

Maryland Community Action Partnership



**BUILDING BRIDGES
FOR COMMUNITY IMPACT**
INSPIRE UNITE ACTIVATE

May 7 - 10th, 2024

MCAP 2024

Annual Human
Services Conference



**Session
Descriptions**

as of 3/8/24



Ashore Resort & Beach Club
in Ocean City, MD



www.maryland-cap.org

CONFERENCE AGENDA

SCHEDULE AT-A-GLANCE

Pre-Conference - Tuesday, May 7, 2024

8:00am - 5:00pm	<i>Registration Opens</i>
Afternoon	<i>ROMA Alliance</i>
Afternoon	<i>MCAP Board of Directors Meeting</i>
Afternoon	<i>HR/Fiscal & Whole Family Peer Group Meetings</i>
Evening	<i>Board Reception - MCAP Board of Directors</i>

Conference Opens - Wednesday, May 8, 2024

8:00am - 5:00pm	<i>Registration & Exhibitors</i>
Morning	<i>MCAP Board of Directors Breakfast</i>
Morning	<i>Pre-Conference Sessions (More Info Coming Soon)</i>
12:00pm - 1:00pm	<i>Lunch On Your Own</i>
1:00pm - 2:30pm	<i>Opening Session</i>
2:45pm - 5:15pm	<i>Breakout Sessions & Roundtables</i>
5:30pm - 7:30pm	<i>Networking Reception - Community Action's Got Talent</i>

Day 2 - Thursday, May 9, 2024

8:00am - 5:00pm	<i>Registration & Exhibitors</i>
9:00am - 10:30am	<i>MCAP Awards Breakfast</i>
10:45am - 11:45am	<i>Plenary Panel</i>
11:45pm - 1:00pm	<i>Lunch On Your Own</i>
1:00pm - 5:15pm	<i>Breakout Sessions & Roundtables</i>

Day 3 - Friday, May 10, 2024

8:00am - 12:00pm	<i>Registration & Exhibitors</i>
9:00am - 12:00pm	<i>Breakout Sessions</i>
12:30pm - 2:00pm	<i>Closing Luncheon</i>

Take advantage of educational training opportunities featuring regional and national experts. Our breakout sessions are held on Wednesday, Thursday, and Friday of the conference week. Additional session descriptions will be released as they are confirmed. Session dates/times will also be released as confirmed. Sessions are tentative and subject to change. Stay tuned to our eblasts and visit us at <https://maryland-cap.org/annual-conference-2024/> periodically for updates.

CONFERENCE WORKSHOPS & ROUNDTABLES

SESSION DESCRIPTIONS

Harmony in Action: Empowering Communities through Advocacy for Long-Lasting Powerful Change

Ayana Bias, Director of Community Advocacy, United Planning Organization

Join us for an inspiring journey as we delve into 'Harmony in Action: Empowering Communities through Advocacy for Long-Lasting Powerful Change.' This presentation explores the transformative impact of community advocacy, focusing on uniting diverse voices to create enduring and impactful change. Discover the strategies, stories, and collaborative efforts that empower individuals to become agents of positive, powerful change within their communities. Together, let's explore the path to lasting harmony and community empowerment.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff*

The State of Food Assistance Programs: Opportunities to Strengthen State & Federal Support Systems

Elisabet Eppes, Deputy Director; JD Robinson, Anti-Hunger Program Coordinator - SNAP; Julia Gross, Senior Anti-Hunger Program Associate- Child Nutrition, Maryland Hunger Solutions

In the year after most pandemic related program expansions ended, new challenges have arisen to maintain the level of support needed to meet the needs of Maryland families. In this session, we will be taking a look at the current state of food and nutrition support systems in Maryland and how SNAP and school meals work to create a critical safety net for Marylanders experiencing food insecurity. We will also be discussing new threats to the funding and operations of the federal nutrition programs and how advocates are working to bolster these programs at the state level as policy changes on the federal level continue to stall.

