

Maryland Community Action Partnership  
2018 Human Services Conference  
Conference Guide

# 2018 Human Services Conference

Maryland Community Action Partnership (MCAP)

DoubleTree by Hilton Hotel Annapolis | May 1-3, 2018  
210 Holiday Court | Annapolis, Maryland



## Conference at a Glance

### Tuesday, May 1st

10:00am—12:00pm	MCAP Board Meeting (Winward Room)
10:00am—12:00pm	ROMA Alliance Meeting (Leeward Room)
12:30pm—2:00 pm	Opening Session/Gubernatorial Forum (Mainsail Ballroom)
2:15pm—5:00pm	Breakout Sessions
5:15pm—7:00pm	Welcome Reception (TBD)

### Wednesday, May 2nd

8:45am—10:00am	Partnership Awards Breakfast (Mainsail Ballroom)
10:15am—11:30pm	Breakout Sessions
11:45am—12:45pm	Lunch on your own
1:00pm—5:15pm	Breakout Sessions

### Thursday, May 3rd

9:00am—11:45am	Breakout Sessions
12:00pm—1:30pm	Parent and Volunteer Awards Luncheon (Mainsail Ballroom)



#### Reserve your room today!

At the Doubletree by Hilton—210 Holiday Court,  
Annapolis, MD21401  
MCAP has reserved a block of rooms, to make  
reservations call 410-224-3150



## BREAKOUT SESSIONS

**Tuesday, May 1st**  
**2:15pm—3:30pm**

### **Providing Training for Your Case Management Staff (Coastal West Room)**

Presenter: Jennifer Graybill, NCRT

*Director of Workforce Development-Human Services Program of Carroll County, Inc.*

Many professionals started out in human services with little to no training. We were given clients and told "to figure it out". This training will talk about the importance of training, how to train staff, what standards case management practices should encompass and tips and tricks for optimal service delivery.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Program Directors, Grant Writers/Managers

### **Creating Culture Change through Coaching (Mainsail East Room)**

Presenter: Beth Greenland & Dr. Monica McCall

*Principal-Greenland & Associates*

Participants will understand how a coach approach can support real and lasting change, understand the coaching mindset and how it is different than telling people what to do and practice coaching skills they can apply immediately.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Program Directors, Grant Writers/Managers

### **Understanding Autism Spectrum Disorder (Mainsail West Room)**

Presenter: Neal Lichter & Trish Kane

*Resource Center Coordinator/Director of Programs-Pathfinders for Autism*

Understanding ASD is one way to improve interactions with someone on the spectrum. The session will provide practical and experiential opportunity to learn strategies and tips for success in dealing with individuals with ASD and their families.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Department Directors, Board Members, Front Line Staff, Assistant Program Directors, Grant Writers/Managers

## **CSBG Annual Report (Leeward Room)**

Presenter: Barbara Mooney, PhD.

*Director-Association of Nationally Certified ROMA Trainers*

This session covers the CSBG annual report and provides a walkthrough of the forms, changes to the reports, and an overview of the Module and content included in the FNR #1 of the OMB Clearance process.

**Who Should Attend:** Open

## **Update from MD DHCD Housing and Building Energy Programs (Coastal Main/East Room)**

Presenter: Scott Falvey, Nicola Tran, Kiahna Burney, Tim McLaurin, and Julia Kalloz -*Maryland Department of Housing and Community Development (DHCD)*

In this session, the Program Managers will give general updates to the energy efficiency programs administered by MD DHCD.

**Who Should Attend:** Special Registration

***Tuesday, May 1st***

***3:45pm—5:00pm***

## **Cultural Competency: How to expand our Circle of Humanity (Coastal West Room)**

Presenter: Angela Gustus

*Executive Director-Human Services Program of Carroll County, Inc.*

Cultural Competency is not about learning the nuances of every culture. That is virtually impossible. The workshop will push attendees to think about their own cultural biases and the story our unconscious minds tells us about other people, and how to start thinking differently as a person, professional, and leader.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Assistant Program Directors, Front Line Staff

## **Whole Brain Leadership: Putting Your Preferences To Work For You (Mainsail East Room)**

Presenter: Julie Jakpoic

*President- iLead Strategies*

Ever notice how some tasks come easily and time goes by without your noticing, while others seem to take forever, even though they aren't particularly difficult? Ever assign a task you felt was crystal clear only to have it completed with an unexpected result? In this workshop, we'll explore a "whole-brain" model for identifying our preferences, strengthening our weaknesses and putting our strengths in action working with others.

