

**New York Public Welfare Association  
154<sup>th</sup> Annual Winter Conference**

**Making a Difference  
in People's Lives**



**C O M M U N I T Y**

**Preliminary Brochure  
January 24-27, 2023  
The Albany Marriott Hotel**

# NYPWA's 154<sup>th</sup> Annual Winter Conference

January 24-27, 2023 • The Albany Marriott Hotel • Albany, New York

## Opening Address



### ***Bringing the Challenges of Leadership to Life***

People choose to work in social services for a reason. It is not for fame and fortune. Let's face it – we want to make a difference in people's lives.

#### **Abrahm DiMarco**

While we find fulfillment in working for a government agency, we have a vision that is bigger than ourselves. We want to inspire others to follow this career path and become leaders. Abrahm DiMarco, owner of DiMarco Consulting Group, understands this calling and is adept at bringing the challenges of leadership to life. His skills have helped others to grow as leaders for over 25 years. As an officer in the U.S. Army, and as a consultant, he has led, been led by others, and developed leaders in a wide variety of situations and conditions. In 2021, he was on our team of top presenters who kicked off the NYPWA Emerging Leaders Series. Abrahm works with government agencies, businesses, colleges, and other groups. His opening address will engage everyone who wants to build leadership capacity in our service system.

#### **NYPWA President, Commissioner Eileen Tiberio, Invites You to Our Winter Conference**

*"Our winter conference provides an excellent opportunity to hear how your colleagues across the state are innovating to meet the ever-changing challenges of social services work. Come ready to be inspired and encouraged."*

#### **NYPWA Conference Liaison/Commissioner, Michael McMahon, Rensselaer County**

*"Vibrant presentations are the highlight of every NYPWA conference. So much is learned from workshops and side conversations. We value your attendance. When we share our experiences, everyone benefits."*

**Attorneys' Can Earn Up To 10.5 CLEs  
See Page 15**

**Take Advantage of Our Group Discount  
for LDSS – 6<sup>th</sup> Registrant Is Free!**

## Tuesday ■ January 24

3:00 PM - 6:00 PM

**Exhibit Setup and Registration**

4:30 PM - 6:00 PM

**Conference Registration**

6:00 PM

**Dinner on Your Own**

## Wednesday ■ January 25

8:00 AM - 5:00 PM

**Conference Registration**

9:00 AM - 5:00 PM

**Exhibit Area Open**

**9:00 AM - 10:30 AM**

### **Concurrent Sessions**

***NYPWA Board of Directors' Meeting***

***Staff Development Association Meeting***

***(This Meeting is Restricted to Local Districts)***

*Chairperson:*

**Kelly Eagan**, President, SDANYS, and Cortland County SDC

***In-depth Child Welfare Caselaw Alert***

***(1.5 CLEs, 90 minutes)***

The program will provide a deeper look into significant Appellate and Family Court cases from July 2022 - January 2023, particularly FCA Article 10 cases. This session covers different cases than those covered by Mark Maves, Counsel to NYPWA.

*Presenters:*

**Vineet Chawla, Esq.**, Senior Team Leader & Legal Trainer, NYC ACS

**Jennifer Sadaka, Esq.**, Legal Trainer, NYC ACS

**Effective Child Support Administration  
(Attendance Limited to LDSS Participants)**

This session is designed specifically for Child Support Coordinators and is restricted to LDSS participants only. Please join your colleagues in addressing what is happening in your district and in other regions. This session is an opportunity for meaningful dialogue on the issues that matter the most to you concerning the local administration of child support.

*Presenters:*

**Maria Restivo**, Child Support Enforcement Coordinator, Ulster County DSS  
**Susanne Recktenwald**, Child Support Enforcement Coordinator, Steuben County DSS  
**Laura McKay**, Child Support Enforcement, Coordinator, Sullivan County DSS

**Updates from the OCFS, Division of Child Care Services**

Please join OCFS, Division of Child Care Services leadership for an interactive session intended to share information on a wide array of childcare topics. This session will include updates on the various grant programs including provider grants, the Child Care Deserts initiative, Workforce Recruitment and Retention work, and updates regarding the Child Care Assistance Program.

*Presenters:*

**Nora Yates**, Deputy Commissioner, Division of Child Care Services, OCFS  
**Merideth Infantino**, Director, Bureau of Child Care Assistance Division of Child Care Services, OCFS

**10:00 AM - 10:30 AM**

**Energy Affordability & Elective and Natural Gas Relief Programs**

Our speaker will provide a briefing for local DSS administrators on the assistance provided by the Phase 1 & 2 of the Energy Bill Relief program and winter protections for consumers. He will be available to do Q&A after presentation.

*Presenter:*

**Richard Berkley**, Consumer Advocate and Director of the Office of Consumer Services, NYS Department of Public Service Consumer Service  
10:30 AM

• Coffee Break • Sponsored by  
Conduent

**11:00 AM - 12:15 PM**

**Welcome & Opening Address**

**12:30 PM - 1:15 PM**

**Luncheon**

**1:30 PM - 3:15 PM**

**State & Local Commissioners' Dialogue  
(Attendance Limited to State and Local Commissioners)**

Commissioners of OTDA and OCFS, and their executive deputies, are invited to discuss current issues facing social services with local DSS commissioners. The session will begin with topics from local commissioners, followed by time for state commissioners to raise additional issues. At 3:00pm, the meeting will end, and local commissioners will remain to vote in the NYPWA Board of Directors elections.

*Facilitator:*

**Eileen Tiberio**, NYPWA President

• Commissioners' Coffee • Sponsored by  
EY

**1:30 PM - 3:00 PM**

**Concurrent Sessions**

**Child Support Caselaw Updates**

*(1.5 CLEs, 90 minutes)*

This session will provide a review of the significant child support-related court decisions in 2022 and their implications to local district practice and child support operations.

*Presenters*

**Brian Wootan, Esq.**, Deputy Counsel, Division of Legal Affairs, OTDA

**Basic Tenants of Leadership**

We use the word Leadership all the time, but have you ever stopped to think about what it really

means? And what about Authority? And Management? Are these all the same or are they somehow different? We will discuss how all this fits together and what it means to us as leaders.

