

# **2020 Pennsylvania Family Group Decision Making Statewide Conference**



**“Adjusting Our Lens:  
Gaining Perspective by Challenging Perceptions”**

April 22 and 23, 2020  
Seven Springs Mountain Resort  
Champion, PA



**Mission of Family Group Decision Making Leadership Team**

The mission of the Leadership Team is to expand Family Group Decision Making in Pennsylvania while assuring model fidelity.

**Vision of Family Group Decision Making Leadership Team**

The Leadership Team envisions the use of Family Group Decision Making as standard practice across all systems in Pennsylvania.

**Sponsors:** Office of Children and Families in the Courts, Office of Children, Youth and Families, Juvenile Court Judges Commission, Statewide Adoption and Permanency Network, Pennsylvania Child Welfare Resource Center



# *You are invited*

to the Pennsylvania 2020 Family Group Decision Making Conference presented by the Family Group Decision Making Leadership Team. The Pennsylvania Family Group Decision Making Leadership Team is hosting this conference from April 22-23, 2020 at the Seven Springs Mountain Resort, Champion, PA. Family Group Decision Making is a strength-based model designed to join the wider family group, including relatives, friends, community members, and others, to collectively make decisions to resolve an identified concern. Currently, over ninety-eight percent of Pennsylvania's counties are utilizing Family Group Decision Making to engage families in planning and service delivery.

## ***“Adjusting Our Lens: Gaining Perspective by Challenging Perceptions”***

will showcase an array of possibilities for Family Group Decision Making. Please join us at this event to learn, re-energize, build on your existing strengths, and share ideas with others. The Family Group Decision Making Leadership Team looks forward to seeing you there!



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## Keynote Speaker

Jodi Pfarr

J Pfarr Consulting

**“Bridge Out of Poverty” aha! Process**

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Jodi Pfarr of Minneapolis, MN, brings to her audiences the knowledge gained from direct experience with not-for-profit organizations. Pfarr has been a consultant for aha! Process since 2001 and shares her experiences on the DVD Jodi's Stories. She also wrote the book Tactical Communication for first responders. She is familiar with the police culture and the challenges officers face. She has advised several city and county agencies on projects relating to poverty issues. Pfarr provides Bridges Out of Poverty workshops along with What Every Church Member Should Know About Poverty as well as serves as one of the consultants in the certified trainings for Bridges. Pfarr served as executive director of Emma Norton Services providing housing to single women with low-income, mental illness, and/or chemical dependency issues. She worked for several years for Catholic Charities supervising low-income housing units for people with mental illness, chronic inebriation, and/or low incomes. This followed her post of supervising special needs shelter for the Salvation Army. Pfarr holds a Master of Divinity degree and is formerly a certified critical debriefer and chaplain with the St. Paul Police Department. Selected workshops presented and products by Jodi Pfarr Jodi Pfarr presents Bridges Out of Poverty, Applying Bridges Concepts, Understanding Class for Law Enforcement, What Every Church Member Should Know About Poverty, Hidden Rules of Class at Work, Framework for Community Audiences. Jodi Pfarr is author of Tactical Communication: Law enforcement tools for successful encounters with people from poverty, middle-class, and wealth; “Jodi's Stories: A Companion Piece to Bridges Out of Poverty” (DVD); Bridges Out of Poverty Audio Workshop; and Intersections of Poverty and the ‘Isms’ (DVD).

# SCHEDULE OF EVENTS

## Wednesday, April 22, 2020

11:00 – 12:45 **Registration**

1:00 – 1:30 **Welcome, Opening Remarks**

Honorable Max Baer, *Justice, Pennsylvania Supreme Court*  
Jon Rubin, *Deputy Secretary, Office of Children, Youth and Families, Pennsylvania*  
Richard D. Steele, *Executive Director, Juvenile Court Judges Commission*

1:30 – 4:45 **Keynote Speaker**

Jodi Pfarr, *President, J. Pfarr Consulting*  
Bridges Out of Poverty: Strategies for Professionals and Communities

5:00 **Dinner**

## Thursday, April 23, 2020

7:00 – 8:15 **Breakfast**

8:30 – 10:00 **Workshop Session A**

10:15 – 11:45 **Workshop Session B**

11:45 – 1:00 **Lunch**

1:15 – 2:45 **Workshop Session C\***

\*Education Credit Forms (CJE, CLE, CEU) will be distributed in rooms at the conclusion of Workshop Session C



# WORKSHOP SESSION SCHEDULE

<b>Session A: 8:30 a.m. – 10:00 a.m.</b>	<b>Presenter(s)</b>
<b>A1</b> Finding Hope in Addiction and Recovery Through FGDM	Eliza White, Felicia Matriccino
<b>A2</b> Racial Disparity, Implicit Bias, and White Privilege	Deb Gadsden, Michael Wahlen
<b>A3</b> What Does It Take to Assure Fidelity in FGDM?	Annette Trunzo
<b>A4</b> The Power of Family Finding and FGDM as Cohesive Practices	Honorable Jeffrey J. Reich, Honorable David R. Workman, Patti Noss, Crystal Natan
<b>A5</b> The Intersect of Family First Prevention Services Act and FGDM	Honorable Joy Reynolds McCoy, Jon Rubin, Matthew Salvatori
<b>A6</b> The Parent and Parent Attorney Role as a key Ingredient to FGDM Collaboration	Cathy Volponi Esq., Mollie Patterson Esq., Kathleen Creamer Esq.

