



**SC Community Action Partnership and SC State Head Start Association  
2021 Statewide Mid-Fall Hybrid Training Conference  
Monday, November 1 – Thursday, November 4, 2021  
Conference Agenda**

| Monday, November 1, 2021 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| TIME                     | EVENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 7:00am-9:00am            | Breakfast on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 9:00am-5:00pm            | Conference Information Desk & Exhibit Hall Opens                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 9:00am-10:30am           | <p><b>Preconference Workshops I</b></p> <p><b>O</b> 1. <b>Employees Are Your Number One Priority</b><br/> <i>Trainer(s): Dr. Robert Lemon, Professional Speaker, Believe Your Dreams, Inc.</i><br/>                     When leaders take care of employees, employees take care of customers, and customers drive revenue. In many organizations, the problem that occurs between management and employees is that many bosses will tell employees before they ask, they communicate before they connect, and they selectively hear instead of listen to their employees. While this type of boss is a norm in many organizations, these bosses are not effectively leading their employees and will eventually create unproductive and disengaged employees. To drive results, a leader needs to engage employees, wow employees, and treat employees like they are the number one customer.<br/>                     Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>CS/LIH</b> 2. <b>CSBG/LIHEAP Roundtable Part 1 (Directors Only)</b><br/>                     Peer-to-Peer facilitated discussions, questions, and answers, best practices to enhance CSBG and LIHEAP Program Management. (This session is for CSBG/LIHEAP Directors ONLY).<br/>                     Facilitator: Thomas Nix, Community Outreach Director, Palmetto CAP</p> <p><b>CS/LIH</b> 3. <b>CSBG/LIHEAP Roundtable Part (Case Managers, Intake, etc.)</b><br/>                     Peer-to-Peer facilitated discussions, questions, answers, best practices to enhance CSBG and LIHEAP Program case managers, and frontline services. (This session is for CSBG/LIHEAP Staff such as case managers, intake, etc. ONLY)<br/>                     Facilitator: Natasha Pauling, Resource Development/Public Information Officer, SCACAP</p> <p><b>HS</b> 4. <b>Head Start Monitoring Protocol: Focus Area Two Review</b><br/> <i>Trainer(s): Mark Davis, President/Lead Consultant, Non-Profit Connection</i><br/>                     This training is designed to enhance Head Start and Early Head Start administrators' understanding of the Focus Area 2 monitoring review process. This session will provide an in-depth review of the monitoring protocol in addition to strategies to prepare programs for successful monitoring reviews.<br/>                     Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</p> <p><b>O</b> 5. <b>CCAP 101: So, You Want to Become a Certified Community Action Professional (CCAP)? [Virtual Only – Time: 9:45 AM – 10:30 AM]</b><br/> <i>Trainer(s): Charles McCann, Emeritus, NCAP</i><br/>                     One-on-one discussion by agency with Mr. Charles McCann will help determine the steps to become a Certified Community Action Professional.</p> <p><b>FH</b> 6. <b>OMB changes to the Uniform Guidance! Some Good, Some Bad and Some Ugly!</b><br/> <i>Trainer(s): Bob Cates, CEO, Bob Cates &amp; Associates, LLC</i><br/>                     This session will update all significant revisions approved and printed in the federal register August 13, 2020, and implemented ninety days afterwards, November 12, 2020. Federal oversight, accountability and involvement in FFA will increase. Recipient and subrecipient primary responsibility concerns system</p> |

| LEGEND FOR WORKSHOP TRAINING TRACKS: |                           |                             |
|--------------------------------------|---------------------------|-----------------------------|
| Leadership <b>L</b>                  | CSBG/LIHEAP <b>CS/LIH</b> | Head Start <b>HS</b>        |
| Fiscal/HR <b>FH</b>                  | Weatherization <b>W</b>   | Open to All Tracks <b>O</b> |