*Presenter:*

**Abrahm DiMarco**, DiMarco Consulting Group

### ***Fair Hearings Updates***

OTDA's Office of Administrative Hearings (OAH) will offer updates on the demonstration hearing project in effect since March 2020; the Public Health Emergency (PHE) effect on scheduling and priorities; OAH, district, and program collaboration to wind down the PHE; new processes for expedited Medicaid hearings, Administrative Disqualification Hearings; Appellant and Agency evidence; and OAH/IES future state vision.

*Presenters:*

**Kenneth Crannell**, Deputy Commissioner, OTDA

**Samuel Spitzberg**, Associate Deputy Commissioner, OTDA

**Nigel A. Marks**, Downstate Director, OTDA

**Marc Isaacs**, Chief Hearing Officer, OTDA

**Wendy Phillips**, Associate Counsel, OTDA

### ***Effective Strategies for Gathering Meaningful Staff Input***

People choose to work in human services because they believe they make a difference in people's lives. Yet, there are times when the pressures of work can leave people feeling unfulfilled and restless. What really matters to employees? Our panel will share the tools they use to collect meaningful input. Do staff believe that they have a positive impact? What motivates them to come to work every day? How can the department help staff feel appreciated? This session is useful for managers who are considering workplace improvements or efforts to gather worker input.

*Presenters:*

**Monica Brown**, Executive Deputy Commissioner, Onondaga County DSS/ES

**Denise Read**, Deputy Director for Administration, Monroe County DSS

**Sandra Davidson**, Chief Deputy Commissioner, Suffolk County DSS

**Karen Rybicki**, First Deputy Commissioner, Family Independence, Erie County DSS

**Christina Mastrianni**, Deputy Commissioner, Warren County DSS

### ***County Budgets – A Guide for Fiscal Administrators***

Presenters will share samples of the tools that they use to monitor their county budgets. This session will explore approaches to tracking expenditures, preparing annual projections, estimating revenue, and identifying caseload trends. Counties use a variety of monthly reports, spreadsheets, and graphs for this purpose. The same tools are also used to guide the annual budget development process.

*Presenters:*

**John Befus**, First Deputy Commissioner, Westchester County DSS

**Donald Horan**, Deputy Commissioner—Finance, Allegany DSS

### ***Handle With Care: Promoting Partnerships to Help Traumatized Children Heal!***

The Handle With Care (HWC) program aims to ensure that children who are exposed to crime, violence, or abuse receive appropriate interventions so they can succeed in school to the best of their ability. Research now shows that trauma can undermine children's ability to learn, form relationships, and function appropriately in the classroom. HWC programs support children exposed to trauma and violence through improved communication and collaboration between first responders, school and community agencies, and connects families, schools and communities to community services. The presentation will share how Putnam County developed and implemented their program, lessons learned and the importance of community collaboration to protect children.

*Presenters:*

**Marla Behler**, Program Director, CAC of Putnam County

**Frank Guiglieri**, Regional Safety Coordinator, Putnam Northern Westchester BOCES

**Sergeant Matthew J. Kraisky**, Youth Aid Bureau, Putnam County Sheriff's Department

3:30 PM

• **Coffee Break** • *Sponsored by Northwoods*

**3:30 PM - 5:00 PM**

**Concurrent Sessions**

***Child Welfare Case Law***

***(1.5 CLEs, 90 minutes)***

A review of child welfare case decisions issued between July and December 2022. Included will be cases related to FCA Article 10, TPRs, and others encountered in child welfare practice. This session covers different cases than the session offered by NYC ACS attorneys.

*Presenter:*

**Mark E. Maves, Esq.**, Counsel to NYPWA

***Current Issues for Child Support and Temporary Assistance***

During this session, staff from the Division of Child Support Services and the Temporary Assistance Program will discuss issues of shared importance and responsibility between local Child Support and Temporary Assistance staff. Topics may include case handling when there is a presence of domestic violence and referrals between Temporary Assistance and the Child Support Program.

*Presenters:*

**John Sheedy**, Child Support Specialist II, OTDA  
**Allison Bernard**, Child Support Specialist I, OTDA  
**Melissa Alexander**, Temporary Assistance Specialist II, OTDA  
**Zinaria Uba**, Temporary Assistance Specialist I, OTDA

***2Gen Onondaga – Poverty Reduction Pilot Update***

This is a follow-up to a summer conference session regarding Onondaga County's new poverty reduction pilot. The presentation will pick up where we left off—with updates on our 17 pilot families, 14 new families, and how things are going overall. We will present data about what is working/helping, what has changed for the

program and for families, updated goal setting and challenges, and more.

*Presenters:*

**Jennifer Robinson**, Deputy Commissioner TA, Onondaga County DSS/ES  
**Sarah Easterly**, Program Coordinator, Onondaga County DSS/ES

***Workplace Civility, Respect, & Engagement: Becoming a Culture Change Champion***

Staff at all levels have a responsibility to their organization and their colleagues to encourage and promote an environment of respect and accountability. Workshop participants will explore what workplace incivility looks like and the cost of incivility to employees and the organization. Participants will learn how to encourage a culture where people feel safe, seen, heard, and respected.

*Presenter:*

**Sarah Ingerson**, Associate Director, SUNY Oswego Office of Business & Community Relations

***Long Term Care Update***

DOH will present updates on activities in the long-term care arena, focusing on services such as personal care and consumer directed services.

*Presenters:*

**Susan Montgomery**, Special Assistant, OHIP, DOH  
**Cherlyn B. Fay**, Director, Bureau of Medicaid LTC Policy, Division of Program Development and Management, OHIP, DOH

***Avoiding the Fiscal Pitfalls (Attendance Limited to LDSS Only)***

Whether you're a seasoned fiscal administrator or relatively new to the job, hearing from your peers on strategies they use to complete their work is essential for professional growth. During this LDSS-only session, a panel of local fiscal pros will discuss and generate conversations on what each fiscal administrator should look for and what to avoid—including, but not limited to: claim reviews, audits, IV-E, adjustments and avoiding non-reimbursable (NR) claims, maximizing the funding your county is entitled to, and more.

