

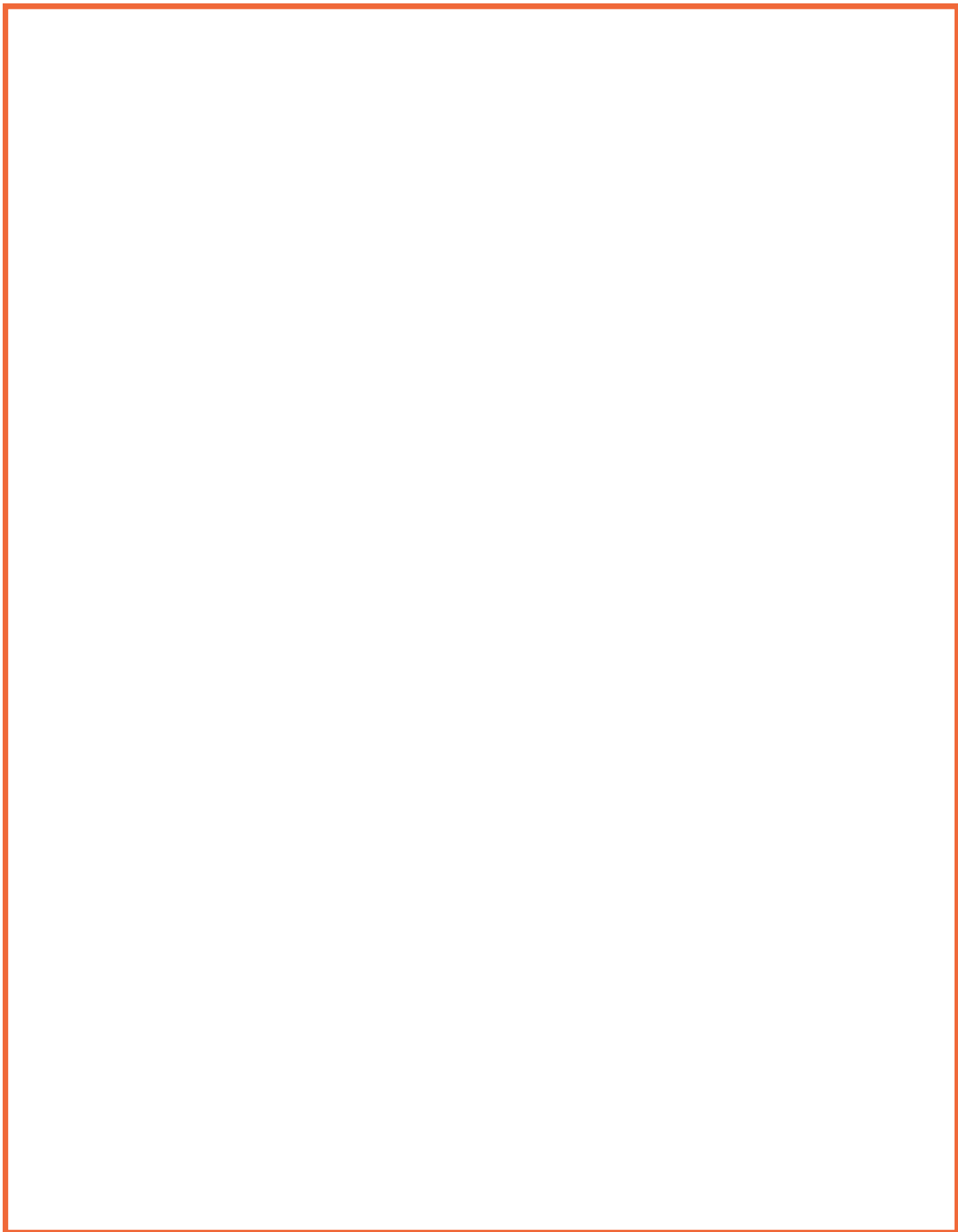
The Power of Partnerships: Uniting to Create Impact



2025 Joint Annual Conference
OCTOBER 15 - 17, 2025

California Child Care Resource & Referral
N E T W O R K

Thriving
Families
CA FOUNDATION





Hello Friends and Colleagues!

Welcome to the 13th Annual Joint R&R Network/Thriving Families CA (TFC) Foundation Conference! We are delighted to have you join us. Continuing our tradition of commitment, our conference committee and staff have worked diligently to design a meaningful event centered on you and your peers—featuring engaging workshops and inspiring speakers to support your vital work with children and families.

Together, we will explore fresh ideas and innovative approaches that strengthen our collective impact. We also hope you take time to connect with new and familiar colleagues, as these relationships are at the heart of our shared work.

As an added benefit, your in-person registration includes access to our virtual conference on November 5–6, offering two opportunities to learn, share, and spark innovation together.

This year, our theme, **the power of partnerships – uniting to create impact**, celebrates **the impact we create together**. Your work not only ensures families have access to affordable, quality child care options, but also expands through partnerships and collaboration to bring vital community supports – creating a lasting impact on their well-being. No matter your role, you are all leaders contributing to a more just society that prioritizes all families and children by ensuring they have the resources they need to thrive. Together, we can build a more responsive and equitable system—one that provides tools, strategies, and renewed energy to continue making a difference every day.

We are excited to present a dynamic lineup of keynote speakers. Galen Emanuele will kick things off by transforming the way you approach relationships and collaboration. A panel of thought-provoking leaders will then share insights on how powerful partnerships can create impact and unite our efforts. Finally, Angela Russ-Ayon will close the conference by guiding us on a journey of self-discovery and clarity.

With more than 60 sessions to choose from, we hope this year's conference inspires and invigorates you—both personally and professionally—and that you also find time to have fun, recharge, and strengthen connections with peers.

We are honored to learn and celebrate alongside you. Thank you for the extraordinary work you do each day on behalf of children and families.

Warm regards,

A handwritten signature in black ink, appearing to read "Gina Fromer, PhD".

Gina Fromer, Ph.D.
TFC Board President

A handwritten signature in black ink, appearing to read "John Jones".

John Jones
R&R Network Board President

A handwritten signature in black ink, appearing to read "Dyne Micheletti".

Denyne Micheletti
TFC Chief Executive Officer

A handwritten signature in black ink, appearing to read "Linda Asato".

Linda Asato
R&R Network Executive Director

Welcome to the 2025 Joint R&R Network/TFC Foundation Conference

General Conference Information

We're so glad that you are joining us for this year's in-person Joint Conference! We hope you find the conference informative, that you have an opportunity to network with colleagues from around the state, and that you discover some new ideas to implement and share with others upon your return. We also hope that you leave with renewed enthusiasm for the very important work you do. Please note the following: 1) Wear your name badge at every meal; and 2) Presenters have been asked to submit their presentations and/or handouts so their materials can be posted for attendees to access after the conference. We will send out a file link after the conference is over.