**Who Should Attend:** Open

## **Financial Capability and Financial Coaching -Moving Clients Toward Self Sufficiency (Mainsail West Room)**

Presenter: Ava Laye

*Senior Resident Services Manager- AHC, Inc Greater Baltimore*

This session will provide participants with an overview of AHC Greater Baltimore's Financial Coaching and Financial Capabilities Services for Low-Income Residents. Four primary areas of focus: Asset Building-Serving those needing Emergency and Transitional Services; Asset Building Continuum leading to Self Sufficiency; Evolution of our Financial Capability Program and Financial Coaching-Direct Service, overcoming barriers and resident engagement.

Participants will engage in an interactive discussion and will help to develop new approaches to keep residents engaged once significant steps have been achieved.

**Who Should Attend:** Executive Directors, Managers, Supervisors, Fiscal Office

## **Board Development and Engagement (Winward Room )**

Presenter: Tiffney Marley, CCAP, NCRT

*Project Director-Community Action Partnership*

Participants will take a deep dive through the processes of board recruitment, orientation, retention, and succession planning. The board's role in assessment will also be discussed.

**Who Should Attend:** Executive Management, Board Members, Management Staff, Board Liaison Staff, Executive Assistants

## **Update from MD DHCD Housing and Building Energy Programs (Coastal Main/East Room)**

Presenter: *Scott Falvey, Nicola Tran, Kiahnna Burney, Tim McLaurin, and Julia Kalloz - Maryland Department of Housing and Community Development (DHCD)*

In this session, the Program Managers will give part two of the general updates to the energy efficiency programs administered by MD DHCD. A question and answer time will also be available at the end of this session.

**Who Should Attend:** Special Registration

**Wednesday, May 2nd**

**10:15am—11:30am**

## **Working with Volunteers: Legal and Practical Issues (Coastal West Room)**

Presenter: Eleanor Evans

*Executive Director- CAPLAW*

Volunteers provide valuable services to CAAs, but can also raise a range of legal and practical issues such as: when and how to do criminal background checks on volunteers; whether wage and hour laws cover volunteers; how to get the most out of your volunteers while minimizing risks; and how to treat volunteer time under the Uniform Guidance rules. Attend this session to develop a better understanding of these and other legal and practical issues related to volunteers,

learn how CAAs can protect themselves and their volunteers from liability, and get tips on the practical aspects of supporting your programs with assistance from volunteers.

**Who Should Attend:** Open

## **Self-Management: Maintaining Your Boundaries and Following Through (Mainsail East Room)**

Presenter: Colby Peters, PhD, LCSW  
*CEO-Human Systems*

Just about everybody has experienced the anger and frustration associated with challenging relationships, policies, and processes in the workplace. Can you say “no” to a supervisor? How do you change a complicated, time-consuming process? Is it possible to set limits around your job duties in the office? Participants in this workshop will learn how to successfully manage their environment by gathering information, maintaining boundaries, and following through.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Staff, Assistant Program Directors, Grant Writers/Managers

## **Fatherhood Engagement is Everyone’s Business (Mainsail West Room)**

Presenter: David A. Jones & James Murray-*Department of Health and Human Services/Administration for Children and Families/Office of Head Start*

This session will enable participants to be more deliberate about engaging fathers and building strong partnerships with families to promote children’s learning and development.

Facilitator will discuss how using the Head Start Father Engagement Birth to Five Programming Guide, which aligns with the Parent Family and Community Engagement (PFCE) Framework, leads to positive and enduring change for children, families and staff.