*Presenters:*

**Elizabeth Provenzano**, Director of Finance, Ulster County DSS

**Jessica L. Weinman**, Director of Administrative & Fiscal Services, Cattaraugus County DSS

**Brian M. Napoleon**, Director of Fiscal Services, Dutchess County DCFS

***Developmental Disabilities Unit & CANOPY: Supports for Children and Youth with Complex Developmental & Behavioral Needs***

A multidisciplinary team from NYC ACS will present their strategies and experiences in ensuring that children and youth with Complex Developmental and Behavioral issues have access to the support they need for appropriate placement within and outside the child welfare system.

*Presenters:*

**Angel Mendoza, MD**, Chief Medical Officer, NYC ACS

**Angela Medina-Braddox, MPA**, Executive Director, Developmental Disabilities Unit, Office of Child and Family Health, NYC ACS

**Ina Mendez, MSW**, Deputy Commissioner, Division of Family Permanency, NYC ACS

5:00 PM - 5:55 PM

**Commissioners' Reception**

*(LDSS Commissioners Only)*

6:00 PM - 7:00 PM

**Networking Reception**

7:00 PM

**Dinner on Your Own**

**Thursday ■ January 26**

7:30 AM - 8:45 AM

**Breakfast Buffet**

8:00 AM - 5:00 PM

**Conference Registration**

9:00 AM - 5:00 PM

**Exhibit Area Open**

**8:00 AM - 9:00 AM**

***Solution-Focused Conversations on Administration of TA Public Benefit Programs***

Local districts will share their experiences with housing programs, SNAP, and TA eligibility processes. Facilitated conversations will explore what they have collectively learned that can be applied toward long term solutions. This session is co-designed by local commissioners and their TA administrators. Participation in this working session will be as designated by local commissioners and will be restricted to the workgroup.

**9:00 AM - 10:30 AM**

**Concurrent Sessions**

***Ethics for DSS Legal Practice, Part I (1.5 CLEs in Ethics and Professionalism, 90 minutes)***

A review of ethical requirements and issues encountered by LDSS attorneys, including those related to their status as government attorneys generally, as well as their representation of the LDSS in particular. The program will also review requirements for others—such as attorneys for children, court evaluators, and attorneys for incapacitated persons, and how their ethical issues may affect LDSS attorney practice.

*Presenter:*

**Mark E. Maves, Esq.**, Counsel to NYPWA

### ***Child Support Program Updates, Part I***

Come hear the latest program developments including federal and State level updates; program update on performance and collections; recently issued and in development policy guidance impacting districts; recently released and in development training opportunities; and Program Operations and Fiscal Operations updates.

*Presenters:*

**Eileen Stack**, Assistant Deputy Commissioner & Director, OTDA/CSS

**Monique Rabideau**, Assistant Director, OTDA/CSS

**Susanne Dolin**, Assistant Director, OTDA/CSS

**Aimee Furdyna**, Senior Attorney, OTDA/CSS

**Karen Sicurelli**, Bureau Chief, Data Management, OTDA/CSS

**Lisa Schroeder**, Bureau Chief, Fiscal Operations, OTDA

### ***Diving Into the Executive Budget***

Budget experts from OCFS, OTDA, and DOH will discuss the Governor's budget proposal for social services in SFY 2023-24. There will be an opportunity to dig deeper into the Governor's budget as our panel of local district fiscal experts seek to clarify the new budget proposals.

*Presenters:*

**Bryan Bagstad**, Director, Bureau of Budget Management, OCFS

**Michael Kendall**, Director, Bureau of Budget Management, OTDA

**Jeremy Russell**, Medicaid Unit Manager, Bureau of Budget Management, DOH

*Moderator:*

**Peter Simon**, Director of Administrative Services, Dutchess County DCFS

### ***Succession Planning and Advancement***

Are you interested in how to get promoted and how advancement is viewed through the Commissioner's Lens? Are you part of promotional decision-making or are you looking to move up the leadership ladder? Hear what a recent survey of local DSS Commissioners reveals about the key attributes they look for in leaders and how promotional decisions are made. What can you do to position yourself for advancement and how you can help support upward mobility in agency staff. Find out why some move up ahead of others;

understand the "What, How and Why" of your organization; identify the challenges new leaders commonly face; and understand "Transactional vs Transformational Leadership".

*Presenter:*

**Anthony Turano**, Commissioner, Cattaraugus County DSS

**Daniel Auwarter**, Commissioner, Chenango County DSS

### ***Beyond Workforce Development: The Important Roles of Economic Development and Education***

Individuals on services are often disenfranchised and not connected to the workforce. Our present market requires more trained workers. In this panel discussion, economic development, workforce development and education will come together to outline the current state of the workforce system and the needs of today's employers. You will gain an understanding of how economic development drives the workforce and the role education plays in preparing current and future workers for in-demand jobs.

*Panelists:*

**Louise McLoughlin**, Executive Director Dutchess County Workforce Investment Board

**Melinda Mack**, the Executive Director of NYATEP (New York Association of Training and Employment Professionals)

**Jason Schetelick**, District Superintendent, Dutchess County BOCES

**Sarah Lee**, CEO, Th!nk Dutchess

**Christopher White**, Deputy Commissioner, Workforce Development, NYS Department of Labor

**Theresa Giovanniello**, Deputy Commissioner, Dutchess County DCFS

### ***Be in the Know: How to Use OCFS Data Warehouse to Support Child Welfare Practice and Improve Outcomes***

Using data to monitor services and outcomes is a powerful way to improve practice and obtain better outcomes for children and families. The OCFS Data Warehouse can help you get there. By the end of this session, you will know: 1) how to access the OCFS Data Warehouse; 2) tips and tools

for locating, running and exporting predefined reports; and 3) how to get help when you need it. The session will highlight new and updated reporting packages that support Family First monitoring, preventive services planning, and data quality improvements.

