

THE VIRGINIA DEPARTMENT OF SOCIAL SERVICES

2012

Strengthening Families Through Engagement Conference



sponsored by
The Virginia Putative Father Registry



WELCOME

Dear Colleagues,

On behalf of the Virginia Department of Social Services (VDSS), Family Engagement Program, we welcome you to the *2012 Strengthening Families Through Engagement Conference* sponsored by the Virginia Putative Father Registry. The conference provides an opportunity to learn, network and celebrate family engagement efforts across the Commonwealth.

The conference speakers and workshop presenters will offer participants an opportunity to hear and learn from recognized leaders in their respective fields. The conference has been planned to provide several choices for the breakout sessions. Breakout sessions have limited seating and are on a first-come, first-served basis. We look forward to spending this time together and hope that you find the conference informative, stimulating and valuable.

CONFERENCE SCHEDULE AT A GLANCE

July 10, 2012

7:30 a.m. – 4 p.m. Registration (7:30 – 10 a.m.) and Exhibits Area (7:30 a.m. – 4:30 p.m.)

7:30 – 8 a.m. Breakfast

8 – 9 a.m. General Opening Session

9 – 10:30 a.m. General Session
Stanton Samenow, Ph.D.

10:30 – 10:40 a.m. Networking Break

10:45 – 11:50 a.m. The 21st Century Fatherhood Model: Identifying Service Gaps and Finding the Solutions
Fatherhood Track
Castlewood Room

LexisNexis: Leveraging the Accurant System to Locate and Contact Relatives
Track 2
Alandale Room

Inside the School House – What's Needed to Make the Connection
Track 3
Amphill Room

11:50 – 11:55 a.m. Break

noon – 2 p.m. Luncheon

2:05 – 3:10 p.m. The National African American Drug Policy Coalition, Inc.'s Program for Effective Practices and Techniques to Enable Fathers to be Responsible Fathers to Their Children
Fatherhood Track
Castlewood Room

Engaged Families – What Are the Next Steps?
Track 2
Alandale Room

Connecting Families Through the Faith-Based Perspective
Track 3
Amphill Room

3:10 – 3:15 p.m. Break

3:20 – 4:30 p.m. Fatherhood Panel Answering Unspoken Questions and More
Fatherhood Track
Castlewood Room

Prepare, Empower and Change: A Strength-Based Approach in Working with Children and Their Families
Track 2
Alandale Room

Virginia Trends: Adequate Today – Better Tomorrow
Track 3
Amphill Room

CONFERENCE SCHEDULE AT A GLANCE

July 11, 2012

7:30 a.m. – 4 p.m. Registration (7:30 – 10 a.m.) and Exhibits Area (7:30 a.m. – 4:30 p.m.)

7:30 – 8:15 a.m. Breakfast

8:15 – 9:15 a.m. General Opening Session

9:15 – 9:20 a.m. Break

9:25 – 10:30 a.m. Talking to Fathers About Domestic Violence
Fatherhood Track
Castlewood Room

Impact of Trauma on Children and Families in the Child Welfare System Part 1
Track 2
Alandale Room

Confidentiality of DSS Records: Sharing Information with Relatives
Track 3
Amphill Room

10:30 – 10:35 a.m. Break

10:40 – 11:50 a.m. Fathering Court: A New Model for Child Support Enforcement
Fatherhood Track
Castlewood Room

Impact of Trauma on Children and Families in the Child Welfare System Part 2
Track 2
Alandale Room

Body, Mind, & Spirit: Holistic Health Awareness
Track 3
Amphill Room

11:50 – 11:55 a.m. Break

12:15 – 1:45 p.m. Luncheon

1:45 – 1:50 p.m. Break

1:55 – 2:55 p.m. Healing the Masculine Soul
Fatherhood Track
Castlewood Room

Early Prevention Services: Where the Rubber Hits the Road in Family Engagement
Track 2
Alandale Room

Maximizing the FEM Process
Track 3
Amphill Room

2:55 – 3 p.m. Break

3 – 4 p.m. Looking at Fatherhood Through Johari's Window
Fatherhood Track
Castlewood Room

All In The Family: The Effects of Kinship Parenting on Biological Children
Track 2
Alandale Room

Reflecting on Cultural Competence: A Need for Renewed Urgency
Track 3
Amphill Room

4:05 – 4:30 p.m. Closing Session

TOPICS/WORKSHOP DESCRIPTIONS

Conference Presenter(s)

Stanton Samenow, Ph.D.

Assuming Personal Responsibility by Identifying and Correcting Errors in Thinking

Franklyn Malone and
Jeffery Johnson, Ph.D.

The 21st Century Fatherhood Model: Identifying Service Gaps and Finding the Solutions

This workshop will take a holistic view of the Fatherhood Movement in America, as it shares new programs, policies and proposed solutions that will help fathers better connect to their families and children by identifying gaps and proposing evidenced based solutions.

Objectives:

To identify the fatherhood model nationally;

To identify successful trends and promising programs and practices that have evolved;

To introduce the asset based approach fatherhood assessment; and

To promote open dialog with practitioners and other professionals in the field.

Richard Grape and
Chasity Fitzpatrick

LexisNexis: Leveraging the Accurint System to Locate and Contact Relatives

Discover how to use the Accurint tool from LexisNexis to instantly gather and analyze billions of public records and proprietary information sources. Locate people, family members and uncover obscure relationships with speed and efficiency. Learn to leverage the power of Comprehensive Reports, Link-ID and Relevint mapping technologies, as well as Case Connect and even a mobile app! Gain access to millions of additional mobile phone records utilizing a new real-time phones database. See how you can locate individuals through their online presence using Virtual Identity Report, which aggregates profiles from more than 40 frequented social media sites.

Regina Johnson –
**Hairston Education
Consulting, LLC**

Inside the School House – What’s Needed to Make the Connection

Research indicates a direct correlation between the involvement of families in their child’s education and the effects of their engagement on their child’s academic achievement. The more positively engaged, the higher the academic achievement (Henderson and Mapp, 2002).

Reaching out to parents and understanding the problems parents and families encounter is critical to building effective relationships. This workshop will address those relationships and demonstrate how schools, community partners, and social service workers can bridge the gap and connect the pieces.

TOPICS/WORKSHOP DESCRIPTIONS

Conference Presenter(s)

Brian S. Hawkins, MSW

Looking at Fatherhood Through Johari's Window

Johari's Window has been a useful tool in helping fathers to clarify the importance of healthy human interactions in families, work and the community. The goal is to use the four paned window to bring about personal self-awareness and examine how it impacts one's significant relationships.

Sandra L. Bell and
Lana Mullins

Engaged Families – What are the Next Steps?