<b>Session B: 10:15 a.m.– 11:45 a.m.</b>	<b>Presenter(s)</b>
<b>B1</b> Informing Practice Delivery Statewide by Using Pennsylvania and County-Specific Data	Isabella Rivera, Eliza White
<b>B2</b> Mission Critical: Reducing the Use of Congregate Care	Honorable Walter Olszewski, Honorable Michael H. Sholley, Shara Saveikis, Jason Slonceski
<b>B3</b> Family Group Decision Making and Human Trafficking	Mary Tatum, Treasure Gallagher
<b>B4</b> Building Interagency Partnership and Collaboration through FGDM Practice: From Crisis Response to 30/30/90, How Justice Works YouthCare and Adams County CYS Made FGDM the Norm	Jessi Coy, Sean Lazarus
<b>B5</b> Stranger Danger: Use of Expedited Family Conferencing to Divert, Entry into Traditional Foster Care and Congregate Care	Jennifer Eichenlaub, Jennifer Napp Evans
<b>B6</b> Using FGDM to Counterbalance Adversities: An Introduction to Adverse Childhood Experiences (ACEs) and How FGDM Can Be Key to Resilience Building	Angela Sager

<b>Session C: 1:15 p.m. – 2:45 p.m.</b>	<b>Presenter(s)</b>
<b>C1</b> SWAN Continuum of Services and FGDM for Older Youth	Cris Swank, Rachel Beals
<b>C2</b> Finding Hope in Addiction and Recovery Through FGDM	Eliza White, Felicia Matriccino
<b>C3</b> Being Intentional to Shift Paradigms with FGDM	George Lagos
<b>C4</b> Family Treatment Court and FGDM: Partners in Recovery	Leslie Ward, Carla Clark
<b>C5</b> Navigating Family Connectedness	Honorable John Cherry, Mylah Martin, Marisa McClellan Esq., Sanford Krevsky Esq., Owen Hoover Esq., Sarah Hoffman, Esq. Richard Vukmanic, Joshua Berra
<b>C6</b> Why Aren't We Doing That?	Sydney Cloak, Lena Southworth

# WORKSHOP SESSION A – DAY 2

## 8:30 a.m. – 10:00 a.m.

### **Session A1: Finding Hope in Addiction and Recovery Through FGDM**

**Presenter(s):** Eliza White, Felicia Matriccino

Participants will hear from a FGDM professional about the FGDM process, the importance of engaging families at each step of the way, and the benefits of building a lifetime network of support. While learning about the process, participants will also hear from a parent who participated in FGDM conferences and about her experiences at each of those steps. We will be exploring engagement strategies with special consideration and discussion regarding the work with parents who experienced substance abuse issues which include the family dynamics and safety planning before, during and after the conferences.

### **Session A2: Racial Disparity, Implicit Bias, and White Privilege**

**Presenter(s):** Deb Gadsden, Michael Wahlen

Children of color are overrepresented in the foster care system in child welfare. Disparate treatment and disproportionality affect their outcomes in child welfare, education, health care, juvenile justice, law enforcement, and the prison system. This workshop invites courageous dialogue on highly sensitive issues playing out in American society today.

### **Session A3: What Does It Take to Assure Fidelity in FGDM?**

**Presenter(s):** Annette Trunzo

Implementing FGDM can be a struggle for agencies due to staff turnover, caseload sizes, and productivity requirements. The purpose of this workshop is to discuss the utility of an implementation framework for determining effectiveness and the agency's novel use of a Practice Lead for maintenance will be discussed.

### **Session A4: The Power of Family Finding and FGDM as Cohesive Practices**

**Presenter(s):** Honorable Jeffrey J. Reich, Honorable David R. Workman, Patti Noss, Crystal Natan

Join our panel of presenters as they share about their transition to make family finding and FGDM cohesive practices within Lancaster County. This presentation will explore the powerful relationship between FGDM and family finding, the benefits of using these processes together, the need for strong leadership by both the court and children & youth agency, and lessons learned from the perspective of the court, children & youth agency, and It Takes a Village.

### **Session A5: The Intersect of Family First Prevention Services Act and FGDM**

**Presenter(s):** Honorable Joy Reynolds McCoy, Jon Rubin, Matthew Salvatori

This presentation will provide a thorough overview of the Family First Prevention Services Act, which takes effect October 1, 2020. A thorough look at how use of congregate care will change and what counties can expect moving forward. Participants will also hear from one county's Judge and Administrator on how their strategic use of FGDM has positively impacted both dependent and delinquent youth in congregate care.

### **Session A6: The Parent and Parent Attorney Role as a key Ingredient to FGDM Collaboration**

**Presenter(s):** Cathy Volponi Esq., Mollie Patterson Esq., Kathleen Creamer Esq.

Join three parent attorneys as they share their collective knowledge and experience representing mothers and fathers in child dependency cases, including successful communication tips when working with parents. Participants will also gain a better understanding of the parent through the eyes of their attorney and the attorney through their three different roles, including that of counselor, advocate and collaborator. Finally, participants will learn how parents and parent attorneys are the key ingredient to having a successful FGDM conference.

## WORKSHOP SESSION B – DAY 2

### 10:15 a.m. – 11:45 a.m.

**Session B1: Informing Practice Delivery Statewide by Using Pennsylvania and County-Specific Data**  
**Presenter(s): Isabella Rivera, Eliza White**

This workshop will explore practice needs and the utilization of data to inform areas of FGDM practice, including parental engagement, older youth, expedited conferences, and conference safety. Statewide data presented during this workshop pertains to 5,241 Family Group Conferences that occurred between July 1, 2015 and June 30, 2019 across 65 of the 67 counties. A facilitated discussion will be held around how this information can be utilized to plan and monitor continuous quality improvement goals.

**Session B2: Mission Critical: Reducing the Use of Congregate Care**  
**Presenter(s): Honorable Walter Olszewski, Honorable Michael H. Sholley, Shara Saveikis, Jason Slonceski**

Pennsylvania's use of congregate care continues to be above the national average. This presentation will focus on the importance of reducing the use of congregate care, how FGDM can be a helpful tool, and the court and agency's critical role in achieving this goal. We will look specifically at the findings of the Congregate Care Workgroup of the Pennsylvania State Roundtable, including information about education, contact and visitation and the use of FGDM. Participants will hear how one county has used in-house program testing and data analysis to identify FGDM as an effective tool for preventing and reducing out of home care and enhancing kinship use when removal is required to ensure safety.

**Session B3: Family Group Decision Making and Human Trafficking**  
**Presenter(s): Mary Tatum, Treasure Gallagher**

This presentation will provide participants with a baseline knowledge of human trafficking to assist in appropriately using the Family Group Decision Making approaches to better serve the victims of human trafficking and their families.

**Session B4: Building Interagency Partnership and Collaboration through FGDM Practice: From Crisis Response to 30/30/90, How Justice Works YouthCare and Adams County CYS Made FGDM the Norm**  
**Presenter(s): Jessi Coy, Sean Lazarus**

During the past four and half years JusticeWorks YouthCare has partnered with Adams County Children and Youth in developing and delivering Family Group Decision Making to the community. Through the innovative approach of our Family Engagement 30/30/90 model to the FGDM focused crisis and rapid meetings, our agencies have built a strong foundation of trust, communication and positive outcomes. Our presentation will focus on how we both streamlined Family Group Decision Making between our agencies while also adhering to the fidelity of the model and ensuring each family has a voice. We will discuss the various ways Family Group Decision Making is utilized in each Agency department: Intake (Crisis and Rapids Family Support (30/30/90), Truancy (FGDM), and Independent Living (Youth Transition Conferences). Finally, we will discuss the importance of interagency collaboration in creating a culture that promotes Family Group Decision Making.



