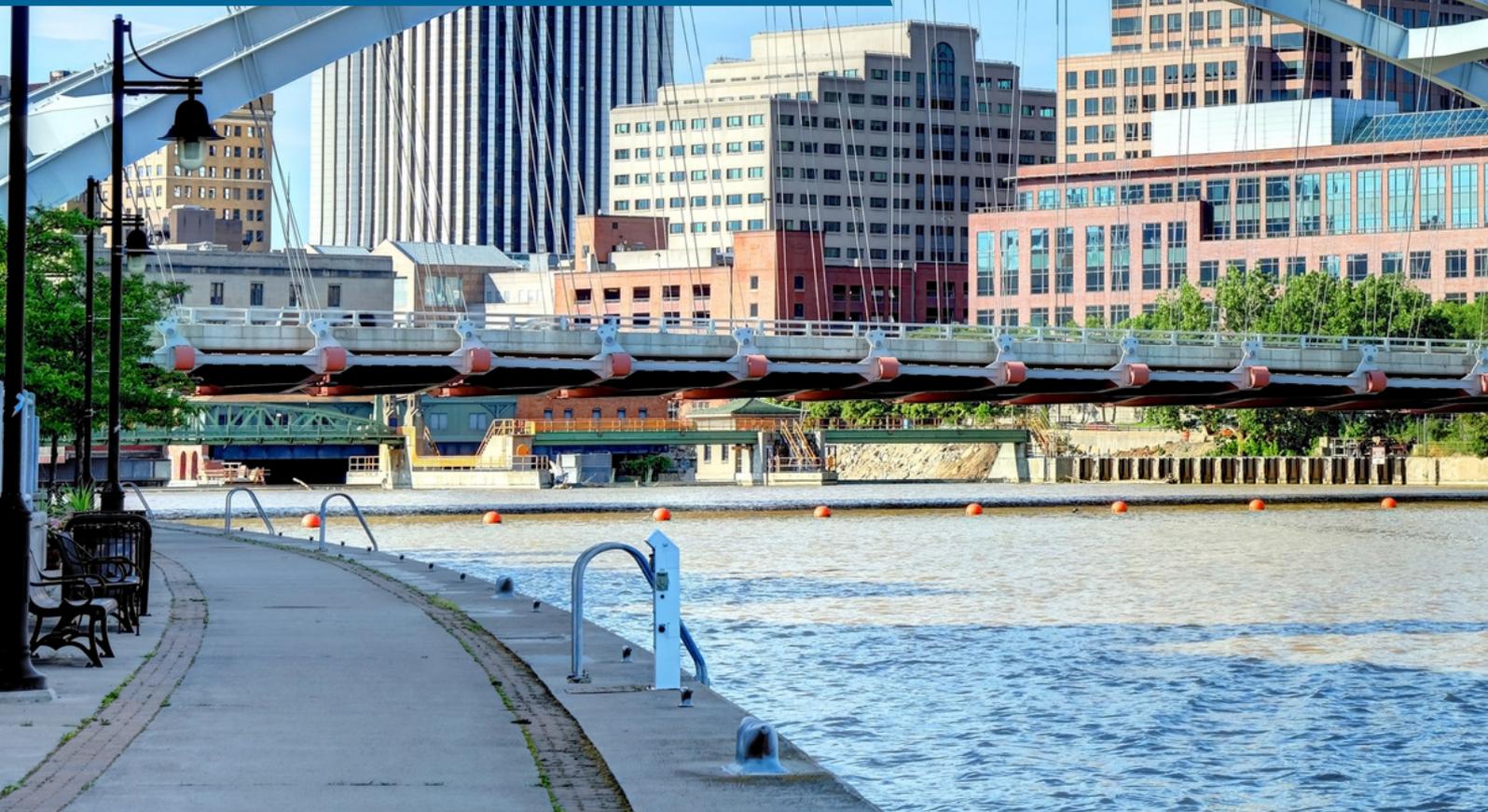


# **NYSCAA & NYSWDA's Annual Conference**

*Celebrating Our  
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Ahead*

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## THE NATIONAL MISSION STATEMENT ON WEATHERIZATION

To reduce energy costs for low-income families, particularly for the elderly, people with disabilities, and children, by improving the energy efficiency of their homes while ensuring their health and safety.

# NYSCAA

**Jackie Orr, NCRMT**  
Chief Executive Officer

**Charles Barbay, NCRT**  
Project Manager

**Phoebe Schimpf**  
Program and Technology Director

**Grace Cunningham**  
CARES Program Manager

Staff Members

# NYSWDA

**Andy Stone**  
Executive Director

**Karen McMahon**  
Administrative Assistant/  
Marketing & Membership  
Coordinator

**Joe Ilacqua**  
Trainer

**David Hill**  
HVAC Trainer

**Joe Maggiore**  
Director of Training

**Al McMahon**  
Trainer/Program Liason

**Robyn Visser**  
Office Manager

**Caleb Keane**  
Accountant

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# NYSCAA

## OFFICERS:

**Maureen Abbott**, President  
**Debra Schimpf**, Vice-President  
**Dan Maskin**, Secretary  
**Diane Cooper-Currier**, Treasurer

## AT LARGE:

**Neenah Bland**  
**Mike Bobbitt**  
**Lesley Gooch-Christman**  
**Diane Hewitt-Johnson**  
**Renee Hungerford**  
**Charles Quinn**  
**Greg Richards**  
**Laura Rossman**  
**Tina Sharpe**  
**Elizabeth Carlton Spira**  
**Amy Turner**  
**Nancy Turo**  
**Jerome Underwood**  
**Denis Wilson**  
**Tina Zerbian**

# NYSWDA

## OFFICERS:

**Sally Ward**, President  
**Chris Brandau**, Vice-President  
**Dannielle Joslin**, Treasurer  
**Belinda Soucia**, Immediate Past President  
**Nancy Turo**, NYSCCA Board Liaison

## AT LARGE:

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**Avi Kamman**  
**Denise Peroulakis**  
**Ryan Robbins**  
**Jerry Snell**



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# Conference Agenda

## **Registration & Information Desk Open** (Grand Foyer)

7:00 am - 4:30 pm

## **Opening Plated Breakfast** (Grand Ballroom)

7:00 am - 7:45 am

## **Conference Welcome & Introductions** (Grand Ballroom)

7:45 am - 7:55 am

-Andy Stone, NYSWDA

-Maureen Abbott, President of NYSCAA's Board

-Sally Ward, President of NYSWDA's Board

## **Greetings and Welcome to Rochester from Mayor of Rochester, Malik D. Evans** (Grand Ballroom)

7:55 am - 8:10 am

## **Opening Remarks from NYS Secretary of State, Robert J. Rodriguez** (Grand Ballroom)

8:10 am - 8:30 am

## **Keynote: Emotion Into Art - One Caring Adult** (Grand Ballroom)

8:30 am - 9:30 am

Thomas Varano



Using fingertips and brushes, Tom paints portraits of famous people in minutes. With the pieces choreographed to loud, meaningful music. Using speed painting and inspirational speaking, there is a theme throughout his entire performance. Be yourself, take risks and follow your dreams. Never give up hope and realize, your life matters!