Who should attend? *Management, Caseworkers/Social Workers, Frontline Staff*

NIA & CUSP: Mentoring Initiatives with Mutual Benefits to Social Work Students and Practitioners

Allessia P. Owens-King, Associate Professor, Salisbury University

This presentation reviews two mentoring programs, the "NIA Mentoring Initiative" (NIA) & Comunidad and Umoja Scholars (CUSP), as avenues for educating social work students about the real risk of secondary trauma and exploring strategies for managing emotionally taxing work. Also, because of the challenging encounters experienced by students of color at predominantly white institutions, the programs made strides to promote organizational belonging and assist students in career-planning activities. Uniquely, the programs have benefited not only students but the mentors. Several social work practitioners have served as program mentors, they developed new professional connections through their participation in program meetings, community enrichment activities, and community leadership projects. As a result, they have collaborated to create the Cultural Coalition of Mental Health Practitioners on the Eastern Shore (CCOPEs). The mutual gains of mentoring programs for social work students and practitioners are discussed.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff*

Improving Digital Equity in Under-Resourced Communities

Charlotte Davis, Executive Director, Rural Maryland Council

Attendees will understand the resources available to assist individuals and families that lack access to digital skill training, devices and service subscriptions. Data show low-income families are often the most disconnected in our state leading the digital divide.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Board Members*

Are My Barriers a Barrier to My Client?

Tyler Callahan, Career Coach, Anne Arundel Workforce Development Corporation

This session reviews how our own experiences, barriers or trauma could lead to an unconscious bias that can lead to us being a barrier to our clients and own success.

Who should attend? *Management, Caseworkers/Social Workers, Frontline Staff*

CONFERENCE WORKSHOPS & ROUNDTABLES

SESSION DESCRIPTIONS

Effective Transition: Community-Driven Solutions in Reentry Programs

Joshua Hatch, Vice President, Anne Arundel County Community Action Agency

This presentation is specially tailored for community-based organizations actively engaged in supporting the reintegration of formerly incarcerated individuals. It highlights the pivotal role these organizations play in implementing evidence-based practices within reentry programs. We'll explore how these practices, rigorously tested and proven, significantly contribute to reducing recidivism, enhancing community safety, and promoting the well-being of returning individuals. The presentation will delve into strategies for effectively addressing the unique needs and challenges faced during reentry, emphasizing collaboration and tailored support. We will examine case studies and successful models of community involvement, including partnerships, resource sharing, and advocacy. This session aims to empower community organizations with knowledge and tools to foster a more effective, compassionate reintegration process, ultimately leading to stronger, safer communities.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

Responsible Fatherhood & Co-Parenting: An Approach To Enhance Child Well-Being

Jeffery Johnson, President, National Partnership for Community Leadership (NPCL)

Conference attendees will learn how responsible fatherhood programs emphasizing co-parenting can enhance child well-being among low-income families.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

Making Space and Building Connections through Cultural Humility Framework

Shant'a Johnson, Executive Director, Montgomery County Community Action Agency

This two-part session for participants of all sectors, will give an overview of Cultural Humility history and principles, understanding the difference between cultural humility and cultural competence and how it complements the work of diversity, equity and inclusion. In the second part of this two-part session, participants from Session 1 will further reflect on the principles of Cultural Humility shared in Session 1 along with opportunity to discuss in small and large groups strategies and practices to develop a culture of belonging in their organizations.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

Serving Beyond Barriers

Adam Sewell, Director of Workforce and Human Services, Horizon Goodwill Industries

In this session we will discuss alternative service delivery models. We will look at the current barriers to service delivery such as technology, transportation, affordable housing, and sustainable employment. The goal is to encourage service providers to think creatively about practical and innovative ways they can proactively remove barriers in their communities.

Who should attend? *Management, Caseworkers/Social Workers, Frontline Staff*

The 15 Invaluable Laws of Growth

Octavia Stanton Caldwell, President & CEO, Caldwell Group, Inc.

