities and you will be asked for input into each of these key areas and how we can continue to improve our partnerships in meeting the needs of the children and families we serve.

**This workshop will be repeated on Thursday at 10:45.**

**Thursday, May 5, 2016 (Cont.)**

**9:00 - 10:30 Interim Reports—Sailing at Half Mast (B)**

**(Room 105)**

Presenters: **Burnie Hendricks,** SNAP Consultant Eastern Region,VDSS and **Amy Phillips,** Benefits Consultant, Eastern Region, VDSS

We invite you to set sail with us as we reach half-mast. This workshop will pick you up between the shores of application and final destination of renewal. As the ship docks at half-mast, you will learn interim reports in detail from seashore into the unchartered waters. You don’t want to miss this BOAT! If you do, you will definitely miss an ADVENTURE!

**9:00 - 10:30 Making VIEW Work (B)**

**(Room 202)**

Presenters: **Local Agency staff: Tonia Alexander**, Charlottesville DSS, **James Carriker**, Va. Beach DSS, **Vickie Krusie**, York-Poquoson DSS, **Sam Spencer**, Albemarle DSS, **Suzette Thomas**, Southampton County DSS.

Moderator: **Dorrie Thompson,** TANF/VIEW Program Consultant, Eastern Regional Office

Do you know how to use VIEW purchase funds to make the program work for your clients? Local agencies will discuss innovative (and allowable) uses of VIEW funds to help clients find and keep employment.

**9:00 - 10:30 Rolling Tide (B)**

**(Room 106)**

Presenters: **Jessica Annecchini**, Medical Assistance Consultant, VDSS, and **Chartoya Newton,** Medical Assistance Consultant, VDSS

Ride the tide of the who’s, when’s and why’s of policy regarding F&C Medically Needy determinations. Topics include non-financial eligibility such as family and budget unit rules, financial eligibility such as countable income and resources, and the process to obtain verifications. We will review procedures within VaCMS to ensure proper documentation and processing. Finally, drift to shore with actions required after the completion of determination.

**This workshop will be repeated Thursday at 1:45 pm.**

**Thursday, May 5, 2016 (Cont.)**

**9:00 - 10:30 Sailing through Rough Waters (B)**

**(Room 107)**

Presenters: **Melissa Terrell,** Benefit Programs Trainer, VDSS,and **Debbie Miller,** Medical Assistance Program Consultant, VDSS

Processing ABD/LTC cases can become very complicated very quickly. This workshop will provide workers with the guidance needed when sailing through rough waters. Batten down the hatches as we explore various complex situations that even a seasoned skipper may have trouble navigating. All hands on deck as we chart our course through Resource Assessments and the choppy waves created when customers transition in and out of long term care.

**This workshop will be repeated Thursday at 1:45 p.m.**

**9:00 - 10:30 Strolling on the Beach (B)**

**(Conf A)**

Presenters:  **Jeanne Rock,** Project Manager, EDSPO, VDSSand **Ena Whitaker,** Business Analyst, EDSPO, VDSS

Come take a stroll on the beach as we take some time so look on the horizon for what changes are being made in VaCMS to accommodate SNAP and TANF.

**This workshop will be repeated Thursday at 1:45 p.m.**

**9:00 - 10:30 Shining Stars or Buried Treasures: How to Address Personnel**

**(Room 108) Issues with Those You Supervise (B)**

Presenter: **Shel Bolyard-Douglas,** LCSW, Director, Prince George County, DSS

Almost every supervisor works with someone who makes the job less than fun. This workshop will be going over practical coaching strategies to minimize frustration and maximize the chances of change. This is an interactive workshop on how to coach difficult employees with the goal of improving performance, changing office behaviors, or realizing this is not the right work environment for them.

**Thursday, May 5, 2016 (Cont.)**

**9:00 - 10:30 The Lighter Side of Excel - Making It Work for You (B)**

**(Room 101)**

Presenter: **Carolyn Cloud**, Benefits Program Supervisor, Chesapeake DSS

In this workshop, the goal is to reduce some of the anxiety that some people have when working with Excel. Come find out how to use functions and formulas in Excel that will make your job as a Supervisor a little easier.

**9:00 - 10:30 VRS Hybrid Retirement Plan (P)**

**(Room 109)**

Presenter: **Michael G. Pote,** Managed Disabilities Program Adm. and NaTasha Grimes, Acct Co-ordinator with Reed Group

A high-level overview of the Virginia Local Disability Program to include a discussion on the plan provisions, employee eligibility requirements, claims management process, reports and the means of communication.

**9:00-10:30 “FY 2017 CSA changes & Thomas Brothers’ software programs.**

**(Room 207) (P)**

Presenter: **Keith Thomas**

Effective July 1, 2016, the Office of Children Services is changing their requirements for their expenditure/refunds upload files for CSA and Title IV-E payments.   This workshop will provide an overview of how these changes will affect the localities that use their software for reporting their CSA expenditures to the Office of Children Services.   Shortcuts and special features regarding CSA will also be discussed during this workshop.

**10:30 - 10:45 BREAK Provided in Ballroom D**

**Thursday, May 5, 2016 (Cont.)**

**10:45 – 12:00 Becoming a Trauma- Informed Child Welfare System (L)**

**(Conf. C)**

Presenters: **Anne Kisor & Judy Grundy,** VDSS

During the 2015 Learning Collaborative Series, the Trauma System Readiness Tool (TSRT) was completed by eight LDSS. Workers assess their level of practice in five domains and each agency received a “blueprint” for readiness. Learn what the trauma-informed agency “looks like”. Review detailed challenging case situations; best practices for trauma screening (use of standardized tools, timing and frequency, content of the process for training); develop a clear course for agencies to avoid re-traumatizing the child when treatment ins not readily available; emphasize education and support of biological families; create a sense of urgency about the costs of secondary trauma and provide solutions for agency leadership; use the practice profiles which are infused with trauma-informed content; and improve systems coordination through cross-training opportunities.

