



2017 Executives' Fall Conference

September 5 – 8, 2017

JW Marriott Desert Spring Hotel

74-855 Country Club Dr.

Palm Desert, CA 92260

(760) 341-2211

Tuesday, September 5, 2017

PRE-CONFERENCE BEGINS

12:00 p.m. – 6:15 p.m. Registration **Center Counter**

1:30 p.m. - 6:30 p.m. *Executives' Management Training Series and Group Home/STRTP Administrator CEUs*

1:30 p.m. – 3:00 p.m. **Management** Top Ten Employment Law Mistakes **Desert Salon 7**
Kimberly Medwar
Employment Risk Manager, Nonprofits Insurance Alliance Group, NIAC

Employment law compliance is difficult, particularly in California, where employment laws are constantly changing on a state and more recently local level. During the 10 years that NIAC has been providing its nonprofit insureds free employment consultation services, we have had the opportunity to speak with thousands of nonprofits, thereby gaining an understanding of the common misconceptions related to employment law compliance in the sector. This presentation will highlight the most common employment law mistakes made by social service providers and discuss how to avoid those mistakes and manage your workforce in compliance with the law.

3:00 p.m. – 3:15 p.m. Break **Desert West Foyer**

3:15 p.m. – 4:45 p.m. **Management** A Guide to Creating a High Performing Board **Desert Salon 7**
Dennis C. Miller
CEO, Executive Search. Speaker. Author. Leadership Coach

This workshop will identify the key characteristics of high performing nonprofit boards, the common board obstacles to success and how to successfully improve the level of engagement and motivation of their board. The key characteristics of high-performing boards include:

- High level CEO/Board engagement
- Board as leaders and partners with CEO
- Effective recruitment and reappointment processes
- Identified board leadership succession plan
- Performance and results driven
- Measure and communicate achievements
- Actively and meaningfully participate in philanthropy
- Assess and measure board performance

The common obstacles to high board performance include:

- Failure to engage all members
- Warm board theory of recruitment “Anyone with a beating heart” is ok
- Let’s reappoint Fred, his wife and my friends
- Inability to select a chair
- The “inner and outer” board
- CEO/Board Chair singing different tunes
- Lack of honestly dealing with CEO performance issues
- Poorly run meetings
- Poor communication to members
- Nonalignment of organizational vision and goals with committee structure
- “I’d rather stick pins in my eyes than raise money”

This workshop will engage all attendees and provoke healthy discussions related to the specific challenges each executive faces with his or her own board. It will also provide practical and proven solutions to dramatically improve their board’s performance.

4:45 p.m. – 5:00 p.m. **Break** **Desert West Foyer**

5:00 p.m. – 6:00 p.m. **Cyber Liability and the Potential Risks Associated with Nonprofits** **Desert Salon 7**

Management

Jamie Gershon, CSRM, AAI
Executive Vice President, Bolton & Company
David Miller, AAI
Senior Vice President, Bolton & Company

Cyber Risk continues to escalate in the world that we live in and continued vigilance is required to manage this type of risk for nonprofit organizations.

Cyber/Internet security and liability is arguably the greatest challenge of the internet age. This presentation will address the financial implications of cybercrime and internet liability, including non-technical, entertaining stories of cybercrime victims and cyber security champions, and will provide real-world guidance for your nonprofit organization.

Wednesday, September 6, 2017

CONFERENCE BEGINS

7:30 a.m. **Registration and Continental Breakfast** **Center Counter**

8:30 a.m. – 8:45 a.m. **Welcome & Conference Overview** **Desert Salon 7**

Connie Clendenan
President, California Alliance of Child and Family Services
Carroll Schroeder
Executive Director, California Alliance of Child and Family Services

8:45 a.m. – 9:45 a.m. **Why Every Kid is ONE Caring Adult Away from a Success Story** **Desert Salon 7**

Plenary Josh Shipp

Statistically, Josh Shipp is supposed to be dead, in jail, or homeless. He spent the majority of his youth being kicked out of foster homes, habitually pushing the limits at school, and refusing help.

So what happened? What made the difference?

One caring adult.

When confronted with challenges, why do some kids adapt and overcome, while others internalize deep wounds that flatten their potential? A growing body of evidence from Harvard's National Scientific Council on the Developing Child points to one common answer: Every child who winds up thriving has had at least one stable and committed relationship with a supportive adult. In this session, you will learn the critical difference one caring adult can make in the life of a child, as well as three proven strategies for connecting with even the most at-risk kids.

9:45 a.m. – 10:15 a.m. Break

Desert West Foyer

10:15 a.m. – 11:15 a.m. **The Impossible Imperative: Navigating the Competing Principles of Child Protection**
Plenary

Desert Salon 7

Jill Duerr Berrick
Zellerbach Family Foundation Professor, School of Social Welfare, UC Berkeley

This presentation introduces the notion of “principled practice” in child welfare, offering a new paradigm of eight fundamental principles shaping the field. The simplicity of each principle will be examined against the complexity of real-world child welfare practice, encouraging participants to engage with the underlying tensions that characterize the field.

