

Woodcliff Hotel & Spa
June 16 - 17, 2016

2016 JUNE

Professional Development Conference
Workshop Descriptions



Be **Better.**

Be **Brilliant.**

Be **YOU!**

NYSCAA

A

CAPTAIN - The Lighthouse Effect: CAP Systems, Inc.
Brian Cayer

Data Management is easy as PIE. Purpose. Impact. Everyone. Learn how to shine a light on your agency's impact and command any story you need to share. We're not interacting with copy machines, printers, or equipment; we're creating a community partnership with YOU. We join your team! Learn about solutions we deliver to our customer community beyond our system, including user groups, planning, implementation, customer community feedback, and more. We'll also be discussing how CAPTAIN is – ROMA Next Gen READY!

CC EAST

OR

B

Using Data and Maps to Support the Community Needs Assessment Process: Institute for People, Place, and Possibility (IP3)
Jamie Kleinsorge, MS

This session will expose participants to data, mapping, and reporting tools on Community Commons. Participants will get an in-depth demonstration of the NYSCAA Community Needs Assessment Report, the NYSCAA Data and Collaboration Hub, and learn about how these tools can be used to support on-the-ground activities and the broader community needs assessment process.

CC WEST

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Minimum Wage Panel

Moderator: Maureen Abbott - Tioga Opportunities, Inc.; Panelists: Lee Dilllon - Tompkins Community Action, Inc., Katherine Maciol - CEO, and Claire Murphy - Washington County EOC, Inc.

This workshop will discuss how CAAs are addressing the new statewide minimum wage plan. The panelists will discuss the challenges they are encountering as they meet the new requirements, wage and salary scales that have been developed, and their experiences working at an agency that is providing a living wage. Panelists will also speak to the new overtime rule under the Fair Labor Standards Act (FLSA). The workshop will provide ample opportunities for participants to engage in the conversation and share what is happening in their agencies to meet both the minimum wage and the new overtime rule.

CANANDAIGUA

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D

Bolster the Low Income Voice: Community Action Angels

Pat Standish

Community Action Agencies have been required to have tripartite governing boards to retain designation as eligible entities and to receive CSBG funding. The statute requires that one third of the governing board be representatives of low-income individuals and families to insure that they have a strong voice in agency governance and are able to convey to those they represent the presence and significance of Community Action in the lives of those in poverty. Every effort should be made to assure that board members representing low-income individuals and families receive proper orientation and ongoing training opportunities. This interactive workshop will cover ways to orientate, educate, develop skills, build on strengths and identify board activities where these representatives can be most effective and have the greatest impact. Learn what works best from those who have or are currently serving in that capacity. Come prepared with questions and your experiences to share with the group.

CAYUGA

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Staff Progression and Skills Development: A Clear Path to Program Growth

Andy Stone - NYSWDA and John Carrigan - RECAP

During this session attendees will get the opportunity to review a plan to incentivize staff development and program growth. Training through proper Technical Assistance budgeting is an important component in the growth of your staff which will create a path to better performance and improved production and staff growth down that path should be rewarded. Presenters will unravel existing training requirements and look at how a well designed training plan and incentives for staff growth can lead to new opportunities.

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NYSWDA

NYSCAA

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Best Practices for Conducting a Comprehensive Community Needs Assessment

Marge Garcia - Adirondack Community Action Programs Inc., Courtney Kohler - Missouri Association for Community Action, and Tricia Ottley - Cayuga/Seneca Community Action Agency, Inc.

Community Action Agencies are not only required, but uniquely qualified to examine the needs of a community. A comprehensive community needs assessment process is necessary to ensure that the end result leads to appropriate strategies to address poverty. Convening the right team and gathering ample information can be a time consuming task, but the comprehensive community needs assessment process and the web-based tool make this task manageable. This session will discuss best practices of the process and local staff will present on how these best practices are being applied in their agencies.

CC WEST

OR

B

Agency Wide Technology Solution: CAP 60

Hamid Kohan

Agency Wide Technology Solution focuses on:

1. Centralized Client Management system
2. Comprehensive Case Management Solution
3. Integration and Mapping of all services to outcome (Head Start, Energy, Weatherization, CSBG, Housing, Youth, Nutrition and Transpiration)
4. Compliance (Self sufficiency matrix, Organizational Performance Standards, & New ROMA requirements)
5. Reporting requirements (Unduplicated Client Count Report)
6. Reduced Cost of administration with Productivity Tools

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C

Introduction to Collective Impact & Data Collaboration: Collective Impact, LLC

Bruce Decker and Denina Bautti-Cascio

Introduction to Collective Impact and Data Collaboration is designed to increase participants understanding, capacity and action around a specific kind of community collaboration known as "collective impact." Since the FSG article was published in 2011, the "collective impact" approach has received international attention as a promising approach in addressing complex social issues. Participants will better understand the importance of collaboration and will learn how to specifically use the "collective impact" approach to identify a shared vision and agenda, leverage partnerships to reach common desired outcomes, share measurement and accountability, continuously communicate with key stakeholders and gain support from funders.