**Who Should Attend:** : Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Staff, Assistant Program Directors

## **Creating the Ask: Fundraising Strategies for Board and Staff (Leeward Room)**

Presenter: Amy Nisenson  
*Consultant and Certified Governance Trainer-Amy Nisenson Consulting*

Is your Board comfortable with fundraising? Is there a working partnership between Board and staff to cultivate, solicit, and steward donors? This session will provide participants with an overview of Board member fundraising responsibilities and how to work closely and collaboratively with staff in the process.

Participants will walk away with best practices around fundraising, as well as the ability to better engage with donors. The workshop will include role playing scenarios and helpful handouts.

**Who Should Attend:** Executive Management, Board Members, New Management Staff, Board Liaison Staff, Executive Assistants

## **Manufactured Housing-Part 1 (Coastal Main/East Room)**

Presenter: Jonathan Bluey

*Deputy Director- Maryland Department of Housing and Community Development (DHCD)*

Energy auditing, energy modeling, and installation best practices for manufactured housing will be introduced in this two part session.

**Who Should Attend:** Special Registration

**Wednesday, May 2nd**

**1:00pm-2:15pm**

## **Incorporating Scientific Research into Your Organization (Coastal West Room)**

Presenter: Colby Peters, PhD, LCSW

*CEO-Human Systems*

You may have heard about the importance of using evidence-based practices and implementation in your organization, but what does that mean, and how do you do it? Participants in this workshop will learn what “evidence-based” means, and how it applies to programs and services.

Participants will engage in hands-on activities to learn how to find out how to make their programs or services evidence-based, including where to go to find reliable research online; how to interpret the research; and incorporating that research into services and programs.

**Who Should Attend:** Open

## **Authentic Communication in the Workplace (Mainsail East Room)**

Presenter: Kedren Crosby & Sarah Colantino

*President & Founder- Work Wisdom LLC*

The Session will help explore 20 tools to build trusting, open and innovative teams that can get real results. We explain how to help individuals and teams develop communication habits that build psychological safety and awareness, strengthen relationships, authenticity, congruence and improve motivation, accountability and employee engagement.

**Who Should Attend:** Open

## **Resilience: The Biology of Stress and the Science of Hope Film Screening & Discussion (Mainsail West Room)**

Presenter: Claudia Remington

*Executive Director-Maryland State Council on Child Abuse & Neglect (SCCAN)*

Maryland Essentials for Childhood, a statewide collective impact initiative to prevent, reduce and compassionately respond to Adverse Childhood Experiences (ACEs) and the State Council on Child Abuse & Neglect (SCCAN) will present a screening and discussion of the documentary Resilience: The Biology of Stress & The Science of Hope. Resilience is a 60-minute film directed by James Redford on ACEs and their impact on health, quality of life, economics and education.

Research shows ACEs are common, they affect all income levels, and their lifelong impact on health and well-being is significant. Science now tells us that, while adversities like child maltreatment, witnessing domestic violence, parental substance abuse, parental mental health issues, divorce and separation, and parental incarceration and others may initially take place during childhood, “the child may not remember, but the body remembers.”

Join us in viewing this highly acclaimed film to learn what ACEs are, how they increase the likelihood of disease and illness, and to discuss how Marylanders together can lessen the impact of ACEs on our residents by preventing and reducing ACEs, as well as, responding compassionately with trauma informed practices and promoting resilience in children, families, and communities.

**Who Should Attend:** Open

## **How to use Board Member’s Time, Talents and Treasures (Leeward Room)**

Presenter: Amy Nisenson

*Consultant and Certified Governance Trainer-Amy Nisenson Consulting*

This training will address the best practices for board engagement. It will include information on board roles and responsibilities with special emphasis on active involvement on fundraising.

In addition, appropriate board and staff relationships will be discussed. The training will also cover building your board to ensure that you have the "right folks" on the bus. Participants will walk away with the handouts and will also participate in hands-on and group work around these topics.

**Who Should Attend:** Executive Management, Board Members, New Management Staff, Board Liaison Staff, Executive Assistants

## **Manufactured Housing (Coastal Main/East Room)**

Presenter: Jonathan Bluey

*Deputy Director-Maryland Department of Housing and Community Development (DHCD)*

Energy auditing, energy modeling, and installation best practices for manufactured housing will be introduced in this two part session.