*Presenters:*

**Lynn Finke**, Data Warehouse Unit Lead/BREPA, OCFS

**Dr. Yufan Huang**, Child Welfare Unit Lead/BREPA, OCFS

10:30 AM

- **Coffee Break** •

### 10:45 AM - 12:15 PM

#### ***Ethics for DSS Legal Practice, Part II*** ***(1.5 CLEs in Ethics and Professionalism, 90 minutes)***

A review of ethical requirements and issues encountered by LDSS attorneys, including those related to their status as government attorneys generally, as well as their representation of the LDSS in particular. The program will also review requirements for others—such as attorneys for children, court evaluators, and attorneys for incapacitated persons, and how their ethical issues may affect LDSS attorney practice.

*Presenter:*

**Mark E. Maves, Esq.**, Counsel to NYPWA

### 11:00 AM - 12:15 PM

#### **Concurrent Sessions**

##### ***Team Response on Complex Cases***

What would happen if your staff had the opportunity to bring any complex case to a multi-disciplinary team within DSS to pool their information and expertise to help staff identify strategies and potential solutions? Come hear Dutchess and Rockland County’s experiences in using this process for children’s services, APS, housing assistance, and TA.

*Presenters:*

**Sabrina Jaar Marzouka**, Commissioner, Dutchess

County DCFS

**Joan Silvestri**, Commissioner, Rockland County DSS

#### ***Child Support Program Updates, Part II***

Session will provide information on system enhancements and releases; Integrated Eligibility System (IES) projects; Contract Administration, Program Operations, and the State Disbursement

*Presenters:*

**Eileen Stack**, Assistant Deputy Commissioner & Director, OTDA/CSS

**Monique Rabideau**, Assistant Director, OTDA/CSS

**Susanne Dolin**, Assistant Director, OTDA/CSS

**Shannon Smith**, Bureau Chief – Integrated Eligibility Systems (IES), OTDA/CSS

**Jennifer Pekins**, Bureau Chief - Systems Operations and Development, OTDA/CSS

**Elizabeth McGeough Gamache**, Bureau Chief - Program Operations and Contract Administration, OTDA/CSS

**Jennifer Sherry**, Bureau Chief - State Disbursement Unit, OTDA/CSS

**Anna Quackenbush**, Bureau Chief - Contract Administration – OTDA

#### ***Hot Topics for Local Districts***

##### ***Fiscal Administrators***

Join local fiscal administrators and state staff from OCFS, OTDA and DOH in a discussion of fiscal issues directly affecting social services districts.

*Presenters:*

**Bryan Bagstad**, Director Bureau of Budget Management, OCFS

**Mala Boolchandani**, Director, Bureau of Financial Operations, OCFS

**Mary Bucca**, Assistant Director, Bureau of Financial Services, OTDA

**Anil Thomas**, Principal Accountant, DOH

##### ***Counseling for Employee Performance***

Employee performance issues can be a drain on any team. What's the most effective way to address a performance issue while maintaining your own sanity? Come engage in a discussion about what works and how to set yourself up for success.

*Presenter:*

**Eileen Tiberio**, Commissioner, Ontario County DSS



## ***Integrated Eligibility System***

### ***Program Update***

#### ***(Vendors Are Prohibited From Participating in This Workshop)***

During this session attendees will learn about IES Program updates, including accomplishments to date and plans going forward.

*Presenters:*

**Dana Rosenstreich**, IES Program Director, ITS

**Beth Bloodgood**, Deputy Director, Program Management, ITS

**Dennis Packard**, Business Change Lead, ITS

**Mark Israel**, PMO Lead, ITS

**David Bach**, EECM Program; Manager, ITS

**Kim Shaver**, OCM Lead, ITS

## ***Healthy Families New York: The Promise of Home Visiting for Child Welfare Involved Families***

This session will include an overview of Healthy Families New York (HFNY) with the Child Welfare Protocol and how it builds on the Signature Model; program outcomes and effectiveness; strengthening collaboration and shared understanding between HFNY and Child Welfare. There will also be an update on HFNY expansion throughout the state.

*Presenters:*

**Allison Contento**, Program Manager/Healthy Families New York Program Coordinator, OCFS

**Kristen Kirkland, PhD, MSW**, Research Scientist IV, Bureau of Research, Evaluation and Performance Analytics, OCFS

**12:15 PM - 1:15 PM**

**Lunch**

**1:30 PM - 3:00 PM**

## **Concurrent Sessions**

### ***Handling a TPR: From Soup to Nuts, Part I (1.5 CLEs, 90 minutes)***

This double session program will cover the entire gamut of termination of parental rights, with a primary emphasis on abandonment and permanent neglect. Included will be a review of

the statutory framework, deciding on when a petition should be filed, petition writing, and what a “typical” case usually looks like. Trial strategy and potential settlements, including surrenders will also be discussed. The program will also highlight witness and other evidentiary issues, with the presenters discussing some specific cases that they have handled.

*Presenters:*

**Michael R. Godlewski, Esq.**, First Deputy County Attorney, Schenectady County

**Nadia Viscusi-Stanners, Esq.**, Assistant County Attorney, Schenectady County

## ***Pivotal Conversations***

### ***(Attendance is Restricted to LDSS Commissioners)***

This closed session is designed by and for local commissioners who wish to explore how others are tackling workforce challenges, housing struggles, and child welfare, as well as public image with bold new strategies. This is your time to engage in meaningful dialogue with fellow commissioners.

*Facilitator*

**Michael McMahon**, Commissioner, Rensselaer County DSS

## ***When Counseling Fails***

Counseling and progressive discipline should never be punitive and should always have a goal of improving and retaining members of your team. But what happens when lessons are not learned or something so egregious happens that someone’s employment needs to end in the best interest of the agency? This discussion will build on concepts of counseling to improve employee performance and help you form strategies to minimize the pain of terminations.

*Presenter:*

**John Liddle**, Commissioner, Sullivan County DHHS/DSS

## ***Temporary Assistance & Employment Forum***

### ***(Attendance is Limited to State & Local DSS)***

OTDA will participate in a roundtable discussion exclusively for Temporary Assistance and Employment Directors and their staff to discuss items identified by OTDA as agency priorities as

well as topics for discussion identified by districts.