**Break (Grand Foyer)**

9:45 am - 10:00 am

**NYSCAA: Bringing Your CAA's Values to Life by Creating Your Agency's Culture (Regency A)**

10:00 am - 11:15 am

*Laura Rossman & Matthew Bull, Pro Action of Steuben and Yates, Inc.*

Pro Action of Steuben and Yates, Inc. began working on developing organization values that drives their desired organizational culture throughout their CAA, that is rooted in their mission, vision and guiding behaviors. Pro Action's goal was to create an environment that staff and customers felt a sense of belonging, respect, and safety. This workshop will inform participants the process Pro Action followed to choose their agencies core values. It will also show the process on how the agency unveiled them to both staff and public, how it is operationalized daily, and celebrate when they see their values in action.

**NYSCAA: Language Justice (Susan B. Anthony Room)**

10:00 am - 11:15 am

*Marlene Cortes, Empire Justice Center; Dr. Wyatt Hall, University of Rochester*

Language Justice is an evolving framework based on respecting every individual's fundamental language right—to communicate, understand, and be understood in the language they prefer and feel most articulate and powerful. Rejecting the notion of the supremacy of one language, it recognizes that language can be a tool of oppression and an essential part of exercising autonomy and advancing racial and social justice.

**NYSCAA: Legalization of Marijuana & Workplace Policies (Ballroom E)**

10:00 am - 11:15 am

*Scott Rogoff, Barclay Damon, LLP*

This session will provide information about the newly passed legislation legalizing marijuana in New York State, and the impact it has on your organizational workplace policies.

## **NYSCAA: Supporting not Reporting: What It (Really) Means to be a Mandated Reporter (Regency C)**

10:00 am - 11:15 am

*Jenn O'Connor & Kari Siddiqui, Prevent Child Abuse NY*

NYS is updating its statewide online mandated reporter training to include ACEs/Protective Factors, implicit bias, and identifying child abuse virtually. The training will now focus on alternatives to calling CPS (except when there is immediate danger to a child). Prevent Child Abuse NY (PCANY) is partnering with Office of Children and Family Services (OCFS) to develop the training. But what happens after you've taken the training? In this session, PCANY staff will provide an overview of the training, launching this summer. The whole group will think through and share thoughts on how their work environment can support this new approach. The audience will then break into small groups to walk through a case study and discuss community resources-- what services are available, what gaps exist, and what needs to happen at the organizational level to support staff and families in making referrals and finding services.

## **NYSWDA: Heat Pumps-Equipment Selection and Commissioning (Ballroom FG)**

10:00 am - 11:15 am

*David Hill and Joe Maggiore, NYSWDA*

One of the most important stages of implementing a Heat Pump program is the selection of the proper heat pump. This session will walk through that process, picking up from where the auditor has secured the heat loss/gain needs of the home, and show how to take that information and determine which heat pump(s) are the best for the home based on the existing system, floor plan, and condition of the duct distribution system. Presenters will review what requirements must be available in the home for each different kind of system. This session will also review best installation and commissioning practices for the whole house system as well as the ductless system.

## **Break (Grand Foyer)**

11:15 am - 11:30 am

**NYSCAA: Changing up the Conversation When it Comes to the Commercial Sexual Exploitation of Children (Regency B)**

11:30 am - 12:30 pm

*Al Meyers, Connecting Communities in Action*

Al Meyers, Safe Harbor Coordinator with Connecting Communities in Action, will inform Case-workers, teachers and parents with up-to-date information regarding apps, risky behaviors of online activity and the fraudulent ways traffickers are utilizing to entice young people from Urban, Suburban, and Rural counties. This session will assist participants identify the red flags associated with online trafficking, the new laws established to protect kids 18 and younger, and tools to help support children to avoid risky behaviors.

**NYSCAA: Child Care Panel (Ballroom E)**

11:30 am - 12:30 pm

*Tommy Sheridan, National Head Start Association; Carolyn Wiggins, Fort George Community Services, Inc.*

**NYSCAA: NYS Department of State (DOS) Program Updates (Susan B. Anthony Room)**

11:30 am - 12:30 pm

*Manny A. Rosa, Nikoletta (Niki) Battistoni, and Aimee Kollar, NYS Department of State*

As the CARES funding comes to an end, the Department of State (DOS) will highlight several innovative projects across New York State that “prepared, prevented and/or responded” to the pandemic. During this session, DOS will remind the network of the timelines and closeout activities, related to the CSBG CARES funds. Additionally, DOS will share an overview of the audit process, conducted by the Office of Community Services (OCS), discuss the upcoming preparations for the 2024-2025 State Plan, and highlights from the Annual Report.

**NYSCAA: Where are we? Where are we going? (Regency C)**

11:30 am - 12:30 pm

*Michele McKeon, RECAP*

Community Action Agencies have been addressing the causes and conditions of poverty and social determinates of health for 57 years, yet we are often overlooked by federal, state and local entities. As the landscape of work has changed post covid and systems are now looking to address and pay for the work to provide and create programs and services addressing social determinants of health, where does that leave us? How do CAA/CAPs ensure the work we do is valued and compensated? Are we being left behind? How can we raise the profile of our work and be compensated appropriately? How can we (or do we) expand services without mission creep? In the world of not for profits, where are we and where are we going?

**NYSWDA: Insulation Machine Maintenance (Regency A)**

11:30 am - 12:30 pm

*Joe Ilacqua, NYSWDA*

Proper blower machine maintenance is critical to a successful job. This session will walk through the entire process from basic machine operation to basic machine maintenance. By attending this session, crews and crew chiefs will learn: the proper machine processes, settings, problem recognition, how to trouble shoot issues and basic repair. Maintenance is often the most overlooked and most important aspect of an insulation job. With this session, crews should feel comfortable and confident in maintaining and diagnosing their machines.

**NYSWDA: Weatherization Policy Advisory Council (PAC) Meeting (Ballroom FG)**

11:30 am - 12:30 pm

*Charlie Quinn, RECAP*

A general meeting of the Weatherization Policy and Advisory Council will be held during this session. Members of the PAC will be attending and attendance by nonmembers of the PAC is welcome and encouraged.

**Lunch (Grand Ballroom)**

12:30 pm - 1:45 pm

**2022 Community Action Leadership Award (Grand Ballroom)**

1:15pm - 1:45 pm

*Award Recipients: Karen Barry, PEACE, Inc.; Jerome Underwood, Action for a Better Community, Inc.*

**NYSCAA: Reimagining the Workplace – Lessons from the Pandemic on Recruitment and Retention of Staff (Grand Ballroom)**

1:45 pm - 2:45 pm

*Maureen Abbott - Moderator, Tioga Opportunities, Inc.; Diane Cooper-Currier, Oswego County Opportunities, Inc.; Amy Foster, Tioga Opportunities, Inc.; Lesley Gooch-Christman, ACCORD Corporation; Florence Ohle, Community Action of Greene County, Inc.*

If COVID taught us anything, it is that traditional employee practices and beliefs about how, when, and where we work, are now obsolete. The Pandemic has exacerbated the need for more flexibility for workers, resulting in the need to reinvent an “optimal work experience” in order to attract qualified staff and retain them. The panelists will; share challenges that their agency has experienced and a wide array of strategies that have been implemented in regard to workplace flexibility, recruitment & retention, and work environments; and how success of strategies’ will be measured. Attendees will gain insight into potential strategies (pros & cons) that could be taken back to their own organization, in the hope of ensuring continued growth & sustainability for their agency.