**This workshop is a repeat from 9am.**

**10:45 – 12:00 Watch your Step! (L)**

**(Room 209)**

Presenter: **Michael Bedsaul,** Attorney for Sands Anderson PC

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**This workshop is a repeat from 9am**

**10:45 – 12:00 Fair Labor Standards Act (L)**

**(Room 210)**

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**This workshop is a repeat from 9am**

**Thursday, May 5, 2016 (Cont.)**

**10:45 – 12:00 Benefit Program Topics (L)**

**(Room 208)**

Presenters: **Angie Morse, J.R. Simpson, Thomas Steinhauser, Dottie Wells.**

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**(Room 201) Guardianship Assistance Program, Title IV-E and Child and Family Services Reviews. (L)**

Presenter: **Carl Ayers,** VDSS

This workshop will focus on many of the key issues for the Division of Family Services during 2016.  Various topics will be covered in detail including: continued focus on permanency and what we are learning in our efforts to find permanent homes for every child in foster care; the upcoming Title IV-E Federal Review scheduled for August 15-19, 2016; the Child and Family Services Federal Review and changes for Virginia in the latest round; and 2016 General Assembly updates along with the required statewide changes from the session.  This workshop will allow you to learn about the Division’s priorities and you will be asked for input into each of these key areas and how we can continue to improve our partnerships in meeting the needs of the children and families we serve.

**This workshop will be repeated on Thursday at 10:45.**

**10:45 -12:00 “Navigating the High Seas: What’s on the Horizon for**

**(Room 207) Adult Services and Adult Protective Services in Virginia (V)**

Presenter**:** **Paige McCleary**

What’s ahead for APS and Adult Services over the next year? Will there be rough seas or smooth sailing? Learn about laws that passed the 2016 General Assembly Session, federal regulations, and other initiatives that may impact older adults, individuals with disabilities, and the service workers who assist them. Attendees will be encouraged to share ideas on how to protect vulnerable adults from financial exploitation and other ways we can improve how we respond to adults who have so many needs.

**Thursday, May 5, 2016 (Cont.)**

**10:45 -12:00 The Business of Mandated Reporting Suspicions of Child**

**(Room 104) Abuse and Neglect” (V)**

Presenter**:** **Gail Heath**

As professionals you are mandated to report suspected abuse and neglect to either your local social services or the State Department. This workshop will explain the ins and outs of what happens when making a report and the Code requirements for Child Protective Services intervention.

**10:45 - 12:15 What's Alike/What's Different TANF vs. SNAP (B)**

**(Room 105)**

Presenters: **Cynthia Powell,** SNAP Consultant, Central RegionVDSSand **Debra Travis,** TANF/VIEW Consultant, Central Regional OfficeVDSS

Come find out what you don’t have to learn twice! What is the same between SNAP and TANF? Also what are the “biggest” differences? This workshop focuses on commonalities and differences in policy and procedure in these two programs to help make eligibility determination a breeze.

**10:45 - 12:15 Catch the Wave of AG (B)**

**(Room 101)**

Presenters: **Tishaun Harris-Ugworji,** Adult Services Specialist, VDSS **and Kathryn O’Connell-Raymond,** Medical Assistance Program Consultant, VDSS

This workshop is an overview of frequently asked questions regarding AG and explains some of the differences between AG and Medicaid Policy.

**10:45 - 12:15 Benefit Program Training – Designing a Path to Success (B)**

**(Room 108)**

Presenter:  **Toni Blue Washington,** Assistant Director of Benefit Programs, VDSS

Join us in our journey to define the training paths for the various roles within our programs (Worker, Supervisor, Trainer, Consultant).  We will also share with you our collaborative efforts designed to ensure that our training approaches are consistent and meaningful to all trainees whether trained in-house or at the state level.

**Thursday, May 5, 2016 (Cont.)**

**10:45 - 12:15 Keeping the Clocks Ticking in a Rising Tide (B)**

**(Room 202)**

Presenter: **Nan Foster,** TANF/VIEW Program Consultant, Northern Regional Office, VDSS

Clients move from state to state. Some TANF payment months don’t post automatically. Clock rules for months before March, 2008 are different than for the months after. Despite these challenges and the tide around your ankles, you can keep the clocks ticking and keeping good TANF time. Let this workshop provide you with the tools.

**10:45 - 12:15 Charting the Course to Successful Renewals (B)**

**(Room 106)**

Presenters: **Jessica Annecchini,** Medical Assistance Consultant, VDSS, and **Chartoya Newton**, Medical Assistance Consultant, VDSS

Explore the policy of Medical Assistance renewals with topics including what can happen before a scheduled renewal, a timeline of how to organize and complete renewals, grace period renewals, setting the next renewal date based on the current redetermination and special requirements for certain covered groups. Policy will cover ABD, LTC and F&C covered groups and some information about processes/procedures in VaCMS.

**10:45 - 12:15 From Sea to Shining Sea (B)**

**(Room 107)**

Presenters: **Johnical Haynes,** Medical Assistance Consultant, VDSS**,** and **Julia Viet,** Medical Assistance Consultant, Piedmont Regional Office,

VDSS

This workshop will cover policy regarding **The Department of Veterans Affairs** **(VA)** income and payments.  Information will be provided to instruct and inform eligibility staff on what VA income should count and what VA income should not be counted when determining eligibility for Medical Assistance.  Also included in this workshop will be tips on how to enter the information in VaCMS.

**This workshop will be repeated at 3:30 p.m. on Thursday.**

**Thursday, May 5, 2016 (Cont.)**

**10:45 - 12:15 Avoiding the Jelly Fish (B)**

**(Conf A)**

Presenters:  **Iesha Tiller, Business Program Director Assistant, EDSPO, VDSS, and Vrunda Nadgouda, Business Analyst, EDSPO, VDSS**

In this workshop, we will discuss some tips and tricks for working in the VaCMS, as well as the help desk ticket process.  We hope to show you ways to avoid the stings that come with common mistakes in VaCMS.