**Session B5: Stranger Danger: Use of Expedited Family Conferencing to Divert, Entry into Traditional Foster Care and Congregate Care**

**Presenter(s): Jennifer Eichenlaub, Jennifer Napp Evans**

Stranger Danger will provide evidence relevant to the dangers of placement of children in stranger care (traditional foster care and congregate care) and focus on effective intervention strategies and implementation practices to assist the Agency and Court leadership in avoiding the harm of child removal and serving as a vessel of family healing.

**Session B6: Using FGDM to Counterbalance Adversities: An Introduction to Adverse Childhood Experiences (ACEs) and How FGDM Can Be Key to Resilience Building**

**Presenter(s): Angela Sager**

Adverse Childhood Experiences (ACEs) are prevalent in the general population and especially with those involved in the dependency system. Understanding ACEs and their impact on immediate and long-term wellbeing is critical to promote resiliency. FGDM can counterbalance adverse experiences, mitigate trauma and be the key to building family resilience.

## **WORKSHOP SESSION C – DAY 2**

### **1:15 p.m. – 2:45 p.m.**

**Session C1: SWAN Continuum of Services and FGDM for Older Youth**

**Presenter(s): Cris Swank, Rachel Beals**

Older youth face uncertainty and challenges when aging out of foster care without enduring connections and supports. FGDM and SWAN services are resources to assist counties and older youth in achieving permanency, be it reunification, adoption or PLC. SWAN services complement the FGDM process aiding in positive outcomes for older youth.

**Session C2: Finding Hope in Addiction and Recovery Through FGDM**

**Presenter(s): Eliza White, Felicia Matriccino**

Participants will hear from a FGDM professional about the FGDM process, the importance of engaging families at each step of the way, and the benefits of building a lifetime network of support. While learning about the process, participants will also hear from a parent who participated in FGDM conferences and about her experiences at each of those steps. We will be exploring engagement strategies with special consideration and discussion regarding the work with parents who experienced substance abuse issues which include the family dynamics and safety planning before, during and after the conferences.

**Session C3: Being Intentional to Shift Paradigms with FGDM****Presenter(s): George Lagos**

Taking responsibility for how we practice, the example we set, the culture we create within our FGDM role. This workshop will utilize individual introspection as a practical method of being intentional to “level the playing field” with each interaction. Challenging each participant to set the precedent by fulfilling their role without bias or judgement.

**Session C4: Family Treatment Court and FGDM: Partners in Recovery****Presenter(s): Leslie Ward, Carla Clark**

This presentation will discuss how Northumberland County is utilizing Family Treatment Court in conjunction with FGDM to address addiction issues with parents and extended family. Through this presentation, we will discuss how FTC and FGDM work hand in hand to educate extended family as well as help the individual and the family work through the recovery process. Case examples will be provided.

**Session C5: Navigating Family Connectedness****Presenter(s): Honorable John Cherry, Mylah Martin, Marisa McClellan Esq., Sanford Krevsky Esq., Owen Hoover Esq., Sarah Hoffman Esq., Richard Vukmanic, Joshua Berra**

This presentation will demonstrate how even in complicated circumstances, the use of family finding in conjunction with regularly scheduled team meetings, pre-court meetings and ongoing family group conferences can create a supportive network of parents, family, the court, the legal system and the agency to achieve positive outcomes for children.

**Session C6: Why Aren't We Doing That?****Presenter(s): Sydney Cloak, Lena Southworth**

The inclusive nature of how Butler County is able to provide services to many non-traditional populations. This presentation will include discussion of identifying underserved target populations in your community other than child welfare families and how to apply the FGDM model to MH/ID/EI, D&A/re-entry populations, plus a condensed FGDM model constructed to assist families having truancy concerns.



# REGISTRATION

- The registration fee is **\$99.00** (Pennsylvania agencies) and **\$159.00** (out-of-state agencies)
- Registration fee includes: the conference program, light snacks upon arrival and dinner on April 22, 2020, continental breakfast and lunch on April 23, 2020.
- Credit cards are accepted for payment.
- A \$2.50 per person convenience fee will be added to all credit card transactions.
- Any payments by check must be received by April 1, 2020. Please make checks payable and mail to: It Takes A Village, 128 S. 27th Street, Harrisburg, PA 17103, Attn: Laurie Capogreco.
- Registration will be online. To register, visit: [2020 FGDM Biennial Conference Registration](#)

## Deadline for registration is March 27, 2020

We regret that we are unable to refund registration fees, however, accommodations will be made for substitutions. All requests for substitutions must be made by April 17, 2020 by contacting Ina Wertz at 888-793-2512 x1248.

## CONTINUING EDUCATION CREDITS

Continuing Education credits (CEs) will be available.

Continuing Legal Education credits (CLEs) have been requested.

Continuing Judicial Education credits (CJEs) have been requested.

## ADDITIONAL INFORMATION

All questions regarding the conference should be directed to:

Christy Stanek at [Christy.Stanek@pacourts.us](mailto:Christy.Stanek@pacourts.us) or 412-616-1079.

**All payments must be received prior to the conference in order to attend.**

## LODGING

- You are responsible for making your own hotel reservations by calling Seven Springs Mountain Resort at 814-352-7777. A room block has been reserved with the special rate of \$119.00 per night plus tax, double/single, available until March 20, 2020.
- Please reference Pennsylvania Family Group Decision Making when making your reservation.
- The resort is located at 777 Water Wheel Drive, Champion, PA 15622
- [www.7springs.com](http://www.7springs.com)

*Registration and lodging for this conference will fill up quickly.*

*Please make your reservations as soon as possible.*

*We look forward to seeing you.*





# BIOGRAPHIES

***Honorable Max Baer***, Justice, Supreme Court of Pennsylvania was elected to the Supreme Court of Pennsylvania in November of 2003, assumed his duties on January 5, 2004 and was retained in 2013. Prior to his elevation to the Supreme Court, Justice Baer served on the Court of Common Pleas of Allegheny County from January of 1990 to December of 2003. He spent the first 9½ of those years in Family Division and was the Administrative Judge of the Division for 5½ years. During this tenure, Justice Baer implemented far-reaching reforms to both Juvenile Court and Domestic Relations, earning him statewide and national recognition. Justice Baer eventually was assigned to the Civil Division, where he continued to distinguish himself until assuming his new duties on the Supreme Court.