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*Thank you to our hosts, Action for a Better Community (ABC) & PathStone Corporation!*



**NYSWDA: General Membership Meeting (Ballroom FG)**

1:45 pm - 2:45 pm

*NYSWDA Board and Staff Members*

A meeting of the general membership of NYSWDA will be held during this session. Members of the association will be gathering to discuss NYSWDA's year in review and where we go from here.

Your attendance is encouraged as we will also be approving new board membership.

**Break (Grand Foyer)**

2:45 pm - 3:00 pm

**NYSCAA: Connecting Community Action and Gun Violence Prevention Panel (Regency A)**

3:00 pm - 4:30 pm

*Angela Iocolano & Emily Sorenson, PathStone Corporation*

Angela and Emily will present the community need, purpose, practices and 12 locations of the NYS SNUG program; and the story of PathStone's implementation of 585 SNUG in Rochester. Following Q&A, attendees will have table discussions to identify current and potential intersections of Community Action with local gun violence prevention efforts to benefit our communities.

**NYSCAA: NEAR Science/ACEs Training for CAA Staff (Susan B. Anthony Room)**

3:00 pm - 4:30 pm

*Sara Chobot, Tioga Opportunities, Inc.; Patti Demma, MVCAA; Samantha Riley, CAP for Dutchess County*

Have you heard of the ACE Study? This training will increase your knowledge of the Adverse Childhood Experiences (ACE) Study and the impact of ACEs on health and opportunity. Research has shown that the leading causes of disease and disability, learning and productivity problems and early death have roots in the cumulative neuro-developmental impacts of Adverse Childhood Experiences. The goal of this training is to share the findings of the ACE Study and how we can use these findings to help promote change and increase resilience. The training will be provided by Community Action Agency staff who are Nationally Certified ACE Interface Trainers.

**NYSCAA: Orleans County Axis-of-Care: A Pilot Project for a New Approach to Case Management (Regency B)**

3:00 pm - 4:30 pm

*Renee Hungerford, Community Action of Orleans & Genesee, Inc.; Mike Kamish & Denise Ester, Continual Care Solutions*

Community Action of Orleans and Genesee, Inc. is launching a one-year pilot program to demonstrate that a Community Action organization is uniquely qualified to help at-risk clients because it is the most trusted and directly engaged partner in the healthcare ecosystem. This initiative will include complete 'wrap around' care assessments and coordination services for physical, mental, and behavioral health, social needs such as food and employment, and coordinated support for substance abuse disorder treatment. The success of this initiative depends on multiple partners coordinating to provide clinical and social services. It also requires training and development of care managers who will need to perform their services more comprehensively. This presentation will describe the many ways the pilot is breaking new-ground caring for at-risk individuals. It will describe the newly created partnerships and explain how they contribute to the overall strategy and care management model. Finally, it will discuss how the work will be coordinated and tracked, and how the accumulated evidence can inform further improvements to the client care strategy.

**NYSCAA: Reducing Child Poverty in New York State: What's Next (Ballroom E)**

3:00 pm - 4:30 pm

*Kate Breslin & Crystal Charles, Schuyler Center for Analysis & Advocacy; Larry Marx, The Children's Agenda; Aqua Porter, Rochester Monroe Anti-Poverty Initiative*

Newly enacted legislation commits New York State to reducing child poverty by 50% over the next eleven years, with special attention to racial equity. The new law amends Social Services Law and establishes a Child Poverty Reduction Advisory Council to research policy ideas and monitor progress toward the goal. The Advisory Council is also expected to examine ways to improve access to public benefits for individuals regardless of their immigration status; policies that assist families obtain and maintain financial stability, including educational advancement and employment that provides a living wage; and other factors that may impact a family, parent, or child's ability to stay above the poverty level. The session will provide an overview & update of the new Child Poverty Reduction Act, and identify ways community-based organizations can be engaged.

**NYSCAA: The Will to Do the Work (Regency C)**

3:00 pm - 4:30 pm

*Jerome Underwood, Action for a Better Community, Inc.*

In a sermon entitled, "Remaining Awake Through a Great Revolution" given at the National Cathedral on March 31, 1968, Dr. King uttered these words, "...this is America's opportunity to help bridge the gulf between the haves and the have-nots. The question is whether America will do it. There is nothing new about poverty. What is new is that we now have the techniques and the resources to get rid of poverty. The real question is whether we have the will." The workshop will discuss our collective WILL obligation to find it if we are truly committed to fulfilling the promise of community action.

**NYSWDA: Technical Panel for Weatherization (Ballroom FG)**

3:00 pm - 4:30 pm

*David Hill, Joe Ilacqua, Joe Maggiore & Al McMahon, NYSWDA*

This combined session will offer an opportunity for field staff and program managers to discuss and dissect the complex technical side of weatherization. There is a lot of data to collect, interpret, and make decisions on in weatherization. A facilitated panel discussion is a great way to learn from some of the best the techniques they use to problem solve, improve efficiency, and get the most out of each investment of federal dollars.

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**Community Action and Weatherization Awards Reception**  
(Grand Foyer)

6:00 pm - 7:00 pm

**Community Action and Weatherization Awards Gala** (Grand Ballroom)

7:00 pm - 9:00 pm

**NYSWDA: Program Service Award:** Bert Malmstrom

**NYSCAA: Community Action Personal Achievement Award:**  
Sara McCall

**NYSWDA: Program Service Award:** Yolanda Hamlin

**NYSCAA: Community Action Innovation Award:** Axis of Care - Community Action of Orleans and Genesee, Inc.

**NYSWDA: Program Service Award:** Eric Raymond

**NYSCAA: Community Action Service Award:**  
Wayne Broadhead

**NYSWDA: Lifetime Achievement Award:** David Hepinstall

**NYSCAA: Community Action Service Award:** Ryanne Hickey

**NYSWDA: Special Recognition Award:** Karen Jackson-Campbell

**NYSWDA: Special Recognition Award:** Jerry Snell

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**Opening Plated Breakfast (Grand Ballroom)**

7:00 am - 8:00 am

**NYSCAA Breakfast Roundtables (Grand Ballroom)**

7:45 am - 8:15 am

- CAP Systems, Inc. - Brian Cayer
- Community Action Best Practices - Jackie Orr, NYSCAA
- Data Visualizations - Sue Kervin, Action for a Better Community, Inc.
- Girl’s Circle Program - Mary Beth Welch, PEACE, Inc.
- Managing & Working with Board Members - Veronica Zhang, CAPLAW
- NYS ROMA Alliance - Charles Barbay, NYSCAA
- The Fatherhood Connection - Reggie Cox