**This workshop will be repeated on Thursday at 3:30 p.m.**

**10:45 – 12:00 “VACORP/Standard Hybrid Disability Program:”**

**(Room 120)**

Presenters: **Stephanie Heintzleman**, Member Srvcs Dir. - VACORP, **Brooke Spurlock**, Acct Mgr., **Cathy Burns**, Acct Spec. – The Standards Ins. Co.; **Nancy Grasso**, RHU, Principal, Relationship Lead – Digital Benefit Advisors

Insurance professionals will review the Hybrid Disability Insurance Program (VLDP opt out offered by VACORP) and will address claims reporting and handling, in addition to sick leave and health insurance implications of this law. Session will include: disability benefits, reporting disability claims, claim determinations, communications, online tools, reports, sick leave policy implications, trends in leave policy changes and health ins requirements.

**12:15 – 1:30 Lunch Provided in Ballroom EFG**

**1:45 – 5:00 VLSSE Board Meeting (L)**

**(Conf. C)**

**1:45 -3:15 “Child Subsidy Program Update and Changes” (V)**

**(Room 104)**

Presenter: **Mary Ward**

An overview of the Child Care and Development Block Grant Act of 2014 and proposals for implementing new federal requirements for the Child Care Subsidy Program.

**Thursday, May 5, 2016 (Cont.)**

**1:45-3:15** **“What Do You Do When You Fall Out of LOVE” (V)**

**(Room 207)**

Presenter**: FitzRoy Smith**

This session will take you on a journey; of what do you do when the conviction of your HEART does not match the conviction of policy. For policy restricts you from helping, but your HEART tells you to push anyway.

**1:45 - 3:15 Getting Back to the Basics: SNAP Application Processing (B)**

**(Room 105)**

Presenters: **Yolanda Marshall,** SNAP Consultant, VDSS **and Kimberly Hudson,** SNAP Consultant, VDSS

The goal of this workshop is develop strategies to eliminate the issues that have contributed to the increase in the state’s Case and Procedural Error Rate (CAPER). In this session we will discuss the application process from beginning to end and the actions the local agency is required to take once a SNAP application is submitted. Examples of the types errors cited for FFY2015 will be provided and actions, best practices, or tips to improve caseload management to reduce “preventable” errors will be shared to assist workers with error-proofing the process as SNAP prepares for conversion to VaCMS.

**1:45 - 3:15 Finding the Way: Assessment Resources for Employment**

**(Room 202) Services Workers (B)**

Presenter: **Sherry L. Channell**, Regional Career Counselor, Chesterfield Co. Adult Continuing Education

Moderator: **Dorrie Thompson,** TANF/VIEW Program Consultant, Eastern Regional Office, VDSS

Interested in helping your clients think about careers as well just getting jobs? Find your way to this workshop where you can experience an amazing variety of career development tools and resources. Leave with the knowledge you need to help your clientele develop realistic career goals and pathways.

**Thursday, May 5, 2016 (Cont.)**

**1:45 - 3:15 Rolling Tide (B)**

**(Room 106)**

Presenters: **Jessica Annecchini,** Medical Assistance Consultant, VDSS, and **Chartoya Newton**, Medical Assistance Consultant, VDSS

Ride the tide of the who’s, when’s and why’s of policy regarding F&C Medically Needy determinations. Topics include non-financial eligibility such as family and budget unit rules, financial eligibility such as countable income and resources, and the process to obtain verifications. We will review procedures within VaCMS to ensure proper documentation and processing. Finally, drift to shore with actions required after the completion of determination.

**This workshop was originally presented on Thursday at 9:00 a.m.**

**1:45 - 3:15 Sailing through Rough Waters (B)**

**(Room 107)**

Presenters: **Melissa Terrell,** Benefit Programs Trainer, VDSS, **and Debbie Miller,** Medical Assistance Program Consultant, VDSS

Processing ABD/LTC cases can become very complicated very quickly. This workshop will provide workers with the guidance needed when sailing through rough waters. Batten down the hatches as we explore various complex situations that even a seasoned skipper may have trouble navigating. All hands on deck as we chart our course through Resource Assessments and the choppy waves created when customers transition in and out of long term care.

**This workshop was originally presented Thursday at 9:00 a.m.**

**1:45 - 3:15 Strolling on the Beach (B)**

**(Conf A)**

Presenters:  **Jeanne Rock,** BusinessProject Manager, EDSPO, VDSS **and Ena Whitaker,** Business Analyst, EDSPO, VDSS

Come take a stroll on the beach as we take some time so look on the horizon for what changes are being made in VaCMS to accommodate SNAP and TANF.

**This workshop was originally presented Thursday at 9:00 a.m.**

**Thursday, May 5, 2016 (Cont.)**

**1:45 - 3:15 Navigating by the Stars: Using the Performance Evaluation as**

**(Room 108) a Coaching Tool (B)**

Presenter: **Shel Bolyard-Douglas,** LCSW, Director, Prince George County Social Services

When Supervisors act as coaches they encourage individuals to determine what needs to be addresses and inspire them to take responsibility for their own professional development (Salus 2004). Coaching involves assessing skills and weaknesses, effectiveness, and outcomes. Performance Evaluations are useful tools to help the worker and the supervisor establish the performance goals, measures, and expectations. This workshop will focus on Performance Management through the use of the evaluation tool.

**1:45 - 3:15 Cool Aid: Energy Assistance during the Summer Months (B)**

**(Room 101)**

Presenters: **Angela Ector,** Energy Assistance Senior Program Consultant, VDSS**, and Catherine Pond,** Energy Assistance Program Consultant, VDSS

The Energy Assistance Program Workshop will share VaCMS updates related to the Energy Assistance Program. Discuss processing multiple services requests on the same Cooling Assistance application. Explore communication between the local Department of Social Services and the Vendor. Consider Fraud awareness during the Cooling Assistance component.