*Presenters:*

**Alison Maura**, Director of Temporary Assistance, OTDA

**Stephanie Boshart**, Director, Employment and Advancement Programs, OTDA

**Bill Koncelik**, Bureau Chief, TA and SNAP Employment Policy, OTDA

**Tracy Gatchell**, Director of Temporary Assistance, OTDA

*Moderator:*

**Jennifer Robinson**, Deputy Commissioner TA, Onondaga County DSS/ES

### ***The BILT Program—A Road Map to Independence***

The Building Independence for the Long Term (BILT) Program assists applicants/recipients of temporary assistance who present with significant barriers in achieving and maintaining independence. Through the use of barrier assessments, case management services, and interagency collaboration by a multidisciplinary team, clients are provided with critical resources to support their movement towards independence.

The MDT consists of BILT Coordinator, Staff Social Worker, Certified Alcohol/Substance Abuse Counselor (CASAC), Social Work Assistant (Disability Specialist), Domestic Violence Liaison, and Homeless Case Managers.

The BILT team takes a holistic approach to each individual served. By utilizing this approach, the team is able to put the client in the center of their treatment by addressing basic needs in conjunction with emotional, mental, addiction, medical and spiritual needs. Providing more intensive support with wrap around services during the intake phase offers stability and enhances client engagement. Services are designed to address individual/family's immediate needs with a long term goal of reaching self-sufficiency.

*Presenter:*

**Mackenzie Stratton**, Social Services Clinical Coordinator, Steuben County DSS

### ***Medicaid Eligibility Updates, Part I***

Representatives from DOH's Division of Eligibility and Marketplace Integration (DEMI) will provide updates on a variety of topics, including COVID-19 Public Health Emergency unwind and SFY23 Budget Implementation Updates.

*Presenters:*

**Lisa Sbrana**, Director, DEMI, DOH, OHIP

**Kathleen Johnson**, Director, DEMI, Marketplace Medicaid Eligibility, Integrity & Third Party Coverage, DOH

**Mary Frances Carr**, Director, DEMI, Bureau of Long Term Care/SSI-Related Populations, DOH

**Anne Marie Massaro**, Director, DEMI, Bureau of Consumer Relations & Local District Support, & Upstate Eligibility Systems, DOH

**Bill Emery**, Director, DEMI, Bureau of Third Party Health Insurance, Medicare Savings Program, and Recoveries, DOH

### ***Workforce Renaissance: Strategies for Rebuilding and Maintaining Our Workforce***

Recognizing that recruitment and retention continues to be a challenge for Local Departments of Social Services (LDSS), our Workforce Recruitment and Retention Workgroup is focused on diversifying the applicant pool by restructuring our entry level Civil Service Caseworker Exam and empowering counties to develop innovative approaches to address recruitment obstacles. The workgroup will provide updates on moving toward a Training and Experience exam coupled with behavioral interviewing to get the right people in the door and keep them there. In addition, the group will introduce a series of recruitment campaigns using social media platforms in order to attract new BSW/MSW graduates. We will share our media toolkit with counties to help elevate the image of the workforce and build positive media engagement. Lastly, Fostering Change for Children will share Phase One of their 'Children's Corps Model' with seven LDSSs and four voluntary foster care agencies.

*Presenters:*

**Lisa Ghartey Ogundimu**, Deputy Commissioner, Division of Child Welfare and Community Service, OCFS

**Jennifer Maurici**, Special Assistant to the Deputy

Commissioner, Division of Child Welfare and Community Services, Director, Bureau of Innovative Practices and Strategic Collaborations, OCFS

**Maria Kenneally**, NYS Department of Civil Service

**John Quinan**, NYS Department of Civil Service

**Dr. Mary McCarthy**, School of Social Welfare, University at Albany

**Barry Chaffkin**, CEO, Fostering Change for Children

3:00 PM

• **Coffee Break** •

**3:30 PM - 5:00 PM**

### **Concurrent Sessions**

#### ***Handling a TPR: From Soup to Nuts, Part II (1.5 CLEs, 90 minutes)***

This double session program will cover the entire gamut of termination of parental rights, with a primary emphasis on abandonment and permanent neglect. Included will be a review of the statutory framework, deciding on when a petition should be filed, petition writing, and what a "typical" case usually looks like. Trial strategy and potential settlements, including surrenders will also be discussed. The program will also highlight witness and other evidentiary issues, with the presenters discussing some specific cases that they have handled.

*Presenters:*

**Michael R. Godlewski, Esq.**, First Deputy County Attorney, Schenectady County

**Nadia Viscusi-Stanners, Esq.**, Assistant County Attorney, Schenectady County

#### ***Recruitment, Retention and Recovery: A Best Practice Panel***

Agencies are facing a staffing crisis like never before. LDSSs are struggling to hire and retain employees across all job titles. During this presentation, panelist will discuss: creative and innovative uses of technology related to recruitment and hiring; Job Fairs and other employment related events; marketing materials and recruitment strategies; how to use Focus

Groups, Exit Interviews and Climate Surveys to develop recruitment/retention interventions and improve morale. Come hear some ideas and share a few of your own!

*Presenters:*

**Marlene Reynolds**, Staff Development

Coordinator, Steuben & Schuyler County DSS

**Jessica Hyde**, Staff Development Coordinator, Jefferson County DSS

**Stephanie Hoxie**, Staff Development Coordinator, Oswego County DSS

#### ***Local Child Support Administrators' Dialogue***

***(Attendance Limited to LDSS Participants)***

This session is designed specifically for Child Support Coordinators and is restricted to LDSS participants only. This "wrap-up" session offers an opportunity to discuss new policy and procedures presented during the conference and to strategize how local districts may implement them, leaving time for Q&A.