**2022 Community Action Vision & Values Award (Grand Ballroom)**

8:15am - 8:30 am

*Award Recipient: Reggie Cox, The Fatherhood Connection*

**Keynote: Weatherization and the State's 2 Million Climate Friendly Homes Goal (Grand Ballroom)**

8:30 am - 9:30 am

Samantha Pearce, NYS Homes and Community Renewal



New York State has continued to build on the Climate Leadership and Community Protection Act of 2019 (CLCPA), announcing a 2 Million Climate Friendly Homes goal by 2030 as part of Governor Hochul's 2022 State of the State address. The Weatherization Assistance Program is a key component to reaching the State’s decarbonization goals. As we continue to plan and leverage stimulus funds through the American Rescue Plan Act (ARPA) and The Bi-partisan Infrastructure Law (BIL) it is crucial the Weatherization network and our HCR State agency continue to build on the years of success and our learned experiences. Speaking through the State's Affordable Housing Decarbonization goals in more detail, Samantha will share additional resources and information relevant to this work for the network and opportunities for further collaboration over the coming months.

**Break (Grand Foyer)**

9:30 am - 10:00 am

**NYSCAA: Board Recruitment: The Low-Income Sector**  
(Regency B)

10:00 am - 11:30 am

*Veronica Zhang, CAPLAW*

Since the inception of the Economic Opportunity Act, a fundamental goal of Community Action has been to provide low-income individuals with a voice in the administration of its poverty alleviating programs. With the Community Service Block Grant (CSBG) Act's call to achieve "maximum participation" of the low-income community in the development, planning, implementation, and evaluation of CSBG funded programs, a critical venue for the low-income community's participation is through their representation on the tripartite board. CAPLAW will provide information and best-practices on engaging and recruiting the low-income sector of the Community Action Agency tripartite board.

**NYSCAA: LGBTQ+ Etiquette and Common Bloopers**  
(Regency C)

10:00 am - 11:30 am

*Jeannie Gainsburg, Savvy Ally Action*

LGBTQ+ terms and identities are constantly changing. It is difficult to keep up. Many people feel intimidated by all the changes and are silenced by the fear that they will accidentally say something that will offend someone. This workshop helps relieve this anxiety by offering easy respectful language tips and suggestions for how to mess up properly. Participants will leave with a list of the most common LGBTQ+ etiquette bloopers, better language suggestions, best-practice communication tips, information on how to gather pronouns (without making it awkward), and an increased confidence in their ability to have respectful interactions with and about LGBTQ+ people. Allies can create safer spaces with their language choices and this workshop shows them how.

**NYSCAA: Restorative Practice – a Relationship Oriented Path to Enhance Hope, Healing and Health (mind and body)** (Susan B. Anthony Room)

10:00 am - 11:30 am

*Jon Rice, LCSW-R, NYS Office of Mental Health - Office of Prevention and Health Initiatives (Susan B. Anthony Room)*

Youth, adults, families, and providers have been dealing with many challenges brought about by a pandemic, cultural tensions, and community violence. In a mutual learning experience, we'll examine ways Restorative Practice's paradigm and practices can address these challenges for populations across the lifespan as well as proactively make a difference with underlying social determinants of health (e.g., work and school conditions, employment opportunities, housing quality, physical environment, family, and social supports).

**NYSCAA: Trauma-Informed Care Agencies** (Ballroom E)

10:00 am - 11:30 am

*Patti Demma, Mohawk Valley Community Action Agency; Tina Zerbian & Andrew Studley, Connecting Communities in Action; Belinda Knight, ACCORD Corporation; Laura Rossman, Pro Action of Steuben and Yates, Inc.*

NYSCAA's Trauma-Informed Care Agency (TICA) Community of Practice builds a greater capacity of understanding of trauma-informed care practices within the CAAs in NY. You will hear from CAA staff from around the network on how to make your agency and programs more trauma-informed.

**NYSWDA: Crew Chief/Leadership & Success in the Field**  
(Regency A)

10:00 am - 11:30 am

*Joe Ilacqua and Al McMahon, NYSWDA*

Crew Leaders have a lot of responsibilities that cover a wide range of issues. Interacting with residents, crew efficiency and morale, mapping out the project, controlling health and safety, dealing with unexpected issues and changes on the fly, and documenting the process from start to finish are all part of the job. By attending this session, participants will learn all the responsibilities of a crew leader, identify with whom the crew leader interacts and define the expectations of auditors and program management necessary for an efficient and successful job completion.

**NYSWDA: Weatherization Directors Roundtable**  
(Ballroom FG)

10:00 am - 11:30 am

*Andy Stone, NYSWDA*

There is no more valuable tool in weatherization than being able to interact with your peers, to share ideas, identifying what works, what does not, and how to interpret ever changing policy. This session dedicates time to this interaction, and important issues solicited from the field will be discussed at length. The open forum format will be especially valuable to directors that are new to the WAP as seasoned staff openly share ideas and problem solve in a peer networking environment.

**THANK YOU  
BOARD  
MEMBERS**

We thank you for your work every day and your commitment to learn by attending this Annual Conference. You truly embody the cornerstones of the Community Action and Weatherization movements.

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**Maureen Abbott, Executive Director, Tioga Opportunities, Inc.**

Maureen Abbott has spent the last 31 years working in Community Action in management and leadership positions. Before coming to Tioga Opportunities, Inc. to take over the role of Executive Director in June of 2015, she spent 24 years working at the Community Action agency in Chautauqua County, NY., where she held a number of management positions. She currently is a Board member and President of the New York State Community Action Association (NYSCAA) Board of Directors, member of the Broome-Tioga Workforce Investment Board, Ithaca Neighborhood Housing Services (INHS) Board, and the Tioga State Bank Foundation Board.

**Kate Breslin, President & CEO, Schuyler Center for Analysis and Advocacy (SCAA)**

Kate Breslin is the President & CEO of the Schuyler Center for Analysis and Advocacy (SCAA). With Kate's leadership, the Schuyler Center is building upon its 150-year history as a strong, independent voice and coalition-builder that holds government accountable and helps shape public debate around policies that affect disenfranchised New Yorkers. Schuyler Center led the initiative resulting in New York's Child Poverty Reduction Act, signed into law in December 2021. Kate plays a leadership role in statewide coalitions including Medicaid Matters NY and Raising NY. She led Medicaid's "First 1,000 Days," "Value-Based Payment for Children," and "Social Determinants of Health and Community-Based Organizations" workgroups. Kate served as the Director of Policy for New York's primary care association, CHCANYS, directing initiatives to improve health care access in underserved communities. While in California, she was Project Director for the California Budget Project, analyzing state budget and tax policies, and also served in county government. She has led and worked in relief and development projects in several African nations. Kate has Masters Degrees in both Public Health and City and Regional Planning.