**Thursday, May 5, 2016 (cont)**

**1:45 - 3:15 Information Security Update (B)**

**(Room 208)**

Presenter: **Barry Davis,** CISSP, Agency CISO, Director of Information Security and Risk Management, VDSS

Meet the new ISO and get an update on the VDSS Information Security Program. Topics will include, but are not limited to: VaCMS security updates, upcoming IRS visit, results of the Social Security Administration site visit, 2016 VITA Phishing Exercise, Local and APA security audit findings, CommonHelp Authentication Service update, securing data at rest, Q&A with LSO/RSO/Local Directors. **This workshop was originally presented on Wednesday at 10:30 a.m.**

**1:45 - 3:15 Work Incentives in Virginia for Medicaid Recipients (B)**

**(Room 209)**

Presenter: **David Leon,** Ticket to Work Coordinator, Grants & Special Programs, DARS

Through the Medicaid Infrastructure Grant, a network of Work Incentive Specialist Advocates has been developed throughout the Commonwealth. Currently there are over 75 professionals around the state to assist your clients with a variety of work incentives. There are 2 important work incentives in Virginia that allow individuals receiving SSI to go to work and maintain critical health benefits while increasing their earnings and moving out of poverty. Medicaid Works and Continued Medicaid Eligibility are underutilized in Virginia and require both DSS and SSA to process paperwork for enrollment.

* Understand 1619 B and the requirements of placing someone in Continued Medicaid Eligibility
* Understand Medicaid Works and the requirements for enrollment
* Understand and Work Incentive Specialist Advocate program and how to refer potential clients
* Learn how to access WorkWORLD for the Web

**Thursday, May 5, 2016 (Cont.)**

**1:45 - 3:15 Fishing for Ideas to Recognize the Shining Star in Every**

**(Room 210)** **Employee (B)**

Presenters: **Nancy Jackson,** Benefit Programs Supervisor,Charlottesville DSS**,** and **Deana Bennett,** BP Supervisor, Prince Edward DSS

Your agency culture is what drives work enjoyment, relationships, and the overall success of your organization. Whether your employee is a new tadpole crawling from the ocean or the veteran astronaut shooting for the stars, keeping staff motivated to reach new heights or to stay engaged in the agency mission is up to every person in the agency. Staff morale is not just a manager or supervisor issue to be addressed only during staff appreciation months, but an agency-wide effort at all times. Come and learn some inexpensive ways to recognize your employees, co-workers, and managers for all the hard work they do without breaking the budget. Create an atmosphere of caring and encouragement instead of losing good employees.

**1:45 - 3:15 “Healthcare: Fresh Think for the Future” (P)**

**(Room 109)**

Presenter: **Nancy Grasso**

This discussion topic will touch on the emerging issues in the healthcare and employee benefits world. We will learn about issues related to ACA, compliance, and various funding mechanisms available. During this discussion, you will also hear how technology plays into the future and get a sneak peek into what is trending.

**1:45 - 3:15 VRS Hybrid Retirement Plan (P)**

**(Room 201)**

Presenters: **Mike Pote & NaTasha Grimes**

A high-level overview of the Virginia Local Disability Program to include a discussion on the plan provisions, employee eligibility requirements, claims management process, reports and the means of communication.

**Thursday, May 5, 2016 (Cont.)**

**1:45 - 3:15 HR/Administrative Manual, Chap 4, Disability Leave Prog (P)**

**(Room 201)**

Presenter: **Donna German – VDSS**

This session is applicable to LDSS’s that follow Chapter 4 of the HR/

Adm Manual and chose to follow the alternative leave system outlined in the policy for employees participating in the VRS Hybrid

Retirement Plan. The session will review the alternative leave system to include accrual and the components of annual, sick and family/personal leave.

**3:15 - 3:30 Break Provided in Ballroom D**

**3:30-5:00 Fostering Futures: Supporting the Transition of Foster**

**(Room 207) Care Youth into Adulthood (V)**

Presenter: **Em Parente**

The presentation will provide a legislative status update regarding Fostering Futures, Virginia’s program to extend foster care services for youth.  The existing authorities in Virginia Code which permit service provision to youth who turn 18 in foster care and changes associated with Fostering Futures will be reviewed. Best practice for supporting the transition to adulthood for these youth and strategies for collaborating with adult serving community partners, especially for youth with special needs will also be addressed.

**3:30 -5:00** **“YOU Matter: Find What Works for Your Families, Youth**

**(Room 104) and Those You Serve (V)**

Presenters**:** **Otissa Williams and April Bacon**

This workshop will deal with finding the right services for the right time for the right family, youth, child and individual.  The workshop will discuss prevention services, assessing the individual/family/child thoroughly and comprehensive, collaboration of partners both within the agency and outside agency, reporting strengths, needs and improvements.  Discuss funding options available and how to utilize outside resources and community partners to establish long term supports for families, youth and adults.

**Thursday, May 5, 2016 (Cont.)**

**3:30 - 5:00 The Sky’s the Limit (B)**

**(Room 105)**

Presenter: **Nikki Cox,** SNAP Program Manager, VDSS

This workshop will provide information regarding the progress of the SNAP pilot in VaCMS.

**3:30 - 5:00 Diversionary Assistance in 10 minutes or Less (B)**

**(Room 202)**

Presenter: **Cassandra Elliston**, TANF/VIEW Program Consultant, Piedmont Regional Office, VDSS

The title says it all. Come to the workshop and find out how.

**3:30 - 5:00** **Charting the Course to Successful Renewals (B)**

**(Room 106)**

Presenters: **Jessica Annecchini,** Medical Assistance Consultant, VDSS, and **Chartoya Newton**, Medical Assistance Consultant, VDSS

Explore the policy of Medical Assistance renewals with topics including what can happen before a scheduled renewal, a timeline of how to organize and complete renewals, grace period renewals, setting the next renewal date based on the current redetermination and special requirements for certain covered groups. Policy will cover ABD, LTC and F&C covered groups and some information about processes/procedures in VaCMS.

**This workshop was originally presented on Thursday at 10:15 a.m**

**Thursday, May 5, 2016 (Cont.)**

**3:30 - 5:00 From Sea to Shining Sea (B)**

**(Room 107)**

Presenters: **Johnical Haynes,** Medical Assistance Consultant, VDSS**,** and **Julia Viet,** Medical Assistance Consultant, Piedmont Regional Office

This workshop will cover policy regarding **The Department of Veterans Affairs** **(VA)** income and payments.  Information will be provided to instruct and inform eligibility staff on what VA income should count and what VA income should not be counted when determining eligibility for Medical Assistance.  Also included in this workshop will be tips on how to enter the information in VaCMS.