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Conference Agenda**

**MONDAY, NOVEMBER 1, 2021 (continued)**

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|                 | standards for financial management, internal controls, procurement & property management, cost allowability and audits which are key areas of interest addressed. This is breaking news as it relates to recipient and subrecipient grant management. Participants attending the session will be among the first to receive this information as an instructor led training, a must attend for executive directors, directors, CFOs, managers, supervisors and grant management staff.<br>Facilitator: Daphne Givens, Chief Financial Officer, SCACAP |
| <b>W</b>        | <b>7. Radon Certification Training – [Pre-Registration Required]</b><br>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 10:30am-10:45am | Beverage Break                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 10:30am-5:00pm  | <b>Regular Conference Registration Opens</b><br>Visit the Registration Desk to receive your registration bags!                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 10:45am-12:15pm | <b>Preconference Workshops II</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>CS/LIH</b>   | <b>8. CSBG/LIHEAP Roundtable Part 2 [Open Forum]</b><br>Peer-to-Peer facilitated discussions, questions, and answers, best practices to enhance CSBG and LIHEAP Program Management.<br>Facilitator: Reba Hough-Martin, Deputy Director, Palmetto CAP                                                                                                                                                                                                                                                                                                 |
| <b>HS</b>       | <b>9. HS/EHS Roundtable</b><br>Peer-to-Peer facilitated discussions, questions, and answers, best practices to enhance HS/EHS Program Management.<br>Facilitator: Antoinette Ranger, Program Manager, Beaufort Jasper EOC                                                                                                                                                                                                                                                                                                                            |
| <b>HS</b>       | <b>10. EHS-CCP Roundtable</b><br>Peer-to-Peer facilitated discussions, questions, and answers, best practices to enhance EHS-CCP Program Management.<br>Facilitator: Rebecca Clark, EHS Director, SCACAP                                                                                                                                                                                                                                                                                                                                             |
| <b>O</b>        | <b>11. Community Action 101</b><br><i>Trainer(s): Charles McCann, Emeritus, NCAP</i><br>This workshop is for Employees with less than a 2-year tenure to learn the history of Community Action.<br>Facilitator: Annette Washington, HR Generalist, SCACAP                                                                                                                                                                                                                                                                                            |
| <b>W</b>        | <b>12. Radon Certification Training – [Pre-Registration Required]</b><br>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 12:15pm-1:30pm  | Lunch on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 12:15pm-1:30pm  | <b>SCACAP Board &amp; SCHSCO Committee Joint Forum</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 1:30pm-3:00pm   | <b>Preconference Workshops III</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>O</b>        | <b>13. ROMA Outcome Management Group (OMG) Roundtable</b><br><i>Trainer(s): Dr. Barbara Mooney, Director, &amp; Carey Gibson, Association of Nationally Certified ROMA Trainers</i><br>Peer-to-Peer facilitated discussions, questions, and answers, best practices to enhance the ROMA Logic Model. (Open to all Certified ROMA Trainers, Implementers, and Candidates.)<br>Facilitator: Jessica McMoore, CCAP, NCRT, CEO, SCACAP                                                                                                                   |
| <b>HS</b>       | <b>14. Head Start Program Governance for Board and Policy Council</b><br><i>Trainer(s): Melvin Gravely, CEO, The Gravely Group</i><br>In accordance with the Program Performance Standards, Part 1301: Program Governance, an agency must establish and maintain a formal structure for program governance. This training will explore the six sections of this part: (1)                                                                                                                                                                            |

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|---------------------|---------------------------|-----------------------------|
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| Fiscal/HR <b>FH</b> | Weatherization <b>W</b>   | Open to All Tracks <b>O</b> |



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**MONDAY, NOVEMBER 1, 2021 (continued)**