In acknowledgement of his innovations in family court, in 1997, Justice Baer was named Pennsylvania's Adoption Advocate of the Year. In 1998, the Federal Department of Health and Human Services presented him with the Adoption 2002 Excellence Award for Judicial Innovation. He was honored for receipt of this award at a White House ceremony presided over by President and Mrs. Clinton. In 1998, the Domestic Relations Association of Pennsylvania honored Justice Baer for his years of dedicated service to Pennsylvania families, and in 2000, the Pennsylvania Bar Association named him Child Advocate of the Year. In 2003, the Justice accepted the Champion of Children's Award from the Homeless Children's Education Fund. In 2004, Pennsylvania's Council of Mediators recognized him as most valuable peacemaker. In 2005, he was awarded the Three Rivers Youth Nellie Award for Civic Leadership, and in 2010, Children's Hospital of Pittsburgh of UPMC presented him with the Champion of Hope and Healing Award. In 2012, the Pennsylvania Chapter of the American Academy of Matrimonial Lawyers presented Justice Baer with an award in recognition of his years of commitment to family law and Pennsylvania's children. In 2012, Justice Baer was recognized for his leadership in helping dependent children find permanent, loving families in the Casey Family Program Report "How are the Children? Inspiring Hope. Renewing Vision. Influencing Action."

Justice Baer has been a frequent lecturer to professional and lay groups throughout the nation on various issues. He is now leading far-reaching reforms to Pennsylvania's courts and child welfare system's efforts to assist its most vulnerable citizens - our abused and neglected children. Since these innovations began, through the Supreme Court's establishment of the Office of Children & Families in the Courts, Pennsylvania has safely reduced the number of children in foster care, giving these children permanent homes and a far better chance at life. Because of these successes, which continue unabated, Pennsylvania has become nationally recognized as a model system, and multiple states are now attempting to implement the innovative reforms that began here.

***Honorable Joy Reynolds McCoy*** is a Judge of the Court of Common Pleas in Lycoming County, Pennsylvania. Judge McCoy attended Elmira College and received her Bachelor of Science Degree in 1989. She graduated from Franklin Pierce Law School in 1993. Upon her graduation from law school, Judge McCoy returned home to Lycoming County, where she has resided her entire life, to practice law. She began her practice as an associate at McNerney, Page, Vanderlin & Hall and became a partner in 1998. During her time in private practice, Judge McCoy focused primarily on family law matters.

In November 2009, Judge McCoy was elected Judge in the Court of Common Pleas of Lycoming County. She is currently serving her second term. She oversees the Family Court Division, primarily presiding over cases involving custody, support, divorce, domestic violence, delinquency and Children & Youth matters. She has been the Administrative Judge for Children & Youth since January, 2010. She is also the Administrative Judge for the Juvenile Probation Office and the Domestic Relations Office.

Judge McCoy created and presides over the Williamsport Area School District Attendance Improvement Court and the Williamsport Area Middle School Behavior Improvement Court. Judge McCoy also created the Lycoming County Canine in the Courts Initiative in 2018 and oversees this program, which includes Jedi II, a Courthouse Facility Dog, highly trained to provide comfort to children involved in the judicial system. Judge McCoy is chair of the Lycoming County Domestic Violence Task Force and founder of the Lycoming County Fatality Review Team.

Judge McCoy maintains a leadership role in the Pennsylvania Statewide Children's Roundtable Initiative, as past Chair of the Hearing Officers Workgroup, as well as serving on the Drug & Alcohol Workgroup, Bench Book Committee, and Bench Book Edit Committee. In July, 2018, Judge McCoy was appointed to a second three year term by the Supreme Court of Pennsylvania as a member of the Juvenile Court Procedural Rules Committee. In January 2020, she was appointed Chairperson of the Committee. Judge McCoy is a member of the Juvenile Court Judges Commission to which she was appointed by Governor Wolf in June 2019. Judge McCoy currently serves as a member of the Lycoming County Law Association Executive Committee

In 2011, Judge McCoy received Lycoming County YWCA's Unsung Hero Award and Women of Excellence Award.

***Honorable Walter J. Olszewski*** has served as a Common Pleas Judge in the First Judicial District of Pennsylvania (Philadelphia County) for over a decade. Judge Olszewski was first appointed by Governor Edward Rendell and later popularly elected. In 2015 Judge Olszewski was appointed as the Supervising Judge of the Philadelphia Court of Common Pleas, Family Court Division. Judge Olszewski presides over dependency matters, and specifically, in addition to his regular list, hears cross-over cases, termination of parental rights cases, and adoption cases. Also, Judge Olszewski is currently a member of the Juvenile Court Judges' Commission, Co-chair of the Congregate Care Workgroup and a member of the Dependency Benchbook Committee. Judge Olszewski received his B.A. and J.D. from Temple University. Prior to his appointment to the bench, Judge Olszewski held positions in the public and private sectors including private practice.



***Honorable Jeffrey J. Reich*** was born in New York City, raised in suburban New Jersey, and educated in Washington, D.C. (Georgetown University, A.B. History and J.D., cum laude). Judge Reich followed a natural progression toward the lifestyle of a simple country lawyer when he relocated to the Lancaster County homeland of his paternal ancestors in 1980. After 27 happy years in the profession as a general practitioner, he was elected to the bench and was commissioned as a common pleas judge in January 2008; he was retained for a second term commencing in January 2018. At the inception of his judicial service, Judge Reich joined two seasoned jurists with an assignment in Juvenile Dependency (with each having a full day of hearings weekly). As that assignment progressed over the next eight years, he participated in state dependency conferences, as a participant in and later co-chair of Leadership Roundtable 2, in the formation and co-direction of the Lancaster County Children's Roundtable, and in the State Roundtable. After an unwelcome change in his assignment, he returned to service in Juvenile Dependency in January 2018, where he will continue serving after a transition to the position of principal Orphans' Court judge in January 2020. That is when the joy will grow, as he is looking forward to presiding over in excess of 250 adoptions per year. He and his spouse (a recently retired educator and educational administrator) have three children and two grandchildren.