2025 Raffles

Pick-Your-Prize Raffle

The Pick-Your-Prize Raffle will include a number of prizes that conference attendees could win. Tickets for the Pick-Your-Prize Raffle will be available for purchase beginning Wednesday, October 15 in the Grand Ballroom. Once tickets are purchased, conferees can drop their tickets in the container placed in front of the prize(s) they'd like to win. Tickets are \$1.00 each or 6 for \$5.00. The drawing for this raffle will be Friday morning at breakfast. Winners must be present.

Exhibitor Raffle

Individual exhibitors are encouraged to raffle off a prize or service and each exhibitor will be responsible for conducting their own raffle. The drawing of the exhibitor raffle tickets and distribution of prizes will occur on Friday at breakfast. Winners must be present.

The Calm Room

We have created a space that you can visit to decompress, meditate, and/or focus on self-care strategies that work for you. Consider the space a place designed to calm the senses using visual, auditory and tactile stimuli. Give yourself permission to try practices that will ultimately benefit your well-being, including self awareness and self-care. This room has yoga mats and blocks, soothing background sounds and self-care resources including mindful coloring pages. The Calm Room is located in the Feather River Room and is available Wednesday afternoon 1-5:00pm, Thursday from 8am-7pm, and on Friday from 8am-12pm.

Social Media

Post about your conference experience! Here is the conference social media hashtag for sharing conference photos, what you're learning from workshops and speakers, and thoughts about the many ways we can partner with families, child care providers and our communities. **#RRAP25**

Whova

Join our event by scanning the QR code below, and entering the event invitation code, which is 2025AnnualRRTFCJointConf.



Networking Opportunities

Join colleagues from around the state on Wednesday, October 15, at 5:30 p.m. for our Welcome Reception. Enjoy hors d'oeuvres, drinks, and great conversation! Thursday, October 16 after the workshops end at 4:45 p.m. you and your peers can create your own experiences. We hope it will be an opportunity for agency staff to spend time together or for staff from a variety of agencies to renew friendships and/or get to know each other. You can also use the Networking ideas below to create your own evening experience.

Networking On Your Own

Create your Own Evening: individuals and/or groups can create their own evening plans by heading out into Sacramento to experience what it has to offer.

Visit Sacramento has information about restaurants, events and things to do that can help you plan your trip!

Old Sacramento Waterfront Unmatched views of the river, locally-owned shops, one-of-a-kind collectables, nightclubs and a buzzing nightlife. Bustling with activity, the waterfront is alive with shopping, dining, entertainment, historical attractions, world-renowned museums, horse carriage and cobblestone!

Arden Fair Mall is within walking distance and is home to the restaurants Johnny Rockets, BJ's Restaurant and Brewhouse, Gen Korean BBQ House, and Seasons 52; The Cheesecake Factory, movie theaters; and department stores including Apple, Coach, lululemon athletica, Macy's and Quay Australia.

Museums: There are 32 museums and destinations in the Sacramento region to check out if you have time before or after the conference.

Visit the State Capitol before or after the conference.

For more information, contact:

Danielle Metzger, Thriving Families CA Foundation
(916) 567-6797 or danielle@thrivingfamilies-ca.org

Heather Lang-Heaven, R&R Network
(415) 494-4649 or hlangheaven@rrnetwork.org

2025 Joint Conference Schedule

Wednesday, October 15

Location

11:00 a.m. - 7:00 p.m.	Registration	Grand Ballroom Foyer
11:00 a.m. - 7:00 p.m.	Exhibitor Tables Open	Grand Ballroom
12:30 p.m. - 2:00 p.m.	Welcome and Conference Kick-Off	Grand Ballroom
2:15 p.m. - 3:45 p.m.	Workshops	See program
4:00 p.m. - 5:30 p.m.	Workshops	See program
5:30 p.m. - 7:00 p.m.	Welcome and Networking Reception (optional)	Grand Ballroom

Thursday, October 16

8:00 a.m. - 9:45 a.m.	Breakfast and Keynote	Grand Ballroom
8:00 a.m. - 5:00 p.m.	Registration	Grand Ballroom Foyer
8:00 a.m. - 4:45 p.m.	Exhibitor Tables Open	Grand Ballroom
10:00 a.m. - 12:00 p.m.	Workshops	See Program
12:00 p.m. - 1:15 p.m.	Lunch	Grand Ballroom
1:30 p.m. - 3:00 p.m.	Workshops	See Program
3:15 p.m. - 4:45 p.m.	Workshops	See Program
4:45 p.m.	Dinner and Evening on your own	N/A

Friday, October 17

8:00 a.m. - 9:15 a.m.	Breakfast and Raffles	Grand Ballroom
9:30 a.m. - 11:00 a.m.	Workshops	See Program
11:00 a.m. - 12 p.m.	Closing Keynote	Grand Ballroom

The 2025 Joint Conference Committee

We want to extend a huge thank you to the individuals who served on our planning committee for taking time out of their busy schedules to help plan and implement the conference. They presented ideas, established timelines and agendas, and shared their input on what they believe would be the best for all of you.

Arica Taylor

Solano Family & Children's Services
Solano County

Michelle Graham

Children's Resource & Referral of Santa
Barbara
Santa Barbara County

Emily Alexander

Community Resources for Children
Napa County

Nita Navarro

Child Development Resources of Ventura
County
Ventura County

Emmy Shih

4C's of San Mateo County
San Mateo County

Paris Smith

Solano Family & Children's Services
Solano County

Jennie Kong

Children's Council of San Francisco
San Francisco County

Sandra Herrera-Gonzalez

Children's Home Society of California
Los Angeles County

Julie Yip

Hively
Alameda County

Shana Bender

Infant/Child Enrichment Services, Inc.
Tuolumne & Mariposa Counties

Kelli Newman

Child Action, Inc.
Sacramento County

Tiffany Phovixay

Family Resource Center
San Joaquin County

Lorita Yip

Children's Council of San Francisco
San Francisco County

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Karen Marlatt
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Napa County Office of Education
Napa County

Daniel Johnson
Chief Executive Officer
Davis Street Community Center
Alameda County

Jessica Kranz
Chief Compliance Officer
Go Kids, Inc
Santa Clara, San Benito, Monterey,
and Santa Cruz Counties

Mike Michelon
Program Director
Siskiyou Child Care Council
Siskiyou County

Ex-Officio Member

Denyne Micheletti
Chief Executive Officer
Thriving Families CA Foundation

Staff

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Danielle Metzger, Manager, Events & Operations
McKenzie Richardson, Director of Government Affairs
Bernadette Siapno, Office & Event Coordinator
Raquel Yoffie, Social Media Coordinator

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Enhanced Technical Assistance

Ren Mayhue, Program Associate

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Soyla Madrigal, FFN/H&S Training Coordinator

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Emergency Child Care Bridge Program

Anitra VonSchoech, Program Manager

Bianca Soto Alarcon, Navigation Coordinator

Patty Franco, TIC Wellness Coordinator

Rainbow Markell, TIC Training & Coaching Coordinator

Wednesday, October 15, 2025 Conference Kick-Off
12:30 p.m. - 2:00 p.m.