Personal growth and leadership go hand in hand. Participants will discover what it means to tap into their unlimited potential and become all that they can be. A person's potential opens the door to opportunities, it heralds hope, and it unveils greatness. This interactive presentation will focus on the 15 most invaluable laws for personal growth. Learn how developing yourself not only provides the best chance of becoming the leader you were meant to be, and contribute to those around you.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

CONFERENCE WORKSHOPS & ROUNDTABLES

SESSION DESCRIPTIONS

Every Child Can Fly: Diversity in Learning

Nino Meladze-Zullo, Program Intervention Manager and Royace Hagler, Senior Program Director, United Planning Organization

This workshop will help you to identify children with special needs in your program. Using a strength-based approach, it will encompass how to support children, families and teachers. It will include how to hold difficult conversations and celebrate accomplishments. You will leave this training with a better understanding of diversity and inclusion in Early Childhood Education.

Who should attend? *Management, Caseworkers/Social Workers, Frontline Staff*

Don't Just Send the 'Data Person'! How to Cultivate Collaborative & Equitable Data Practices Across Roles

Jenrose Fitzgerald, Program Manager, Data for Social Impact Initiative and Dan Ferris, Social Policy Institute at Washington University in St. Louis

This session will provide an asset-based framework for cultivating a collaborative data culture. There will be a hands-on exercise focused on equitable and collaborative data practices spanning across roles, as well as opportunity for participants to share their own strategies for navigating data challenges on the ground. Additional resources will be shared that participants can take back to their organizations, to engage colleagues with various roles and levels of data fluency.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff*

The Positive Impact of Launching or Expanding VITA in Your Community

Eduardo Mendes, Program Specialist II, Montgomery County DHHS/CAA VITA Program

Hosting or having a free tax assistance program in your community can have a lot of benefits. The Montgomery County CAA VITA Program is a great example as it has been in operation for over 40 years. What was once a seasonal program that completed mid-1000 tax returns has now become a yearly program that completes close to or over 2000 returns. We all know that financial literacy and health are closely linked in our society. By hosting or having a VITA program, you can gather valuable data that your agency can use for advocacy at the local, county, or state level, and most importantly, data towards the CSBG. This session will cover the steps taken to gather data, share it with our partners, and what has worked within our program.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

A Formula to Reduce Stress in the Workplace

Larissa Johnson, Founder, Formula for Fun

Are you looking for an effective way to manage workplace stress? Extensive research shows that incorporating laughter, movement, and play is a powerful approach to reduce stress levels and FUN is the number one driver for wellbeing at work. By focusing on strategies for managing stress and fostering wellness, this workshop will help participants develop practical skills for taking care of themselves and their communities. During the workshop, participants will develop a personalized formula for managing stress, from simple exercises that release tension to group games that encourage collaboration and teamwork, that will help everyone stay centered and focused during stressful situations. By attending, participants will gain valuable insights into managing stress and improving your overall well-being.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

Workforce Development Strategies to Support Individuals Experiencing Homelessness

Kristen Patterson, Disability and Youth Services Coordinator, Maryland Department of Labor

Maryland Department of Labor has launched its Workforce Solutions to Address Homelessness Grant. This presentation will highlight the grants progress, detail the departments work within the Interagency Council to End Homelessness, and provide information to access statewide workforce development services.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline Staff, Board Members*

CONFERENCE WORKSHOPS & ROUNDTABLES

SESSION DESCRIPTIONS

Expanding your Whole Family Approach

Kia Marie Holder, Deputy Program Integrationist, Anne Arundel Community Action Agency

This session will discuss how your whole family approach's model may change as a result of grant funding opportunities or community partnerships. The session will present an overview of each approach, demonstrate how each agency transitioned, and give updates on the agency's current status of their implementation process.

Who should attend? *Management, Caseworkers/Social Workers, Frontline Staff*

Rural Resonance: Navigating Marketing & Communications Challenges in Human Service Nonprofits

Leah Knicely, Director, Marketing Communications, Garrett County Community Action Committee, Inc.