***Honorable Michael H. Sholley*** is a graduate of Case Western Reserve University School of Law. He began practicing law with the firm of Rudnitsky and Hackman in Selinsgrove, Pennsylvania and later opened his own offices in Middleburg and Lewisburg, Pennsylvania. He has represented parents in dependency cases and was later appointed as Snyder County's guardian ad litem for all children in dependency cases in that county. Judge Sholley occasionally represented Children and Youth Services when the Agency's solicitor had a conflict or was unavailable. He has served as the County Public Defender, the District Attorney of Snyder County, solicitor for the Snyder County Prison Board and is an adjunct professor at Susquehanna University. Currently, Judge Sholley hears all dependency and delinquency cases in the 17th Judicial District (Snyder and Union Counties). Judge Sholley is a member of the Pennsylvania State Roundtable and Co-chairs the State Roundtable's Transitional Youth Workgroup. He has presented at the Pennsylvania Dependency Summit and at several other state conferences regarding dependency issues.

***Honorable David R. Workman*** was elected to the Lancaster County Court of Common Pleas bench in November 2003. He received his B.S. from Pennsylvania State University, and his J.D. from Widener University School of Law. Judge Workman served as Court Administrator of Schuylkill County and Director of the Lancaster County Domestic Relations Office. He was formerly a partner and management committee member at the Lancaster law firm of Blakinger, Byler & Thomas, P.C. Judge Workman also served as a Children and Youth Master. He is the Chairman of the Juvenile Law Section with the Pennsylvania Conference of State Trial Judges. Judge Workman and his wife have received the Congressional Angels in Adoption Award. He is a frequent lecturer for the Pennsylvania Bar Association, Pennsylvania Bar Institute and numerous school and civic groups in juvenile delinquency matters. He is also a current member and secretary of the Pennsylvania Juvenile Court Judges Commission.

**Rachel Beals** is a SWAN LSI Coordinator. She joined Family Design Resources in 2015. Before FDR, Rachel was a supervisor at an affiliate agency where she worked with older youth in need of permanency. Rachel has a BA in Criminal Justice, and ten years of child welfare experience.

**Carla Clark** is currently the FGDM supervisor at the Northumberland County Children and Youth Services. Carla has been employed by Northumberland County Children and Youth Services since May 1991. Carla has worked in the permanency department as an adoption worker and termination specialist. She was the liaison for the American Bar Association's Barriers to Permanency Project from 2004 to 2006. Carla was trained as a facilitator for Family Group Decision Making and has served in that role since 2005. She has been the FGDM Supervisor since August 2011. She currently serves on the FGDM Statewide Leadership Team. Carla graduated from Shikellamy School District and Bloomsburg University of Pennsylvania with a bachelor's degree in Social Welfare. She currently is active within her community endeavors which includes serving Pre-School Sunday School teacher at Emanuel Bible Fellowship Church. Carla has also served as classroom parent, team parent for her son's sports teams and serves on the board for her church's Child Protective Services Committee. Carla and her family reside outside of Sunbury.

**Sydney Cloak** studied Criminology and Criminal Justice at Slippery Rock University and minored in Gender Studies. She works at Center for Community Resources in Butler PA and is the Family Group Decision Making Coordinator. The department consists of Prevention Education Outreach and the Student Assistance Program. Working so closely with these departments has encouraged growth and development of the FGDM Model.

**Jessi Coy** is the Program Director at Adams County Children & Youth. She has been with Adams since February 2017. Prior to this, Jessi worked at Dauphin County Children & Youth for 10 years; an ongoing caseworker for 4 years, and an Intake Supervisor for 6 years. She graduated from Shippensburg University in 2006, completing the CWEB program with a bachelor's in social work. Jessi completed the CWEL program and graduated from Widener University in 2010 with a Master's in Social Work.

**Kathleen Creamer** is the Managing Attorney of the Family Advocacy Unit at Community Legal Services, which represents parents in all stages of dependency proceedings. She joined CLS as a staff attorney in the Family Advocacy Unit in 2006. In addition to individual representation of parents in dependency court, Ms. Creamer has focused much of her advocacy on supporting incarcerated parents and their families. She recently served as a Stoneleigh Foundation Fellow dedicated to Improving Reunification Outcomes for Children of Incarcerated Parents. In that capacity, she engaged in policy advocacy to improve cross-system coordination between the Philadelphia Department of Human Services and the Philadelphia Prison System. This advocacy resulted in a video-conferencing pilot between the two facilities to ensure parental participation in important case planning meetings, and an updated joint policy and protocol for engaging incarcerated parents. Ms. Creamer also led the coalition that developed and lobbied for the successful passage of the 2010 Healthy Birth for Incarcerated Women Act, which curtailed the practice of shackling incarcerated women during childbirth in Pennsylvania's jails and prisons.

**Jennifer Eichenlaub**, MSW, MBA joined the Office of Children and Families in the Courts within the Administrative Office of Pennsylvania Courts as a Judicial Programs Analyst in September 2011. Her primary responsibility in this position is the provision of technical assistance to 16 counties in the northeast region of Pennsylvania. Her efforts guide counties in her territory toward the overall goal of enhancing court practices to improve the safety, permanency and well-being outcomes for children who are the subject of child dependency proceedings. Technical assistance includes providing counties with resources for the implementation of the Court Improvement Program's Family Engagement Initiative and analyzing and synthesizing data from the judicial dependency data repository system. In addition, Ms. Eichenlaub is responsible for observing court proceedings and facilitating communication between Dependency Judges, Children and Youth Administrators and both local and regional Children's Roundtables. Ms. Eichenlaub holds a Bachelor of Science degree in Psychology from St. Mary's College of Maryland, a master's degree in social work administration from Temple University, and a master's degree in business administration from the University of Phoenix.

**Jennifer Napp Evans** is the Administrator of Snyder County Children and Youth Services. She was unanimously appointed to the position in 2017 by the Snyder County Commissioners. Evans is licensed with the State Board of Medicine as a Behavior Specialist Consultant. Her work history and experience are inclusive of twenty years of working with children and their families many of whom were trauma related cases. Evans came to Snyder County from Laurel Creek Counseling, located in Lewisburg where she was the BHRS Administrator, a Behavior Specialist Consultant and Mobile Therapist. She also worked with at-risk children and their families in several capacities including as a Regional Manager and the Treatment and Research Specialist for Bethesda Day Treatment Center/PA Treatment and Healing and has volunteered as a Court Appointed Special Advocate. Jennifer has earned her bachelor's degree in Political Science from Bucknell University, as well as her master's degree of Science in Education.