Grand Ballroom

Welcome!

Remarks by Denyne Micheletti, Thriving Families CA (TFC) Foundation and Linda Asato,
California Child Care Resource & Referral Network

Opening Keynote: Galen Emanuele

Transforming Team Culture & Personal Impact with 'Yes, And'



A dynamic and interactive keynote that will transform the way you show up, communicate, and contribute to culture within your organization— as well as how you approach every relationship in your life. Through skill-building exercises, you will laugh and learn with fellow attendees as you collectively experience the impact of a “Yes, and” culture on a team’s performance, mindset, and engagement. Arrive ready to skyrocket your communication, leadership, self-awareness, and emotional intelligence through the five core tenets of improv: Saying Yes, Listening & Being Present, Making Others Look

Good, Embracing Change, and Choosing Positivity. Fundamentally shift your interactions at work, foster cohesive teams, and redefine your approach to organizational culture.

Galen Emanuele transforms the way teams and organizations approach and establish culture, perform together, and impact each other at work. His unique content massively improves team dynamics, communication, EQ, and generates high-level performance and engagement. Galen has a unique gift of cutting through the noise and fluffy language to translate broad concepts into simple, practical skills and mindsets. A highly sought-after international speaker, with clients including Microsoft, Safeway, and NASA, Galen is also a world-class improviser and has toured with the cast from *Whose Line Is It Anyway?*

October 15, 2025
Wednesday Afternoon Workshops 2:15 p.m. – 3:45 p.m.

A. Next Level Culture, Feedback & Leadership - California Salon 1

Galen Emanuel, Shift Yes, Creating Awesome Team Culture

Strand: Executives

Strong culture isn't luck, it's leadership. Expert level knowledge in building organizational culture, and how to skillfully give and receive feedback are both must-have core competencies for leaders. In this workshop, Galen will provide a tangible step-by-step process for how to strategically execute culture with consistency and success. He will also share tools to masterfully give and receive feedback and navigate difficult conversations. Expect to leave with actionable tools to strengthen communication, relationships, elevate performance, and lead a culture by design—not by default.

B. Partnering for Impact: A Phased Approach to Internal Program Evaluation at Children's Council - California Salon 2

Lucia Cazares & Lauren Frank, Children's Council of San Francisco

Strand: Managers

Learn how Children's Council of San Francisco partnered with internal program staff to conduct phased evaluations across family and provider-facing programs. We'll walk through the evaluation process, share organizational lessons learned, and show how data insights were translated into specific, feasible program changes. Participants will leave with a clear roadmap for applying this approach in their own settings.

C. Resilience and Trauma-Informed Self Care - California Salon 3

Rainbow Markell & Patty Franco, CA Child Care R&R Network

Strand: Promoting Self-Care, Wellness & Resilience

In this workshop, we will explore the concept of resilience by highlighting the importance of trauma-informed self-care and the need to recognize and celebrate the things that bring us joy. We will engage in hands-on activities, including the creation of a "joy menu," utilizing art and mindfulness practices such as journaling and breathing techniques.

D. AP Family Enrollment Events - Sacramento

Cassy Kraus, Brandy Groves, Melissa Killgore & Yesica Pinuelas, Shasta County Office of Education - Early Childhood Services

Strand: AP Administration

Does your agency struggle to engage families with subsidy enrollments and gather all required information to complete an enrollment into a subsidy child care program? This panel presentation of enrollment enthusiasts will share our systems to gather and review documents as well as complete the enrollment of families into subsidy child care programs for multiple families.

E. Cybersecurity Best Practices – CDSS - Capitol Salons C&D

Adam German, Health and Human Services Agency

Strand: AP Administration

This workshop will cover best practices for data protection and incident response, especially for organizations without IT departments. We will also cover how nonprofit contractors can access resources or support under Cal-Secure (if applicable), and how to align their practices with state expectations. Key Objectives:

1. Raise Awareness of the growing cybersecurity threats facing nonprofit contractors serving California families.
2. Demystify Regulations like CCPA and clarify if and how Cal-Secure applies to state-funded nonprofit contractors.
3. Empower Action by providing best practices and state-aligned tools for implementing cybersecurity protections, even with limited resources.

F. Golden Dataset: Best Practices for Maintaining Comprehensive and Timely Provider Data - Bear River

Gretchen Howard, CA Child Care R&R Network, Tanya Lora, YMCA Childcare Resource Service, Miyah Farley, Crystal Stairs, Demi Madrigal, Child Development Resources of Ventura County, Ariana Steck, YMCA Childcare Resource Service & Julie Yip, Hively

Strand: Supporting & Working With Child Care Providers

When your organization has robust and timely data about child care supply, you play an essential role in local planning, advocacy, and data-driven decision making. But how do you maintain that data without burning out your staff or providers? Our panel of experienced R&R staff will share their best practices for maintaining comprehensive and up-to-date provider data. You will walk away with tips about requesting provider updates, reviewing data for accuracy, and using this data to inform your organization's work.

G. Breaking the Chains: Disrupting the Preschool-to-Prison Pipeline - Maxi's

Cecily Banks & Cheryl Stokes, Children's Council of San Francisco

Strand: Strengthening Families/Diversity, Equity and Inclusion/TIC

This workshop aims to bring visibility to these trends woven in the ECE system and ignite proactive conversations within the community to replace these practices. Participants will take a "real-time" look at the statistics that support the data of how this shows up in our classrooms. Finally, it is important to generate ways to unify with families to support all children accessing early education.

H. Connecting Providers and Families with Services and Supports for Children with Developmental Delays or Developmental Disabilities - California Salon 4

Herman Kothe, Alta Regional Center & Grace Hartman, CA Child Care R&R Network

Strand: Building Knowledge in the Child Care Field/Emerging Issues

This workshop will cover what steps families and child care providers can take when seeking services and support for children with suspected or confirmed developmental delays and disabilities. It will cover eligibility criteria and common services and supports offered by the Regional Center system.

I. Collaborative Solutions - Terrace

Tonya Byers, Yuba County Office of Education & Sheri Noble, The Resource Connection

Strand: Building Knowledge in the Child Care Field/Emerging Issues

Learn how California's Local Child Care and Development Planning Councils (LPCs) foster collaboration across early learning and care systems. This session will explore how LPCs engage families, providers, and community partners to strengthen mixed delivery approaches for children from birth through age 12. Participants will gain tools to connect with their local LPC and support equitable access to quality care.

J. State Budget and Legislative Roundup for Child Care in 2025 - Garden

Julia Forte Frudden, Child Care Law Center & Jennifer Greppi, Parent Voices

Strand: Public Policy/Advocacy

Child care should be a civil right, not a privilege dictated by social injustices and limitations. This training will cover what is included in the 2025-26 California state budget and this year's policy bills for child care. You will learn how child care providers and parents play a central role in creating policies that work for them through legislative advocacy. With your peers, you will also receive an overview of the state budget process and how your advocacy can impact new laws.