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|               | <p>purpose, (2) governing body, (3) policy council and policy committee, (4) parent committee, (5) training, and (6) impasse procedures.<br/>Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</p> <p><b>FH</b> 15. <b>HR/Fiscal Roundtable</b><br/><i>Trainer(s): Shunna Jeter, Esq., HR TAG Liaison; &amp; James Pasley, Fiscal TAG Liaison, SC CAP Directors Association</i><br/>This roundtable will provide updates, best practices, questions, and answers to enhance Human Resources and Fiscal Program Management.<br/>Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>W</b> 16. <b>Radon Certification Training – [Pre-Registration Required]</b><br/>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3:00pm-3:30pm | PM Break                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3:30pm-4:45pm | <p><b>Preconference Workshops IV</b></p> <p><b>O</b> 17. <b>Grant Writers Circle</b><br/>This session will be a roundtable discussion to discuss the funding needs and resources, as well as how to increase funding for the CAA, Head Start, and Weatherization Networks on a state and local level.<br/>Facilitator: Natasha Pauling, Resource Development/Public Information Officer, SCACAP</p> <p><b>HS</b> 18. <b>ERSEA: Overview of Head Start Recruitment and Enrollment</b><br/><i>Trainer(s): Melvin Gravely, CEO, The Gravely Group</i><br/>This workshop will provide Head Start Personnel with a high-level overview of the components of ERSEA, with more specific discussion on recruitment and enrollment. Participants will explore resources on how to recruit, enroll, and retain families through proven marketing techniques and strict adherence to the performance standards.<br/>Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</p> <p><b>FH</b> 19. <b>Evaluating Your Entities Administrative and Financial Management Capabilities to Manage Federal Financial Assistance Funding</b><br/><i>Trainer(s): Bob Cates, CEO, Bob Cates &amp; Associates</i><br/>This session is two-fold: first, discussion will begin by reviewing how the federal council of Inspectors general, through there twenty plus Individual federal offices of Inspector General (OIG) will go about assessing and determining if your organization is in fact capable, (efficient and competent) of administering Federal financial assistance funds. The remainder of the session will review four areas that will reduce risk in accountability ensuring an entity is safeguarding federal awards received. In addition, watching monitors and auditors smile as they exit your organization because the control systems and procedures are in place to properly ensure compliance are evident. Participants attending the session will gain skills needed to evaluate and determine whether current and prospective federal awards received by their entity are in compliance and properly managed.<br/>Facilitator: Daphne Givens, Chief Financial Officer, SCACAP</p> <p><b>W</b> 20. <b>Radon Certification Training [Pre-Registration Required]</b><br/>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC</p> |
| 4:45pm-until  | Dinner on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 5:30pm-6:30pm | <b>Policy Council Meeting [CLOSED FOR SCACAP ONLY]</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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| 6:30pm-8:00pm                                                              | <b>Presidential Welcome &amp; Networking Drop-In</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Tuesday, November 2, 2021 – U.S. ELECTION DAY! MAKE SURE TO VOTE!!!</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>TIME</b>                                                                | <b>EVENT</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 6:00am-7:00am                                                              | <b>Taking Steps Out of Poverty (Health &amp; Wellness)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 7:00am-9:00am                                                              | Breakfast on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 8:30am-5:00pm                                                              | Conference Information Desk & Exhibit Hall Opens                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 9:00am-10:30am                                                             | <p><b>Opening General Plenary I</b></p> <p><b>Greetings – SC Affiliate Associations</b><br/>                     SCACAP – Walter Fleming, President, SCACAP<br/>                     SCCAPDA – James G. Williams, President, SCCAPDA<br/>                     SCSHSA – Dr. Arthur Brewton, President, SCSHSA<br/>                     SCCAP – Leon Ross Bowens, President, SCCAP</p> <p><b>Census Updates - U.S. Census Bureau</b><br/>                     Marilyn Stephens, Partnership Coordinator, Atlanta Regional Census Office</p> <p><b>Regional Updates- U.S. Department of Health and Human Services</b><br/>                     Carlis V. Williams, MA, Southeast Regional Administrator, HHS/ACF</p> <p><b>Ushers: Chesterfield-Marlboro Economic Opportunity Council, Inc.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 10:30am-10:45am                                                            | <b>Beverage Break - Take 15 minutes to listen to the "Dominion Energy Moments" from our Sponsor!</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10:30am-12:00pm                                                            | <b>SC CAP Directors Association Meeting</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 10:45am-12:15pm                                                            | <p><b>Concurrent Workshops I</b></p> <p><b>CS/LIH</b> 1. <b>Impact of CARES Support – From A National Certified ROMA Professionals (NCRP) Perception</b><br/>                     Trainer(s): Dr. Barbara Mooney; Carey Gibson, Association of Nationally Certified ROMA Trainers; &amp; Lana Shope, Co-Project Director, CARES Act Supplemental, NCAP<br/>                     Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>HS</b> 2. <b>Child Plus Data Path, Data Governance, and Next Steps for Head Start Data</b><br/>                     Trainer(s): Sheila Cornwell, Business Analyst, Office of Revenue Fiscal Affairs Integrated Data Warehouse; &amp; Justina Siuba, Data Governance Coordinator, Early Childhood Advisory Council<br/>                     Preschool Development Grant Update, Student Unique IDs update, along with Child Plus and Assessment Reporting discussion. Overview of Data Governance – An overview of Data Governance along with providing examples of how it is being utilized in our state (including our ECIDS work and the Just Plain Killers as examples). There will be an open discussion around the Data Dashboard and creating the Head Start data questions needed for the Data Dashboard in coordination with Data Governance Coordinator.<br/>                     Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</p> <p><b>FH</b> 3. <b>Developing a Professional Employee Performance Program for Administering Federal Financial Assistance in Your Organization</b><br/>                     Trainer(s): Bob Cates, CEO, Bob Cates &amp; Associates, LLC<br/>                     Learn to develop managers, supervisors, executives and leaders from associate staff within the organization. Four primary goals will be identified and explained in detail. Additional goals and targets will be recognized for the organization</p> |

| LEGEND FOR WORKSHOP TRAINING TRACKS: |                           |                             |  |
|--------------------------------------|---------------------------|-----------------------------|--|
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| Fiscal/HR <b>FH</b>                  | Weatherization <b>W</b>   | Open to All Tracks <b>O</b> |  |



