

# greater together

intentional collaborations



annual youth workforce conference

## June 14, 2018



association of  
**CHILDREN'S**  
RESIDENTIAL CENTERS



# **in·ten·tion·al done on purpose, deliberate col·lab·o·ra·tion the process of working together**

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Welcome to this intentional collaboration between WACYCP and ACRC. We are natural partners, as we both have an overarching focus on serving vulnerable children and families in communities both near and far.

We hope your time with us sparks new perspectives, deeper knowledge, and renewed energy as you sit amongst your colleagues, listening to clinical excellence and innovation in action.

This day will come and go but the connections do not have to. Reach out to us, reach out to each other, let your ongoing needs be known and we will strive to meet them through our wide networks of caring professionals.

In partnership,  
Jody Rhodes  
Board Member  
WACYCP

Kari Sisson  
Executive Director  
ACRC

**Junior Achievement Kohl's Education Center  
1111 West Liberty Drive  
53224 Milwaukee, WI**

## **EVENT SCHEDULE**

8:00 – 9:00 am ..... Registration and Breakfast  
9:00 – 9:15 am ..... Welcome: WACYCP, ACRC and JA  
9:15 am – 10:45 am ..... Keynote: David Wallace (ACRC)  
10:45 – 11:00 am ..... Break/Transition to workshop #1  
11:00 – 12:30 pm ..... Workshop #1 (90 min workshop)  
12:30 – 12:40 pm ..... Transition to Lunch  
12:40 – 2:10 pm ..... Lunch and Speaker: Mira Krishnan (ACRC)  
2:10 – 2:20 pm ..... Transition to Workshop #2  
2:20 – 3:50 pm ..... Workshop #2 (90 min workshop)  
3:50 – 4:00 pm ..... Wrap Up/Door Prizes

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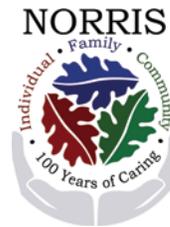
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## 8-9am Registration and Breakfast

### 9AM WELCOME!

#### 9:15-10:45 Keynote Presentation

##### David Wallace

##### Adverse Childhood Experiences (ACEs)

This workshop will illustrate how and why ACEs are relevant to child welfare, juvenile justice and behavioral health providers. The presenter will discuss challenges associated with becoming an “ACEs informed” organization; incorporating ACEs into training, practice, and programming and will demonstrate how growing ACE awareness among all staff can positively impact the milieu, interdisciplinary collaboration, and transform agency culture.

Participants will:

- Improve their knowledge and understanding of fundamental ACEs research
- Increase understanding of ACE informed practice and programming
- Identify ways ACEs could be implemented to transform my individual practice, agency programming, culture

David Wallace, *Executive Director, LaSalle School*



## 10:45-11am Break

### Workshop Session A | 11am-12:30pm

#### We Need You! Finding the Leaders of Tomorrow Today

Serving young people continues to be a guiding force in many professional’s lives, however we don’t always see how our leadership attributes support the mission and have not thought enough about career trajectories. We will explore the qualities and skills our field needs in our future leaders and in program development/implementation. We will challenge our thinking around how we can leverage those skills to fulfill our mission-based work. Participants will be challenged with the question “If not you, then who?”

**Presenters:** Okpara Rice, *Chief Executive Officer, Tanager Place*; Frank Eckles, *Executive Director, Academy for Competent Youth Work*



#### New Themes in Ethical CYC Practice: Bringing Cultural Humility to the Forefront

Child and Youth Care practice is complex work. Practitioners are expected to stay current with developments and challenges in the field. The Standards for Practice of North American Child and Youth Care Professionals was written in 1995 and revised in 2017. We’ll discuss language changes made to enhance clarity and review newly expanded concepts in the revised code of ethics, including self-care, advocacy, personal agency, domains of the life space, relational dynamics of power, inclusion, racial equality, social justice, and cultural humility. A special focus on social justice and cultural humility as ethical mandates will be considered.