**Matthew Bull, Chief Operations Officer, Pro Action of Steuben and Yates, Inc.**

Matthew Bull is Chief Operations Officer at Pro Action of Steuben and Yates, Inc., leading the agency's Human Resources, IT/Cybersecurity and Compliance areas, a role he's held since 2018. He also serves as the Co-Chair of the agency's Culture Committee which recently launched a Values Implementation Plan around Excellence/Accountability, Hope and Resilience, and Diversity, Equity, Inclusion and Belonging. His career within the Community Action network began in 2002 and has included varied roles and responsibilities such as service delivery and program coordination, as a program advisory board member, and as field analyst with the NYS DOS Division of Community Services. He currently is a certified ROMA Trainer, FEBI Coach, and facilitator for Corning Community College's Not for Profit Management and Leadership series and holds a B.A. from SUNY Geneseo, and M.B.A. from St. Bonaventure University.

**Crystal Charles**, *Senior Policy Analyst, Schuyler Center for Analysis and Advocacy (SCAA)*

Crystal Charles is a Senior Policy Analyst at the Schuyler Center for Analysis and Advocacy (SCAA). She conducts policy and data analysis, leads and participates in coalitions, and advocates on behalf of the Schuyler Center in the areas of child welfare, child poverty, home visiting, and related issues impacting New York’s children and families. Crystal holds a Master of Public Administration and a Bachelor of Arts in Humanities and Justice from John Jay College.

**Sara Chobot**, *Self-Sufficiency Coordinator for Tioga Opportunities Inc.*

Sara Chobot is a Self-Sufficiency Coordinator, Tioga Opportunities Inc., located in Tioga County, NY. Sara has spent the last 14 years of her career in human services; many of those years spent working directly with families in crisis. She is a Nationally Certified ACES Trainer, a Certified Financial Social Work Counselor, and Credited in Family Development. Her goals are to spread education and to create working relationships with agencies/organizations to provide better systemic supports within the community. When not engaging with her community, you can find Sara in the woods hiking and camping as an assistant scoutmaster.

**Diane Cooper-Currier**, *Executive Director, Oswego County Opportunities, Inc.*

Diane has held several direct service and management positions in the files of of human services, leading to her current position as Executive Director for Oswego County Opportunities, Inc. she has also been a corporate trainer and organizational development consultant at the local, state and national level. Diane has a MSW from Syracuse University and resides with her husband and her Springer Spaniel Tybee, in Oswego, NY.

**Marlene Cortés**, *Senior Manager of Language Justice, Empire Justice Center*

Marlene Cortés is the Senior Manager of Language Justice at Empire Justice Center. Through her 30 years of experience in Legal Services, Marlene saw firsthand how LEP (Limited English Proficient), d/Deaf and hard-of-hearing populations received huge gaps in resources and knowledge at basic needs services within our community. In 2019, she began focusing on language justice as a foundational civil rights issue and became a trailblazer for breaking down barriers to leverage deep, systemic improvements in Monroe County. Marlene does this through training, technical assistance, outreach, “Know Your Rights” information, and individual legal representation for those facing language-related inequities.

**Patti Demma, Foster Grandparent Director, Mohawk Valley Community Action Agency, Inc.**

Patti Demma is a nationally certified NEAR (Neuroscience, Epigenetics, ACEs and Resilience) Science Trainer. Patti runs trainings on adverse childhood experiences (ACEs) and trauma-informed care practices. She is the co-chair of the New York State Community Action Trauma-Informed Care Community of Practice. Throughout her career, she has seen the effects of trauma on the mental and physical health of all generations. Patti has recognized the importance of teaching resiliency skills at an early age. Once these skills are learned, reinforcing these practices will help children become resilient adults!

**Denise Ester, Customer Success and Service Director, Continual Care Solutions, Inc.**

Denise Ester is the Customer Success and Service Director for Continual Care Solutions Inc., with over 20 years of experience in the Human Service and Nonprofit industry. Denise specializes in developing detailed project plans, gathering organizational performance indicators, and discussing strategic plans with key stakeholders to identify resources needed to accomplish tasks and optimize the user experience for their strategic mission. She has a degree in Mental Health and is furthering her education at the University of Louisville in Organizational and Strategic Leadership.

**Amy Foster, HR Director, Tioga Opportunities, Inc.**

Amy Foster has been the HR Director at Tioga Opportunities, Inc. since November 2021, after serving on the TOI Board as a member and as President. She has over 15 years of generalist and specialist Human Resources experience, working in both for-profit and non-profit entities. Amy graduated from Wells College with a degree in Sociology and has both her PHR and SHRM-CP certifications.

**Jeannie Gainsburg, Founder, Savvy Ally Action**

Jeannie Gainsburg is an award-winning educational trainer and consultant in the field of LGBTQ+ inclusion and effective allyship. Formerly the Education Director at the Out Alliance in Rochester, N.Y., she is now the founder of Savvy Ally Action and author of the book, *The Savvy Ally: A Guide for Becoming a Skilled LGBTQ+ Advocate*.

**Lesley Gooch-Christman, Executive Director, ACCORD Corporation**

Lesley Gooch-Christman, CCAP, has worked for ACCORD Corporation since 1995, serving Community Action first in their Domestic Violence service program and then as the agency’s first Human Resource Director from 2000 until 2012. She has served as Executive Director since 2014 and in August 2022 helped the Allegany County Community celebrate ACCORD’s 50th Anniversary. Lesley has also serves on the NYSCAA Board of Directors.

**Wyatt Hall, Assistant Professor of Public Health Sciences, University of Rochester**

Dr. Wyatte Hall is an Assistant Professor of Public Health Sciences at the University of Rochester. His research focuses on the relationship between early childhood language experiences and quality of life outcomes across the lifespan in the deaf population. In particular, he focuses on the social epidemic of “language deprivation” in Deaf communities.

**Renee Hungerford, Executive Director, Community Action of Orleans and Genese, Inc.**

Renee Hungerford is the Executive Director/CEO of Community Action of Orleans and Genesee. Renee, a native of Buffalo, has been a resident of Orleans county since the early 90s and has raised her family in that community. Renee holds a Master’s Degree in Health Informatics and a Bachelor’s in Information Systems. Before joining Community Action, she served as the Director of Clinical Informatics, Quality, and Population Health for an FQHC. She managed the DSRIP (Medicaid reform) program and is determined to use this knowledge and experience to showcase the value of community based organizations in improving health outcomes. She is a graduate of the 12-month WOMEN Unlimited LEAD program for high potential women and is a proud member of Leadership Orleans class of 2021. She is a member of the NYSCAA Board of Directors, the Lyndonville Lion's Club, the Medina Rotary, and the COVID Community Corps. Renee has served in a broad range of leadership roles in the banking and healthcare industries. She has always emphasized the importance of being “Part of the Solution”. When she learned that the mission of Community Action of Orleans and Genesee is “To provide services, with dignity and respect, that help people become self-sufficient”, she knew this was the direction to take her career.