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**TUESDAY, NOVEMBER 2, 2021 (continued)**

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|                | <p>as well as the associate workforce. Ten approaches to encourage professional development will be identified and explained as advantages and benefits of developing a performance development program (PDP) will be discussed. In addition, creating a high impact associate internal training program that supports the PDP. Those participants who attend the session will be the “agents for change” within their entity as this training is a valuable impact to securing an ongoing positive future.<br/>Facilitator: Daphne Givens, Chief Financial Officer, SCACAP</p> <p><b>O</b> 4. <b>COVID and the Economy</b><br/><i>Trainer(s): Dr. Joshua P. Cohen, Independent Healthcare Analyst/Former Research Associate Professor, Tufts University Center for the Study of Drug Development</i><br/>The presenter will assess the current economic state of the country due to the impact of COVID-19. Supply chain shortages and the labor shortage are long-term effects of the pandemic. How does that exacerbate our existing economic and health systems?<br/>Facilitator: Tiffany James, VEAP Coordinator, SCACAP</p> <p><b>W</b> 5. <b>Putting Together a Weatherization File</b><br/><i>Trainer(s): Matthew Melton, WAP Manager, SC Office of Economic Opportunity</i><br/>An overview of the documents needed for a complete weatherization file along with instructions for uploading them to DBA.<br/>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC</p>                                                                                                                                                                       |
| 12:15pm-1:30pm | Lunch on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 12:15pm-1:30pm | <b>Head Start Directors and Executive Directors Joint Forum</b><br><b>[CO-SPONSORED BY LEARNING GENIE &amp; NICK FLOYD &amp; ASSOCIATES]</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 12:15pm-1:30pm | <b>ESCAPE FROM COVID [ESCAPE ROOM]</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 1:30pm-3:00pm  | <p><b>Concurrent Workshops II</b></p> <p><b>O</b> 6. <b>Skills Needed to Thrive in the New Normal</b><br/><i>Trainer(s): Dr. Robert Lemon, Professional Speaker, Believe in Your Dreams, Inc.</i><br/>The workplace is experiencing a situation that is unique to this era. In the past, it has been common for leadership to pass the job to the next generation in line. However, with trends of the new normal, companies are looking for skills that are naturally possessed by youthful and entry-level leaders. These skills are: • Emotional investment: they seek emotional and intellectual fulfillment in their work. • Flexible: they tend to go with the flow and are comfortable with rapid change. • Adaptable: they quickly adapt to cultural and societal trends and have lesser expectations for resources. • Creative contribution: they bring creative and unconventional ideas to the table. • Value-based: they want to work for companies that have the same values they possess. • Ambitious: they are driven and constantly seek what is next. • Broad skill sets: they tend to know how to do a lot of different things and can easily work across lines and have multiple roles in one position.<br/>Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</p> <p><b>CS/LIH</b> 7. <b>SC Housing SC Stay Plus Roundtable</b><br/><i>Trainer(s): Representatives from Guidehouse, and SCACAP</i><br/>This session will be a facilitated discussion, questions, and answers, and best practices to enhance the SC Stay Plus program for agencies participating in the statewide community-based initiative.</p> |