**This workshop was originally presented at 10:45 a.m. on Thursday.**

**3:30 - 5:00 Avoiding the Jelly Fish (B)**

**(Conf A)**

Presenters:  **Iesha Tiller, Business Program Director Assistant, EDSPO, VDSS,** and **Vrunda Nadgouda, Business Analyst, EDSPO, VDSS**

In this workshop, we will discuss some tips and tricks for working in the VaCMS, as well as the help desk ticket process.  We hope to show you ways to avoid the stings that come with common mistakes in VaCMS.

**This workshop was originally presented at 10:45**

**3:30 - 5:00 What’s in Your Warehouse? (B)**

**(Room 108)**

Presenters: **Jeff Price,**  Director of the Office of Research and planning (ORP), VDSS **and Art Ritter,** Data Warehouse Manager, VDSS

Data Warehouse is your friend, and this workshop will prove it! We will provide examples of the Data Warehouse demonstrating how to find reports and manipulate data to produce the results and order you want, and how to extract data for combining with other data and reports. The focus will be on data and reports most commonly used and requested by supervisors, such as the MMIS Case Eligibility Review Report. In addition, we will present information about new features that are coming down the pike.

**Thursday, May 5, 2016 (Cont.)**

**3:30 - 5:00 The Eligibility Workers Responsibility for PARIS Matches (B)**

**(Room 101)**

Presenter:**Susan Lloyd**, Fraud Consultant, VDSS

Working the PARIS matches are the responsibility of the EW and the Fraud Investigator. The EW plays a very important role as well as the initial role in the working of these matches. This workshop will review and clarify what exactly the EW is responsible for.

**3:30 - 5:00 *Smiles For Children*** dental benefits **(B)**

**(Room 208)**

Presenter: **Jacqueline Wake** is the DentaQuest Outreach Coordinator, Virginia ***Smiles For Children*** Medicaid dental program

This workshop will provide attendees with an understanding of the benefits covered by the Virginia ***Smiles For Children*** dental program.  In addition, the workshop will educate attendees on oral health resources across the Commonwealth and provide tools to locate dentists who accept the ***Smiles For Children*** program.

**3:30 - 5:00 Ticket to Work in Virginia (B)**

**(Room 209)**

Presenter: **David Leon,** Ticket to Work Coordinator, Grants & Special Programs, DARS

Participants will learn about the innovative ways in which Social Security’s Ticket to Work program is being implemented in Virginia, as well as the resources available to Virginia residents to learn more about the effect of earned income on their cash and health benefits. This presentation will include information on eligibility for the Ticket program, resources available around the state and a discussion of the protections available to participants so they can fully explore a transition to employment and self-sufficiency.

**3:30 - 5:00 Building a Better Budget (B)**

**(Room 201)**

Presenter: **Chris Woodbury,** Senior Membership Development Manager, Virginia Credit Union

Get practical advice for creating and sticking to a budget with tools to track spending and establish savings goals.

**Thursday, May 5, 2016 (Cont.)**

**3:30 - 5:00 Features and Shortcuts for Thomas Brothers Software Programs**

**(Room 109)** **(P)**

Presenter: **Keith Thomas**

The intent of this workshop is to provide an overview of features that are designed to save and simplify your job while using the Social and Invoice Program. We will point out shortcuts and features that attempt to address the most frequent questions and problems that a locality has regarding the software programs.

**9:00 - 10:45 Child Care: Working Together to Enhance Children’s Futures(L)**

**(Room201)**

Presenters: **Barbara Newlin,** Director of Child Care and Early Childhood Development, **Mary Ward,** Program Manager

Quality child care can have a major positive influence on a child’s development, school readiness, and life outcomes. Both the state and local departments of social services play important roles in this area. This session presents an overview of child care in Virginia, describes responsibilities of the respective parts of the social services system, and zeroes in on how local departments and the home office can enhance working relationships to maximize outcomes for Virginia’s most vulnerable population – our children.

**9:00-10:45 Benefit Panel- Toni Washington, Nikole Cox, Mark Golden,**

**(Ballroom EFG) Andrea Gregg, Stephanie Sivert**

**9:00-10:45 Worker Safety (V)**

**(Room 207)**

Presenter: **Officer Colgan Wilson** Hampton Police Dept

Tips on personal safety.

**9:00-10:45 Come Meet your POSSESS Board (P)**

**(Room 208)**

Possess Board members are requesting an opportunity to get to know our members. This workshop will allow us the opportunity to meet with you and answer questions that you may have regarding our organization. We would like to receive your feedback and learn the direction that you want to see Possess move towards.

**10:30 - 10:45 Break**

**10:25-12:15 State Dialogue/Closing Session**

**(Ballroom EFG)**

Workshop descriptions are followed by a (B) for BPRO, (P) for POSSESS, (V) for VASWP and (L) for VLSSE. Workshops are open to all attendees; the listed organization is responsible for bringing you this workshop.

Contact your conference planner for suggestions for future conference workshops and presenters:

**Deana J. Bennett**, BPRO

**Bonnie Peery,** POSSESS

**Blair Smith and Lorna Watkins**, VASWP

**Sherry Flanagan,** VLSSE

**Don’t forget to visit our vendors and fundraiser tables.**

**NOTE: BPRO members only,** please go to: <http://bprova.weebly.com>

To complete workshop surveys as well as overall conference survey now **through May 13th.**

**Meet your Keynote Speaker:**



**Alex-Zan**

Mr. Alex-Zan is an Entertainer-Educator-Motivator who facilitates creative, interactive presentations for children, youth and adults. A native of Charlottesville, VA he was an early trailblazer, being one of 12 blacks to first desegregate Virginia Public Schools (Charlottesville, 1958). Alex-Zan is an author, TV producer, columnist, and national in-demand presenter for schools, conferences, staff development workshops and churches around the country. His passion for touching, moving and inspiring people has led to two Virginia cities to proclaim, “Alex-Zan Day!” He is also a national and local humanitarian award winner. Through his creative imagination Alex-Zan has secured more than 100 copyrights, four trademarks and developed five cartoon characters that have prompted people to call him, “The Info-Trainer,” and the “Performing Teacher.” Mr. Alex-Zan’s latest project is “My FaceLook” website.