Virginia has focused on family search and engagement for a while, providing training for agencies, as well as tools, to search for family members and familial connections. Once family members and others have been located, what are the next steps? This workshop begins with a summary of what has been accomplished to date and will present information on next steps – engaging families appropriately, expressing the need for connections for a child, and considerations for the child who comes from a different cultural or religious background.

Rev. Clifford D. Barnett

Connecting Families through the Faith Base Perspective

Many of those we serve are members of faith-based organizations (church, synagogue etc). In this workshop participants will discover ways to engage families of faith and how the church can get more involved in partnering with DSS (agencies).

Phil White, Brian Hawkins and
Franklyn Malone

Fatherhood Panel Answering the Unspoken Questions and More

Are you interested in working with fathers? Then come to this informative workshop with current fatherhood facilitators. Ask questions, but also learn about understanding traditional gender role socialization of men, where does trust fit in working with men, and can women do this work?

Joi Harris

Prepare, Empower and Change: A Strength-Based Approach in Working with Children and Their Families

The worker/client relationship is the vehicle to empowerment and change. During the workshop, participants will explore their role as "the instrument" in preparing the family and themselves for the change journey. Participants will explore the parallel process that must occur between the worker and the family, when developing trusting relationships, which will ultimately lead to healthy, safe and stable families.

TOPICS/WORKSHOP DESCRIPTIONS

Conference Presenter(s)

Lytricia Toler

Virginia Trends: Adequate Today ~ Better Tomorrow

This workshop will discuss the current trends of practice performance found in Virginia from the Quality Service Reviews (QSR) being implemented statewide. The QSR process is the current method that the Division of Family Services is using to assess the quality of child welfare practice. There will be an explanation of the QSR indicators that are being scored and how best practices of these indicators can be used to strengthen families through positive engagement. The workshop will help clarify how to implement and optimize Virginia's Practice Model, which will help child welfare workers improve outcomes for children, as well as be informed about how it reinforces practice expectations. Social workers, agencies' and community partners collectively will be motivated to move forward to better practice development and capacity building especially since a QSR will be coming to an agency near you!

Lynne Edwards

Impact of Trauma on Children and Families in the Child Welfare System (Part 1 and 2)

This institute will describe the long term psychological, biological and neurological impact of trauma on attachment and child development, and the implications for child welfare. Participants will learn how children's brains are wired differently as a result of early childhood trauma and how this impacts their self-concept, ability to manage their emotions, behavior, memory, sensory development, academic performance, perception of the world and attachment relationships. The impact of trauma on the family system also will be described and how that affects parents in the child welfare system. The implications for both systemic change and practice approaches will be explored, including presentation of assessment models and practical suggestions for helping parents build healthy attachments with their children and helping children heal from past trauma.

Michael S. J. Chernau, Esquire

Confidentiality of DSS Records: Sharing Information with Relatives

Judge Milton Lee

Fathering Court: A New Model for Child Support Enforcement

Using the Child Support System To Reunite Families. This workshop will provide a discussion to include the establishment and operation of the District of Columbia Superior Court's Fathering Court Initiative as well as a review of the challenges and success from almost five years of operation.

Ricky Martin

Body, Mind & Spirit: Holistic Health Awareness

In helping professions, occupational stress and burnout are serious concerns. Finding a way to decrease stress and achieve optimal health can begin in this holistic health workshop. Exploring holistic health obtainment is discussed through information to target the body, mind and spirit in a high energy and audience engaging motivational journey. Continue to help others by learning to achieve ways to improve your health.

TOPICS/WORKSHOP DESCRIPTIONS

Conference Presenter(s)

Rev. M. Julius Hayes, Ph.D.

Healing the Masculine Soul

This motivational/inspirational "POWERSHOP" will provide participants with an opportunity to talk openly and honestly about their understanding of the importance of fathering in the home. The facilitator will guide the discussion using experiences in the spirit of shared sacrifices made with interactive role-plays, hands on, minds on activities and exercises. If you desire to "HEAL" your relationships in the home, community, and workplace join this community of support for effective conversation without struggles.

Lynne Edwards

Early Prevention Services: Where the Rubber Hits the Road in Family Engagement

This workshop will describe best practice in early prevention services and family engagement as a series of intentional interventions that work together in an integrated way to promote safety, stability, well-being and permanency for children, youth and families. The family actively participates, as a partner, in solution- and outcome-focused planning that is needs-driven and strengths-based. Interactions are open, honest, transparent, and non-judgmental and relationships are viewed as partnerships.

Taren Lambert

Maximizing the FEM Process

Maximizing the FEM Process is a training geared toward helping social workers get the maximum benefit for families through the family engagement process. Looking at the process in 4 steps will help facilitators and primary case holding social workers understand how to utilize their skills as they support families in developing a family plan. Additional skills pertaining to understanding roles, specific facilitator skills, and other components of a FEM will be shared.

Judge Arthur L. Burnett, Sr.

The National African American Drug Policy Coalition, Inc.'s Program for Effective Practices and Techniques to Enable Fathers to be Responsible Fathers to Their Children

This workshop will focus on establishing supports for those fathers drifting in the community as high school dropouts and those organizations where an individual needs guidance—adjusting child support obligations. Setting requirements for spending quality time with his child or children as established through a model Fathering Court, will assist fathers in finding affordable housing, preparing them with training for employment and opportunities for advancement, including getting them into community college programs, which may make them more employable and increase their income; supporting and advising fathers with the skills to start their own business; as well as finally addressing psychological and health needs with guidance on the appropriate services.

TOPICS/WORKSHOP DESCRIPTIONS

Conference Presenter(s)

Pamela Lewis, Ph.D.

Reflecting on Cultural Competence: A Need for Renewed Urgency

As population characteristics change within the United States it is essential that the field of child welfare adapt and respond to new realities. In recent years, there has been a growing recognition of the role culture and culture competence have on engaging diverse families in a shared responsibility for child safety and in achieving positive outcomes. More than ever before, the influences and importance of the family for children cannot be overestimated. As such, cultural competence should be deliberately practiced across community, organization, worker, and family contexts. This presentation seeks to raise awareness and acknowledge the discomfort many people feel around discussing culture, cultural competence, and the importance of integrating racial and ethnic identity into child welfare practice.