**Presenters:** John Korsmo, *Ph.D., Professor and Academic Program Director, Human*



*Services and Community Studies,  
Woodring College of Education,  
Western Washington University;  
James Freeman, MA, CYC-P, Director  
of Training, Casa Pacifica Centers for  
Children and Families*

### **Crafting Innovative Programs: A Hands-on Workshop on how to Create your Own Exciting & Engaging Programs**

Do you facilitate the same activities day in and day out? Are you struggling to keep youth engaged? It's time to shake it up! In this hands-on workshop, participants will work through a step by step process to create a new program to implement at their agencies to ensure their programs are interesting, impactful and innovative. Participants will benefit the most if they attend this session with at least one colleague/co-worker who is familiar with each other's work in the youth work field. Small groups from the same agency are encouraged to attend. Let's get CREATIVE!

**Presenter:** Tracy Hrajnoha, *Director of Strategy and Innovation, Neu-Life Community Development*

### **Healthy Relationships and Crisis Intervention: How Healthy Relationships Can Impact Your Ability to Manage a Crisis**

With so much importance being placed on achieving outcomes as quickly as possible, it is easy to forget how building healthy relationships is often at the heart of achieving those outcomes. In times of crisis, not forgetting the importance of leveraging your relationship to achieve a positive outcome is crucial. Utilizing tools from the Mandt System® we'll discuss developing methods to work with people of any age, cognitive capacity, and mental health challenges to provide them the greatest opportunity to be successful in their lives and for our direct support professionals to be prepared to make the greatest positive impact on the lives of others.



**Presenter:** Nicholas Wood, *Program Manager and Certified Advanced Mandt® Trainer, Lutheran Social Services of Wisconsin and Upper Michigan*

### **Sexual Exploitation of Youth: Signs, Survivors, Hope**

Sexual Exploitation among our youth is a growing problem in our society, state, and communities. As service providers, we work with some of the most vulnerable

and targeted youth. In order to help prevent and address this issue, we need to make sure all of our service providers know the signs to look for and ways to help survivors restore hope. This presentation will go over the background information needed to understand the scope of the issue, signs and key indicators, ways to report, best practices for working with survivors, and the importance of restoring hope.

**Presenters:** Rebecca Nielsen, *Youth Service Coordinator, Lad Lake*; Nancy Yarbrough, *Fresh Start Learning*; Amy Vercauteren, *Lead Youth Care Worker, Lad Lake*; Rachael Balles, *Youth Care Worker, Lad Lake*

### **Culturally Responsive Child and Youth Work: The Role of Culture in Autism Diagnosis and Treatment**

We can all agree that culture plays an undeniable role in child and youth work; however, can we agree on what the term "culture" means? In this interactive workshop, we will explore the meaning of culture by discussing various dimensions of culture.

Understanding such differences becomes critical in child and youth work, especially when working with youth on the autism spectrum. By the end of this workshop, participants can expect to have a better understanding of culture and its various dimensions, as well as how these cultural considerations impact child and youth workers who work with

youth on the autism spectrum.

**Presenters:** Elizabeth Kushner, *Undergraduate Student, University of Pittsburgh*; Christina Scanlon, *Doctoral Candidate, University of Pittsburgh*



## Lunch is Served.

### 12:40-2:10pm Keynote Presentation

#### Mira Krishnan



#### Youth Workers Empowering Gender and Sexually Diverse Youth

Gender and sexually diverse (LGBTQ) youth navigate all of the complexities of developing an identity and sense of purpose that are part of coming of age for all youth, but they also face unique challenges related to stigmatization and discrimination because of their LGBTQ identities. This minority stress often intersects in complex ways with adverse childhood experiences and trauma history, mental illness, and other issues youth in care may also be experiencing, as well as their ethnic identities, economic factors, and other social determinants of health. At the same time, youth face an unprecedented level of visibility and acceptance of gender and sexual diversity in America today, and many are, themselves, at the forefront of advocating for a more inclusive tomorrow. This talk will build on the youth worker skills of supporting youth values and identity development while supporting gender and sexually diverse youth. There will be an emphasis on supporting transgender youth and also on nurturing family acceptance and supporting youth and family self-advocacy. Insights from ACRC's position paper on serving this population will be shared, and we will take a look at both the hopes and challenges the future holds for gender and sexually diverse youth.

Mira Krishnan, Ph.D., *Principal Consultant, Mira Krishnan LLC*

## 2:10-2:20pm Break

### Workshop Session B | 2:20-3:50pm

#### What Are We Missing? The Challenges of Identifying and Treating Male CSE and SE Youth in Residential Treatment

This presentation will review various barriers to developing effective prevention and intervention curriculum specifically in areas of training, research, screening and assessment. We'll dissect a multitude of social and gender issues that may affect ability for staff to see males as victims, emphasizing societal views of masculinity as well as simultaneous identification and vilification of the male "exploiter". Presenters will emphasize how a greater knowledge



of intersects such as gender violence/ inequality, homelessness, LGBTQI2-S, gangs and racism affects perceptions,

identification and access to treatment. We will offer suggestions and strategies to address the challenges with proposed prevention and curriculum development which meet a great complexity of needs.