Afternoon Break 3:45 p.m. - 4:00 p.m.

Grand Ballroom Foyer

Treat yourself to a snack and/or cold drink before heading to the last workshop of the day.

Sponsored by Valley Oak Children's Services



Wednesday Afternoon Workshops 4:00 p.m. – 5:30 p.m.

K. United for Impact: Stories That Change the Narrative - California Salon 1

Maria Alvarez, Hively & Inez Odom, Team Lewis

Strand: Executives

In a world overflowing with noise, the most important stories are often the hardest to hear. Families struggling to make ends meet, children growing up without resources, and communities overlooked by traditional media rarely get the spotlight they deserve. But when corporations and nonprofits join forces with employees leading the way, something extraordinary happens.

L. Supervising with Empathy and Clarity: Leading Diverse Teams Effectively - California Salon 2

Patricia Navarro, Center for Nonprofit Management

Strand: Managers

This workshop offers practical tools to strengthen leadership and supervision in diverse teams. Through participatory activities, attendees will reflect on the characteristics of strong leadership, how to establish clear expectations, and how to support different learning styles. It is especially useful for those who supervise diverse teams and are seeking practical tools to improve their leadership, communication, and staff development.

M. Finding Common Ground in Polarizing Times- California Salon 3

Rainbow Markell, CA Child Care R&R Network

Strand: Promoting Self-Care, Wellness & Resilience

With so much going on in our communities, country and the world, it is time to increase our compassion and take care of each other. Often, we have not been given the skills of addressing issues that may lead to conflict avoidance. In this workshop we will practice skills to find common ground taking care of ourselves in the process.

N. Strengthening Case Management through Shared Learning - Sacramento

Joie Owen, Valley Oak Children's Services, Trish Murillo, Davis Street Community Center, Betina Monterrosa, Araceli Sanchez, Ilse Baez & Viviana Contreras Children's Resource & Referral of Santa Barbara County

Strand: AP Administrator

Case managers play a critical role in supporting families, yet the work often comes with complex challenges and limited opportunities to share best practices. This interactive roundtable creates a space for case managers to connect with peers, exchange strategies, and explore practical solutions to common issues. This Peer-led, interactive discussion is designed to be conversational, practical, and energizing. Whether you're new to case management or a seasoned professional, you'll leave with new insights and connections to strengthen your practice.

O. General Policy Updates- CDSS - Capitol Salons C&D

Deborah Rawson, Education Administrator & Arianna Fearing, Consultant, Policy Office at CDSS

Strand: AP Administrator

The team from the Policy Office within the Child Care and Development Division will be presenting on a number of policy related updates including CalWORKs Consolidation, legislative updates, Child Care Bulletins, State Plan, and Rate and Quality Reform.

P. Supporting Children with Disabilities - Bear River

Margarita Spataro & Damina Bellot, Children's Council of San Francisco

Strand: Supporting & Working With Child Care Providers

This workshop, created from the perspective of a parent of a child with disabilities, highlights the urgent need for child care providers to create inclusive environments that foster belonging for every child. It sheds light on the emotional and logistical challenges families face when providers are hesitant to enroll children with disabilities. Participants will leave with practical tools, deeper empathy, and knowledge of critical resources they can share with the families they serve.

Q. Power of Partnership: Building a Pathway to Inclusion for Black Families in Child Care - Maxi's

Tunisia Jackson, CA Child Care R&R Network & Cindy Lafages-McCree, Les Petits Papillons

Strand: Strengthening Families/Diversity, Equity and Inclusion/TIC

When child care agencies build connections with Black-led organizations locally and statewide, they are able to share these resources with child care providers who work with Black families. This partnership creates a superpower between the agencies, the providers, and the families. Black-led programs are programs designed by and for the Black community and their unique needs. When resources around these needs are promoted by mainstream child care agencies, they are not just 'shared' resources but 'shared' power. Inclusion begins with partnerships, and its power changes everything. Partnerships can turn equity from policy into practice and by child care agencies building these partnerships with Black-led programs, equity is also turned into ACTION!

R. R&R New Fiscal Plan Requirement- California Salon 4

Nadirah Jones & Brittany Sheffield, California Department of Social Services

Strand: Building Knowledge in the Child Care Field/Emerging Issues

The CDSS is formally piloting the annual fiscal plan for all R&R contracts (Child Care Initiative Project, Child Care Resource and Referral Program, California Health and Safety Training Contract). In this workshop participants will learn about the new requirement, review the fiscal plan template, and the CDSS will address frequently asked questions.

S. Working Together in a Full Circle - Terrace

Deana Lundy, Debby Alvarez, Ashley Dorsett, Ni McCovery & Dereka Williams, BANANAS, Inc.

Strand: Building Knowledge in the Child Care Field/Emerging Issues

This workshop takes participants on a journey and shows pathways of programs and services at BANANAS, demonstrating how families, children and providers are assisted and supported collectively. We will talk about how most of our programs are connected, intertwined, and help families and providers navigate through the ECE/child care sector and thrive.

T. The Impact of Federal Threats on California's Families and Children - Garden

Laura Pryor & Erik Saucedo, California Budget & Policy Center

Strand: Public Policy/Advocacy

Recent federal actions pose serious harms to California's families and children. Navigating these federal actions has been challenging, creating uncertainty around their impact on California. This workshop will provide an overview of the federal budget process, key federal proposals, and how these proposals impact California state budget and communities.

Wednesday Evening Welcome Reception (Optional)

5:30 p.m. - 7:00 p.m. - Grand Ballroom

We are so glad that you will be joining us this year for the 13th Annual Joint Conference! The Welcome Reception is optional, and all conference attendees are welcome. We will kick off the conference with music, drinks, and hors d'oeuvres. Catch up with colleagues, make new friends, and create valuable connections. We encourage you to join us for this important part of your conference experience.

Thursday, October 16, 2025

Breakfast and Plenary Session:

Families First in California's Political Landscape

8:00 a.m. - 9:45 a.m.

Grand Ballroom

What does it take to keep families at the center of California's political agenda? This plenary brings together key voices shaping policy, research, and advocacy in the state. Denyne Micheletti, CEO of Thriving Families CA Foundation will moderate a conversation with Ted Lempert, President of Children Now; Lucia Del Puppo, Senior Vice President of FM3 Research; and Assemblywoman Stephanie Nguyen representing District 10 and Vice Chair of the Select Committee on Child Care Costs to unpack the current political climate and what it means for child care and other family priorities. Together, they'll explore the opportunities and challenges ahead—and how leaders, advocates, and communities can keep building momentum for a California where all families can thrive.

Thursday Morning Workshops 10:00 a.m. – 12:00 p.m.