Flora Harris

All in the Family: The Effects of Kinship Parenting on Biological Children

There is limited amount of training and information available regarding how biological children adapt to kinship placements. The majority of caregivers state that the sharing of parental attention should be discussed before placement, and training for children would help their adjustment. This workshop will assist the participant in assessing the impact of placements on the biological child and provide recommendations for families and staff who are involved in facilitating these placements.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION

Speakers/Presenters are listed by the day of their presentations*



Stanton Samenow, Ph.D. received his B.A. (cum laude) from Yale University in 1963 and his Ph.D. in psychology from the University of Michigan in 1968. After working as a clinical psychologist on adolescent inpatient psychiatric services in the Ann Arbor (Michigan) area, he joined the Program for the Investigation of Criminal Behavior at St. Elizabeths Hospital in Washington, D.C. From 1970 until June, 1978, he was clinical research psychologist for that program. With the late Dr. Samuel Yochelson, he participated in the longest in-depth clinical research-treatment study of offenders that has been conducted in North America. The findings of that study are contained in the three volume publication *The Criminal Personality* (Lanham, Md.: Roman and Littlefield) that he co-authored with Dr. Yochelson.

In 1978, Dr. Samenow entered the private practice of clinical psychology in Alexandria, Virginia. His specialty has continued to be the evaluation and treatment of juvenile and adult offenders. Dr. Samenow has delivered lectures, training seminars, and workshops in 48 states, Canada, and England. These presentations have been to a variety of professional groups including mental health, law enforcement, corrections, education, social services, and the judiciary.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Franklyn Malone, Franklyn M. Malone, CACII, CMFT, LSWA, C.A. – is a native Washingtonian. He attended undergraduate studies at Eureka College in Eureka, Illinois, where he was the first African-American President of his class, and the first African-American president of the school's award winning debate team. Mr. Malone's graduate studies includes over 500 hours of after graduate studies at the University of D.C., the Washington School of Psychiatry, the Court Management Institute, the National Partnership for Community Leadership Training Institute, which has culminated in the following credentials: Certified Addictions Counselor II, CACII, Licensed Social Work Associate, LSWA, Certified Master Fatherhood Trainer, CMFT, and Contract Administrator, C. A.

Mr. Malone pursued a career at the D.C. Superior Court, Adult Probation, where he became a member of the management and development team, supervising more than 300 employees. He is credited with coordinating the first successful drug treatment grant to certify 17 Probation Officers as the first "Certified Addictions Counselors." He also achieved his social work credentials while working for the Court Social Services Division.

He appears on television, radio, in newsprint and speaks locally and nationally in prisons, universities, churches, schools and to community programs. He can be found on Capitol Hill and on the community hill. Malone has written numerous articles and position papers on many of the dimensions of fatherhood and family life. He has produced or been involved in three movies and documentaries including: "A Man Is," "The Learning Center," and co-sponsored "Manup," by Tonya Grady; The 100 Fathers Inc. communicate through the World-Wide web at www.100fathersinc.org.



Jeffrey Johnson, Ph.D. is a nationally recognized authority in the areas of leadership, employment, training, urban poverty and youth employment. A particular focus of Dr. Johnson's work has been on the plight of African-American men and families. He is regularly invited to testify before the United States Congress on matters pertaining to low-income fathers and strengthening families. He played a principal role in passage of the first national fatherhood legislation in Congress, The Fathers Count Bill. Dr. Johnson also is the author of several publications including Fatherhood Development: A Curriculum for Young Fathers.

Dr. Johnson is President and CEO of the National Partnership for Community Leadership (NPCL). As a national nonprofit intermediary organization, the mission of NPCL is to strengthen the service capacity of nonprofit and community-based agencies to empower youth and families. Prior to his work at NPCL, Dr. Johnson spent nearly two decades as a senior manager and management consultant in the private and public sector.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Richard Grape started with LexisNexis in 2010. He holds a B.A. from St. John's College and an MPA from Cornell University. Focused primarily in the health and human services market, he has been investigating the effects of fraud on social services programs throughout the United States, analyzing their structure and processes in order to mitigate abuse and determine best practices. In his role as Government Solutions Consultant, he has worked within law enforcement, social services and tax and revenue verticals for the northeast region of the country. He has further expertise in government, politics, policy, public-private partnerships, political theory, philosophy, and classical studies.



Chasity Fitzpatrick was hired as a Resource Family Consultant with VDSS in 2009. She was the Recruiter/Trainer in the Resource Family Program at the City of Roanoke Department of Social Services for 11 years prior to coming to the Piedmont Regional Office. The Resource Family Unit provides consultation and technical assistance for recruitment, development, and support of resource families. Resource families include foster, adoptive, kinship and respite families. The Resource Family Unit has developed a curriculum and trained "Family Search and Engagement" in Virginia the last two years and encourage Accurint as a search method to enhance diligent relative searches.



Regina M. Johnson is the Vice President of Seeds of Promise Community Outreach Ministries. Seeds of Promise's mission is to build a stronger community by increasing the awareness levels of youth and adults, to gain more productive lives, as they receive educational tutoring, social training, and faith-based mentoring.

Regina is a native of North Carolina and a graduate of North Carolina Agricultural and Technical State University. She is currently attending George Mason University to obtain her M.Ed.

Having worked in non-profit organizations and educational settings for the past 15 years in North Carolina and Virginia, Regina knows that one of her charges is to bridge the gap between home, school, and community. She thoroughly understands the importance of community and people working together to ensure lasting and positive growth for the community as a whole. Regina also is a much sought after public speaker and ordained minister. She believes in encouraging and enlightening people, especially youth and women, to empower them to reach their full potential and destiny.



Lana R. Mullins is a Family Resource Consultant with VDSS. Lana has a BSW from Virginia Intermont College and an MSW from Virginia Commonwealth University. Lana began her career as a Child Protective Services (CPS) Worker for Scott County DSS and was the Social Work Supervisor for Scott County DSS, supervising CPS and Foster Care for 15 years. Lana has served as an adjunct faculty member for Virginia Intermont College and has been a VISSTA Trainer for child welfare and management courses.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Sandra L. Bell has been in the social work field since 1989. She has a B.S. in Human Development and an M.A. in Counseling from California State University.

Ms. Bell began her career in Northern California where she worked as a drug counselor for middle school aged children, children in gangs, and children at risk for alcohol and drug abuse. She also was an advocate for children with special needs. In 1995, Ms. Bell returned to the Washington, D.C. Metropolitan Area and continued working with families at risk for drug and alcohol abuse and placement into the foster care system.

In 1997 she began working in the area of foster care and adoptions at Fairfax County Department of Family Services. She remained in this position until 2003 when she became the Northern Regional Training Coordinator for Community Resource for Adoption and Foster Family Training (CRAFFT), a program through VDSS, Virginia Commonwealth University/VISSTA. In this position her primary responsibilities included pre-service and in-service training for workers and prospective resource parents, at local departments of social services in the Northern Region. Currently Ms. Bell is the Resource Family Consultant for VDSS' Northern Region and her responsibilities include family engagement, assisting local departments of social services with recruiting, developing, and supporting resource parents, and interpreting guidance and regulations for the approval of resource families in northern Virginia.