In this engaging presentation, we will delve into the distinctive challenges and opportunities faced by rural human service nonprofits. Participants will explore practical insights, from cultivating authentic narratives to leveraging digital tools tailored to rural landscapes. Attendees will gain valuable knowledge to enhance their organizations' visibility, build community trust, and foster sustainable growth in rural contexts.

Who should attend? *Executive Directors, Management, Frontline Staff, Board Members*

Health Insurance Issues in Mental Health Care

Catherine Sorenson, Community Educator, University of Maryland Extension

Maintaining good mental health is an important part of overall wellbeing. One important strategy for maintaining or improving mental health is taking advantage of mental health care services. However, even with health insurance, accessing mental health care can present unique challenges. In this presentation, we will review what you need to know about health insurance in order to access mental health care or help others access mental health care. We will review health insurance terms, talk about trends in providers accepting or not accepting insurance, discuss budgeting for mental health care coverage, and share resources for reducing the costs of accessing mental health care.

Who should attend? *Caseworkers/Social Workers, Frontline Staff*

Leading Diversity, Equity, and Inclusion

Kim Glenn, Director of Innovative Learning Solutions, EDSI

This two-part presentation is designed to support leaders of Community Action Organization's in planning for and implementing diverse, equitable, and inclusive practices within the programs and services they provide. The first part of the presentation creates a common language around DEI, establishes the training space as "brave", and makes connections to the impact of trauma and DEI work. The second part of the presentation shares specific ways to better understand customers, staffing considerations, and program design considerations. The workshop wraps up with how leaders can get started with strong DEI initiatives and shares resources for next steps.

Who should attend? *Executive Directors, Management, Board Members*

Motivational and Customer-Centered Interviewing

Kim Glenn, Director of Innovative Learning Solutions, EDSI

This workshop explores how case managers and counselors can apply customer-centered and motivational interviewing techniques to empower and engage customers. Ways to increase customer self-awareness and components of customer centered interviewing are introduced with an emphasis on effective communication and the use of high-gain, open-ended questions. Motivational interviewing strategies are introduced as well as the spirit of motivational interviewing. The spirit of collaboration, acceptance, compassion, and evocation drive the underlying process. Participants will have the opportunity to create action plans on how to incorporate some of the strategies into their practice and leave with resources to support the transfer of knowledge.

Who should attend? *Caseworkers/Social Workers*

CONFERENCE WORKSHOPS & ROUNDTABLES

SESSION DESCRIPTIONS

DEI: Embracing Change in the Workplace

Jhnette Lanham, Assistant Director, Dorchester County DSS

This roundtable session will provide a clear understanding of what diversity, equity, and inclusion means and raise a greater awareness and sensitivity to diversity issues that go well beyond the assumed categories.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline, Board Members*

We are ALL Data People: An Innovative Way to Share Data and Engage our Teams and Communities

According to the [Urban Institute](#) "A Data Walk is an interactive way for community stakeholders, including residents, researchers, program administrators, local government officials, and service providers, to engage in dialogue around research findings about their community...in Data Walks in community settings participants rotate through "stations" where data is displayed visually and textually to tell a story for participants to interpret, discuss, and reflect on in small groups." Join us as we delve into our network's data to practice a Data Walk. Participants will learn about the impact of Data Walks and leave with the tools to conduct Data Walks at their agencies and in their communities.

Who should attend? *Executive Directors, Management, Caseworkers/Social Workers, Frontline, Board Members*

COMING SOON

New This Year!

Stay tuned for additional information about Head Start Sessions!



But Wait, There's More...

Keep an eye out for additional sessions being added on topics including:

- Housing and Homelessness
- CSBG Requirements for Board Governance
- Trauma Informed Care
- Whole Family Approach
- Leadership Development
- Serving Immigrant/Refugee Populations
- and more...

#MCAPConnect2024