U. Comprehensive Referrals to Meet Whole Family Need: R&R, 211 and Community Action - California Salon 1

Linda Asato, CA Child Care R&R Network, Alana Hitchcock, 211 California & David Knight, California Community Action Partnership Association

Strand: Executives

Federal policy changes are anticipated to make it difficult for people to access or receive services. Additionally, with fewer public dollars to serve families, we must maximize every touchpoint to offer or assist people. This workshop aims to help you discover partnerships to serve people more robustly by getting to know your local and state 211 and community action agencies. Let's explore the services 211s offer, the tools they use, and the service partnerships they have built. Hear about the Community Action Partners whose locally administered programs have been a backbone of safety net services for over 50 years. Reimagine the potential possibilities to meet the growing needs in these extraordinary times.

V. Resilient Leadership in Uncertain Times: Leverage polarity management to drive growth, sustainability and impact - California Salon 3

Mary Hekl & Elaine Lenore, Hively

Strand: Managers

In today's climate of constant change and uncertainty, leaders are grappling with how to grow, adapt and thrive. This interactive workshop will introduce you to the concept of "Polarities" - such as status quo vs. growth, short term vs. long term - to understand complex environments and learn how to mentally and practically move through the ebbs and flows a polarity presents. You will leave with a polarity map that the session group co-creates, flags to realize under or over investment, and action steps to keep your organization in a manageable equilibrium.

W. The Pursuit of BRAVE: Fear Less, Live More - Sacramento

Jacqui Banta & Michelle Graham, Children's Resource & Referral of Santa Barbara County

Strand: Promoting Self-Care, Wellness & Resilience

This transformative session takes participants on a practical journey through The Pursuit of BRAVE: Fear Less, Live More, inspiring them to show up more fully in life and leadership. Through storytelling, reflection, and connection, attendees will explore the daily practice of BRAVE—Resilience, Authenticity, Vulnerability, and Empowerment. This session moves beyond inspiration into intentional action, equipping participants to embrace courage over comfort, align with their core values, and take one bold step forward. Leave with a personalized BRAVE contract and the clarity to lead with heart and integrity.

X. Internal Program Audits and Communication of Program Changes - California Salon 2

Carmen Rios, Blanca Rios, Elizabeth Ramirez & Denise Del Cid Parada, Child Development Associates

Strand: AP Administration

Join us for an engaging workshop where we demystify our agency's internal AP program auditing system! Discover how files are selected for review, how data shapes reports, and how these insights fuel quality improvement training and policy development. Plus, learn how we track, communicate, and sustain key program changes to ensure staff stays informed. Whether you're new to auditing or looking to refine your audit processes, this session will equip you with essential knowledge to enhance program efficiency and impact.

Y. Program Quality and Improvement Branch Staff Meet and Greet-CDSS - Capitol Salons C&D

Program Quality and Improvement Branch Staff at CDSS

Strand: AP Administration

Join us for an engaging session with new and current Consultants and Analysts from the Program Quality and Improvement Branch (PQIB). This is a great opportunity to connect, share updates, and strengthen collaboration.

Z. Community Care Licensing (CCLD) Essentials: Licensing Updates, Common Citations, and CAB Information - Maxi's

Carla Fernandes-Goes & Danielle Cinder, CDSS, Community Care Licensing Division, Child Care Program

Strand: Supporting & Working With Child Care Providers

This workshop provides a comprehensive overview of critical information for community care providers, covering recent licensing updates, frequently cited deficiencies, and the functions of the Centralized Application Bureau (CAB). The goal is to equip attendees with the knowledge and resources necessary to maintain compliance, prevent deficiencies, and navigate the licensing process efficiently. It will serve as a vital resource for community care providers. The emphasis is on fostering a culture of compliance and continuous learning to ensure the health and safety of individuals in care.

AA. Igniting Hearts and Minds: The Power of Partnerships in Culturally Affirming Practices for Black Children - Bear River

Ashley Williams, Black Californians United for Early Care and Education, Shana Bender, Infant/Child Enrichment Services, Inc. & Lindsay Duncel, First 5 Sacramento

Strand: Strengthening Families/Diversity, Equity and Inclusion/TIC

Presented by BlackECE in collaboration with First 5 Sacramento and Infant/Child Enrichment Services, Inc., this workshop highlights the importance of partnerships in expanding access for ECE professionals. It shares evaluation data from BlackECE's Institute for Culturally Affirming Practices for Black Children and immerses attendees in reflective and action-based activities that ensure culturally affirming experiences for Black children.

BB. Dual Language Learners: Making Sense of Numbers - California Salon 4

Alma Diaz & Carmen Maani, Connections for Children

Strand: Building Knowledge in the Child Care Field/Emerging Issues

This workshop is designed to help teachers engage children of all language capacities in forming key connections through the exploration of language and numbers. Through this workshop, educators will explore strategies to integrate home languages into the classroom, such as storytelling, songs, and culturally relevant materials.

CC. What Do YOU Provide? Reflect, Connect, and Strengthen Your Role - Terrace

Juan Zaragoza, Anabell Aguilar & Ashley Aguilar, Child Development Resources of Ventura County, Inc.

Strand: Building Knowledge in the Child Care Field/Emerging Issues

In this interactive workshop, participants will engage in a collaborative group experience designed to spark meaningful discussions about the unique strengths they bring to their agency and community. In addition, the workshop will explore common challenges faced within agencies and how to improve support and resource delivery for both providers and parents during times of need. Intra-agency teams will participate in self-reflection exercises and joint activities aimed at building new strategies to strengthen relationships between local Resource & Referral agencies and Alternative Payment Programs, fostering greater alignment and collaboration.

DD. Keep It Simple: Harnessing the Power of Stories and Data for Advocacy - Garden

Candida Duperrior, CA Child Care R&R Network, McKenzie Richardson, Thriving Families CA Foundation, Stuart Orlinsky, Child Development Resources of Ventura County & Regina Alexander, CocoKids

Strand: Public Policy/Advocacy

As we prepare for the federal battle ahead of us, learn how to harness the power of storytelling and data collection. You'll hear from a diverse range of agencies and voices about how to track, visualize, and communicate your program's impact. You'll also walk away with tangible templates, resources, best practices, and recommendations that you can bring back and implement at your agency.

Thursday Lunch and Exhibitor Tables

Grand Ballroom

12:00 p.m. - 1:15 p.m.

Thursday Afternoon Workshops 1:30 p.m. – 3:00 p.m.

EE. Beyond Child Care: Building Stronger Families Through Holistic Supports – CA Salon 1

Facilitated by Denyne Micheletti, Thriving Families CA (TFC) Foundation; Panelists: Rick Richardson, CDA, Inc., Mary Hekl, Hively, Kerry Venegas, Changing Tides Family Services, Jessica Kranz, Go Kids, Inc. & Daniel Johnson, Davis Street Community Center
Guests include: Lupe Jaime-Mileham, EdD, Deputy Director, Child Care and Development Division California Department of Social Services

Strand: Executives

Family strengthening requires more than just access to child care. While reliable care is a cornerstone for stability, income-eligible families thrive when they are supported with comprehensive resources that address the full spectrum of their needs. This workshop explores how community-based programs can enhance referrals and connect families to essential services such as food, housing, employment, transportation, and more.