Clifford D. Barnett, Sr. is a native of Rockville, Maryland. He earned his B.S. from Livingstone College in Salisbury, North Carolina. He attended Hood Theological Seminary in Salisbury, and earned his M.Div. In 1989, he graduated from Eastern Baptist (currently Palmer) Theological Seminary in Philadelphia, Pennsylvania, earning a D.Min. He has served as pastor a number of A.M.E. Zion churches in five different states. He also has worked in the public schools in South Carolina and Indiana as a Physical Education teacher and coach.

He now serves as pastor of the Warner Temple AME Zion Church, where he is an active community organizer and team builder. He has a passion for connecting resources with those in need and currently serves as the Chairman of the Southeastern Dropout Prevention Coalition at UNC-Wilmington, a member of the Cape Fear Coalition for a Drug Free-Tomorrow committee, and selected as a member of the D. C. Virgo Prep Academy Board of Advisors.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Senior Judge Arthur L. Burnett, Sr. is the National Executive Director, National African American Drug Policy Coalition, Inc. He is a graduate from Howard University *summa cum laude* with a major in political science and minor in economics. In his junior year he was elected to Phi Beta Kappa. He attended New York University School of Law where he received his law degree in 1958, graduating in the top 10% of his class and as a Founders' Day Award Recipient. He also served as the Associate Research Editor of the University's *Law Review*.

He commenced his law career in the Attorney General's Honors Program at the United States Department of Justice in the Criminal Division in June 1958. In April 1965 he became an Assistant United States Attorney in Washington, D.C. In December 1968 he became the first General Counsel – then called Legal Advisor - of the Metropolitan Police Department in the District of Columbia. On June 26, 1969 he was appointed the first African American United States Magistrate Judge in the United States, in which capacity he served until December 1975. He then became the Legal Advisor for the United States Civil Service System and between 1977-1980 he served also as a principal legal advisor to the President of the United States on all civil service and personnel laws in the United States and as one of the President's chief representatives in dealing with all bills pending before the U.S. Congress dealing with the federal personnel system.

In January 1980 he was again appointed United States Magistrate Judge in the United States District Court for the District of Columbia, where he served until appointed by the President of the United States to the Superior Court of the District of Columbia in November 1987. He retired in October 1998 and became a Senior Judge of the Superior Court of the District of Columbia. While retaining the status of a Senior Judge, on August 1, 2004 he took a sabbatical from the Bench and assumed the position of National Executive Director of the National African American Drug Policy Coalition, Inc. in which position he now serves in addition to being an adjunct law professor at Howard University School of Law in Trial Advocacy. He served as an adjunct law professor at the Columbus School of Law of Catholic University in appellate practice from 1997-2008.



Phillip A. White, a native of Norfolk, Virginia is a Family Treatment Specialist for Henrico County Department of Social Services. He has been in this position for 20 years. His overall social work experience is 31 years with most of it in the Child Protective Service division. He holds a BA degree in social work from Elizabeth City State University and graduate school studies at VCU Wilder School of Government and Public Affairs Gender Violence Intervention Program. He helped to develop the current Fatherhood-Male Accountability Support Group in Henrico in 2003. He is the program manager and the primary group leader in helping men to understand the journey to manhood. To date, the program has had 334 men complete the program. The objectives of the program are to help men gain greater insight into male socialization and violence prevention. Mr. White also is a Master Trainer in the Fatherhood Curriculum with the NCPLC.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



M. Julius Hayes, Ph.D., is the founder of the Saturday Academy for Positive Self-Development which was created in an effort to construct an environment to combat today's disinterest in an appreciation for learning, to negate the celebration of violence and self-destruction; to eradicate the need for substance abuse dependency; and to offset the enhancement of negative self-image reinforcement.

Dr. Hayes is an ordained elder and serves as the Community Life Pastor, for the Church of Divine Deliverance, Norfolk, Virginia. He has the ability to articulate the multifaceted functions of the community. Dr. Hayes through a community effort began the project Connect with Conduct in the City of Portsmouth, Virginia. Working with the Portsmouth Department of Parks, Recreation and Leisure Services, which teach parents and youth to work together to solve their problems. Additionally, The No More Bullets (Books Not Bullets) campaign was instituted. Dr. Hayes provides behavioral consultation to school districts, Court Service Units and Correctional Facilities he uses five cornerstones – education, empowerment, encouragement, support and inspiration to engage healthy dialogue.



Joi A. Harris completed her M.S.W. at Norfolk State in May 2004 where she also was a Child Welfare Stipend Program Recipient. Joi recently completed supervision towards licensure as a Clinical Social Worker and is currently employed with Newport News Department of Human Services with more than 10 years of experience in child welfare to include foster care, child protective services, adoption and healthy families with specialized training in structural family therapy and grief and loss particularly focusing on the impact on foster care youth. Her participation in the Family Engagement Facilitator Project and ongoing role as facilitator within her agency further fueled her passion to assist families with finding their voice and actively participating in the planning process for their own family. Joi's child welfare background also has given her a special appreciation and invaluable insight on the parallel process that must occur between both the professional and the family when developing trusting relationships, and in supporting the family with moving beyond superficial change and into a more lasting and beneficial change, ultimately creating healthy, safe and stable families.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Ricky Martin is the owner of Fit To Go, a local mobile health and wellness business, that visits individuals and groups bringing fitness and wellness programming to the client. After working several years in the wellness field Mr. Martin observed a need in communities for those who were not able to come to gyms or just did not know the benefits of exercise and proper nutrition. Having worked as a Wellness Director for the Greater Richmond YMCA and as a Health Educator for the Fan Free Clinic, Mr. Martin saw that communities were suffering from obesity related issues. With 25 years experience in the field, Mr. Martin developed a burning passion for serving the community, and seeing people gain fuller and more energetic lives.

Mr. Martin has been a public speaker on various health topics for the American Cancer Society where he spearheaded a Prostate Cancer Awareness Program for three years. He has appeared on various public television programs, and has worked with more than 15 area churches through the American Heart Association's Joy Program. Mr. Martin's vision is to see a coalition of health professionals and programs assembled to change legislation on items that are currently not being funded by our health care programs. Mr. Martin's motto is: You are as healthy as you decide you want to be.

Lynne Edwards currently wears three hats: She is a Licensed Clinical Social Worker for Coordinators2 providing attachment based therapy for families who have adopted children who have experienced trauma, a Prevention Specialist for VDSS, and a Parent Educator with Commonwealth Parenting in Richmond. She has spent more than 40 years working with children and their birth, foster and/or adoptive families in both the public and private sector.

Several years ago, as Executive Director of Coordinators2inc, she launched a federally funded project that began with research through Virginia Commonwealth University to explore the relationship between trauma, child development and attachment and culminated in the development of therapeutic based services for adopted children who have experienced trauma and their families.