CAYUGA

NYSWDA

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Myth Busters for Weatherization Part I: Andy Stone - NYSWDA

Panelists: Bob De Young - Seneca County Office for Aging, Denise Peroulakis - Cortland County Community Action Program, Inc., Kelly Pitt - Schoharie County Community Action Program, Inc., and Sally Ward - PEACE, Inc.

This two part session will test the knowledge of a panel of experts and members of the audience. It will be a fun, interactive learning experience and is well suited for new as well as veteran directors. Part I will focus on programmatic issues relevant to the Weatherization Assistance Program and will key in on topics that are current to you and your staff.

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WORKSHOPS: June 16 3:15 - 4:45 PM

Managing Tech for Non-Techie Leaders

Laura Rossman - Pro Action of Steuben & Yates, Inc. and Jeffery Travis - Endeavor Services Group, LLC

Are you hiding from your agency's technology needs? Will your current IT infrastructure assist you in meeting regulatory requirements (Organizational Standards, ROMA NG). Is your agency in technology culture shock? Is your lack of confidence in managing the IT function or IT staff leading to over-reliance on outside vendors, or an avoidance of technology in general? Come to this workshop to find out what you need to know, and how you can manage your IT to innovate your programs and services.

CC WEST

OR

Census Data on Poverty, Income, and Income Inequality: U.S. Census Bureau

Trudi Renwick

In this workshop, participants will learn how to use Census data on poverty, income, and income inequality. Trudi Renwick from the Census Bureau's Social Economic and Housing Statistics Division will guide you through how to find data from the Census Bureau, which sources to use when, and data tools that are available to help you customize your data search. She will discuss both the official poverty measure and the Bureau's new Supplemental Poverty Measure. There will be ample time for questions from participants and a live demonstration of some of the most popular data tools from the census.gov website.

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OR

Great/Replicable Programs

Dawn Brucie - Pro Action of Steuben and Yates, Inc., Mike Bobbitt - NYC Department of Youth and Community Development, Ellen Holst - Oswego County Opportunities, Inc., and Tina Zerbian - Cattaraugus Community Action, Inc. Staff from four CAAs will talk about programs that they consider to be great/innovative and that could be replicated by other CAAs. The programs highlighted will focus on areas such as early education, wellness, and others. CAA staff will discuss the number of years a program has been in operation, the development phase, program activities and services, program partners, funding sources, and program outcomes. Attend the workshop to hear about other great programs in the network!

CANANDAIGUA

OR

Voice of the Customer: New York State Department of State

Annette Marchese

The State is Listening! Annette Marchese, Bureau Manager from DOS Division of Community Services (DCS) will share the results of the recent survey completed by CSBG grantees commissioned by HHS. At this workshop you will hear what the State is doing and offer ideas to address the areas covered in the survey. This workshop will be an interactive dialog and brainstorming session.

CAYUGA

OR

Myth Busters for Weatherization Part II: Andy Stone - NYSWDA

Panelists: Joe Maggiore - Delaware Opportunities, Inc., Max Sammons - Cortland County Community Action Program, Inc., and Marc Sustache - PEACE, Inc.

This two part session will test the knowledge of a panel of experts and members of the audience. It will be a fun, interactive learning experience and is well suited for new as well as veteran directors. Part II will focus on housing science and the technical side of weatherization and examine current topics that are relevant to you and your staff.

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June 17 8:30 - 10:00 AM

NYSCAA

Building Supervisory Relationships Part I: Human Resources and Organizational Development Consultant Janet Waterston

Most people are promoted to supervisory positions because they have technical expertise. Then they manage staff based on what they did or did not like in their own supervision. This workshop takes the ambiguity out of being a supervisor and identifies the importance of building a partnership between supervisor and employee in order to create an environment of trust, responsibility, and personal accountability.

In this workshop, participants will:

- Be provided with clear and practical steps to establishing or enhancing the supervisory relationship.
- Learn how to define, communicate, and elicit performance expectations and working agreements.