*Facilitators:*

**Maria Restivo**, Child Support Enforcement, Coordinator, Ulster County DSS

**Susanne Recktenwald**, Child Support Enforcement, Coordinator, Steuben County DSS

#### ***Care Pathways & Centralized Coordination System: Improving Health Service Delivery for Single Adults Experiencing Homelessness***

Starting in 2021, the NYC Department of Homeless Services (DHS) implemented systems to identify clients in the single adult shelter system at high risk for ER visits, inpatient hospitalization, criminal justice system involvement, and harm to self and others. Interventions included cross-agency coordination (City/State DOH, State OMH, OPWDD and others), case conferences, and collaboration with hospitals and community-based providers. As part of the intervention, DHS has developed defined Care Pathways for the more common conditions affecting high risk clients, including: alcohol use disorder, opioid use disorder, serious mental illness, physical disability, intellectual or developmental disabilities, and chronic conditions (i.e., diabetes or end stage organ disease). These Care Pathways are multidisciplinary, unique to the

population, and are intended to reduce the risk of harm and improve quality of life. They take into account both available resources and lack of social supports for clients. The presentation will focus on systems for centralized coordination, as well as describe the multi-disciplinary Care Pathways that have been developed. We will also address NYC DHS initiatives designed to protect people from harm while they live in shelters.

*Presenters:*

**Jessie Schwartz, RN MPH**, Clinical Coordinator, NYC DHS

**Fabienne Laraque, MD, MPH**, Medical Director, NYC DHS

**Nirah Johnson, LCSW**, Director of Special Populations, NYC DHS

**Eve Cleghorn**, Behavioral Health Program Manager, NYC DHS

**Cindy Teta**, Assistant Commissioner, NYC DHS

***Medicaid Eligibility Updates, Part II***

In Part II of this session, members of DOH’s Division of Eligibility and Marketplace Integration (DEMI) and the Division of Program Development and Management (DPDM) will provide updated information on a variety of topics, including Medicaid Pharmacy Carveout and PERM/MEQC updates.

*Presenters:*

**Kimberly Leonard, RPh**, Director, DPDM, Medicaid Pharmacy Policy, DOH

**Tracy Berger, RPh**, Pharmacy Consultant, DPDM, Medicaid Pharmacy Policy, DOH

**Elena Andi**, Health Program Administrator, DPDM, Medicaid Pharmacy Policy, DOH

**Diane Farrell**, Director, DEMI, Program Review and Division Support, DOH

**Marguerite Montysko**, Director, DEMI, Bureau of External Audit, DOH

**Karen Burek**, Director, DEMI, Bureau of Program Review, DOH

***Evidence-Based Practice & Child Welfare***

NYS is moving to implement its recently approved Prevention Plan under the Family First Act, which lists expanding and aligning evidence-based practice in preventive services as a key strategic cornerstone. COFCCA child welfare providers who have begun to develop/have developed programs

seek to discuss the value of Evidence-Based Programs (EBPs) and strategies to overcome fiscal barriers to advance these programs upstate. The presentation would focus on EBPs that generated interest from counties when OCFS surveyed the field earlier this year—such as Functional Family Therapy and Family Check Up.

*Presenters:*

**Katrina Lesniak**, Assistant Director of Behavioral Health, Berkshire Farm Center & Services for Youth

**William T. Gettman**, CEO, Northern Rivers Family Services

**John Befus**, First Deputy Commissioner, Westchester County DSS

**Kathleen Brady-Stepien**, President and CEO, COFCCA

**6:00 PM - 7:00 PM**

• **Cocktail Reception** • *Sponsored by*  
**The Albany Marriott Hotel**

**7:00 PM - 9:00 PM**

**Annual Banquet**

**LDSS Commissioners' Meetings**

7:30 AM - 8:30 AM

**Commissioners Only Networking Breakfast**

8:30 AM - 10:45 AM

**Commissioners' Meeting & Policy Discussion**

NYPWA President will facilitate a discussion on issues that arose during the conference and other compelling topics of interest to local commissioners.

10:45 AM - 11:00 AM

**Wrap-up and Next Steps**

7:30 AM - 8:45 AM

**Breakfast Buffet**

8:00 AM - 11:00 AM

**Conference Registration**

8:30 AM

- **Coffee Break** •

8:30 AM - 9:45 AM

**Deputy Commissioners' Leadership Network Meeting**

*(Attendance is Limited to LDSS Administrators)*

Deputy Commissioners and other upper-level administrators will address issues that arose during the conference, local experiences, new challenges, and other topics of interest.

*Facilitated by Steering Committee:*

**Theresa Giovanniello**, Deputy Commissioner, Dutchess County DCFS

**Monica Brown**, Executive Deputy Commissioner, Onondaga County DSS/ES

**Rich Holcomb**, Deputy Commissioners, Clinton County DSS

**Irene Kurlander**, Deputy Commissioner, Orange County DSS

**Local DSS Fiscal Policy Dialogue**

*(Attendance is Limited to LDSS Staff)*

Fiscal administrators will come together to share successful strategies that they have been involved with. This is an opportunity for meaningful conversations and free-flowing dialogue on finance with your colleagues across the state. The session will end with the Fiscal Administrators' Association Meeting.

*Facilitator:*

**John Befus**, First Deputy Commissioner, Westchester County DSS

9:00 AM - 10:00 AM

**LDSS Attorneys' Meeting**

*(Attendance Restricted to Local Districts Only)*

LDSS counsel are invited to discuss any bills from the 2022-2023 Legislation session that might impact Family Court or other LDSS legal practice. Included in the discussion will be legislation related to "supported decision-making." Please feel free to submit in advance any other suggestions for the discussion. Meetings at future conferences may include state counsel depending on issues that are brought forward.

*Facilitator:*

**Mark E. Maves, Esq.**, Counsel to the NYPWA

**10:00 AM - 11:30 AM**

**Special Feature Presentations**

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## Special Feature Presentations

**10:00 AM - 11:30 AM**

### ***Empowered Decision-Making***

People who choose to work in social services yearn to do work that is for the greater good. Our presenter will explore an innovative succession planning strategy that involves empowering decision making at every level of management. If people can envision meaningful careers in public service, and in your department, their commitment may continue for the years to come. Learn how one district embarked on an initiative to explain the 'what', 'how', and most importantly, the 'why' in decision making. This session is suitable for all levels of administrators, supervisors, and staff across all programs, services, and other areas.

*Presenter:*

**Kate Ebersol**, Owner, Three Dimensional Dynamics

*Moderator:*

**Anthony Turano**, Commissioner, Cattaraugus County DSS

### ***Nothing About Us Without Us: Creating System Equity Through Youth and Young Adult Voices***

Youth voice is critical to identify and address the impact of policy and practice in child welfare that creates inequities. This session will highlight voices from youth and young adults regarding transitional supports for their success and the experiences of LGBTQ/TGNC youth in care in NYS, and recommendations for change.