FF. Scaling for Success: Embracing Technology to Build a Thriving Team - Sacramento

Jackie Senczyszyn & Mona Shirk, Hively

Strand: Managers

In times where technology is integrated into all areas of our lives and work, discovering and implementing tech tools to enhance your work is key. Through accelerated hiring practices in a sustainable manner, training your new team members in ways that allow them to learn and absorb their roles in the subsidies team, and the rest of the organization.

GG. Personal Growth Journey- California Salon 3

J Carlin, LMFT

Strand: Promoting Self-Care, Wellness & Resilience

How do we stay focused on our own personal growth journeys when we are faced with personal, professional and societal (and maybe even real) tornados? How do we address real concerns about self-care, avoiding burnout, and make time for the things we are truly passionate about when the future seems so uncertain? Do we just plan for worst and hope for the best? This workshop addresses real strategies for doing good work in this present moment while not abandoning the reality of what is going on around us.

HH. Empower Together: Centralized Training for Shared Success - California Salon 2

Lorita Yip, Jennie Kong, Maria Matus, Angelina Gunder & Jocelyn Avila, Children's Council of San Francisco

Strand: AP Administration

Have you ever felt stuck when someone leaves and all the knowledge they had goes with them? This workshop highlights how a centralized training team is utilized to cross collaborate with different areas of the subsidy work for shared success as an agency. We will go over how the centralized training team was created and how this team has become another resource of knowledge for the subsidy work.

II. Funding Terms and Conditions - CDSS - Capitol Salons C&D

Deborah Rawson, Administrator, Policy Office & Ronald Johnson, Education Consultant, CDSS

Strand: AP Administration

The team from the Policy Office within the Child Care and Development Division will be presenting on the Fiscal Year 2025-2026 Funding Terms and Conditions and the Program Requirements. They will be highlighting the changes to the organization of the documents and applicable policy changes.

JJ. Inclusion in Family Child Care Homes: Factors for Success - Bear River

Joni Ohm, Sadie Whiteside & Paula Herrera, Family Resource Center of San Joaquin County

Strand: Supporting & Working With Child Care Providers

This presentation introduces the foundational components of inclusive care in family child care homes, using the evidence-based Inclusion Works! Framework. Designed to build both confidence and competence among providers, this approach supports the meaningful participation of all children, including those with disabilities and developmental delays, in natural caregiving environments.

KK. A Partnership to Amplify Black Language as a Rule-governed, Legitimate Language - Maxi's

Samantha Thompson, Black Californians United for Early Care and Education, Carolyne Crolette, Early Edge California & JunHee Doh, Catalyst California

Strand: Strengthening Families/Diversity, Equity and Inclusion/TIC

Often mischaracterized in mainstream narratives, yet rooted in rich origins of resilience and creativity, Black Language thrives as a dynamic and vibrant mode of expression. This session will honor Black children's linguistic assets by highlighting Black Language as a rule-governed linguistic system foundational to shaping identity and when recognized as a home language that fosters positive identity and supports early language and literacy development. The session will include how cross-agency partnerships resulted in collaborative strategies to center Black Language in early learning and care policies and practices.

LL. Overview of the R&R Monitoring Tool - California Salon 4

Nadirah Jones, Brittany Sheffield & Chantel Chandra, California Department of Social Services

Strand: Building Knowledge in the Child Care Field/Emerging Issues

Per Child Care Bulletin Number 24-22 released on October 2, 2024, New California Resource and Referral Programs Monitoring Tool. The CDSS will be providing an overview of the tool, monitoring expectations, timelines, and answering questions regarding the tool.

MM. Many Paths, One Purpose: Building Your TIC Toolkit - Terrace

Bianca Soto Alarcon, Rainbow Markell & Patty Franco, CA Child Care R&R Network

Strand: Building Knowledge in the Child Care Field/Emerging Issues

By looking at the Bridge/TIC Program and how far we've come since our beginnings in 2018—and by examining the complexities of how different counties have different configurations—we will build a collaborative toolkit to empower ourselves and our communities to offer the best trauma-informed care to the resource families and providers we work with.

NN. Seizing the Moment: Advocacy Strategies and Easy-to-Use Tools that Work - Garden

Alan Wong, Alex Maykowski & Maria Luz Torre, Children's Council of San Francisco

Strand: Public Policy/Advocacy

Our team advocates passionately, regularly and successfully for child care at the city, county and state level. We will share best practices so that participants feel confident and comfortable advocating for a high-quality, accessible, affordable, and equitable child care system.

Afternoon Break 3:00 p.m. - 3:15 p.m.

Grand Ballroom Foyer

Treat yourself to a snack and/or cold drink before heading to the last workshop of the day.

Sponsored by KinderSystems



KinderSystems

Thursday Afternoon Workshops 3:15 p.m. – 4:45 p.m.

OO. “The Paperless Project” - California Salon 1

Leslie Taylor, Shannan Stone, Misty Rogers, Child Action, Inc., Rick Richardson, CDA, Inc., & Stuart Orlinsky, Child Development Resources of Ventura County

Strand: Executives

In an age of digital transformation, going paperless is no longer a luxury — it's a necessity. This discussion will bring together a panel of agencies who have taken the leap toward paperless systems. Through shared stories, practical insights, and candid discussions, this session offers a real-world look at what it takes to go digital — and stay Efficient. Panelists will share their journeys, including the tools they've adopted, the challenges they've faced, and the lessons they've learned along the way. Whether your organization is just beginning the transition or looking to improve existing systems, this workshop will provide inspiration and guidance to move your own paperless project forward.

PP. Compassionate Accountability during Difficult Times- California Salon 3

J Carlin, LMFT & Nalini Calamur, LMFT

Strand: Managers

How do you hold staff accountable when the world is a floating dumpster fire? From personal to professional to systemic challenges, our staff seem to be trying to manage but having real struggles. How to hold people accountable to expectations while keeping compassionate to real external (and sometimes internal) challenges they are facing. And let's get real, the challenges we are facing are not going to lessen anytime soon. How do we stay on target and meet our goals when chaos is the norm?

- QQ. Building BRAVE Teams: A Café Model for Connection, Vision and Action - Sacramento**
Michelle Graham, Jacqui Banta & Staff from Children's Resource & Referral of Santa Barbara County

Strand: Promoting Self-Care, Wellness & Resilience

This highly interactive session uses a café model to foster deep, meaningful dialogue in small groups, encouraging participants to share insights, build trust, and co-create actionable strategies for thriving teams and families. Participants rotate through café-style breakout conversations, each led by a facilitator or table host, focusing on communication, collaboration, and goal setting. The training culminates in a hands-on Vision Board Activity, allowing participants to translate their commitments and aspirations into a visual representation they can take back to their workplaces. This tangible tool reinforces the themes of the workshop, inspiring ongoing alignment between personal mission and organizational goals.