**Email**: alexzan@i-c.net **Website**: www.alex-zan.com **Telephone**: 804.321.3636

****Meet Commissioner Schultze:**

|  |
| --- |
| *Commissioner Margaret Ross Schultze* |
|  |

The Virginia Department of Social Services touches the lives of thousands of individuals and families in the Commonwealth. Margaret Ross Schultze is committed to ensuring that many of Virginia's most vulnerable residents have access to the services and benefits available to them.

Her experience in state government began in 1997. As director of the gubernatorially appointed Family and Children's Trust Fund, Margaret Schultze raised resources — and awareness — for the prevention and treatment of family violence, including child abuse and neglect, domestic violence, sexual assault, and elder abuse. Her tenure with FACT led to increasingly responsible roles within the Department culminating in her current position as Commissioner.

Ms. Schultze oversees both programmatic and administrative functions within the Virginia Department of Social Services. VDSS is one of the largest Commonwealth agencies, partnering with 120 local departments of social services, along with faith-based and non-profit organizations, to promote the well-being of children and families statewide.

A native of Roanoke, Virginia, she graduated from Hollins University (formerly Hollins College) with a Bachelor of Arts in Biology and a teacher certification. Prior to her work in human services, she was the Director of Financial Aid for Roanoke College. Margaret and her husband live in Midlothian.

**Meet your presenters:**

**Tonia Alexander**, Self Sufficiency Case Specialist, City of Charlottesville Dept. of Social Services, alexant@charlottesville.org, 434-970-3415 office

**Jessica Annecchini,** Medical Assistance Program Consultant, VDSS Home office, [Jessica.Annecchini@dss.virginia.gov](mailto:Jessica.Annecchini@dss.virginia.gov), 804-726-7363 office, 804-726-7357 fax

**Patty Araujo,** Training Consultant, Fairfax County Department of Family Services [Patricia.Araujo@fairfaxcounty.gov](mailto:Patricia.Araujo@fairfaxcounty.gov)

**Carl Ayers,** Director of Division of Family Services

**April Bacon,** Family Services Worker

**Michael Bedsaul** is an attorney in Sands Anderson’s Government Group. He is also a member of the firm’s Employment Lawn and Law Enforcement and Public Safety Defense Teams. His divers practice is centered upon municipal litigation, local government law, employment law, defense of civil rights claims, and representation of local departments of social services.

**Detective Adam Beha,** Chesapeake Police Department, Vice and Narcotics Division, has been a law enforcement officer for approximately 11 years. He was employed by the Department of Defense before joining the Chesapeake Police Department in May 2010. While serving in the Uniform Patrol Division, Detective Beha was recognized as Officer of the 4th Quarter in 2012. He has been awarded numerous commendations, including four drug incentive awards. In May 2013, he was promoted to the rank of Detective, and assigned to the Vice and Narcotics Unit. Detective Beha was recognized as Detective of the 4th Quarter in 2013, a co-recipient of Detective of the 3th Quarter in 2015 and a co-recipient of Detective of the Year in 2015. Detective Beha has been assigned to a Federal Bureau of Investigation sponsored Organized Crime Drug Enforcement Task Force since 2014. This task force has been responsible for the dismantling of several significant Drug Trafficking Organizations operating in the Hampton Roads Region. Detective Beha has earned Bachelor of Science degree in Criminal Justice Administration and a Master of Public Administration Degree. Contact Detective Beha at Chesapeake Police

Department, 304 Albemarle Drive, Chesapeake, VA 23322, [abeha@cityofchesapeake.net](mailto:abeha@cityofchesapeake.net)

**Deana Bennett,** Benefit Programs Supervisor, Prince Edward County DSS, deana.bennett@dss.virginia.gov

Andrew K. Block, Jr. was appointed as the Department of Juvenile Justice director effective April 7, 2014. He was most recently an associate professor and director of the Child Advocacy Clinic at the University of Virginia School of Law from 2010-2014. From 1998 until the spring of 2010 he was the founder and legal director of the JustChildren Program of the Legal Aid Justice Center. With the strong support of Governor Terry McAuliffe, Director Block is in the process of transforming the work of the department to become a more effective and efficient state agency that improves public safety outcomes for communities across the Commonwealth, and life outcomes for court-involved youth. The transformation initiatives involve using data and research to strengthen and advance probation practices, develop community alternatives to confinement, alter the approach of juvenile corrections from adult-style command and control to a more developmentally appropriate and rehabilitative approach, modify Virginia’s length of stay system for committed youth based on research showing that longer sentences increase recidivism, improve educational and vocational programming in state facilities, and reform the reentry system to create greater linkages between parole planning and community and family supports.

**Shel Bolyard-Douglas**, Director of Prince George Social Services and the 2nd Vice President of the Virginia League of Social Service Executives, Shel.Bolyard-Douglas@dss.virginia.gov (804)733-2650

**Cathy Burns**, Account Specialist – The Standard Insurance Company

Cathy is the day-to-day service contact for group administrators with the Hybrid Disability Plan through VACORP. She has been with The Standard for five years and is located in Richmond. Her background includes more than 25 years of experience with employee benefits consulting firms and three years working with another large client’s disability and absence management program

**John F. Butler** was appointed Assistant Attorney General for the Commonwealth of Virginia in February 2015.  Mr. Butler is dual hatted as a Special Assistant United Stated Attorney for the Eastern District of Virginia in Norfolk, Virginia where he prosecutes federal gun, gang, and drug trafficking cases. Mr. Butler joined the Major Crimes and Emerging Threats Unit in the Office of the Attorney General after serving eight years on active duty in the United States Navy Judge Advocate General (JAG) Corps.  During his time on active duty he was recognized as the Navy’s Prosecutor of the Year and the Federal Bar Association’s Young Federal Lawyer of the Year. Mr. Butler earned a Bachelor of Arts degree in American Government from Georgetown University, a Juris Doctorate from Georgetown University Law Center, and a Master’s degree in National Security Policy and Strategic Studies from the United States Naval War College.