11:15 a.m. – 11:45 a.m. Break

Desert West Foyer

11:45 a.m. – 12:15 p.m. **Accelerating Change, Anyone?: Making Sure Children and Youth Get What They Need Even When Events Seem Out of Control**
Plenary

Desert Salon 7

Carroll Schroeder
Executive Director, California Alliance of Child & Family Services

Has there ever been a time of more wrenching change for Alliance member agencies than the present? After five years of planning, California began a herky-jerky implementation of Continuum of Care Reform in January, including the requirement that agencies provide or arrange for the provision of specialty mental health services.

Concurrently, the new federal administration and Congress proposed legislation that would roll back the Affordable Care Act and make significant changes to Medicaid funding for states, a move which could have profound implications for the provision of mental health services to children, including foster youth.

Meanwhile, AB 1299 mandates the presumptive transfer of responsibility for providing mental health services to foster youth placed out-of-county from the county of jurisdiction to the county of residence. This change holds the promise of clarifying which county bears financial and programmatic responsibility for service provision, but creates its own set of problems, particularly for small counties with large populations of youth placed in congregate care by other counties.

AB 501, following on the heels of last year's vetoed AB 741, would create a licensing category and Medi-Cal rate for Children's Mental Health Crisis Residential Programs.

Finally, the federal Family First Prevention Services Act has been reintroduced in its original form in the House of Representatives. While holding out the promise of entitlement funding for prevention services, the bill could strip California of over three quarters of a billion dollars in federal cost sharing for foster care.

The presentation will summarize the promise and perils of these actual and potential changes, discuss their potential impact on Alliance member agencies and the children and families they serve, examine Alliance advocacy efforts, and outline a strategy for future advocacy activities.

<p>12:15 p.m. – 1:45 p.m.</p> <p>Annual Membership Meeting & Luncheon</p>	<p>California Alliance Annual Membership Meeting, Installation of New Board Members, Accreditation Recognition and Luncheon</p> <p>Connie Clendenan President, California Alliance</p> <p>Tom Alexander Vice President/President Elect, California Alliance</p> <p>Debbie Manners Secretary, California Alliance</p> <p>Steve Gunther Treasurer, California Alliance</p> <p>Moisés Barón Chair, Membership Committee, California Alliance</p>	<p>Desert Salon 8</p>
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The Treasurer will report on the findings of the annual audit and the financial status of the Alliance.

The Secretary of the Alliance will certify the election, including the elections of members to the Board of Directors. The President will report on the accomplishments of the Alliance in 2016-2017 and acknowledge outgoing board members. The current Vice President/President Elect will assume his duties as President for 2017-2018 and will acknowledge income members of the board.

The Membership Committee Chair will recognize new members and members having completed national accreditation.

<p>2:00 p.m. – 3:30 p.m.</p> <p>Workshop 1A</p> <p>Executive Leadership Track</p> <p>NO CEU's OFFERED</p>	<p><i>Concurrent Workshops (Three Workshops begin at 2:00 p.m.)</i></p> <p>A Workshop Specifically for Chief Executives of California Alliance Member Agencies</p> <p>Carroll Schroeder, MS Executive Director, California Alliance</p>	<p>Desert Salon 1-6</p>
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Mr. Schroeder will lead a workshop exclusively for member agency chief executives.

<p>Workshop 1B</p> <p>Admin/Policy Track</p>	<p>Presumptive Transfer of Medi-Cal: Implementing AB 1299 in San Bernardino County</p> <p>Nicky Hackett Deputy Director, San Bernardino County Child and Family Services</p> <p>Timothy E. Hougen, Ph.D. Behavioral Health Senior Program Manager, San Bernardino County Department of Behavioral Health</p>	<p>Desert Salon 7</p>
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Despite all the attempts to ensure that vulnerable groups of children with behavioral health challenges receive state and federally entitled services, barriers remain. Such barriers relate to receiving services in new communities which are different from the counties in which a child first entered the foster care system, e.g., “out of county placement.” The new law, AB 1299, which is now in effect, is one of the attempts to streamline these processes, including “presumptive transfer,” related to serving such children.

Responsible state agencies have provided guidance in the form of an All County Letter in order to support the transfer of responsibilities and authority specified in the new law, but there continue to be some pragmatic issues to address. Of utmost importance is the assurance that the children and families, who ultimately are the beneficiaries of such services, access the care they need. This workshop will outline the issues that are still impacting this process and the current status in San Bernardino County.