- RR. Designing with Families: Cross-Agency Collaboration to Improve Child Care Access - California Salon 2**

Anna Meira, First 5 Alameda County, Mona Shirk, Hively, Tracy Tran & Trish Murillo, Davis Street Community Center, Sally Chou, 4Cs of Alameda County & Marisol Rodriguez, BANANAS, Inc.

Strand: AP Administration

Alameda County is home to four Alternative Payment (AP) agencies working together to improve family access to child care subsidies. This panel session will feature representatives from each AP agency and First 5 Alameda County, sharing their experiences collaborating on a Design Team with families who have lived experience navigating child care and technology systems. Grounded in the belief that putting families first means designing with them, not for them, the panel will explore inclusive, community-rooted approaches and cross-county collaboration to develop solutions that improve access to child care subsidies.

- SS. Contract Monitoring Common Findings and Promising Practices - CDSS - Capitol Salons C&D**

Megan Jones, Education Administrator, Program Quality and Improvement Bureau at CDSS

Strand: AP Administration

The Child Care and Development Division will review the Contract Monitoring Review process including what to expect at initial 30-day notification, pre-meetings, and the on-site visit components of the CMR process. This presentation will also include updates to the Program Integrity Monitoring Tool, including changes to Equipment Purchasing Approval Request (EPAR) and Subcontract approvals.

- TT. Child Care Initiative Project (CCIP) Hot Topics - Maxi's**
Disa Lindgren, Rachel Cook, Carolina Castillo Quintero, Domenica Marquez, Soyla Madrigal & Grace Hartman, CA Child Care R&R Network
Strand: Supporting & Working with Child Care Providers
 Learn about recent trends and hot topics, like impacts of the federal and state budgets on CCIP and information about the California ECE Workforce Registry! Bring burning questions you'd like to discuss and share ideas about how to keep CCIP growing to better serve children, families, and home-based child care providers.
- UU. Hope & Help: State Resources to Empower Crime Victims & Families - Bear River**
Jennifer Rocco, California Victim Compensation Board (CalVCB)
Strand: Strengthening Families/Diversity, Equity and Inclusion/TIC
 Violent crime can deeply impact the well-being of children, families, and communities. This workshop will introduce participants to state-funded resources available to victims of crime and their families (victims who suffer physical injury or emotional injury due to the threat of physical injury may qualify for assistance), emphasizing access, equity, and community partnerships. Led by CalVCB executives, the discussion will offer insights into available support services, advocacy tools, and strategies to help families rebuild and heal.
- VV. Learning the Ins and Outs of 211 to Enhance Community Support - California Salon 4**
Tran Nguyen & Nadia Monroy, Family Resource Center of San Joaquin County
Strand: Building Knowledge in the Child Care Field/Emerging Issues
 Wondering how you can assist your clients when they need help with food, rent, or how to pay their utility bill? Join us in this interactive workshop to learn the ins and outs of 211 to better serve your clients. 211, a 24/7 helpline that connects residents to health and human services resources.
- WW. TrustLine and Guardian 101 - Terrace**
Nick O'Dowd, CA Child Care R&R Network, Kim Griffith, Henry Galan, Yasaira Wilkins & Aubrey Biscoe, CDSS
Strand: Building Knowledge in the Child Care Field/Emerging Issues
 This workshop is an overview of the TrustLine background check program including how it started and got to where it is today, how the process works from fingerprints to final results, how the program is carried out by the R&R Network and CDSS and guidance for local agencies how to implement the program in their communities.

XX. We're Black, Y'all! Centering Blackness in Advocacy - Garden

Keisha Nzewi & Tonia McMillian, Black Californians United for Early Care and Education

Strand: Public Policy/Advocacy

Family child care providers are some of the fiercest policy advocates alive! Filled with love and passion, they typically center their love of children when standing up for what's right. What happens when Black providers shift their advocacy style to focus on themselves and their Blackness? Voices are lifted!

Friday, October 17, 2025

8:00 a.m. - 9:15 a.m.

Breakfast and Raffles

Grand Ballroom

Friday Morning Workshops 9:30 a.m. - 11:00 a.m.

YY. Succession Planning and Future Proofing of Organizations - California Salon 1

Renee Herzfeld, Retired 4Cs Alameda, Mike Michelin, Retired Siskiyou Child Care Council, Adonai Mack, Child Action, Inc. & Daniel Johnson, Davis Street Community Center

Strand: Executives

Strong leaders don't just focus on today's performance; they make sure the organization is set up for success long after they've moved on or in the case of an unexpected absence. Identifying and developing talent, ensuring continuity when roles shift, and preparing for the future are part of succession planning. Join our panel in a guided discussion as they share their recent experiences of succession planning. This workshop will help equip you with actionable steps to ensure your organization is prepared for the future.

ZZ. Creating Impact through Resilient Leadership and Trauma-Informed Practices - California Salon 2

Anitra VonSchoech, CA Child Care R&R Network

Strand: Managers

Trauma and stress shape how people show up at work and connect with others. In this session, we will explore what it means to lead through a trauma-informed lens by creating spaces instilled in safety, trust, collaboration, and responsiveness. Participants will engage in real life scenarios and reflective practice that deepen their understanding and strengthen their leadership approach.

AAA. From Burnout to Boundaries: Building a Culture of Support through De-escalation Training for Frontline Staff - California Salon 3

Sue Denny, Jackie Senczyszyn & Mona Shirk, Hively

Strand: Promoting Self-Care, Wellness & Resilience

Frontline nonprofit professionals often face an emotional and logistical tightrope supporting vulnerable families while enduring client frustration, boundary violations, and sometimes threats to their safety. At Hively, we recognized that our staff weren't just overwhelmed; they were absorbing trauma. This workshop will unpack how a cross-departmental effort created safe, empowering, and trauma-informed tools for staff resilience.

BBB. Aligning Enrollment Practices with Compliance Requirements - Sacramento

Diana Velasco & Jessica Kranz, Go Kids, Inc.

Strand: AP Administration

This workshop will focus on how enrollment practices directly impact compliance outcomes and how to minimize errors. This workshop will guide participants through best practices for aligning enrollment procedures with state and federal requirements. This session will highlight common enrollment errors that trigger audit findings and offer practical strategies to build stronger, compliance-ready systems through training and internal auditing practices.

CCC. Eligibility and Need-CDSS - Capitol Salons C&D

Vanessa Saunders, Manager, Program Integrity and Improvement Section & Kim Pawlowicz, Consultant, Program Quality and Improvement Branch at CDSS

Strand: AP Administration

This workshop will provide an overview of regulatory requirements in determining eligibility and need for Alternative Payment Programs. It is designed for caseworkers, program administrators, and support staff who determine family eligibility and need, and ensure compliance with state and federal regulations.