**Angela Iocolano, Senior Director for Program Quality & Evaluation, PathStone Corporation**

Angela Iocolano is the Senior Director for Program Quality & Evaluation at PathStone Corporation. Angela has been with PathStone for 15 years, developing evidence based programs and conducting collaborative analyses. Angela is a Nationally Certified ROMA Implementer and Trauma Informed Care Champion. Her Master's work in social/organizational psychology focused on cognitive diversity, conflict mediation and quality of work life.

**Mike Kamish, CEO, Continual Care Solutions, Inc.**

A chemical engineer by training, Mike is a health-tech CEO and product developer best known for his development of medication administration and operating room systems and "Clinical Conductor" clinical trial management software now used at thousands of research sites around the world. The company he founded, Bio-Optronics, Inc. was recently sold and Mike has since launched a new company Continual Care Solutions, Inc. and a new software platform called "imPowr". This new company & platform supports human service agencies that serve at-risk and vulnerable populations, particularly those dealing with issues related to mental and behavioral health, substance abuse, poverty, developmental disabilities, and social and cultural disparities.

**Belinda Knight, Director of Community Operations, ACCORD Corporation**

Belinda Knight is currently the Director of Community Operations at ACCORD Corporation. She has served in various direct service and leadership positions since 1996, including Early Head Start and Head Start programs and crisis services programs. Belinda has extensive experience building community partnerships and implementing new and innovative programs. Belinda graduated from the University at Buffalo School of Social Work's Trauma-Informed Care Champions Cohort in 2018. She is the chairperson of ACCORD's Trauma-Informed Care Committee, an active member of Trauma-Informed Communities Throughout Allegany County Coalition and is a member of the NYSCAA Trauma-Informed Agency Community of Practice.

**Larry Marx, CEO, *The Children’s Agenda***

Larry Marx is CEO of The Children’s Agenda. Larry has been an organizer and leader of political campaigns and social change organizations for the past 30 years, working in more than one hundred issue and election campaigns in Illinois, Wisconsin, Minnesota and New York. Larry has been Co-Chair of the Board of Directors of the national Partnership for America’s Children, a network of 56 state and local children’s advocacy organizations in 44 states. Larry has been appointed to the Governor’s Early Childhood Advisory Council, the New York State Child Care Availability Task Force, serves as an Executive Committee member of ROC the Future and on the Steering Committee and Co-Chair of the Policy Committee of the Rochester-Monroe Anti-Poverty Initiative.

**Michele McKeon, Chief Operating Officer, *Regional Economic Community Action Program (RECAP)***

Michele is the Chief Operating Officer of the Regional Economic Community Action Program (RECAP), a not for profit dedicated to empowering people and communities challenged by poverty, racism, and social injustice by collaborating with public and private partners to provide high quality health and human services, education, advocacy, and hope. Michele has trained statewide and nationally on the issues of domestic violence, poverty and substance use and mental health, and she is a sought-after keynote speaker on issues facing women and girls.

**Al Meyers, *Safe Harbor Coordinator, Connecting Communities in Action***

Born in the Southern Tier, Al has a heart for Western NY families. Working with Fatherhood Connection, his desire is to see men rise up to become models to their kids by becoming more self-aware and learning consistent parenting strategies. For the last few years, he has expanded to families by helping agency workers, parents and young people become more aware of the methods exploiters use to break apart families. By understanding NEAR science, becoming Trauma Informed, and building resilient communities we can once again strengthen the fabric of our society. With his wife of 29 years, 11 kids of their own, & 2 foster children, Al enjoys coaching, mentoring and guiding those interested in experiencing the fullness of life through healthy relationships. I look forward to seeing you at the session entitled “Staying current by changing up the conversation of exploited children and youth.” In this session we will take a look at how the pandemic has shifted the risky behaviors of youth, and opened the door for increased fraud and coercion by traffickers.

**Jenn O'Connor, Director of Policy and Advocacy, Prevent Child Abuse New York (PCANY)**

Jenn O'Connor is Director of Policy and Advocacy for Prevent Child Abuse New York (PCANY), the only statewide nonprofit solely focused on preventing abuse and neglect. She is also Director of the NYS Home Visiting Coordination Initiative (HVCI). She previously served as NYS Director of Council for a Strong America, senior associate for the Schuyler Center for Analysis and Advocacy, senior analyst for the National Governors Association, and director of legislative affairs and education for the National Conference of Insurance Legislators. In addition to a background in mental health, maternal and child health, health insurance, and education policy, she has several years of campaign and legislative experience.

**Florence Ohle, Executive Director, Community Action of Greene County, Inc.**

Florence Ohle, CCAP, is Executive Director of Community Action of Greene County, Inc., located in Catskill, New York. She has been with the Agency for 21 years, starting with the agency as Fiscal Director in 2001, and then promoted to ED in 2004. Florence has seen the agency through the Great Recession of 2007-2009, as well as through natural disasters such as Hurricane Irene and Tropical Storm Lee, which ravaged Greene County. Most recently the Covid 19 Pandemic and Great Resignation posed an entirely different set of problems. Florence is passionate about serving those among us that lack the supports and skills necessary to achieve a decent standard of living in our society, as well as about providing a good workplace for staff that promotes growth, wellness, as well as work life balance. "We spend too much time at work to be miserable there."

**Aqua Porter, Executive Director, Rochester- Monroe Anti-Poverty Initiative (RMAPI)**

Aqua serves as the Executive Director of RMAPI, a collective impact initiative that focuses on increasing upward mobility and prosperity for City of Rochester and Monroe County residents. Prior to this, Aqua had a 30+ year career with Xerox Corp, where she held a variety of leadership positions. She is a mature, confident and innovative executive with strong interpersonal skills, adept in building strong teams who deliver exceptional results. Aqua is a 40-year member of Alpha Kappa Alpha Sorority Inc., the first Greek Sorority established by African-American college educated women. She is the President of the Rochester Chapter of The Links, Incorporated where she has served in several leadership positions. She is also a member of the Susan B. Anthony Museum and House, Inc. Board of Trustees.

**Jon Rice, LCSW, New York State Office of Mental Health - Office of Prevention and Health Initiatives**

Jon is a New York State Licensed Clinical Social Worker who works to promote wellness and healthy relationships across the lifespan. Over the course of 3 + decades, he has served individuals, families, and communities in a variety of settings, and roles, including: Psychotherapist; Supervisor of School Social Work Services; Playground Director; Coach; Board Member; and advocacy as a Survivor Outreach Liaison. He firmly believes in Community Action’s mission having served as former Director of Housing and Community Services for Schenectady Community Action.

**Samantha Riley, Director of Family Resources, Community Action Partnership for Dutchess County**

Samantha Riley is the Director of Family Resources for Community Action Partnership for Dutchess County (CAPDC). She has 11 years of experience working for Community Action Agencies. She started as an Early Head Start Family Worker in a neighboring county before starting with CAPDC in 2013 as a Client Advocate. She later was promoted to Program Director in 2015. In this role she oversees the daily operations at four Family Development Centers and the programs & services that they provide to low-income families in Dutchess County.