OR

What's Your PQ (Poverty Quotient)? NYSCAA

Kim McMann

This workshop includes interactive and self-reflection activities that produce a deeper understanding of poverty and the American Dream as well as tools participants can use at their own agencies to increase capacity of staff and volunteers. Exploring your own poverty quotient (what you know and feel about poverty) is the first step toward finding new and innovative tools to make a difference in your community. This workshop was developed using Communication Across Barriers (Dr. Donna Beegle), Bridges Out of Poverty (Ruby Payne) and other poverty theories and research.

OR

OR

NYSCAA / NYSWDA

Micro-Business Opportunities Part I

Matt Anderson - Building Performance Institute, Katie Bronson - Syracuse Outcome Broker, Rebecca Hughes - NYSERDA, Elizabeth McDade - Rochester Safe and Efficient Homes Initiative, Maureen Pedrotti - CDC of Long Island, Beth Ryan - HCR, and Max Sammons - Cortland County Community Action Program, Inc.

Diversification into new initiatives is becoming more and more important as federal resources continue to dwindle. This two part NYSCAA/NYSWDA joint session will explore micro-business opportunities for housing and weatherization. Part I will focus on important issues and opportunities associated with healthy homes. The NYS Medicaid Redesign Team (MRT) has a goal of a 25 percent cost reduction in avoided hospital costs over five years and the integration of a healthy homes approach, combining energy, housing, and health programs, has the potential for significant healthcare cost reductions in addition to providing energy and environmental benefits. NYSERDA's Rebecca Hughes will provide a high level overview of the intersection between health and energy and what a fully integrated intervention strategy could mean for New York State. Healthy homes Initiatives are already happening around the state and this session will provide an overview of their opportunity and impact. Finally, BPI will be unveiling a new credential that will prepare staff for this new line of business.

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NYSCAA

Building Supervisory Relationships Part II: Human Resources and Organizational Development Consultant
Janet Waterston

Most people are promoted to supervisory positions because they have technical expertise. Then they manage staff based on what they did or did not like in their own supervision. This workshop takes the ambiguity out of being a supervisor and identifies the importance of building a partnership between supervisor and employee in order to create an environment of trust, responsibility, and personal accountability.

In this workshop, participants will:

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CC WEST

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OR

Creating Communications with your Audience in Mind: Nonprofit Works
John Wilner

Whether trying to reach potential clients, funders or the general public, many nonprofit organizations fail to develop a communications strategy that will help them reach their audience. This workshop guides participants through the process of strategizing written and electronic forms of communication that consistently market and promote their organization, and achieve their intended results.

CAYUGA

B

NYSCAA/NYSWDA

Micro-Business Opportunities Part II
Matt Anderson - Building Performance Institute and Christopher Coll - NYSEERDA

Diversification into new initiatives is becoming more and more important as federal resources continue to dwindle. This two part NYSCAA/NYSWDA joint session will explore micro-business opportunities for housing and weatherization. Part II will familiarize attendees with the new NYS Codes Infiltration and Duct Leakage (IDL) requirement and the new Home Score rating. Credentials are available for both through BPI and this is a good opportunity to get the information needed to position your agency. The second half of the session will provide an update to attendees on what's happening with NYSEERDA's Clean Energy Fund and the future of the EmPower NY program.

C

NYSCAA

Dreaded Conversations: Human Resources and Organizational Development Consultant
Janet Waterston

Whether you initiate it, or someone else does, we've all been faced with...the dreaded conversation. Too often, the result is a feeling of attack or wanting to run in the opposite direction. This workshop will not only help you survive the conversation, but thrive from it!

Participants will learn how to:

- Create a sense of safety to minimize defensiveness (and offensiveness).
- Deliver a message that others can hear.
- Turn dreaded conversations into healthy, meaningful exchange.

CC West

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OR

New Directors Round-table: NYSCAA
Karla Digirolamo

This will be an open forum intended for directors that are new to Community Action. Peer networking is a valuable way for new directors to improve their skills. This session will offer an opportunity for new directors to get to know each other in a more intimate atmosphere. It will include facilitated discussion on issues that you are currently facing in your local program. New directors are encouraged to attend this valuable session. Rookie directors and veterans are welcome to attend also.

CC East

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NYSWDA

New Directors Round-table: NYSWDA
Andy Stone

This will be an open forum intended for directors that are new to the Weatherization Assistance Program. Peer networking is a valuable way for new directors to improve their skills. This session will offer an opportunity for new directors to get to know each other in a more intimate atmosphere. It will include facilitated discussion on issues that you are currently facing in your local program. New directors are encouraged to attend this valuable session. Rookie directors and veterans are welcome to attend also.

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