Taren Lambert is a Family Engagement Social Worker with the City of Alexandria. Taren is originally from Northern Virginia, where she currently resides. Her dedication to the child welfare field began seven years ago. She received a B.A. in Psychology from Virginia State University and a M.S.W. from Virginia Commonwealth University. Taren has developed training curriculums and policy to support the Family Engagement practice. Taren is committed to supporting families as they make life changes. Faith, family, and friends are at the core of Taren's passion for life.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION

Michael S. J. Chernau, is a Senior Assistant County Attorney for Chesterfield County, where he has been employed since 1991. He received his law degree from the Georgetown University Law Center in 1985, and received a B.A. with Distinction from the University of Virginia in 1981. Mr. Chernau's practice involves a wide range of matters unique to local government, including local taxation, eminent domain, economic development, and child welfare. His primary responsibility is representing the Chesterfield-Colonial Heights Department of Social Services. He advises and represents social workers and supervisors of all units within the Department through all phases of the legal and administrative processes related to child abuse and neglect, foster care, and adoption. He maintains an active practice in the Juvenile and Domestic Relations District Court and has defended decisions on appeal through the circuit court, Virginia Court of Appeals and Virginia Supreme Court. He has defended the Department and social workers in civil rights litigation in the federal district court and the Fourth Circuit Court of Appeals. Mr. Chernau has spoken as a panelist on juvenile law issues at CLEs sponsored by the Virginia Law Foundation and the Local Government Attorneys Association (LGA). He is the DSS Practice Group Leader for the LGA and the editor of the Social Services Law Chapter of the Handbook of Virginia Local Government Law. He is a certified trainer for the Virginia Institute for Social Services Training Activities (VISSTA), training social workers on ethics, domestic violence, and legal procedure in child welfare cases. Mr. Chernau served on the Chesterfield Citizens Advisory Council for the Juvenile and Domestic Relations Court, and has served on a variety of other local and state committees focused on improving child protection and the delivery of social services to youth in foster care including the Expediting Adoption Committee established by the General Assembly in 2007 and the Permanency Advisory Committee established by the State Department of Social Services in 2006. He received the 2001 Award For Excellence in the field of Child Abuse and Neglect presented by the Chesterfield-Colonial Heights Multi-Disciplinary Team; and the 2008 Special Project Award from the LGA for writing and arguing an amicus brief before the Virginia Supreme Court on behalf of LGA, the Virginia Municipal League, and the Virginia Association of Counties in the case of Lynchburg DSS v. Cook.

Flora Harris has a M.S.W. and an Interdisciplinary Degree from Norfolk State University. She currently serves as the Eastern Area Resource Family Consultant for VDSS. Prior to this position, Ms. Harris has held two regional positions: as the Eastern Area CRAFFT (Community Resource Adoptive Foster Family Training) and as the Coordinator FACTS (Foster Adoptive Care Training System) Coordinator. She retired from the Norfolk Department of Social Services in 2000. While employed in Norfolk, Virginia, she held several positions and at the time of her retirement she was the full-time trainer/recruiter for resource families.

She is the mother of three children, Angela, Lorinza and Kevin and grandmother of three, Laquinta, Clarissa and Devin. She always has been an advocate for families in both her personal and professional life.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Lytricia Toler is a strong advocate for delivering high quality services to children and families in the child welfare system. Ms. Toler has more than 22 years of professional experience working with families and children in both Georgia and Virginia. She brings with her, experience as a public school educator, trainer and group facilitator. In child welfare, she was an experienced front line social worker in CPS, foster care and adoption with a strong advocacy of teen and sibling group adoptions. She has been a social services supervisor of both CPS and foster care units. She is a certified Model Approach to Partnerships in Parenting (MAPP) Facilitator. In her current position, Ms. Toler is a Quality Analyst with VDSS' Division of Family Services. She has been instrumental in the development and implementation of QSR in Virginia that uses the Virginia's Children Practice Model to assess the quality of child welfare practice. Currently, she is one of the Mentors in the CQI unit that prepares agencies and then leads Virginia trained reviewer in assessing systems in social work practice statewide. She leads the training and development of curriculum in order to train and recruit New QSR Reviewers and Mentors. She is also responsible for utilizing the Federal Child and Family Services Review (CFSR) instrument for the assessment and evaluation of child welfare practices and programs of Local Departments of Social Services (LDSS). In addition to other responsibilities, Ms. Toler has participated on numerous State committees that impacted policy and practice in Virginia and recently served as a 2012 Senate Productivity Awards Examiner Board Member.



Brian S. Hawkins, M.S.W. is a native of Norfolk, Virginia, a father of four sons, foster father and godfather to many others. He is a Graduate of Norfolk State University with a M.Ed. and an M.S.W. He is the Vice President of a local 501 C3 Community Organization, The African American Male Focus. This organization focuses on uplifting African American Males and families through Education, adjudication, Health and Employment. Mr. Hawkins is best known for his training and development of Fatherhood Programs on a National level. His Flagship Program, The Fathers In Training Program was selected as one the best Fatherhood Programs in the Nation by Social Work Professional Journal, 2002.

He was a Recipient of City of Virginia Beach Human Rights Commission Award, City Manager Creativity Award and Honored by Human Rights Advocacy Group. Currently, Mr. Hawkins has focused his attention on community improvement programs by creating family friendly atmospheres with fathers to address parenting concerns and receive training and support in an effort to help them become the best Father Possible. Hr. Hawkins also is a Master Certified Trainer for The National Partnership for Community Leadership for Fragile Families, Co-developer and Program Coordinator for the award winning program Fathers In Training and college professor in social work at Saint Leo University.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Robert Franklin has worked on issues of sexual and intimate partner violence since the early 1990's when he was an advocate for a rape crisis center and coordinated a batterer's intervention program. He earned a B.S. in Psychology from Mary Washington College and an M.S. in Counseling from Shippensburg University. As a college student personnel administrator, Mr. Franklin presented a number of workshops on the state, regional, and national level on issues ranging from alcohol abuse prevention, the male gender role, and why/how to involve men in the prevention of sexual and domestic violence. Currently, he is the Sexual and Domestic Violence Community Outreach Coordinator for the Virginia Department of Health. He has appeared on CNN's America Morning, CBS's Evening News, and Voice of America discussing a statutory rape campaign in Virginia that targets men with the slogan "Isn't She a Little Young? Sex with a Minor, Don't Go There." Robert Franklin also has been awarded the National Sexual Violence Resource Center's 2007 National Award for Outstanding Response to and Prevention of Sexual Violence.