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|                      | <p><b>HS</b> 8. <b>Unity in the Community – Area: Community Engagement</b><br/> <i>Trainer(s): Kathy Miller, CEO, Eden Enterprise, LLC</i><br/>                 In this highly interactive, relevant session, attendees will receive strategies on creating on “Culture of Caring,” and Bridging the Gap in their communities. This session will also include team building exercises, which can be implemented in communities immediately.<br/>                 Facilitator: Lorraine McCall, Family Advocate, SCACAP</p> <p><b>O</b> 9. <b>Mental Health in the Workplace</b><br/> <i>Trainer(s): Kyra Mathis, LMSW, Mental Health Disabilities Specialist, SCACAP</i><br/>                 This session will provide information to attendees about how mental health impacts individuals in the workplace, while highlighting the differences based on generation and gender. Statistics will be provided on how stigma on mental health effects disclosures, as well as how to implement change. There will be discussion on topics such as how to handle situations when coworkers share their mental status, when someone is seeking mental health care, self-care, and more.<br/>                 Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>W</b> 10. <b>WAP TAG Roundtable [TIME: 2:30 PM – 4:30 PM]</b><br/>                 This session is a part of a series of discussions of best practices, energy measures, various topics, and practices to enhance weatherization services of homes for eligible consumers.<br/>                 Facilitator(s): Maurice Pieters, Weatherization Director, Aiken Barnwell CCAA &amp; Samuel Bass, Jr., WAP TAG Liaison, SC CAP Directors’ Association</p>                                                                               |
| <p>3:00pm-3:30pm</p> | <p>PM Break</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p>3:30pm-4:45pm</p> | <p><b>Concurrent Workshops III</b></p> <p><b>O</b> 11. <b>Leading through Difficult Times</b><br/> <i>Trainer(s): Dr. Gretchen Barron, Consultant, Purposed Vision Consulting, LLC</i><br/>                 Being a leader is not something that you can turn on and off. One must lead through the good times and bad. So many people thought they were leaders until the pandemic hit. This workshop will provide tips for any leader to continue to lead even during difficult times.<br/>                 Facilitator: Daphne Givens, Chief Financial Officer, SCACAP</p> <p><b>CS/LIH</b> 12. <b>Broadband, Consumer Services and Energy Office Community Engagement</b><br/> <i>Trainer(s): Stacey Washington, Senior Energy Specialist; Takisha Waller, Senior Investigator; Jim Stritzinger, Director, SC Office of Regulatory Staff</i><br/>                 This session will provide information to attendees about how they can engage with the SC Office of Regulatory Staff. Broadband Office, Consumer Services and Energy Office to increase consumer awareness on topics such as public hearings, energy efficiency, consumer utility assistance, and more.<br/>                 Facilitator: Lorraine McCall, Family Advocate, SCACAP</p> <p><b>HS</b> 13. <b>Trauma Informed-Care Powered by Sesame Street</b><br/> <i>Trainer(s): Teresa Pelham, Early Childhood Specialist; Natalie Thornock, Health Specialist; &amp; Alexis Tarbin, Family Engagement Specialist, Region IV Head Start Training and Technical Assistance</i><br/>                 The impact of the COVID-19 pandemic increased attention on racial inequities; increased need for mental health services; and current research on the prevalence of trauma among our children, families, and communities. During this</p> |

**LEGEND FOR WORKSHOP TRAINING TRACKS:**

|                     |                           |                             |
|---------------------|---------------------------|-----------------------------|
| Leadership <b>L</b> | CSBG/LIHEAP <b>CS/LIH</b> | Head Start <b>HS</b>        |
| Fiscal/HR <b>FH</b> | Weatherization <b>W</b>   | Open to All Tracks <b>O</b> |



**SC Community Action Partnership and SC State Head Start Association  
2021 Statewide Mid-Fall Hybrid Training Conference  
Monday, November 1 – Thursday, November 4, 2021  
Conference Agenda**