**James Carriker,** Family Services Specialist, Virginia Beach DSS

**Sherry Channell** is the Regional Career Counselor for the Region 15 Adult Education Program. (Region 15 serves Richmond City and seven surrounding counties.) She works with career coaches and teachers throughout the region to share resources for use in working with adult education students. In addition to helping adult students learn English or prepare for the GED, the program works with each student in the development of a perfect career pathway. Sherry can be reached at [sherry\_channell@ccpsnet.net](mailto:sherry_channell@ccpsnet.net) or by phone at [804-780-6039](tel:8047806039)*.*

**Carolyn Cloud**,Benefits Program Supervisor, Chesapeake DSS, [Carolyn.Cloud@dss.virginia.gov](mailto:Carolyn.Cloud@dss.virginia.gov)

**Nikole Cox**, SNAP Program Manager, VDSS

**Barry Davis,** CISSP, Agency CISO, Director of Information Security and Risk Management, VDSS

**Angela Ector**, Energy Assistance Senior Program Consultant, VDSS

**Cassandra Elliston**, TANF/VIEW Consultant, Piedmont Regional Office, 540-204-9645, VDSS [Cassandra.elliston@dss.virginia.gov](mailto:Cassandra.elliston@dss.virginia.gov)

**Nan Foster**, TANF/VIEW Program Consultant, Northern Regional Office, VDSS

**Donna German,** Human Resources Manager – VDSS

**Mark Golden,** TANF Program Manager, VDSS

**Nancy Grasso,** RHU, Principal, Relationship-Lead – Digital Benefit Advisors is responsible for a large account management and development of new client relationships. Nancy was an equity Principal and the President of SEBS of Virginia prior to joining Digital. Nancy has 25 years of experience in various positions within the health and welfare industry. Nancy has experience in underwriting and client management on both the carrier and consulting sides. She currently manages a number of strategic accounts across a variety of industries and has clients throughout the Mid-Atlantic region. The various sized groups and the complex plan designs and funding arrangements have contributed to Nancy’s strong knowledge of this market. Nancy has a focus on the vertical of public entities, school divisions, and colleges.

**Andrea Gregg,** Energy Assistance Program Manager, VDSS

**Natasha Grimes** Reed Group Lead Account Coordinator is the lead account coordinator responsible for leading a team of account coordinators to ensure employers and employees are well-informed, trained, supported, and have a feedback loop regarding the managed disability plans administered by Reed Group. NaTasha taught in the Virginia public school system for over 10 years. She holds her life and health insurance licensure for both Virginia and North Carolina. Prior to joining the account management team at Reed Group, she was a top performing independent insurance sales agency where she conducted business-to-business sale and helped CEOs, business owners, and HR managers determine which benefit programs best suited their employees. She holds a BS in education from Longwood University and is currently pursuing her master’s degree in HR training and Development.

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**Vickie Krusie,** Self Sufficiency Specialist, York DSS

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**Jonathan May** has provided services to people with disabilities for the past fifteen years.  He is the Ticket to Work Coordinator for The Choice Group, as well as an active Work Incentives Specialist Advocate (WISA).  He oversees the output of the Choice Group’s staff of seven statewide WISAs.  Jonathan is a certified Community Partner Work Incentives Counselor through the WIPA National Training & Data Center.

**Paige McCleary**, Adult Services Program Policy Consultant

**Detective Joseph A. Milewczik** is a member of the Chesapeake Police Departments Special Investigations, Vice and Narcotics Unit. Detective Milewczik has been a sworn member of the department for twelve years and a member of the narcotics unit for the past three years. Detective Milewczik was recently named as a co-recipient of, Detective of the Third Quarter 2015, and Detective of the Year for the Chesapeake Police Department 2015. Detective Milewczik has been assigned to a Federal Bureau of Investigation sponsored Organized Crime Drug Enforcement Task Force since 2014. This task force has been responsible for the dismantling of several significant Drug Trafficking Organizations operating in the Hampton Roads Region. In addition, Detective Milewczik has received numerous commendations in the area of narcotics enforcement. Detective Milewczik earned his Bachelor of Science degree in Criminal Justice at Virginia Commonwealth University, and is a graduate of the Chesapeake Law Enforcement Training Academy. Contact Detective Milewczik at Joe Milewczik, Chesapeake Police Department, 304 Albemarle Drive, Chesapeake, VA 23322, [jmilewczik@cityofchesapeake.net](mailto:jmilewczik@cityofchesapeake.net)

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**Art Ritter,** Data Warehouse Manager within Office of Research and Planning for VDSS

**Jeanne Rock,** Business Project Manager, Enterprise Delivery Systems Program Office, VDSS

**Krista Shanafelt,**

**Lori Schamerhorn,** Associate Director Senior for the Virginia Department of Social Services. She directs the Local Human Resources Program that provides human resources services to local departments.

**J.R. Simpson,** Chief Deputy Commissioner

**Stephanie Sivert,** Medical Assistance Program Manager, VDSS

**Ronnie Sidney, II,** MSW, Supervise in Social Work, is a therapist, entrepreneur, speaker, author, app developer and workshop presenter. He received a Master of Social Work from Virginia Commonwealth University in 2014. He has spent over eight years in the mental health and academic counseling fields and currently works as an outpatient therapist at the Middle Peninsula-Northern Neck Community Services Board (MP-NNCSB). He founded Creative Medicine: Healing Through Words, an expressive writing program for offenders.

**FitzRoy Smith**, Developmental Specialist, is a first generation American born son to Jamaican immigrants. FitzRoy was born and raised in a culture within a culture, this transition of assimilating two cultures, allowed FitzRoy to hone his talent for developing people. As a Life Coach, he is responsible for the development and support of any client that comes in search of direction.