Pamela H. Lewis, Ph.D., is a managed care program analyst at the Department of Medical Assistance Services (Virginia Medicaid). She has been doing that work since 2004. Before coming to Virginia Medicaid, she worked for 25 years for the Department of Behavioral Health and Developmental Services where she continues as a member of their Cultural and Linguistic Competence Steering Committee. Her career and research encompasses health care disparity; public administration and health policy; and the intersection of culture-gender-race and disability. She has several authorship publications and currently works on a grant entitled Project Empowerment. The Project Empowerment grant project is being funded by a five-year National Institute of Disability and Rehabilitation Research grant of \$1.78 million and is used to identify and evaluate current practice and methods in the conduct of minority disability research and increase capacity in this area.

Also, Pam is CEO of CRL Research and Equity Group LLC. In this capacity she engages in health disparity/equity research and organizational performance. The Group utilizes policy approaches and analysis using data to make decisions in service delivery that address organizational and social structures, processes, performance, policies, and behaviors. A native of San Angelo, Texas, Pam currently resides in Petersburg, Virginia. Pam is married to William of Warrenton, Virginia, has three children, and three grandchildren.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Honorable Judge Milton C. Lee, Jr. was appointed to the District of Columbia Superior Court in 2010 by President Barack Obama. Judge Lee is a native of the District of Columbia. He received his B.A. from the American University School of Justice in 1982. He obtained his J.D. from Catholic University of America's Columbus School of Law.

Following law school, Judge Lee joined the District of Columbia's Public Defender Service as a staff attorney. There he served as a trial attorney for many years, representing indigent persons in the Family, Misdemeanor, and Felony Divisions of the Superior Court. He also argued a number of appellate cases before the District of Columbia Court of Appeals. Judge Lee also has served as a Visiting Associate Professor at Georgetown University's Law Center in the Criminal Justice Clinic and as a supervisor in the E. Barrett Prettyman Program. In 1993 Judge Lee joined the faculty at the former District of Columbia School of Law, where he supervised students in the Juvenile Law Clinic. Judge Lee continued his focus in the classroom, teaching Evidence, Criminal Law and Procedure, Advanced Criminal Procedure, Trial Advocacy, and Wills and Estates. In 1995 he received the Professor of the Year Award from the student body. In 2004 he received the same award for his service as a member of the adjunct faculty.

He served as a magistrate judge from 2006 until his nomination. Judge Lee has remained active in the both the legal and academic communities.

After serving on the Superior Court Task Force for Families and Violence, Judge Lee assisted in the development of the Teen Court Diversion Program. In addition, Judge Lee has been a consistent contributor to the Criminal Practice Institute, Neglect Practice Institute as well as many other local bar programs. He also has taught in the Harvard Trial Advocacy Program for several years. Recently Judge Lee has spearheaded the development of the District of Columbia Superior Court's Fathering Court. The initiative represents a partnership between the Court, several governmental agencies and the private sector directed toward creating opportunities for noncustodial parents to become meaningful contributors to the development of their children. The initiative has worked with many reentry parents by providing employment, educational training, parenting training and support groups as well as wrap around services for the entire family. The Fathering Court Initiative has garnered national recognition for its innovative problem-solving approach to reunited families.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION

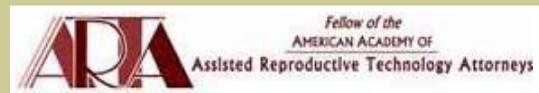


Stan Phillips has dedicated his professional career to helping children unite with their permanent families. In the past 30 years he has handled more than 3,000 successful adoptions for children from all over Virginia, the United States and 65 countries. Those with special needs and those in the foster care system are especially dear to his heart.

In 2006, he assisted the Virginia General Assembly in helping to draft major revisions to Virginia's adoption laws. He had also helped with Virginia's previous major revisions of their adoption laws in 1995, had served as Chair of the D.C. Superior Court's Adoption Rules Committee creating the District's first set of adoption rules and had been active with the National Commission of Commissioners for Uniform State Laws in drafting the Uniform Adoption Act.

Stan also has shared his expertise in the field of adoption law by writing and co-authoring more than a dozen books on adoption law, writing numerous articles and teaching courses in the field. As one of the original members of the American Academy of Adoption Attorneys, he has served as an officer, trustee, Editor of the Adoption Law Journal and co-chaired the Special Needs Adoption Committee.

In 2006, Stan was nominated by Senator Warner and received the Congressional Angel in Adoption Award. He then served for three years as the Chair for the Congressional Coalition on Adoption Advisory Council planning and speaking on various adoption programs at the US Capitol. In December 2011, Stan was named in Top Lawyers 2011 by Northern Virginia Magazine.



SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Colleen Marea Quinn has been honored as one of the “Top 100 Trial Lawyers” by the National Trial Lawyers (2012), the YWCA Outstanding Woman Award for Law & Government (2011), the “Hats Off to Women Award” by the ABWA Cavalier Chapter (2011), as one of the Top Fifty “Super Lawyers” (2011) and one of the 25 Top Female “Super Lawyers” (2010 & 2011) in Virginia by Richmond Magazine, in 2011, 2010 & 2005 by Virginia Business Magazine as one of Virginia’s “Legal Elite,” in 2009 as a “Leader in the Law” by Virginia Lawyer’s Weekly, in 2008 with the Congressional “Angels in Adoption” award, and from 2006 to 2012 as a “Super Lawyer” by Richmond Magazine. Colleen Marea Quinn has represented hundreds of adopting parents, birth parents, adoptees, intended parents, surrogates, gestational carriers and egg donors since 1989. After graduating from the College of William and Mary and the University of Virginia Law School in 1988, Quinn served as a clerk with the Chief Justice of the Virginia Supreme Court, The Hon. Harry L. Carrico. She is a Fellow, and has served on the Board of Trustees, of the American Academy of Adoption Attorneys (“AAAA”) and a Fellow, Founder, on the Executive Council and the Membership Chair of the American Academy of Assisted Reproductive Technology Attorneys (“AAARTA”), both select groups of attorneys with rigorous standards for membership. She speaks frequently at AAAA Annual Meetings, is the 2011 Mid-Year Conference Chair, Chaired the AAAA 2007 Annual Convention, was on the AAAA ARTS Taskforce and Committee, and Chaired the Birth Parent Representation Committee (1999 to 2003). In 2003, she published the AAAA “Representing Birth Parents Handbook.” She is the co-author of the recent Fifth Edition of the Virginia CLE “Adoption Procedures and Forms” book and co-editor of the Fourth Edition. She served as program chair and moderator for the first Lorman Adoption Seminar in 1997, for the first Virginia CLE Adoption Law Seminar in 1999 and for all subsequent programs. Quinn has qualified and served as an expert witness in adoption law in the Virginia court system and has been hired and deposed as an expert witness in surrogacy law. She is certified as a court approved Guardian ad Litem.