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | <p>session we will explore National Center Resources and trauma informed care systems; identify ways programs may use these resources to support children, families, and communities impacted by trauma; highlight new content and materials, including Sesame Street in Community resources to explore what it means to be trauma-informed; and share strategies for creating or enhancing trauma informed systems.</p> <p>Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</p> <p><b>W</b> 14. <b>WAP TAG Roundtable [TIME: 2:30 PM – 4:30 PM]</b></p> <p>This session is a part of a series of discussions of best practices, energy measures, various topics, and practices to enhance weatherization services of homes for eligible consumers.</p> <p>Facilitator(s): Maurice Pieters, Weatherization Director, Aiken Barnwell CCAA &amp; Samuel Bass, Jr., WAP TAG Liaison, SC CAP Directors' Association</p> |
| 4:45pm-until                       | Dinner on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 5:00pm-6:00pm                      | <b>Family Feud [Finale of the Escape from COVID]</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Wednesday, November 3, 2021</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>TIME</b>                        | <b>EVENT</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 6:00am-7:00am                      | <b>Taking Steps Out of Poverty (Health &amp; Wellness)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 7:00am-9:00am                      | Breakfast on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 8:30am-5:00pm                      | Conference Information Desk & Exhibit Hall Opens                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 9:00am-10:30am                     | <p><b>O</b></p> <p><b>General Plenary II</b><br/><b>National LIHEAP/LIHWAP Updates- National Energy and Utility Affordability Coalition (NEUAC)</b><br/><i>Katrina Metzler, Executive Director, NEUAC</i></p> <p><b>National Update – National Association for State Community Services Program (NASCSPP)</b><br/><i>Jenae Bjelland, Executive Director, NASCSPP</i></p> <p><b>~Come to Hear A TOWN HALL Utility Summit for Community Action and Head Start Programs~</b></p> <p>This summit provides an intimate setting to work with utility companies (power, water, and gas) to enhance service delivery programs. Community Action Agencies will also have the opportunity to provide information on the programs and services they have to offer in their communities.</p> <p><b>Ushers: OCAB Community Action Agency, Inc.</b></p>                                                                                                     |
| 10:30am-10:45am                    | Beverage Break                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 10:45am-12:15pm                    | <p><b>CS/LIH</b></p> <p><b>Concurrent Workshops IV</b><br/><b>15. SC OEO: LIHWAP Roundtable</b><br/><i>Trainer(s): Kelly Buckson, CSBG/LIHEAP Senior Manager, Office of Economic Opportunity</i><br/>Join OEO for a virtual check-in to discuss the rollout and progression of the new statewide household water assistance program (LIHWAP).<br/>Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>HS</b> 16. <b>McKinney Vento Homeless &amp; Education Updates &amp; Adjustments</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| LEGEND FOR WORKSHOP TRAINING TRACKS: |                           |                             |
|--------------------------------------|---------------------------|-----------------------------|
| Leadership <b>L</b>                  | CSBG/LIHEAP <b>CS/LIH</b> | Head Start <b>HS</b>        |
| Fiscal/HR <b>FH</b>                  | Weatherization <b>W</b>   | Open to All Tracks <b>O</b> |



**SC Community Action Partnership and SC State Head Start Association  
2021 Statewide Mid-Fall Hybrid Training Conference  
Monday, November 1 – Thursday, November 4, 2021  
Conference Agenda**

**WEDNESDAY, NOVEMBER 3, 2021 (continued)**

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|                                       | <p><i>Trainer(s): Deborah Boone, MS, McKinney-Vento/PASS Coordinator, Richland One Head Start and McKinney-Vento Homeless Education programs are both guided by federal regulations. Participants will learn about the strong connections these two programs share. You will also find out about the scope of homelessness, paths, and the impact that homelessness has on children of all ages.</i><br/>Facilitator: Daphne Givens, Chief Financial Officer, SCACAP</p> <p><b>O</b> <b>17. Diversity, Equity &amp; Inclusion Training 101</b><br/><i>Trainer(s): Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP</i><br/>The DE&amp;I Training includes topics that approach bias in the workplace. The training will assist employers with examples and data that expresses the need for DE&amp;I Training.<br/>Facilitator: Lorraine McCall, Family Advocate, SCACAP</p> <p><b>O</b> <b>18. Become A COVID V.O.I.C.E.S Ambassador</b><br/><i>Trainer(s): Dr. Jeremy Rossman, President, Research Aid Networks; Dr. Anthony Thompson, UniteUS; &amp; Tiffany James, COVID Vaccine Equity Coordinator, SCACAP</i><br/>Virologist Dr. Jeremy Rossman will give the basics about the COVID-19 and the vaccine. SCACAP VEAP Coordinator, Tiffany James, will join Dr. Anthony Thompson to talk about how to approach and engage with people to increase vaccine confidence.<br/>Facilitator: Tiffany James, VEAP Coordinator, SCACAP</p> <p><b>O</b> <b>19. The Effect of Vaccine Mandate by Biden Administration, Mandatory Testing, &amp; ADA/Title VII Religious Exemptions</b><br/><i>Trainer(s): Rocky Cabagnot, Attorney at Law, Hull &amp; Chandler P.A.</i><br/>On September 9, 2021, President Biden announced a plan requiring all Head Start program staff and certain Federal contractors to be vaccinated from COVID-19. While this executive action will help more programs and early childhood centers safely remain open and provide comfort to many Head Start parents, there are still legal issues that need to be navigated, particularly regarding workforce opposition to taking the COVID vaccine. In this workshop, we will discuss whether your agency (not everybody is running a Head Start program) is subject to mandatory vaccination or whether regular testing is still an option. Additionally, while Head Start programs (and other programs that have chosen mandates) will be instituting a COVID vaccination mandate, the order does not do away with the legal rights of staff to request religious or disability based accommodation from taking the COVID vaccine. What do you do if your Head Start staff member brings you a letter signed by a pastor saying that the worker has a religious opposition to taking the vaccine because it was tested with aborted fetal cells? We'll dissect this situation and many other issues.<br/>Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>W</b> <b>20. Best Practices of Weatherization &amp; Cost Management (Part 1)</b><br/><i>Trainer(s): Maurice Pieters, Weatherization Director, Aiken Barnwell CCAA</i><br/>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC</p> |
| <p>12:30pm-2:00pm</p> <p><b>O</b></p> | <p><b>Awards &amp; Recognition Luncheon [SPONSORED BY NICK FLOYD &amp; ASSOCIATES]</b><br/><b>Join us in recognizing South Carolina's CAA &amp; HS staff professionals for receiving the following awards during year 2021:</b></p> <ul style="list-style-type: none"> <li>• Certified Community Action Professional (CCAP)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