**Scott Rogoff, Partner, Barclay Damon LLP**

With over 20 years of legal experience, Scott concentrates his practice on labor and employment matters, housing discrimination, and health care controversies, representing for-profit and not-for-profit employers of all sizes as well as individuals involved in civil litigation. Scott represents employers in claims before state and federal courts and administrative agencies such as the NYS Division of Human Rights, the Equal Employment Opportunity Commission (EEOC), and state and federal departments of labor, including in connection with wage-and-hour and unemployment matters. He helps employers develop and implement best practices to establish and maintain effective working relationships with employees, drafts employee policies and handbooks, and serves as a trusted resource for human resources professionals. Scott is a frequent speaker and trainer on a variety of important labor and employment topics.

**Manny Rosa, Director, NYS Department of State, Division of Community Services**

Manny is an experienced non-profit executive and who is result-oriented and people-focused with extensive experience in the operation of comprehensive health and human services organizations. He has a career that demonstrates commitment to improving public health and community development. Manny has served as the Deputy Director for New York Governor's Office for Hispanic Affairs; Assistant Secretary to the Governor for Human Services; Director of the New York State Office of Minority Health; Assistant Vice President for Intergovernmental and Community Affairs of the New York City Health and Hospitals Corporation; Executive Director of Hunt's Point Multi-Service Center, Assistant Director, PROMESA Residential Program. Manny currently administers a major federal antipoverty grant on behalf of New York State. His experience as a leader with a diverse resume has earned him the respect of colleagues and the community.

**Laura Rossman, CEO, Pro Action of Steuben and Yates, Inc.**

Laura Rossman is the CEO for Pro Action of Steuben and Yates, Inc. In her role as CEO/Executive Director she is responsible for all agency programs and operations. Prior to her role as CEO, she was the Associate Executive Director for 12 years. Laura is an Adjunct Professor at Corning Community College and co-developed curriculum for the Corning Community College Non-Profit Management/Leadership program. She also completed the Communications Across Barriers Poverty Coaching Institute in 2016. Laura holds a bachelor's degree in Business Management from Lock Haven University and a master's degree in Business Management from Keuka College. She became a Certified Community Action Professional (CCAP) in August of 2008, Nationally Certified Results Oriented Management and Accountability Trainer (NCRT), and a Nationally Certified NEAR Trainer.

**Tommy Sheridan, Deputy Director, National Head Start Association (NHSA)**

Tommy Sheridan is the Deputy Director for the National Head Start Association (NHSA), where he has worked since 2009. Prior to his current role, Tommy served as NHSA's Senior Director for Government Affairs where he was the main liaison between the Head Start community and the powers that be in DC. Prior to NHSA, he worked in the MN State Senate and on several political campaigns.

**Kari Siddiqui, Senior Policy Associate, Prevent Child Abuse NY**

Kari Siddiqui is a Senior Policy Associate at Prevent Child Abuse NY, with expertise in areas related to child welfare policy. She previously served as Senior Policy Analyst for the Schuyler Center for Analysis & Advocacy, where she was a founding co-lead of two state-wide coalitions: NYS Child Welfare Coalition and the CHAMPS-NY campaign. She has also worked with community, arts, and education organizations and is a founding board member of the Greater Hudson Promise Neighborhood, in Hudson, NY. Kari earned her Master's degree in Public Administration with specializations in Nonprofit Management and Global Leadership from the Mark O. Hatfield School of Government at Portland State University, and her Bachelor's degree in Romance Languages from the University of North Carolina at Chapel Hill.

**Emily Sorenson, Senior Director of Training & Employment Programs, PathStone Corporation**

Emily Sorenson is the Senior Director of Training & Employment programs for PathStone's New York reentry services. Emily has been with PathStone for 3.5 years and oversees reentry programs across NYS including training & employment programs, health programs and gun violence prevention programs. She holds a Masters of Science in Criminal Justice with concentration in Corrections & Offender Rehabilitation.

**Andrey Studley, Chief Operating Officer of Services, Connecting Communities in Action**

Andrew Studley has been with Connecting Communities in Action (CCA) since 2005. He holds a Bachelor of Arts degree from St. Bonaventure University, and earned designation of Certified Community Action Professional in 2015. Andrew is a Leadership Cattaraugus Alum and a recipient of both the Cindy Woods Memorial Service Award and the Leadership Award through CCA. Andrew became a Certified Financial Social Work Educator/Coach in 2012 and is also a Nationally Certified ROMA Trainer and Implementer. Andrew lives in Portville, New York, with his dog Daisy, and is a Portville Varsity Assistant Football Coach.

**Jerome Underwood, President & CEO, Action for a Better Community, Inc.**

Jerome H. Underwood is President & CEO of Action for a Better Community, Inc. (ABC). The agency of 400 staff is part of the national network of 1,000 Community Action Agencies (CAA), originally established under the Economic Opportunity Act of 1964 to fight America’s war on poverty. Born on the beautiful Caribbean island of Antigua, Jerome holds an MBA in Finance from Rochester Institute of Technology, and a Bachelor of Science degree in Accounting from St. John Fisher College. He is a pioneering graduate of the United Way’s African American Leadership Development Program (AALDP) and has been part of the program’s faculty. Jerome is a board member of Highland Hospital, Common Ground Health, Wilmont Cancer Institute’s Advisory Board, Rochester Educational Opportunity Center, Advisory Board, and is past Co-Chair of the Rochester Monroe Anti-Poverty Initiative (RMAPI). In the 2015-16, Jerome served as Rochester Institute of Technology’s Minett Professor, a position chosen by the university’s President and past Minett Professors to lecture for a year in their area of interest. He is a founding member of the Greater Rochester Black Agenda Group and was listed among the Rochester Business Journal’s “Power 100” individuals in 2021 and 2022.

**Carolyn Wiggins, CEO, Fort George Community Services, Inc.**

*Carolyn Wiggins is the CEO of Fort George Community Services, Inc.* The organization was founded and incorporated in 1981 for the purpose of establishing, maintaining, and operating programs in education, employment and training, economic development, housing, health and social welfare. These programs are designed to strengthen the growth and development of individuals and families in the Washington Heights Area and the Morrisania section of the Bronx.

**Tina Zerbian, CEO, Connecting Communities in Action**

Tina Zerbian has been the CEO at Connecting Communities in Action since September 1984. Ms. Zerbian holds both a Masters' Degree in Counseling Psychology and a Bachelor's Degree in Education from St. Bonaventure University. She is a member of numerous local and statewide boards, including a Federally Qualified Health Center, the NYS CSBG Advisory Council, the NYS Weatherization Policy Advisory Council, and the NYS Community Action Association. Ms. Zerbian became a Certified Community Action Professional in 2010, and a Nationally Certified ROMA Implementer in 2017. She is also a Certified Financial Social Worker, a Certified Credit Compliance Specialist, and the recipient of several local and statewide awards including Enchanted Mountain Woman of the Year, NYS Community Action Administrator of the Year and "Friends of Civil Legal Services Award" from the New York State Unified Court System. In 2008, she was named the Leadership Cattaraugus Alumnus of the Year and is a 2019 inductee in the Notable Women Human Services Hall of Fame. She and her husband live in Ellicottville, New York and have two adult sons.