**Deborah Wilson Gadsden** is a licensed social worker in Pennsylvania, employed by Family Design Resources, Inc. as a training specialist. She holds an M.A. in Human Services from Lincoln University and Master of Social Work from Temple University. She is a certified trainer for the PA Child Welfare Resource Center.

**Treasure Gallagher** is a graduate of Shippensburg University with a Bachelor of Arts in Social Work. She has a diverse array of experiences working in human services, in Pennsylvania and Ohio, but has spent the last 15 years working for the Pennsylvania Department of Human Service's Office of Children, Youth and Families in a variety of roles. Most recently, Treasure has been working with the Division of Policy with her specialties being the Child Protective Services Law and child victims of human trafficking initiatives.

**George Lagos** has been a Structural Family Therapist and a FGDM Coordinator/Facilitator over the past 12 years. Lagos has a M.S. in Industrial/Organizational Psychology and is in the process of publishing an interactive illustrated workbook for children/families involved in FGDM. Lagos also creates and facilitates professional workshops that challenge cultural paradigms within the county of Greene.

**Sean Lazarus** is the Adams and Franklin County Program Director for JusticeWorks YouthCare. Sean has been with JusticeWorks YouthCare since 2007. Prior to working in Adams and Franklin County for JusticeWorks YouthCare, Sean was the Juvenile Probation Liaison for the York County branch where they won Program of the Year in 2012 and 2014. After graduating York College in 2005 with a bachelor's degree in Sociology, Sean became a Mobile Crisis Intervention Specialist in York and Adams County. In 2017, Sean graduated with his Master of Social Work from Millersville University and obtained his Licensure of Social Work.

**Felicia N. Matriccino** is a Parent Ambassador within the Statewide Quality Improvement Department at the Pennsylvania Child Welfare Resource Center, University of Pittsburgh. Felicia supports and provides a balance of representation between families and professionals in many statewide efforts to advocate for policy and practice improvements by ensuring the family perspective is integrated into products and services. Felicia was a constituent of the child welfare system roughly six years ago and has about two years of experience navigating services and supports from the child welfare system such as Family Group Decision Making. To this day, she still uses the resources and ideas from those experiences.

**Marisa McClellan** is the Administrator for Dauphin County Social Services for Children and Youth. Prior to her current position, she was the Lead Solicitor for Dauphin County Social Services for Children and Youth for nearly nine years. She was also formerly in private practice representing parents and children in dependency, adoption and family law cases. She was the Pennsylvania Bar Association's Child Advocate of the Year for 2017. She was the chairperson of the Pennsylvania Children and Youth Solicitor's Group from 2014-2017. She is a member of the State Roundtable of Pennsylvania, is the co-chair of the Leader's Roundtable of Pennsylvania, and the Dauphin County Roundtable. She is the current vice-chair of the Children's Rights Committee, of the Pennsylvania Bar Association. She is a member of the Dauphin County Bar Association, Cumberland County Bar Association and the Pennsylvania Bar Association. She is also a member of the Pennsylvania Child Welfare Council. She was also the co-chair of the Pennsylvania Permanency Committee. She is currently a member of the Juvenile Court Procedural Rules Committee. She regularly participates in Statewide workgroups on new juvenile legislation and implementation. She has written on dependency and termination practices in the Commonwealth of Pennsylvania. In 2017 she was published in the Pennsylvania Bar Association Quarterly. She earned her B.A. from Pennsylvania State University and her J.D. from the Dickinson School of Law, Pennsylvania State University.

**Crystal A. Natan**, MSW, LSW is the Executive Director of the Lancaster County Children & Youth Agency. Crystal received a BA of Social Work from Millersville University and MSW from Temple University. Crystal began her social work career at the Lancaster County Children and Youth Agency as a casework intern and had the privilege of serving for 10 years in various positions including CPS investigator, Independent Living Coordinator, placement caseworker, and In-home and Placement services supervisor. Crystal branched out to enhance her clinical skills and worked in the mental health treatment field for six years with several local community counseling organizations. During that rewarding time, she was afforded the opportunity to provide individual therapy to children, family therapy, behavioral health rehabilitative services, group therapy for sex offenders and also served as a program director for behavioral health service programs with a focus on serving children with autism.

Ms. Natan returned to the Lancaster County Children & Youth Agency in 2007 as the Executive Director. Ms. Natan has successfully navigated her organization through the constant evolution of child welfare practice over the past 12 years. Ms. Natan is most proud of leading her organization to embrace the practice of family finding and family group conference. Ms. Natan currently serves on a variety of state and local board and workgroups including, serving as Vice President on of the Pennsylvania Children and Youth Administrators (PCYA), PCYA Leadership Academy workgroup (Co-chair), AOPC congregate care workgroup, Child Welfare Council, Child Welfare Resource Center Steering Committee, and is co- chair of the Family Group Decision Making Leadership Team.

**Patricia M. Noss** is the CEO of It Takes A Village, Inc. Since 2000, Patti has had extensive expertise in the implementation, facilitation, coordination and training of the Family Group Conferencing (FGC) practice. Patti started her own company; It Takes a Village, Inc., in June 2005. As the Executive Director, she oversees staff in various counties utilizing FGC and Family Finding (FF). She is a member of numerous county and statewide FGC leadership teams. She has been a leader and educator in advancing the FGC and FF practice throughout Pennsylvania. Patti graduated from Shippensburg University in 1983 with a Bachelor of Arts degree in Social Work. She has worked with at-risk youth, women and families throughout her career. Patti lives in Dauphin County with her husband Bob, their four children, and grandchildren. She strongly believes in the family unit, which she promotes in her professional and private life.

**Mollie Patterson** runs a private practice in Ambridge, Beaver County, Pennsylvania, focusing on Dependency and Family law. She began her legal career as a law clerk for the Honorable Deborah Kunselman and the Honorable James J. Ross, both of the Beaver County Court of Common Pleas. Ms. Patterson opened her private practice in October of 2015 while also practicing as a part-time Public Defender in Beaver County. Through her practice in Beaver County, she has primarily represented parents in dependency court. Over time, she has expanded her practice to include representation of children as legal counsel and guardian ad litem. Ms. Patterson is a member the Beaver County Family Engagement Initiative Implementation team.