**LEGEND FOR WORKSHOP TRAINING TRACKS:**

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|---------------------|--------------------------|-----------------------------|
| Leadership <b>L</b> | CSBG/LIHEAP <b>CS/LH</b> | Head Start <b>HS</b>        |
| Fiscal/HR <b>FH</b> | Weatherization <b>W</b>  | Open to All Tracks <b>O</b> |





**SC Community Action Partnership and SC State Head Start Association  
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Conference Agenda**

**WEDNESDAY, NOVEMBER 3, 2021 (continued)**

- Results-Oriented Management & Accountability (ROMA)
- SC Head Start Awards

**Listening to Success Stories from our Customers:**

During the Awards & Recognition session, attendees will have the opportunity to listen to the Success Stories from Our Customers highlighting best practices and results of services that led to self-sufficiency of consumers.

**Ushers: Waccamaw Economic Opportunity Commission, Inc.**

2:00pm-3:30pm

**Concurrent Workshops V**

- O** **21. Huddle Up: Strategic Planning**  
Trainer(s): *Dr. Gretchen Barron, Consultant, Purposed Vision Consulting, LLC*  
This session will introduce the components of the strategic planning process so that participants will be prepared to develop and implement their own strategic plans.  
Facilitator: Daphne Givens, Chief Financial Officer, SCACAP
- CS/LIH** **22. Housing Needs in South Carolina**  
Trainer(s): *Bryan Grady, Ph.D., Chief Research Officer, SC Housing*  
This workshop will provide attendees with data and research from SC Housing related to the need for affordable housing in South Carolina and the cost of a lack of affordable housing on our state's individuals and families.  
Facilitator: Lorraine McCall, Family Advocate, SCACAP
- HS** **23. A Systematic Approach to Child Safety & Child Well-Being**  
Trainer(s): *Andrea Cureton, Early Childhood Specialist; Elaine Weathers, Grantee Specialist; Clarissa Zimmerman, Early Childhood Specialist, & Shanna Scott, Health Specialist, RIV Head Start Training & Technical Assistance*  
This session is designed to equip staff with the essential tools needed for developing a comprehensive approach to promoting child safety and well-being. Discussion will include strategies such as: transitions, safety techniques, active supervision, and redundant safety systems to provide supervision and appropriate interactions with children. These techniques will outline practices to reduce incidents such as children being left unattended, child injury, or child maltreatment.  
Facilitator: Audrey Eades, Compliance/Quality Assurance Specialist, SCACAP
- FH** **24. Key Trends, Issues, and Challenges Facing HS/EHS Grantees During COVID and Beyond**  
Trainer(s): *Rocky Cabagnot, & Dr. Andrea Abbott, Attorney at Law, Hull & Chandler P.A.*  
Key trends, issues and challenges have faced HS/EHS grantees prior to COVID, but COVID has created more of these subjects for grantees to engage during and beyond the pandemic. This workshop will provide attendees an overview of these key issues and challenges, which include but not limited to: (1) Updating and developing the strongest community assessment; (2) How programs can achieve longer duration while providing comprehensive services in line with HSPPS trajectory; (3) How programs can respond to OHS requirements to show how data is used to ensure continuous program improvement; (4) Addressing

**LEGEND FOR WORKSHOP TRAINING TRACKS:**

|                     |                           |                             |
|---------------------|---------------------------|-----------------------------|
| Leadership <b>L</b> | CSBG/LIHEAP <b>CS/LIH</b> | Head Start <b>HS</b>        |
| Fiscal/HR <b>FH</b> | Weatherization <b>W</b>   | Open to All Tracks <b>O</b> |