Workshop 1C

Safety Planning for High Needs Youth in Residential Care

Desert Salon 9-14

CCR Track

Anna Gleason
Executive Director, Summitview Child and Family Services

Christy Tatum
Group Home Administrator, Summitview Child and Family Services

Amara Benjamin-Bullock
Transitional Age Youth Clinician, Westcoast Children’s Clinic

CCR was designed to ensure that children and youth in foster care live in home-based family care settings in their communities, especially and whenever possible in the homes of close friends and family members. Many youth previously served in group homes will be cared for in home-based family settings and residential care will be limited to youth whose needs cannot be met in a family setting, even with the provision of significant services and support. Youth referred to STRTPs, therefore, will be those who present with the highest needs and most significant behavioral and emotional challenges. In many cases, they will be youth who previously would have been discharged from agencies’ group home programs as displaying behavior the programs were not equipped to address.

This workshop will discuss and introduce different styles of safety planning at intake for high needs youth. The presenters will review risk factors, the implementation of addressing the safety plan at intake to better serve the high needs youth and will also address AWOLing behaviors and treating high needs youth from a relationship based approach.

3:30 p.m. – 4:00 p.m. Break

Desert West Foyer

4:00 p.m. – 5:30 p.m. *Concurrent Workshops (Three Workshops begin at 4:00 p.m.)*

Workshop 2A

Executive Leadership Track

Strategic Restructuring for Nonprofit Organizations: Options / Process / Case Examples

Desert Salon 1-6

Robert (Bob) Harrington
Partner, La Piana Consulting

Joelle Gomez
CEO, Children’s Home of Stockton

Bob Harrington, Partner, La Piana Consulting will present the options for strategic restructuring partnerships, the process for assessment, negotiations, and integration. This will include the options of joint programming, administrative/back office consolidation, parent-subsidiary, joint venture corporations, management services

organization, asset transfers and interlocking Boards and merger. The presentation will include case studies examples.

Joelle Gomez, CEO of the Children's Home of Stockton, who has been through a partnership development process will present their experience in partnership assessment and negotiations, emphasizing the benefits and challenges of the creation and integration of a partnership.

Time will be provided for discussion and Q & A.

Workshop 2B

Admin/Policy Track

Empowering Evaluation and Child Adolescent Needs and Strengths (CANS) Assessment Data

Desert Salon 7

Kate Cordell, Ph.D.
Managing Director, Mental Health Data Alliance (MHDATA)

The CANS assessment is often used as a practical decision support tool for individual service planning, but it can also be used to predict service intensity need, recommend level of care, evaluate individual progress, identify clinician strengths and needs, and prioritize service delivery for the populations served.

This workshop will review examples and methods to apply the CANS assessment toward improving service planning and service quality. Based on examples implemented by counties and providers, this workshop will include training for analyzing CANS via simple tools (e.g., Microsoft Excel Templates) more advanced office applications (e.g., Microsoft Power BI and Microsoft Access Tools), other free applications and web-based solutions.

Workshop 2C

CCR Track

Intensive Treatment Foster Care, Intensive Services Foster Care and Therapeutic Foster Care – ITFC, ISFC and TFC: What are the Differences in Practices and Policies

Desert Salon 9-14

Kathy Hughes
President/Chief Executive Officer, ChildNet Youth and Family Services

Camille Schraeder
Executive Director, Redwood Community Services

Jennie Sill
County Children's Systems of Care (CSOC) Administrator,
Behavioral Health and Recovery Services, Kern County
Behavioral Health and Recovery Services

Jackie Rutheiser
Senior Policy Advocate, California Alliance of Child and Family Services

Lynn Thull, Ph.D.
Mental Health Policy and Practice Improvement Consultant,
California Alliance of Child and Family Services

For children who have intensive needs including, but not limited to, behavioral, emotional, therapeutic or medical - ITFC, ISFC and TFC can be key to help children and youth reunify with their biological family, achieve permanency with KinGAP or adoption and give families and communities the tools to care for their youth.

This Workshop will discuss key points of ITFC, ISFC and TFC focusing on differences and similarities to give agencies a better understanding of how to become an ISFC and/or TFC program provider to serve children and youth.

Although ITFC will be eliminated as a program by December 1, 2017, it will be important to understand how ITFC currently works and how that program paved the way for ISFC and TFC. This Workshop will primarily focus on target populations, program regulations, new laws, policies and funding sources for ISFC and TFC.

5:30 p.m. – 7:00 p.m. Wine and Water Tasting Event

The Fall Executive Conference once again features the wildly popular wine and water tasting sponsored by Alliance national partners, Alliance Associates, and vendor companies that provide goods and services to Alliance member agencies, and financial support to the Alliance in the form of annual dues. Please join us in supporting our Associates, vendors and national partners.