**Who Should Attend:** Special Registration

**Wednesday, May 2nd**

**2:30pm-3:45pm**

## **Top 7 Head Start Performance Standards for CAAs (Coastal West Room)**

Presenter: Eleanor Evans

*Executive Director-CAPLAW*

Overwhelmed by the extensive overhaul of the Head Start Performance Standards, and unsure of how the new standards actually impact the way Head Start grantees operate?



We will address the Performance Standards covering program governance, background checks, staff qualifications, staff training and coaching, program structure, suspension and expulsion, and privacy of child records.

**Who Should Attend:** Head Start Management, Board & Staff

## **Preparing Youth for Career Pathways (Mainsail East Room)**

Presenter: Dr. Sandi Hagans-Morris-*First State Community Action*

This workshop will provide participants with strategies for equipping young people with the skills they need to 1) compete in a global economy and 2) obtain gainful employment.

Participants will explore opportunities to build and strengthen school and community-based supports for students and explore collaboration of employers and organizations who are willing to hire youth and support youth development. They will also learn more about Delaware's First State Community Action Agency's best practices for training young people in poverty with pathways to employment and engaging them before they become disconnected.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Staff, Assistant Program Directors, Grant Writers/Managers

## **Incorporating Financial Education and Access to Safe, Affordable Bank Accounts (Mainsail West Room)**

Presenter: Tracie Morris & Cynthia Durant

*Senior Community Affairs Specialist/ Community Affairs Specialist-FDIC*

This session will provide participants with options to incorporate financial education into their programs. Participants will learn about the FDIC's Money Smart suite of financial education curricula and will discuss the various delivery mechanisms, as well as finding partners to teach financial education to their clients.

Participants will engage in an interactive discussion to determine the elements of safe, affordable bank and credit union accounts.

**Who Should Attend:** Executive Directors, Managers, Program Managers, Case Management, Front Line Staff

## **Building the Foundation for Service Integration and a Whole Family Approach (Leeward Room)**

Presenter: Tiffney Marley & Hyacinth McKinley-*Community Action Partnership*

The Learning Community is a learning hub for agencies to share innovative approaches and access proven strategies to move families and communities forward. The Learning Community focus areas include Whole Family/Two Generation Approaches, Integrated Services, Financial Empowerment for Families, Results at the Community Level, to name a few.

During this session, participants will learn more about selected frameworks to strengthen their understanding of service integration and a whole family approach. Additionally, resources and tools will be highlighted and participants will learn about how to join in the learning process with The Learning Community.

**Who Should Attend:** Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Supervisors, Assistant Program Directors, Grant Writers/Managers

## Quality Assurance in the Field Updates (Coastal Main/East Room)

Presenter: Craig Walker, Aaron Basler, Mike Bibb, Todd Williams, & Michael Lafferty-Maryland Department of Housing and Community Development (DHCD)

DHCD Quality Assurance Managers will provide feedback on what is being seen in the field in this session.

**Who Should Attend:** Special Registration

**Wednesday, May 2nd**

**4:00pm-5:15pm**

## Successfully Competing for Funding (Coastal West Room)

Presenter: Julie Jakopic  
*President-iLead Strategies*

As we move through turbulent times, funding opportunities are increasingly in flux, growing one minute and shrinking the next. In this workshop, we'll expose strategies for winning competitive funding in an increasingly scarce environment.

**Who Should Attend:** Executive Management, Board Members, Management Staff, Program Directors, Grant Writers/Managers, Fiscal Officers

## How to Make the Most of Your Minimal Marketing Budget (Mainsail East Room)

Presenter: Matthew Perego  
*Director of Marketing & Outreach-Human Services Program of Carroll County, Inc.*

This session will cover free or low-cost ways to maximize your agency's storytelling and fundraising capacity including strategy, social media, graphic design, and more.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Supervisors, Assistant Program Directors, Grant Writers/Managers

## Building and Strengthening Partnerships with your Continuum of Care (Mainsail West)

Presenter: Heather M. Sheridan & Stuart Campbell  
*Associate Director of Homelessness Initiatives/ Director of Community Services Programs-Maryland Department of Housing and Community Development (DHCD)*

This session will focus on the collaboration between Community Action Agencies (CAA's) and Continuums of Care (CoC) to respond to the needs of those experiencing or at risk of homelessness in your community.