**Isabella Rivera**, MPH is a Research and Evaluation Specialist at the University of Pittsburgh's Pennsylvania Child Welfare Resource Center. She currently manages the coordination of data collection through an online platform for the evaluation of FGDM and evaluates family engagement models. Prior to the Resource Center, Isabella oversaw and assisted in data collection for various of quantitative projects regarding education and healthcare efforts.

**Jonathan (Jon) Rubin** joined the Department of Human Services as the Office of Children, Youth, and Families' Deputy Secretary on November 4, 2019. Before joining DHS/OCYF, Jon led Bucks County's Housing and Human Services division since 2014, overseeing the county's child welfare agency, behavioral and developmental health programs, drug and alcohol services, mental health and developmental programs, housing services, and Area Agency on Aging. In that role, Jon focused on creating a more integrated approach to Housing and Human Services' work, encouraging two-generation, whole-family focuses and facilitating public-private partnerships and generative program development.



Jon started his career with 15 years spent in the Bucks County Children & Youth Social Services agency, beginning as a social worker and eventually serving four years as a child protective services manager. He has also worked to strengthen the child welfare system on a state level, working at the Pennsylvania Child Welfare Resource Center, providing technical assistance and training to children and youth agencies around Pennsylvania, and later with Deloitte as a senior consultant and child welfare subject matter expert, helping implement the Child Welfare Information Solution project. Jon has also worked at the national level supporting child welfare systems across the country when he served as an Organizational Effectiveness Consultant for the American Public Human Services Association.

**Angela Sager**, MPA began her career in public service in 1997. She is currently a Judicial Program Analyst for the Administrative Office of Pennsylvania Courts, Office of Children and Families in the Courts. Her primary responsibilities in this position include technical assistance to dependency courts in 3 counties in western Pennsylvania, along with Philadelphia in the east. Ms. Sager served as lead staff person to the PA State Roundtable's Educational Success and Truancy Prevention and Dependent Children of Incarcerated Parents Workgroups. Ms. Sager currently leads PA State Roundtable's Family Engagement Initiative. Prior to her current position, Ms. Sager was employed by Cumberland County as the Coordinator for the Youth Aid Panel. Ms. Sager was also employed from 1997-2005 at the Pennsylvania Department of Corrections. During her tenure as Grants Manager, Ms. Sager was responsible for administering more than \$200 million in state and federal funds for Pennsylvania's Prison System. Ms. Sager holds a Bachelor of Arts degree in Administration of Justice and a master's degree in public administration, both from the University of Pittsburgh.

**Matthew Salvatori** is the current Assistant Administrator for Lycoming County Children and Youth Services. Mr. Salvatori began his career with Lycoming County in 1998, where he served in many different positions throughout the agency before assuming the role of Assistant Administrator. Mr. Salvatori is the current co-chair for the Supreme Court's Leadership Roundtable 5/6. Mr. Salvatori obtained his bachelor's degree in Social Work from Lock Haven University in 1998 and completed his master's degree in Social Work from Marywood University in 2002.

**Shara Saveikis** has been the Executive Director of Westmoreland County Children's Bureau since December 31, 2007. She received her master's degree in Social Work from the University of Pennsylvania. Over the past 27 years, her entire professional career has been devoted to Child Welfare serving in various capacities in both the public and private sectors. In the public sector, Ms. Saveikis was employed by the Commonwealth and at two county agencies. At the state, she served as a Regional Program Representative for the Western Region Office of Children, Youth and Families; at the local level with Monroe County Children and Youth, she worked as a caseworker I, II, III, and Program Manager. In the private sector, she served as a counselor in a residential setting for treating adjudicated dependent/delinquent youth and was a summer camp counselor.

Ms. Saveikis participates in multiple committees at the federal, state and local level. She currently serves as the President on the board for the Pennsylvania Children and Youth Administrators Association, and has previously served as the Chair/Co-Chair of the Fiscal Management

Committee and Legislative Committee. She has served as an adjunct faculty at the University of Pittsburgh, as a field instructor for M.S.W. students. She previously served on the State Roundtable convened by the Honorable Max Baer, Supreme Court Justice, and co-chaired by the Administrator for OCFC and the DHS/OCYF Deputy Secretary, and has been the Co-Chair of two of their workgroups (Staff Retention and Legal Representation). She aspires to strive for excellence in providing quality care and services to protect children and strengthen and preserve their families.

**Jason Slonceski** is the current Assistant Administrator at the Westmoreland County Children's Bureau. Mr. Slonceski has been in this role since 2015. He started his career in child welfare with the Westmoreland County Children's Bureau in 2007 as a caseworker. He has been a strong advocate for the importance of kinship placements and supports throughout his time working with families. Since 2017, he has been a member of the Westmoreland County Human Trafficking Task Force. Mr. Slonceski attended Saint Vincent College and graduated in 2003 with a bachelor's of science degree in Psychology.

**Lena Southworth** is a graduate of the University of Pittsburgh and has been working in this field for about 10 years. She supervises the FGDM department as well as the SAP and PEO departments. She is an active participant on the board for the suicide coalition, Butler County Prevention Council, and the Butler County Problem Gambling Council. Working throughout these different populations she has been able to see the different people that could benefit from a plan developed through FGDM.

**Richard Steele** is the Executive Director of the Juvenile Court Judges' Commission (JCJC). He began his career in 1979 as a juvenile probation officer in Northumberland County, PA, and eventually became chief juvenile probation officer in that jurisdiction. He later spent several years as an administrator of a delinquent youth residential treatment facility. In 2005, he was hired by the Juvenile Court Judges' Commission to provide leadership on the Commonwealth's aftercare reform targeted area of improvement in conjunction with the John D. and Catherine T. MacArthur Foundation's Models for Change juvenile justice reform initiative. He was subsequently promoted to the positions of Juvenile Court Consultant/Aftercare Specialist, Director of Policy & Program Development, Deputy Director, and Executive Director.