**Veronica Zhang, Esq., Deputy Director and Senior Counsel, CAPLAW**

Veronica Zhang is Deputy Director and Senior Counsel at CAPLAW. She advises community action agencies nationwide on strategic, operational, and legal matters, including tax-exempt law, employment law, Head Start and other government grant compliance, and corporate governance. Prior to joining CAPLAW, Veronica was a business law associate at Goodwin Procter LLP, where she represented public and private companies in mergers and acquisitions and other strategic collaborations. She also helped nonprofit organizations operate and maintain tax-exempt status. Veronica is a graduate of Yale University and Boston University School of Law.

**David Hill, HVAC Trainer, NYSWDA**

Davis received an HVAC associate degree from Triangle Tech in Pittsburgh, PA in the early 1980s. In 1984 relocated to Syracuse NY, held a position as an HVAC service technician and became very familiar with the heat pump of that time. Was a member of the local Heat Pump Association sponsored by Niagara Mohawk. Through the next 38 years Dave has attended many residential and Commercial, boiler, furnaces, rooftop unit, ductless mini split, VRF, Factory training seminars. Around 2010 was introduced to the BPI and received his Building Auditor. Before his employment with NYSWDA he was service manager for the last 19 years, mentoring younger colleagues. Since 1998 Dave is involved with the annual NY SKILLS USA as a judge in the HVAC program.

**Joe Ilacqua, Trainer, NYSWDA**

Joe Ilacqua has almost 40 years experience in the home performance/weatherization industry. Joe brings a “hands on” ‘crew focused’ attitude to his trainings. Joe began as an installer at ECO Works Inc. in 1979 and then moved to Enterm where he worked his way up to production manager, running up to, sometimes five or six crews daily. In 2006 Enterm was sold to Green Homes America where Joe continued in his production manager position. As part of his duties, Joe conducted hands on field training sessions for present and new employees. In 2009 and 2010 Joe traveled to Denver CO and Fresno CA to help train HVAC installers of companies Green Homes America had partnered with. Joe helped train the HVAC installers in the techniques needed to air seal and vent attics, siding removal, and dense pack wall procedures. This helped them incorporate shell improvements into their work scopes to achieve energy savings. Joe is certified by BPI as a Building Analyst, Manufactured Housing Professional, WHALCI Installer, Envelope Professional, Heating Professional, as well as an OSHA certified trainer.

**Joe Maggiore, Director of Training, NYSWDA**

Joe Maggiore worked in the construction field as a carpenter for 18 years prior to starting his employment at Delaware Opportunities. In 2002, Joe was hired by Delaware Opportunities as a Weatherization Carpenter. In 2007, he was hired as the Weatherization Director. Joe’s programs grow significantly over the years as he developed his EmPower and fee-for-service programs. He also expanded his weatherization services territory into Sullivan County. Shortly after becoming the Weatherization Director, Joe was elected to the Board of Directors for NYSWDA and has held several positions including Board President. Joe joined NYSWDA in November of 2021. He currently holds BPI certifications in BA, EA, IDL and QCI. He is also an online proctor and field proctor.

**Al McMahon, Trainer/Program Liaison, NYSWDA**

Al McMahon, has worked as a commercial Home Performance energy auditor, and has a passion for Off-Grid education and building science. Al's certified in NYSERDA's Small Commercial Energy Auditing Program, BPI's HEP Energy Auditor, and HEP Quality Control Inspector, Infiltration & Duct Leakage as well as BPI's Building Analyst Professional, Manufactured Housing Professional, AC & Heat Pump Professional, Heating Professional and Envelope Professional. He is a BPI proctor for those certifications. As well as a Certified EPA Lead Renovator Instructor, Certified EPA Lead Supervisor, Small Homes Auditor and Level I Thermographer.

**Andy Stone, Executive Director, NYSWDA**

Andy Stone is the Executive Director of the New York State Weatherization Directors Association. NYSWDA provides housing science training, as well as other supportive services to weatherization programs and home performance contractors across New York State. Andy has over 30 years of experience in residential energy efficiency and has held a variety of positions within the Weatherization Assistance Program. He began his career in WAP as an energy auditor in 1985. He became director of a local program in 1989 and director of housing in 1999. His duties included oversight of not only weatherization but also housing rehabilitation grants, rental programs, and preservation company activities. Prior to being named NYSWDA's Executive Director, Andy was an active member of the NYSWDA board of directors for over 15 years and held the positions of Vice President and Board Development Chair.



# NYSCAA LEARN

Community Action's Online Learning Portal

## What is NYSCAA Learn?

NYSCAA Learn is an online learning hub that houses both eLearning interactive courses and other resources designed specifically for Community Action staff and board members.

## Who Has Access?

All courses are free and open to all New York CAA board members, staff, and volunteers. Participants will receive a certificate of completion at the end of the course.

## AVAILABLE COURSES:

- Welcome to NYSCAA
- Community Action: An Overview
- Community Action: Our History, Our Narrative
- Applying ROMA in a CAA
- Community Action Agency Board Roles & Responsibilities
- Diversity and Inclusion in the Workplace
- Conflict Resolution
- What's Your Poverty IQ?
- Strategies for Board Engagement: Tapping into the Low-Income Board Sector
- Phishing and Social Engineering Essentials
- Understanding N.E.A.R. Science
- The Community Action Plan
- Sexual Harassment Prevention Training (NYS)
- Combatting Contagious Illness in the Workplace



# NEW YORK STATE COMMUNITY ACTION ASSOCIATION

## About the New York State Community Action Association (NYSCAA)

### Benefits for NYSCAA Members:

- **Emerging Leaders Institute (ELI)** - A year-long leadership development program designed to build the capacity of future leaders within NY's Community Action Network
- **ACEs** - Adverse Childhood Experiences - learning community
- **Data Hub** - Community Needs Assessments, Poverty Reports, data mapping, and more
- **Affinity Groups** - A vehicle to reach out to your CAA colleagues across the network to share ideas, ask questions, and learn
- **ROMA Alliance** - Bringing ROMA professionals together to develop a culture in CAAs that supports and contributes to results orientation



## New York State Weatherization Directors Association

EDUCATION • ADVOCACY • INNOVATION

### Responding to the Needs of Our Network since 1985

- Nationally Recognized Department of Energy (DOE) Legacy Training Center
- Interstate Renewable Energy Council (IREC) Accredited Training Center
  - **2016 IREC National Training Program of the Year Award Winner**
- Building Performance Institute Certified (BPI) Test Center
- OSHA 10 Hour Safety Trainer
- Environmental Protection Agency (EPA) Lead Renovator



Classroom



Laboratory



Online



Field



Contact us about your needs today!