*Presenters:*

**Kerri Barber**, Director of Education and Transitional Support Services, OCFS

**Karen Sessions**, Supervisor of Cross Systems Supports, OCFS

**Youth and Young Adult Spokespersons**

## Paperless Conference:

Our intention is that conference information including the program brochure, meeting agendas, and materials will be in electronic format. Please plan to use your own laptop, tablet, or phone to access documents. You may wish to download or print them in advance.

Exception: We will have printed name badges and copies of the schedule at-a-glance which lists topics, times, and meeting rooms.

### • **NYPWA Conference Team** •

Nicole Gee, Administrative/Conference Coordinator

Rick Terwilliger, Director of Policy & Communications

Sheila Harrigan, Executive Director

Mark Maves, Counsel to NYPWA & Conference Legal Series

[info@nypwa.org](mailto:info@nypwa.org) • (518) 465-9305 • [www.nypwa.org](http://www.nypwa.org)

# Attorneys' CLE Information

All legal sessions are in-person only and will not be recorded. Local DSS attorneys are eligible for up to 10.5 hours of CLE credits with their paid registration and confirmed attendance.

**Sign-in for CLEs opens 15 minutes prior to start of each session.**

NYPWA will be providing CLEs for:

- ***In-depth Child Welfare Caselaw Alert (1.5 CLEs, 90 mins.)***
- ***Child Support Caselaw Updates (1.5 CLEs, 90mins.)***
- ***Child Welfare Case Law (1.5 CLEs, 90mins.)***
- ***Ethics for DSS Legal Practice, Part I (1.5 Ethics CLEs, 90 Minutes)***
- ***Ethics for DSS Legal Practice, Part II (1.5 Ethics CLEs, 90 Minutes)***
- ***Handling a TPR: From Soup to Nuts, Part I (1.5 CLEs, 90 mins.)***
- ***Handling a TPR: From Soup to Nuts, Part II (1.5 CLEs, 90 mins.)***

**Handouts** for legal workshops will be posted at [www.NYPWA.org](http://www.NYPWA.org) for you to review and choose which documents to download to your laptop or tablet or print out and bring to the conference.

Attorneys must attend in person to participate and to qualify for CLEs. Both attorneys and non-attorneys must bring handouts for legal sessions if they wish to have them at the conference.

Documents will be posted in January 2023, approximately one week prior to the conference.

To access documents, click the "Education & Events" button on our website.

## ***The NYPWA Financial Assistance Policy for Continuing Legal Education:***

To apply, attorneys must submit a letter authorized by the local social services commissioner, explaining why this training is essential and include the unique circumstances as to why the agency and the attorney do not have the resources to cover the entire fee, and forward the request for a specific discount based on need to [info@nypwa.org](mailto:info@nypwa.org)

# NYPWA'S 154<sup>TH</sup> ANNUAL WINTER CONFERENCE

JANUARY 24-27, 2023

## REGISTRATION INSTRUCTIONS

1. Complete the Conference Registration form (upper portion) and return the form to the NYPWA with your voucher, check, or credit card information.
2. Meals ARE included with multi-night hotel packages at The Albany Marriott Hotel. If you want to order meals only, and do not need lodging, use the "Meals Order Form" below. Send it, with payment, directly to the NYPWA by **Tuesday, January 3, 2023**. Please note: meals are NOT included with the cost of conference registration; they must be purchased separately. Multi-night hotel package meal tickets will be available at The Albany Marriott Hotel Registration Desk under the name listed on the hotel registration form. Tickets purchased with the Meals Order Form below will be available for picked up at the ticket sales window near the NYPWA conference registration table.
3. Carefully read the Hotel Reservation Policy, noting that the cut-off date for hotel registration is **Tuesday, January 3, 2023**.
4. Complete the Hotel Registration form with all applicable information — be sure to check the correct rooming package and Thursday banquet entree. Then return the form to the Albany Marriott Hotel.

### CANCELLATION POLICY:

Refund of registration fee, less a \$15 administrative fee, will be made only when cancellation is received in writing and emailed by January 19, 2023.

## NYPWA CONFERENCE REGISTRATION

	By Dec. 23	After Dec. 23	6 <sup>th</sup> LDSS Registrant
<input type="checkbox"/> Full Conference	<input type="checkbox"/> \$204.00	<input type="checkbox"/> \$218.00	<input type="checkbox"/> FREE
<input type="checkbox"/> One-Day	<input type="checkbox"/> \$131.00	<input type="checkbox"/> \$134.00	<input type="checkbox"/> FREE

### NYPWA Forms of Payment:

Check: Make Payable to "NYPWA"

Voucher: Email to [info@nypwa.org](mailto:info@nypwa.org) or use surface mail.

Credit Card (Visa, MasterCard, Amex, Discover):

Provide ONLY by surface mail or by phone

Card Holder Name: \_\_\_\_\_

Credit Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

District: \_\_\_\_\_

Name & Title: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number & Email: \_\_\_\_\_

### Credit Card Payment Contact

(if **NOT** the same as above [name, title, email & phone number] -  
NYPWA will call): \_\_\_\_\_

### Payment Options:

1) Mail: Please complete this form and return via mail to:  
NYPWA, 130 Washington Avenue, Albany, NY 12210

2) Call: (518) 465-9305

3) Email: Send form to [info@nypwa.org](mailto:info@nypwa.org) and we will call you for  
credit card information.