Beginning in 2010, Mr. Steele served as a member of the Leadership Team responsible for the coordination, development, and implementation of Pennsylvania's Juvenile Justice System Enhancement Strategy (JJSES) in conjunction with juvenile justice system stakeholders across Pennsylvania. This work was initiated to sustain and enhance the initiatives begun under Models for Change and to implement evidence-based practices at every stage of the juvenile justice process. From 2014 – 2016, Mr. Steele served as the statewide coordinator of these activities. Pennsylvania's Juvenile Justice System Enhancement Strategy has become one of the most comprehensive juvenile justice reform efforts in the nation. Mr. Steele is a member of the Pennsylvania Commission on Crime & Delinquency, its Juvenile Justice and Delinquency Prevention Committee and is an Ex Officio member of the Pennsylvania Juvenile Court Procedural Rules Committee of the Administrative Offices of the Pennsylvania Courts. He is also an appointed member of the PA Child Welfare Council, the Council on Reform, and the Interbranch Juvenile Justice Task Force.

Prior to joining the JCJC, Mr. Steele was active for many years with the Pennsylvania Council of Chief Juvenile Probation Officers, serving on the Executive Committee and eventually holding the elected offices of Secretary, Vice-President and President of the Council. He has also served as an adjunct faculty member in the Criminal Justice Department of Luzerne County Community College.

Mr. Steele holds a Bachelor's Degree in Psychology from Gettysburg College and a Master's Degree in Administration of Justice from Shippensburg University.

**Christine Swank** is a SWAN Technical Assistance Division Manager. She previously was Regional Technical Assistant. She joined Family Design Resources in 2004. Before FDR, she held caseworker, supervisor and administrator positions in county child welfare. Christine is a graduate of Bloomsburg University with a bachelor's degree in sociology and twenty-nine years in child welfare.

Mary Tatum is a graduate of Penn State University with a Bachelor of Science in Human Development and Family Studies. She went on to obtain her Master of Public Administration from Capella University. Over the past 13 years, she has obtained diverse experience working in the adoption and foster care field, afterschool program management for at-risk children, mental health programming, and the child advocacy center movement. Ms. Tatum is the current Director of the Child Advocacy Center of Clearfield County and sits as the Western Regional Representative for the Pennsylvania Chapter of CAC and MDT Board of Directors.

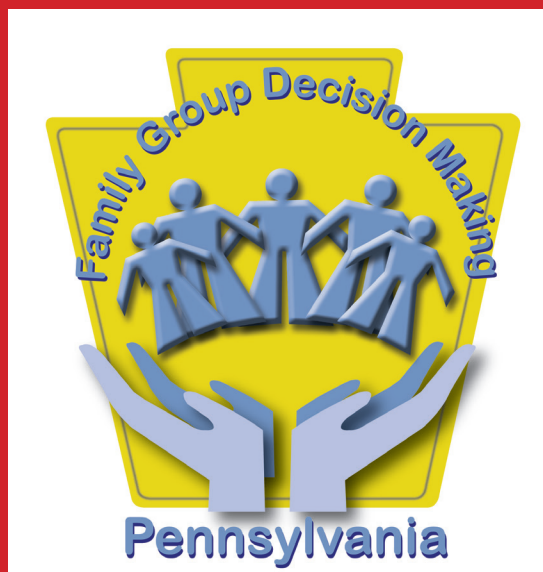
**Annette C. Trunzo**, Ph.D., L.C.S.W., is a licensed social worker who works in the social service field as a program evaluator and adjunct faculty for the University of Pittsburgh's School of Social Work. Currently, she is the Director of Evaluation and Quality Improvement at JusticeWorks YouthCare managing the quality improvement process.

**Catherine Volponi** is the Director of the Allegheny County Bar Foundation Juvenile Court Project. The Juvenile Court Project is a nonprofit law office that represents indigent parents in Dependency and Termination of Parental Rights cases in Allegheny County. In addition to in court advocacy the Juvenile Court Project provides out of court advocacy attending various agencies' meetings concerning the educational, medical, psychological, and other needs of clients' families. Ms. Volponi has worked at the Juvenile Court Project for the past 21 years as a staff attorney, managing attorney and director and has participated on several panels and statewide workgroups to provide a parent attorney perspective on various child welfare issues. She is passionate about child welfare law and the need to ensure that all families, regardless of status, receive due process and fundamental fairness under the law.

**Michael K. Wahlen**, Esq. is the manager of the Pittsburgh based Adoption Legal Services Project (ALSP) for Family Design Resources. A graduate of both Duquesne University and University of Pittsburgh School of Law. In addition to being an attorney, he is a trained mediator and frequent trainer on a variety of subjects.

***Leslie Ward***, is currently the Family Treatment Court Supervisor at Northumberland County Children and Youth Services. Before taking a job at Northumberland County Children and Youth, Leslie worked as a Drug and Alcohol Counselor at White Deer Run. Leslie has been employed by Northumberland County Children and Youth Services since February 2014. Leslie had worked as a caseworker in the General Protective Service Unit and is also a trained facilitator for Family Group Decision Making. Leslie then became the Supervisor of Family Treatment Court in 2018. Leslie graduated from Mansfield University with a Bachelor's Degree in Psychology. Leslie received her Master's Degree in Social Work from Marywood University in May 2019. Leslie has been active in community endeavors which include Boy Scouts, Parent Teacher Association and team parent for her children's sports teams. Leslie along with her son Ethan speak publically about his struggle with addiction and recovery. Leslie also educate's families on how addiction affects the family unit as a whole. Leslie and her family reside in Montoursville, PA.

***Eliza A. White***, MSW is the Family Engagement and Safety Assessment and Management Process Program Development Specialist with Statewide Quality Improvement Department at the Pennsylvania Child Welfare Resource Center, University of Pittsburgh. Eliza supports statewide efforts to advocate for policy and practice improvements, provide consultation and support, and coordinate team efforts. Eliza has been practicing in the Pennsylvania child welfare system since 2003.



**FGDM State Leadership Team  
Statewide Adoption & Permanency Network  
Office of Children & Families in the Courts  
Juvenile Court Judges Commission  
Office of Children, Youth and Families  
Pennsylvania Child Welfare Resource Center**

**Mission of Family Group Decision Making Leadership Team**

The mission of the Leadership Team is to expand Family Group Decision Making in Pennsylvania while assuring model fidelity.

**Vision of Family Group Decision Making Leadership Team**

The Leadership Team envisions the use of Family Group Decision Making as standard practice across all systems in Pennsylvania.