Quinn is a partner in the firm of Locke Partin DeBoer & Quinn, has achieved an “AV” rating, the highest given, by Martindale Hubbell, is a Fellow of the LCA, and a member of the ASRM, VTLA, RBA, VSB, and the AAJ. She is a Board member and President of the National Association of Women Business Owners, Richmond Chapter, Chairman of the Richmond Women’s Business Consortium, Vice-President (former Secretary and Treasurer) of the Metropolitan Richmond Women’s Bar Association, and serves and has served as the Chair and Co-Chair for numerous VTLA Committees.

Quinn devotes time and energy to various civic activities such as the VSDV Action Alliance, Petersburg Domestic Violence Task Force, LINC and previously the YWCA (Advisory Committee, President, Board member). She is a 1996 graduate of Leadership Metro Richmond, and was named in 1999 by Inside Business Magazine as one of “Richmond’s Top 40 Under 40.” She has served as a volunteer soccer coach and Destination Imagination coach and, in her spare time, teaches aerobics and scuba dives.



SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Henry Marsh served on the Richmond City Council from 1966 to 1991. The respect he earned from his colleagues and the public was demonstrated by his election as Vice-Mayor in 1970, and in 1977 by his election as Richmond's first African- American Mayor.

Marsh began his legal career in 1961 with noted civil rights attorneys Oliver W. Hill, Sr. and Samuel W. Tucker. He became a partner in 1966 forming the firm Hill, Tucker and Marsh. Upon joining the firm, he immediately enlisted in the fight against the policy of "Massive Resistance," Virginia's response to the Brown v. Board of Education case. During the next two decades, Marsh handled more than 50 cases against school boards across the state involving desegregation. The case of Brewer v. School Bd. of City of Norfolk set the standard of requirements for school districts to formulate adequate desegregation plans as well as provide free transportation for students.

In 1991, Marsh was elected Senator of the 16th Senate District. He won the Democratic nomination for the newly created senate district by a wide margin over four strong competitors. He was re-elected to serve a second term in the Virginia State Senate in 1995, a third term in 1999, a fourth term in 2003 and a fifth term in 2007.



Delegate Joseph D. Morrissey was sworn into the Virginia House of Delegates in January, 2008. He represents the 74th District of Virginia, which includes Charles City County, Henrico County, the City of Hopewell, the City of Richmond, and Prince George County. He serves on both the Education Committee, as well as the Health Welfare and Institutions Committee.

Delegate Morrissey is a 1979 graduate of University of Virginia, where he majored in economics and minored in chemistry. He received his J.D. in 1982 from Georgetown University and an LL.M. in 2003 from Trinity College in Dublin, Ireland, where he was a visiting lecturer. Delegate Morrissey taught law school for five years in both Ireland and Australia. He is a former high school government teacher and wrestling coach. Delegate Morrissey is a former Commonwealth's Attorney of Richmond (1989-1993).

He currently lives in Highland Springs and is a member of the Cathedral of the Sacred Heart in Richmond, Virginia. His community activities includes the Varina Lions Club, the Salvation Army Boys and Girls Club, and the Special Olympics of Virginia. During his spare time, Delegate Morrissey enjoys various outdoor activities including: boating, water skiing, running, horseback riding, and cycling.

SPEAKERS BRIEF BIOGRAPHICAL INFORMATION



Delegate Rosalyn R. Dance is a resident of Petersburg, Virginia. She received her A.D. in nursing from John Tyler Community College in 1975 with honors. She later received her B.S. in nursing from Virginia State University in 1986 as ranking graduate and her M.P.A. from Virginia Commonwealth University in 1994. Delegate Dance has been named a Distinguished Alumni of each of her alma maters

She is the honorary regional chair of the Virginia Sexual and Domestic Violence Action Alliance, an ex-officio member of The James House Board of Directors and chairperson of the Tri-Cities Regional Domestic Violence Taskforce, a member of the Board of Directors for the Petersburg Community Development Corporation, a member of the Board of Directors for the United Way of Greater Richmond and Petersburg, a member of the SunTrust Bank Regional Advisory Board, a member of Columbia Gas of Virginia Warmwise Advisory Committee, a member of the Central Virginia BRAC Advisory Committee, a member of the John Tyler Community College Foundation Board.

Furthermore, Delegate Dance is vice chair of the Petersburg Democratic Committee and vice chair of the Fourth Congressional District Democratic Committee. She is a member of the Petersburg Alumnae Chapter of Delta Sigma Theta Sorority Inc., The Petersburg Links, Inc., past president and member of the Petersburg Breakfast Rotary Club. Most important, she is the wife of Nathaniel (Nat) Dance Sr., the mother of Tanya Dance-Kelly and Nathaniel (Nat III) Dance III, grandmother to Devon, Jarrett, Liam, and Jaden, great grandmother to Briana and foster grandmother to Rico Robinson.



Dorothy A. Jaeckle was re-elected as the Bermuda District Supervisor in November 2011, and began her second term of four years on January 1, 2012. She was elected as the Board's Vice Chairman in 2011 and 2012. She has resided in Chesterfield County since 1980. She spent 12 years as the Bermuda District Representative on the Chesterfield Committee on the Future, including a term as Chair, developing strategies for long-term county challenges such as neighborhood preservation, economic development, youth services and the rising senior citizen population. She also has served the community in numerous other capacities. Active in school issues, she has held many positions including School Board liaison, Vice President of the Chesterfield County Council of PTAs, parent representative on the School Improvement Teams at Curtis Elementary and Thomas Dale High School, and Chair of the After-School Enrichment Program at Curtis.

2011 FAMILY ENGAGEMENT FACILITATORS' PROJECT MEMBERS AND SUMMIT INSTRUCTORS



VDSS FAMILY ENGAGEMENT PROGRAM STAFF



Em Parente earned her B.A. in Spanish Literature from Cornell University, an MSW from Boston College and a PhD in Social Work from Virginia Commonwealth University. She has maintained her LCSW in Virginia since 1996. Em has 16 years of public child welfare experience in Virginia. She held the positions of IL foster care worker, IL Coordinator, Student Unit Supervisor and Foster Care Supervisor at Charlottesville DSS during a 15 year period. At the same time, she was actively involved in the implementation of the Concurrent Planning Pilot, where she served as a meeting facilitator and member of the implementation committee, and later in the development of the Family Partnership Meeting local protocol where she co-chaired the implementation committee, lead local training efforts for CDSS FPM facilitators, and participated in many FPMs as a child welfare supervisor.

Em's dissertation was focused on child welfare supervision. Rooted in Kadushin's Casework Model of Supervision, the study used traditional scale development methods, such as item generation from focus group narratives and factor analysis, to create a reliable and valid measure of social worker's perceptions of supervisory behavior. This work was an extension of Em's commitment to and ongoing efforts around promoting excellence in child welfare practice.