**Presenters:** Gina Peck-Sobolewski, LMFT, *Assistant Vice President, Hathaway-Sycamores Child and Family Services*; Jerriann Chandler-Ochoa, LMFT, *Director, Training and Staff Development, Hathaway-Sycamores Child and Family Services*



#### Thinking Through Boundary Decisions: Eight Steps to Success

Child and youth workers make countless boundary decisions on a frequent if not daily basis. Yet, with the variety of settings child and youth workers are

employed, what areas should be considered in making decisions? This interactive workshop will outline eight areas workers can use to assist them in making a boundary decision. There will be a generous amount of time earmarked for discussion.

**Presenter:** Pamela A. Richmond, Ph.D., *Colorado State University-Pueblo, Department of Social Work*

### Creating a Competent Workforce: Building a New Foundation into Your Organization's Professional Development Package

Organizations investing in CYC certification need a way to get staff trained so they are competent in the complex skills involved in quality care. The CYC: Foundations Course, offered by the Academy for Competent Youth Work and its partners, has helped over 2000 practitioners in 25 states learn the foundational skills needed and get certified. The course offers broad exposure to the best of youth development principles and practices. Attend this workshop to learn more about the course and how to become a trainer. Join with other Wisconsin organizations to collaborate in sharing costs and resources to create a cutting edge professional development program in your organization.

**Presenter:** Frank Eckles, BA, CYC-P, *Executive Director, Academy for Competent Youth Work*

### Teambuilding: It's Everybody's Job

The word team is used liberally, but a high functioning team is a rarity. Many of us hear "teambuilding" and think of activities that are fun (hopefully) and not very meaningful to our work (generally). The real building of a team takes attention and effort as we work together. We'll offer opportunities for participants to practice specific



teambuilding techniques, while focusing on three elements of creating and maintaining a strong team: the importance and techniques for creating open

communication; developing trust and investing in our relationships with team members; and identifying our shared mission, vision and values.

**Presenter:** Melissa Y. M. Webster, M.S., LCPC, *Director of Residential and Group Home Programs, One Hope United*



### Mentoring: Greater Together

Mentoring is proven as an effective strategy to help young people achieve a variety of positive outcomes as well as strengthen their resilience for risky behaviors. Despite the proven value of mentoring, an incredible gap exists between the number of youth who need mentors and the number of mentors available in our community. This workshop will present a spectrum of mentoring models in our community, identify the common mentoring elements that help facilitate youth success, and hear directly from young people as to what they need and want from mentors in our community.

**Presenter:** John Rakowski, *Director of Prevention Programs, Running Rebels Community Organization*

### Using the Wilder Collaboration Factors Inventory (WCFI) to Assess Capacity

Collaboration well done — whether at the individual, team or organizational level — sparks creative problem solving and powers value creation. In this workshop participants will learn the why, what, and how of collaboration and will become familiar with the Wilder Collaborative Factors Inventory (WCFI). (Mattessich, 2001) The WCFI consists of 40 items in six categories: environment, resources, membership, purpose, communication, and process and structure — the six categories are further broken into 20 success factors.

**Presenters:** TC Cassidy, CYC-P, MPA, M.Div. *Director of Organizational Advancement, National Safe Place Network*; Tracy Hrajnoha, *Director of Strategy and Innovation, Neu-Life Community Development*

**3:50-4pm Wrap Up/Door Prizes**



Wisconsin Association of Child and Youth Care Professionals

*"Meeting the needs of Wisconsin's Child and Youth Care Professionals"*

**WACYCP** is a grass roots organization founded in 1962 by residential childcare workers, who were students at University of Wisconsin-Milwaukee (UW-M).

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**ACRC's Mission:** Providing a powerful voice for residential interventions through relationships, leadership, advocacy, and the promotion of innovative treatment and best practices.

**ACRC's Vision:** ACRC envisions youth and families thriving in their homes and communities; and should they require residential interventions, having uncompromised access to quality treatment at the right time.

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