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|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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|                                   | <p>enrollment concerns during and beyond the pandemic; and (5) Understanding and integrating the new triggers for DRS in your program's operations.<br/>Facilitator: Annette Washington, HR Generalist, SCACAP</p> <p><b>O</b> <b>25. COVID &amp; Health – Fertility and Pandemic-Based Traumatic</b><br/>Trainer(s): Dr. Shontreal Cooper, OBGYN, ZeroCOVIDSC<br/>OBGYN Dr. Shontreal Cooper will discuss COVID-19 and fertility to boost vaccine confidence in those who were or are planning to be pregnant. This training will discuss how COVID-19 has impacted our individual and collective mental health state.<br/>Facilitator: Tiffany James, VEAP Coordinator, SCACAP</p> <p><b>W</b> <b>26. Best Practices of Weatherization &amp; Cost Management (Part 2)</b><br/>Trainer(s): Maurice Pieters, Weatherization Director, Aiken Barnwell CCAA<br/>Facilitator: Tiffeny Vaught, Field Supervisor, Waccamaw EOC</p> |
| 3:30pm-3:45pm                     | <b>PM Break - Take 15 minutes to listen to the "Dominion Energy Moments" from our Sponsor!</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 3:45pm-5:00pm                     | <p><b>O</b> <b>General Plenary III</b><br/><b>Greetings – U.S. House of Representative 6<sup>th</sup> Congressional District</b><br/>Dalton Tresvant, Deputy District Director, Office of Congressman James E. Clyburn, Majority Whip</p> <p><b>State Head Start Updates – SC Head Start Collaboration Office (SCHSCO)</b><br/>Mary Lynne Diggs, Director, SCHSCO</p> <p><b>State Updates – SC Office of Economic Opportunity (SC OEO)</b><br/>James Miller, Director, SC OEO</p> <p><b>National Legislative Updates – National Community Action Foundation (NCAF)</b><br/>David Bradley, CCAP, Executive Director and Co-Founder, NCAF (pre-recording)</p> <p><b>Ushers: Beaufort Jasper Economic Opportunity Commission (BJEOC), Inc.</b></p>                                                                                                                                                                               |
| 5:00pm-5:30pm                     | Exhibit Wrap Up (Optional)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 5:00pm-until                      | Dinner on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Thursday, November 4, 2021</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>TIME</b>                       | <b>EVENT</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 6:00am-7:00am                     | <b>Taking Steps Out of Poverty (Health &amp; Wellness)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 7:00am-9:00am                     | Breakfast on your own                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 8:30am-5:00pm                     | Conference Information Desk & Exhibit Hall Opens                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 9:00am-10:30am                    | <b>SC Community Action Partnership (SCCAP) Meeting</b><br><b>SC State Head Start Association (SCSHSA) Meeting</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10:45am-12:00pm                   | <p><b>O</b> <b>Closing Plenary IV</b><br/><b>State Updates – SC Housing</b><br/>John Tyler, Director of Housing Initiatives and Innovation, SC Housing</p> <p><b>Regional Head Start Updates- Office of Head Start</b><br/>Maria Goss, RIV Regional Program Manager, OHS</p> <p><b>~Announcement of the Escape Room Agency Winners!~</b><br/>For both virtual and in-person attendees. More details to follow.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

| LEGEND FOR WORKSHOP TRAINING TRACKS: |                          |                             |
|--------------------------------------|--------------------------|-----------------------------|
| Leadership <b>L</b>                  | CSBG/LIHEAP <b>CS/LH</b> | Head Start <b>HS</b>        |
| Fiscal/HR <b>FH</b>                  | Weatherization <b>W</b>  | Open to All Tracks <b>O</b> |

**PLEASE NOTE AGENDA IS TENTATIVE & SUBJECT TO CHANGE!**



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|                 |                                                                      |
|-----------------|----------------------------------------------------------------------|
|                 | <b>Ushers: SC Association of Community Action Partnerships, Inc.</b> |
| 12:00pm-12:30pm | Evaluations & Wrap Up/Exhibit Wrap Up                                |

**THANK YOU FOR YOUR PATRONAGE!**

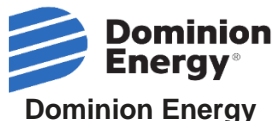
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SC Head Start Collaboration Office

**Exhibitors**

PNP Playground – Lakeshore Learning – Springfield College – Kaplan Early Learning Company

**Individual/Entrepreneur**  
Dicabi Solutions, LLC

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| LEGEND FOR WORKSHOP TRAINING TRACKS: |                |                    |
|--------------------------------------|----------------|--------------------|
| Leadership                           | CSBG/LIHEAP    | Head Start         |
| Fiscal/HR                            | Weatherization | Open to All Tracks |