**Please submit conference registration form with payment to:**

NYPWA • 130 WASHINGTON AVENUE • ALBANY, NEW YORK 12210

PHONE: 518-465-9305 • FAX: 518-465-5633 • EMAIL: [INFO@NYPWA.ORG](mailto:INFO@NYPWA.ORG)

## MEALS ORDER FORM

If you are not reserving a hotel package, all meals must be purchased individually through the Albany Marriott Hotel by completing this MEAL ORDER FORM. Mail or fax the completed form with payment directly to the hotel. **Cancellation Policy is by Thursday, January 19, 2023, to avoid a charge for all meals ordered.**

	PRICE	SELECTION
<b>WEDNESDAY, JANUARY 25</b>		
Lunch	\$54.91	<input type="checkbox"/>
Reception	\$56.92	<input type="checkbox"/>
<b>THURSDAY, JANUARY 26</b>		
Breakfast	\$44.19	<input type="checkbox"/>
Lunch	\$54.91	<input type="checkbox"/>
Banquet	\$69.64	<input type="checkbox"/>
Please make your entree selection: <input type="checkbox"/> Chicken <input type="checkbox"/> Fish <input type="checkbox"/> Vegetarian		
<b>FRIDAY, JANUARY 27</b>		
Breakfast	\$44.19	<input type="checkbox"/>

**TOTAL AMOUNT ENCLOSED:** \_\_\_\_\_

Please inform your server at each meal of any special dietary needs.

**Please submit meal form with payment to:**

ALBANY MARRIOTT HOTEL • 189 WOLF ROAD • ALBANY, NEW YORK 12205

• FAX: 518-437-6306 • PHONE: 518-458-8444 OR 518-458-6333 • EMAIL: [DONNA.LAROCCA@MARRIOTTSALES.COM](mailto:DONNA.LAROCCA@MARRIOTTSALES.COM)



# NYPWA's 154<sup>TH</sup> ANNUAL WINTER CONFERENCE

JANUARY 24-27, 2023

## HOTEL REGISTRATION FORM

To reserve a hotel room, please fill out the form below and mail or fax it to the hotel **no later than Tuesday, January 3, 2023**. Please review the hotel reservation policy carefully before sending in your reservation.

**HOTEL RESERVATION POLICY:** This form must be used. All hotel reservations must be received by The Albany Marriott no later than Tuesday, January 3, 2023, at which time the NYPWA room block will be released. Hotel reservations made after Tuesday, January 3, 2023, will be accepted subject to availability. Reservations cannot be accepted by telephone. **All rooms must be guaranteed with a credit card or advance deposit.** Check-in time is 3:00 pm. The Albany Marriott will facilitate storage of luggage if necessary. Check out time is 11:00 am. Please use one form per reservation.

**CONFIRMATIONS:** Hotel room confirmation will be emailed directly to you from The Albany Marriott. Email confirmations will not reflect tax exempt status.

**TAX EXEMPT DOCUMENTATION:** Tax exempt certificate ST-129 signed by the occupant is required when paying by check, credit card, or voucher (one voucher per person).

**MEAL TICKETS:** If you have selected a package that includes meal tickets, they will be available at The Albany Marriott Registration Desk upon arrival. The meal tickets will be addressed to the attendee listed on the reservation.

**HOTEL CANCELLATION POLICY:** To avoid a charge, reservations **MUST** be cancelled **Thursday, January 19, 2023**.

**NOTE:** If you reserve a double room and your roommate cancels, you will be responsible for paying the single room rate. Package rates are subject to applicable taxes. If tax exempt, tax exempt certificate ST-129 signed by the occupant must be presented prior to check-in.

### RESERVATION INFORMATION (Please Type or Print)

NAME: \_\_\_\_\_

COUNTY/AGENCY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

EMAIL: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

ARRIVAL DATE: \_\_\_\_\_ DEPARTURE DATE: \_\_\_\_\_

Marriott Rewards #: \_\_\_\_\_

### IF SHARING

NAME: \_\_\_\_\_

COUNTY/AGENCY: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

EMAIL: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

Marriott Rewards #: \_\_\_\_\_

### GUARANTEE TYPE

CHECK (ENCLOSED)  VOUCHER (ENCLOSED)  CREDIT CARD

MASTERCARD  VISA  AMEX

CREDIT CARD: \_\_\_\_\_ EXPIRES: \_\_\_\_\_

### PACKAGE 1: TUESDAY ARRIVAL - FRIDAY DEPARTURE

Includes 3 nights' lodging: Wednesday - lunch, reception;  
Thursday - breakfast, lunch, banquet; Friday - breakfast

Single Occupancy.....\$729.85 each/\$813.14 w/tax

Double Occupancy.....\$515.28 each/\$569.10 w/tax

Thursday Banquet selection:  Chicken  Fish  Vegetarian

### PACKAGE 2: WEDNESDAY ARRIVAL - FRIDAY DEPARTURE

Includes 2 nights' lodging: Wednesday - lunch, reception;  
Thursday - breakfast, lunch, banquet; Friday - breakfast

Single Occupancy.....\$586.80 each/\$650.54 w/tax

Double Occupancy.....\$443.75 each/\$487.65 w/tax

Thursday Banquet selection:  Chicken  Fish  Vegetarian

### PACKAGE 3: TUESDAY ARRIVAL - THURSDAY DEPARTURE

Includes 2 nights' lodging: Wednesday - lunch, reception;  
Thursday - breakfast, lunch

Single Occupancy.....\$481.40 each/\$536.71 w/tax

Double Occupancy.....\$338.35 each/\$373.82 w/tax

### ROOM ONLY

For those attendees who wish to stay one night only, we request that reservations be made at one of the nearby hotels listed below.

PLEASE USE THE **MEAL ORDER FORM** TO ORDER MEALS.

• Home2 Suites Albany Airport • [home2suites3.hilton.com](http://home2suites3.hilton.com)

• Hampton Inn Albany • [hamptoninn3.hilton.com](http://hamptoninn3.hilton.com)

• Courtyard Albany Airport • [marriott.com](http://marriott.com)

• Homewood Suites Albany • [homewoodsuites3.hilton.com](http://homewoodsuites3.hilton.com)

• Staybridge Suites Albany • [staybridgesuites.com](http://staybridgesuites.com)

Please call NYPWA at 518-465-9305 with any questions.

### ALBANY MARRIOTT HOTEL

ALBANY MARRIOTT HOTEL • 189 WOLF ROAD • ALBANY, NEW YORK 12205

• FAX: 518-437-6306 • PHONE: 518-458-8444 OR 518-458-6333 •

• EMAIL: • [DONNA.LARocca@MARRIOTTSALES.COM](mailto:DONNA.LARocca@MARRIOTTSALES.COM)