Most recently, Em has joined the Family Engagement Program where she serves as the Family Engagement and Placement Program Manager. In this position she hopes to continue the work begun in Virginia around family engagement including FPMs, family finding, partnering with kinship families and supporting the ongoing efforts of our resource families.



Tracey G. Jackson received her B.A. and M.A. degrees in Political Science from Fayetteville State University. She currently attends Virginia Commonwealth University and is a candidate for a Ph.D. in Public Policy and Administration. Ms. Jackson's area of concentration is social welfare policy. Ms. Jackson is interested in studying how social welfare policy is impacted by the need to maximize efficiency and minimize administration while at the same time balancing various stakeholders' needs.

Currently, Ms. Jackson is the Family Engagement Senior Consultant for VDSS. She has worked in the human services field for more than 15 years in both North Carolina and Virginia. Ms. Jackson is the Managing Member of SEADS2Grow (Support, Education, Awareness, Development, Systems) LLC which mission is to empower individuals and communities. SEADS2Grow provides Life Coaching services, self development, other trainings, and consultation services in child welfare. Ms. Jackson is a former foster parent and is a Master Certified Trainer for the National Partnership for Community Leadership for Fragile Families.

The VDSS' Family Engagement Program would like to thank the following organizations, agencies, and companies for providing contributions to the conference:

Chesterfield County Chamber of Commerce

Richmond Behavioral Health Authority

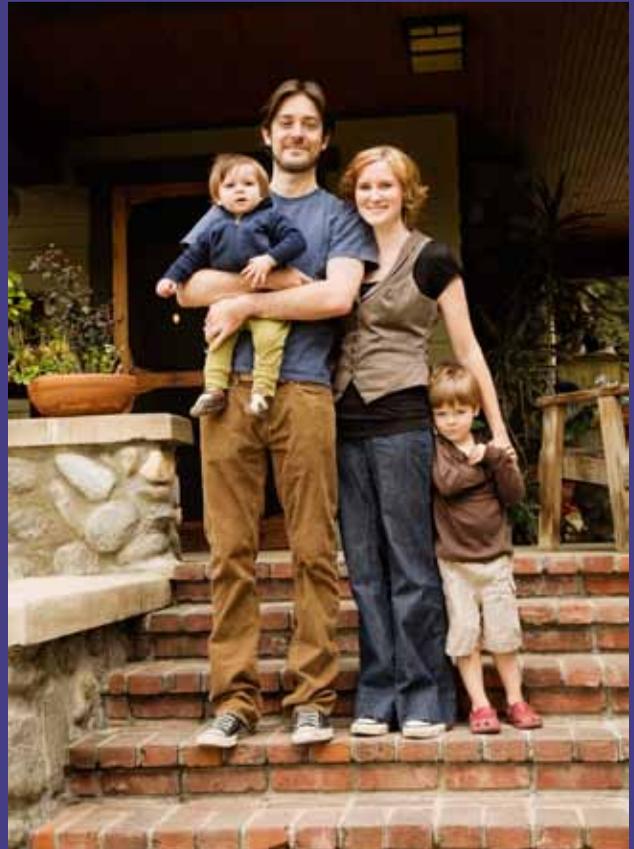
Virginia Credit Union

Virginia Department of Emergency Management

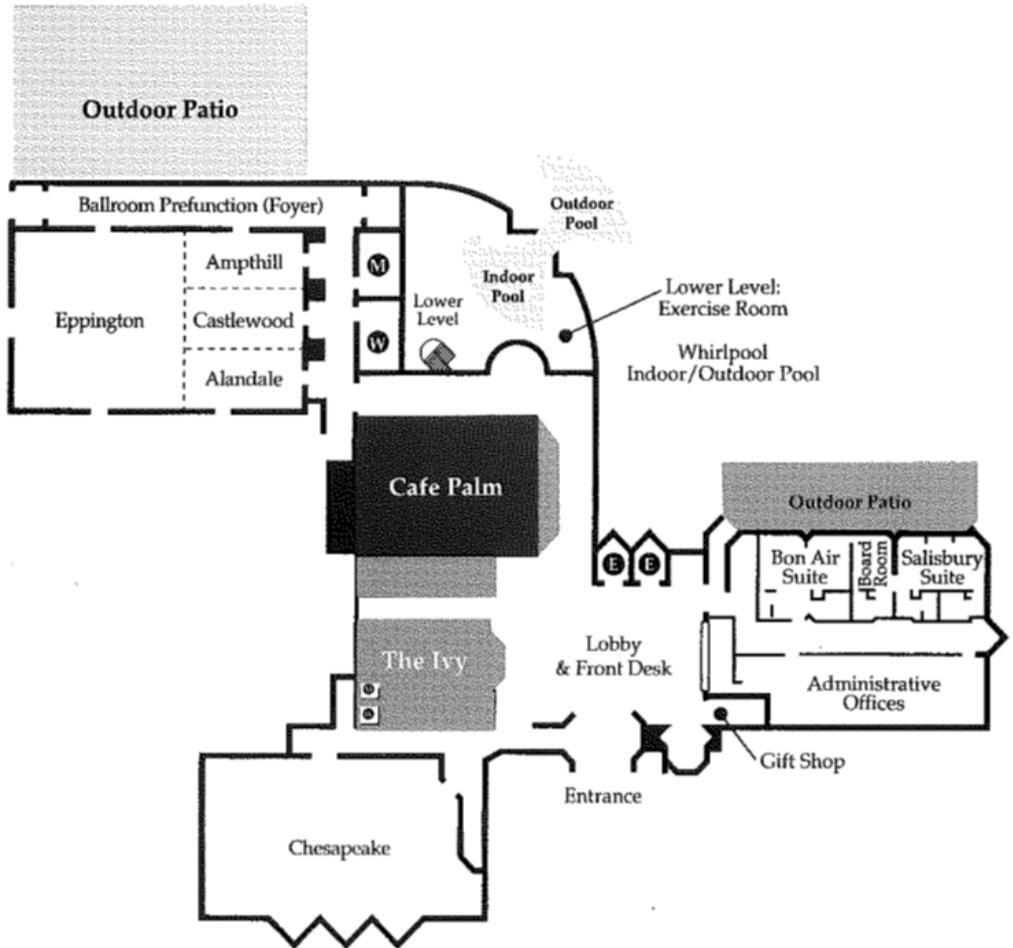
Virginia Tourism Corporation

Virginia Putative Father Registry

Wendy's



CONFERENCE AREA DIAGRAM



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www.ifdaddy.com

The Virginia Putative Father Registry
1-877-IF-DADDY
(1-877-433-2339)

Know your rights.