**Sam Spencer,** Albemarle County DSS, Senior VIEW worker.

**Brooke Spurlock,** Account Manager - The Standard Insurance Company

Standard is a national leader in providing Group Life and Disability Insurance and serves many public groups within Virginia as well as across the country. Brooke has been in her role at The Standard for over ten years.  Prior to that, she worked as an Account Manager at an insurance broker in Richmond. Brooke received her bachelor’s degree in biology from Randolph-Macon College.

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**Suzette Thomas,** Self Sufficiency Specialist, Southampton DSS

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**Linda Martin Warner,** Policy Analyst Senior with the Department of Social Services Human Resources Division.

**Toni Blue Washington,** Assistant Director of Benefit Programs, VDSS

**Dottie Wells,** Director of the Divison of Enterprise Systems within VDSS

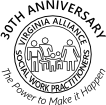
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**Otissa Williams**, Family Services Worker Prevention Team, Richmond DSS

**Officer Colgan Wilson,** Hampton Police Department

**Chris Woodbury**works for the Virginia Credit Union, which is one of the 70 largest credit unions in the country. Chris currently works in the Membership Development Department with a concentration in providing financial services and literacy programs for Selected Employee Groups, State Agencies and Local Governments, and Communities for the state of Virginia.  With more than 20 years’ experience in the financial services industry, Chris has held several positions in retail and commercial banking; – Branch Manager, Staff Trainer, Quality Assurance Manager and Loan officer. Chris is a passionate advocate for financial literacy. Chris believes the “Best Financial Decisions are Informed Decisions.” [Chris.Woodbury@vacu.org](mailto:Chris.Woodbury@vacu.org)

First Floor Function Space



2016

**The Initial Development of**

**The Virginia Alliance of Social Work Practitioners**

In 1985 and 1986, the Virginia Department of Social Services mandated that all Child Protective Services workers and supervisors in local departments of social services attend four week long training sessions. Attendees had a choice of participating in the sessions at either Mountain Lake or Wakefield 4-H Center. One of these sessions took place February - May 1986 at Wakefield, where approximately 43 local workers and supervisors came together from across Virginia. Each week, members of the group took part in intensive large group sessions conducted by skilled, knowledgeable trainers and in activities with   
ever-changing small groups. Through the four weeks, participants learned much about child protective services, but also began to bond with each other and to feel comfortable taking risks and openly discussing issues and feelings.

Frustrations developed because many issues arose that could not be adequately addressed during the four week sessions. Group members also felt a need to continue to have opportunities to come together with other local social services staff with similar interests   
and concerns. These issues and concerns involved the development of policies to promote quality services to clients, but also included a focus on meeting the needs of social workers. The feeling was expressed that social workers were accustomed to "taking care" of others, but that there was no mechanism to provide a voice for social workers and supervisors to express their need for adequate salaries, support, and opportunities for professional training and development.

The group decided to explore the idea of forming an organization that would enhance the profession of local social services workers and ultimately improve the quality of services to clients. Five group members agreed to form a Steering Committee to begin the work needed to form an organization to create and promote understanding, fellowship, and cooperation among social work practitioners. Members of the Steering Committee were: Danny Edwards, Senior Social Worker at Dickenson County Department of Social Services (DSS); Judy English, Social Work Supervisor at Greensville/Emporia DSS; Diane Kurfehs (Clark), Social Work Supervisor at Spotsylvania DSS; James Oliver, Director of Richmond County DSS, and Michael Pelfrey, Social Work Supervisor at Virginia Beach DSS.

The Steering Committee spent the next several years meeting wherever and whenever possible to develop goals and objectives and to design a framework for the organization. Many hours were spent on weekends and nights getting together at private homes and borrowed vacation retreats that could accommodate group members at no charge. The group explored potential affiliation with existing organizations, but decided that initially   
only an independent organization could provide the necessary focus on local social work staff. After much discussion and debate, a name was selected for the organization. A statewide structure was developed, with district chapters that would allow all social work staff to participate and provide input without having to travel long distances. By-laws and articles of incorporation were written, and plans were made to publicize the organization and attract members. Individuals from each of the planning districts in Virginia were recruited to organize their district.

By the fall of 1989, the organization had been incorporated as The Virginia Alliance of Social Work Practitioners (VASWP). The first membership application was accepted in November 1989. On April 30, 1990, an Outstanding Service Award was presented by Larry Jackson, Commissioner of the Virginia Department of Social Services, to the five founders. In May 1990 a Charter Membership Resolution certificate was distributed by the Board of Directors to the original members and others whose efforts had contributed to the formation of the Alliance. The first statewide conference was held at a hotel in Virginia   
Beach.

VASWP members voted to pursue salary increases for social workers as their first major effort. A lobbyist, Judy Castleman, was hired to promote this proposed budget request among members of the General Assembly, and it was ultimately successful. Later, VASWP became an affiliate of the Virginia League of Social Services Executives (VLSSE) and began to utilize the same lobbyist and participate in joint committees and initiatives. VASWP provided the impetus for the development of the Benefit Programs Organization (BPRO) and the Partnership of Office Services Employees (POSSESS) and has developed cooperative working relationships with them, as well as with the Virginia Department of Social Services and the State Board of Social Services. The founding members of the Alliance are proud and humbled that their initial efforts, with the support of so many other individuals and organizations, have resulted in the strong   
and effective organization that exists today.

**Presidents**

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| --- | --- |
| 1989 – 1992 Judy English | 2002 – 2004 Connie Mayes |
| 1992 – 1994 Jean Higginbotham | 2004 – 2006 Connie Mayes |
| 1994 – 1996 Catherine Sandefur | 2006 – 2008 Catherine Sandefur |
| 1996 – 1998 Diane Kurfehs | 2008 – 2010 Anne Mitchell |
| 1998 – 2000 Betty Bazemore | 2010 – 2014 Lorna Watkins |
| 2000 – 2002 Joel Kirsch | 2014 – present Tonya Cunningham |