The Department of Housing and Community Development is now responsible for administering the majority of homeless programs in Maryland. Beginning in July 2018, local CoCs will be responsible for not only administering federal HUD funds, but will administer the bulk of State homeless programs as well.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Staff & Management

## **2-G Whiz, What's Next? (Leeward Room)**

Presenter: Barbara Miller & Duane Yoder

*V.P. Family Economic Stability/Executive Director-Garrett County Community Action Agency*

This session will include a two part look at 2G with Garrett County Community Action Committee answering the questions: What exactly is 2G? What are the tools that are being used to implement 2G? Can it change communities? How can Community Action tap into 2G? They will then share some of the ongoing training and services GCCAC is providing for staff and families to keep the 2G concept strong and relevant.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Assistant Program Directors, Grant Writers/Managers

## **How to Leverage Funds (Coastal Main/East Room)**

Presenter: Michael Lafferty-*Maryland Department of Housing and Community Development (DHCD)*

This session will provide feedback on how to maximize leveraging and report them appropriately.

**Who Should Attend:** Special Registration

***Thursday, May 3rd***

***9:00am-10:15am***

## **Complying with the Maryland Healthy Working Families Act (Coastal West Room)**

Presenter: Norma Toal

*CPA-TMDL*

Learn more about the Maryland Healthy Working Families Act, how to determine whether or not you need to make changes to your leave structure, and what the current industry standards are for providing leave benefits to your staff.

**Who Should Attend:** HR Directors, Supervisors, Managers, directors, Volunteer Management Staff

## **Goal Cartography-Working Backwards Towards Success (Leeward Room)**

Presenter: Angela Gustus

*Executive Director-Human Services Program of Carroll County, Inc.*

Cartography is defined as “the science or practice of drawing maps” therefore Goal Cartography is a process that gives you the tools to create a map that will head you towards the life of your dreams both professionally and personally.

Goal Cartography starts you in the future, then works you all the way back to things you can do today to start you on your journey.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Assistant Program Directors, Front Line Staff

## **Harm Reduction 101- Strategies that reduce negative consequences of substance use (Mainsail West Room)**

Presenter: Erin Haas & Andrew Bell

*Office of Prevention-Maryland Department of Health*

In the face of the burgeoning opioid epidemic in Maryland, public health has increased priority of harm reduction approaches to substance use to meet the immediate needs of people who use drugs. Harm reduction is a set of practical strategies that reduce negative consequences of substance use or other activities. It incorporates a spectrum of strategies from safer use, to managed use to abstinence to meet drug users “where they’re at,” addressing conditions of use along with the use itself.

This presentation will provide an overview of harm reduction approaches to substance use, explain the evidence base of harm reduction practices and programs, and orient attendees to existing services in the Maryland, DC, and Delaware region.

Speakers will focus on two harm reduction strategies of particular relevance to Maryland communities: syringe services programs and naloxone access. Attendees will leave with an understanding of harm reduction, how to apply it to their direct service work, awareness of resources in the region, and how to use and access naloxone.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Staff & Management, Executive Management, Department Directors, Board Members, Assistant Program Directors

## **Interactive Self-Sufficiency Standard (Winward Room)**

Presenters: Sharon Strauss, Dennis Linders & Matthew Rowen-*Montgomery County Community Action Agency*

This workshop will provide an overview of the Self-Sufficiency Standard and teach participants how to utilize a new web-based tool called the Interactive Self-Sufficiency Standard.

The Self-Sufficiency Standard provides a clearer picture of community needs by indicating the amount of money needed by a family or individual to live in the community without public or private assistance.

The Interactive Self-Sufficiency Standard is a unique tool developed by Montgomery CountyStat and Montgomery County Community Action Agency. Among several features, the interactive tool helps users navigate how much income is needed to their families, which occupations are more likely to support their family type, and which parts of the County have lower average incomes.