Thursday, September 7, 2017

CONFERENCE CONTINUES: 8:30 A.M. – NOON

7:45 a.m.– 8:30 a.m. Registration and Continental Breakfast **Center Counter**

8:30 a.m.– 9:30 a.m. Empowering Heroes - Transforming Child Welfare and Behavioral Health with Cognitive Computing **Desert Salon 7**
Plenary

Vernon Brown
CEO, Aspiranet Youth and Family Services

Karen Rewalt
Cognitive Offering Lead, Government Health & Human Services
IBM Watson Health

Cognitive Computing refers to systems that can understand, learn at scale, reason with purpose and interact with humans naturally. These systems are designed to combine human intelligence with machine technology such as machine learning and natural language processing. The powerful combination amplifies the impact of what humans and machines can do together. And when applied to Child Welfare and Behavioral Health, it can help improve decision making, ask better questions, augment skills and manage complexity.

Join this session to gain insight into the power of IBM Watson Health and Cognitive Analytics. Learn how the evolution of analytics enables new models that can deliver value across health and human services and how evolutionary cognitive computing technology can empower the heroes to transform Child Welfare and Behavioral Health.

9:30 a.m.– 10:00 a.m. Plenary Session: **Desert Salon 7**
Plenary **Advocating with the Alliance in Sacramento:
New Tools to Stay Informed & Engaged**

NO CEU's OFFERED

Christine Robertson
Associate Director, Institute for Advance Technology & Public
Policy Cal Poly, San Luis Obispo

Learn about the Alliance's new transparency and engagement portal created to help our members be more effective in Sacramento and their districts. Through the portal, members can track bills as well as search and watch videos of the debates and discussions about policies affecting California's children and families. Our Action Center provides continual up-to-date information on bills and budget hearings crucial for Alliance members to engage their local representatives and community networks for coordinated grassroots advocacy.

10:00 a.m.–10:30 a.m. Break

Desert West Foyer

10:30 a.m.– Noon *Concurrent Workshops (Three Workshops begin at 10:30 a.m.)*

Workshop 3A

Please Stay! Retaining Employees in Your Organizations

Desert Salon 1-6

Executive Leadership Track

Bruce Anderson, MRA
Managing Partner, Community Activators

Everyone agrees that the quality of services in human-service organizations depends on the finding, hiring and retention of capable, committed employees. Interestingly, there is very little substantive evidence in human services about what causes employees to stay. The current focus on “self-care” in employees cannot, over the long run, create substantial differences in retention rates. Retention is a much larger and more complex issue, reaching into all parts of an organization’s life.

This session will use the Checklist for Success assessment tool to divide up retention strategies in five key areas, drawing on research in both human services and other employment fields. Bruce will review the key elements in each of the five areas, and offer insights from a statewide human-services employee retention project in Washington that has been going the past two years. It’s a short session for a big topic, but you will have an opportunity to review the tool, discuss your current strengths and weaknesses with other participants, and ask questions.

Workshop 3B

The Final Rule: Changes to Medicaid Managed Care Federal Rules

Desert Salon 9-14

Admin/Policy Track

Kimberly Lewis
Managing Attorney, National Health Law Program

This presentation will provide an overview of the federal Medicaid Managed Care regulations finalized by the Centers for Medicare and Medicaid Services in 2016. The presenter will review the primary areas covered by the rule, in detail, as well as review what types of plans in California are subject to these rules. There will be an opportunity to have a discussion and a question and answer period.

Workshop 3C

“No Reject/No Eject” and County Needs for STRTP Placement Options

Desert Salon 7

CCR Track

Ellie Jones
Assistant Deputy Director, Community Care Licensing Division (CCL),
California Department of Social Services

Wendy Cook
Staff Services Manager I, Policy and Performance Bureau, Continuum of Care Reform Branch, Children and Family Services Division, California Department of Social Services

Steve Elson, Ph.D.
CEO, Casa Pacifica Centers for Children & Families

Jonathan Byers
Assistant Director, Children and Family Services Department, San Bernardino County

This workshop is a two-part panel presentation on the evolving role of Short-Term Residential Therapeutic Programs (STRTPs) under Continuum of Care Reform

Many providers have expressed concern about speculation they have heard from some County staff about the adoption of a “No Reject/No Eject” policy for STRTPs, based on the premise basis that they are the highest level of care available for foster youth, short of hospitalization for child welfare children and detention facilities

for Probation youth. While the State does not intend to adopt such a policy, CDSS staff will address the diverse placement needs that Counties have identified for foster youth with challenging behaviors. They will also discuss how the State, Counties, and STRTP providers can work together to ensure that there is adequate STRTP capacity throughout the State to meet those diverse placement needs.

The second part of the workshop will be a presentation about the adaption of the STRTP model by Ventura County and Casa Pacifica working in collaboration to transform their emergency shelter care program into an innovative assessment center model for Assessment, Stabilization, and Permanency (ASAP) operating under the STRTP license.

CONFERENCE ADJOURNS – NOON