**Who Should Attend:** Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Supervisors, Assistant Program Directors, Grant Writers/Managers

**Thursday, May 3rd**  
**10:30am-11:45am**

### **Working together to keep people housed! (Coastal West Room)**

Presenter: Stephen Holt & Heather M. Sheridan

*Assistant Director of Homelessness Initiatives /Associate Director of Homelessness Initiatives-Maryland Department of Housing and Community Development (DHCD)*

This session will build upon the session entitled “Building and Strengthening Partnerships with your Continuum of Care”. This session will focus on the policies and practices that require collaboration between Community Action Agencies (CAA’s) and Continuums of Care (CoC) to ensure those that are sheltered or placed into housing build a sustainable safety net to remain housed.

The consolidation of the state and federal homeless grants now being administered by Maryland’s Department of Housing and Community Development (DHCD) will result in policy changes that will impact how the homeless receive emergency shelter and permanent housing.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Staff & Management

### **Serving Opportunity Youth (Leeward Room)**

Presenter: Roland Selby

*Executive Director-Year Up Baltimore*

In this session, participants will learn about Year Up's mission to close the Opportunity Divide by providing urban young adults with the skills, experience, and support that will empower them to reach their potential through professional careers and higher education. They will explore the Opportunity Divide, discuss how they achieve this mission, their holistic approach which includes six core values.

**Who Should Attend:** Social Workers, Counselors, Case Managers, Shelter Professionals, Front Line Supervisors, Executive Management, Department Directors, Board Members, Front Line Supervisors, Assistant Program Directors, Front-Line Staff

### **Are you Feeding the Energy Hog: Tips on Lowering Utility Bills and Weatherizing Homes (Coastal East Room)**

Presenter: Carla J. Morton

*Energy Educator-First State Community Action Agency*

This session will provide participants with basic knowledge of weatherization tips that can be completed without assistance from professionals and ways to conserve energy in order to potentially reduce high utility bills. Participants will have the opportunity to engage in an interactive discussion with the facilitator during this workshop. Participants will also learn what a Community Energy Center is and how it helps low-income families.

**Who Should Attend:** Communications Professionals, Executive Management, Department Directors, Board Members, Front Line Supervisors, Assistant Program Directors, Grant Writers/Managers

## **CSBG State Update (Leeward Room)**

Presenter: Stuart Campbell, Michelle Bass & April Salisbury

*CSBG State Staff- Maryland Department of Housing and Community Development*

This session will provide information to Community Action Agency's staff to review Federal Fiscal Year 2019-20 Community Action Plans and the draft 2019-20 State Plan.

The State will also provide updates regarding the CSBG Center of Excellence - Organizational Standards & Monitoring processes. It will provide also updates of U.S. Department of Health and Human Services CSBG Program.

**Who Should Attend:** Executive Directors, Managers, Supervisors, Fiscal Officers



# Strengths-Based LEADERSHIP

**REGISTRATION FEE \$100**  
**MAY 3, 2018 8:30AM-4:30PM**  
**COASTAL MAIN ROOM**

In this session facilitated by Temple University as part of their Strengths-Based Leadership Program, participants will discuss what defines an empowering workplace and identify leadership styles that support empowerment.

Through the skill of critical reflection, leaders will identify how their own skills, attitudes and knowledge compare to the core competencies of a strengths based leader.

Participants will also reflect on the strengths of their own staff and organization and discuss how to leverage the strengths to overcome challenges.

Register at: [www.conferencemaryland-cap.org](http://www.conferencemaryland-cap.org).

Please contact Kia Holder for more information at 443-482-5172 or [kholder@maryland-cap.org](mailto:kholder@maryland-cap.org).



Become a more  
empowering leader!

Join us at the 2018  
MCAP Human  
Services Conference  
for the Strengths-  
Based Leadership  
workshop.

## **Maryland Community Action Partnership**

420 Chinquapin Round Rd,  
Suite 2-1  
Annapolis, MD 21401  
(443) 482-5172  
[www.maryland-cap.org](http://www.maryland-cap.org)



**Register Now!**

at

[www.conferencemaryland-cap.org](http://www.conferencemaryland-cap.org)

2018

SEE YOU AT THE CONFERENCE!

*For questions or additional information contact  
Maryland Community Action Partnership  
443-482-5172*