DDD. Conectando a Través del Juego (Connecting Through Play-FFN Playgroup Presentation) - Bear River

Soyla Madrigal & Stephany Delaney, CA Child Care R&R Network

Strand: Supporting & Working With Child Care Providers

Este taller proporciona a los entrenadores y entrenadores de recursos y referencias un espacio interactivo para debatir sobre la facilitación de grupos de juego. Los participantes tendrán la oportunidad de conectarse con otros entrenadores y formadores para discutir, compartir y aprender sobre los diferentes componentes de albergar un grupo de juego.

EEE. Sustaining DEIAB Efforts through Organizational Values - Maxi's

Gregory Diggs, Child Action & Lindsey Bedford, Professional Learning Facilitator and ACROSS Chairperson

Strand: Strengthening Families/Diversity, Equity and Inclusion/TIC

In today's shifting political climate, many organizations are stepping back from DEI initiatives. Yet for those of us serving diverse children and families, this work is more important than ever. At Child Action, Inc., we have embedded Diversity, Equity, Inclusion, Accessibility, Belonging, and Social Justice into our organizational DNA through our ACROSS Values, shaping an institutional culture of care that supports both staff and the communities we serve. This workshop will share our process, explore how these values are driving meaningful change, and offer practical strategies for ensuring your DEIAB efforts remain relevant, resilient, and central to your organization's success.

FFF. Advocacy and Coalition Building: Increasing Center Supply through Constructing Connections- California Salon 4

Esmeralda Martin-Singh, Shelly Masur, & Samantha Peyton, Low Income Investment Fund

Strand: Building Knowledge in the Child Care Field/Emerging Issues

Participants will be able to: identify key local actors to include in child care facilities coalitions, understand what kinds of data support facilities advocacy, and create and execute an advocacy plan that tackles specific local barriers. This workshop will help equip R&R members of the ECE field with the knowledge and skills to support the improvement and expansion of licensed child care centers.

GGG. Empowering Early Educators: Building a Dynamic Child Care Resource & Referral Educational Library - Terrace

Karen Frazier & Sheri Noble, The Resource Connection

Strand: Building Knowledge in the Child Care Field/Emerging Issues

This workshop will explore best practices for organizing, curating, and promoting high-quality resources to support early care and education providers, families, and community partners. Discover time-saving strategies to keep your materials up-to-date and accessible for diverse audiences. Walk away with ready-to-use ideas to boost engagement and make your library a trusted community resource.

HHH. Advocacy in the Early Childhood Setting - Garden

Lola Cornish, Educators for Peaceful Classrooms and Communities & Wilma Gold, Adjunct Faculty/Retired

Strand: Public Policy/Advocacy

This dialogue-centered workshop is geared toward those who work with families, child care providers, and/or children using a social justice lens. We will cover how to advocate for ourselves and others in the workplace, how to help families to advocate for themselves and their children, and advocating for ourselves through self-care.

Friday, October 17, 2025
Conference Closing Keynote
11:00 a.m. - 12:00 p.m.
Grand Ballroom

Closing Remarks by Denyne Micheletti, Thriving Families CA (TFC) Foundation and Linda Asato, California Child Care Resource & Referral Network

Closing Keynote: Angela Russ-Ayon

Restructure, Refresh, Renew: An Interactive Self-Care Experience



Angela Russ-Ayon is a best-selling music producer, author, and trainer who has overcome challenges that could have easily derailed her. Her transformative keynote takes attendees on a journey of self-discovery and heightened clarity. Through practical tips and empathetic insights, she equips individuals in any profession with tools to cultivate a sustainable self-care routine that enhances both personal well-being and professional effectiveness. Infusing real-life stories with collaborative activities, Angela empowers participants to strengthen their physical, mental, and emotional resilience.

Owner of AbridgeClub.com, a nationally acclaimed presenter, keynote speaker, and award-winning children's author and music producer, Angela Russ-Ayon has a passion for early childhood education. Combining her expertise in interactive learning, authorship, and life lessons, Angela delivers engaging presentations that inspire EC staff, educators, parents, and childcare providers to MOVE, PLAY, LEARN, and THRIVE! Her expertise extends to projects funded by Head Start (IMIL), WIC, and FruitsandVeggies.org, with her creative work licensed by SPARK, Pearson, and HarperCollins for state and international preschool initiatives.

Please join us and our wonderful Exhibitors in the Grand Ballroom!

Wednesday, October 15, 2025

11:00am – 7:00pm, Exhibits Open

Thursday, October 16, 2025

8:00am-4:45pm, Exhibits Open

Friday, October 17, 2025

7:45am-12:00pm, Exhibits Open

8:30am, Exhibitor Raffle (During Breakfast)

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AJW Inc. is a 24-year-old software company out of San Francisco that provides custom software solutions for government agencies and nonprofits around the country.

A Software as a Service (SaaS) company that has products in the childcare, pretrial, economic and workforce development, housing, health, and integrated data systems (IDS) program areas. We have successfully served hundreds of clients and tens of thousands of users.



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Check out the Hive on Wheels, Hively's mobile family resource center!

Join us to write a note of encouragement for a young reader, enter our raffle, and learn about how Hively is bringing vital support directly into communities across Alameda County.

Stocked with diapers, wipes, books, and clothing, and staffed by our friendly Ambassadors, the Hive on Wheels ensures transportation is never a barrier to access. Swing by to say hello! And, be on the lookout for special appearances from our beloved mascot, Honey, who will be buzzing about the conference!

The Hive on Wheels will be activated at the following times:

- Wednesday, 10/15, 5–7 PM (parking lot right outside Grand Ballroom Foyer)
- Thursday, 10/16, 12–1:15 PM (parking lot right outside Grand Ballroom Foyer)
- Thursday, 10/16, 5–6 PM (front parking lot)

Kaplan Early Learning Company

Bryan Hanna and Albert Najera

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Lewisville, NC 27023

Ph: (209) 712-4348

www.kaplanco.com



At Kaplan Early Learning Company we are committed to kids... to their development... to their social and emotional health... to their wellbeing. Education builds futures and what better way to start than with young children. We specialize in providing products that lay the foundation for early learning which helps children prepare for life long success.

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Your mission is to make a difference for the children and families you serve. Our mission is to provide software systems to deliver you high quality child care. KinderSystems provides management solutions for child care providers and agencies throughout the United States. Built and supported by industry experts, all our Innovative software and custom solutions share a single goal: allow you to work smarter and more cost-effectively. Our systems enable social service agencies and child care providers to manage cases more efficiently, reduce clerical errors, remove worker frustration, and reduce fraud.

We're excited to announce that KinderSystems will be attending the 2025 Joint Conference between the R&R Network and Thriving Families CA Foundation! As a leading provider of software solutions for child care subsidy programs, we invite you to visit our booth to learn how KinderSystems can help your organization streamline operations, enhance program delivery, and ultimately support families and children in your communities. We've got some exciting events planned, so swing by to network, learn, and have some fun!

- **Massage Chairs**

Back by popular demand, our massage chairs are the perfect place to unwind during the conference. Whether you're looking for a quick energy boost between sessions or a chance to relax before the next workshop, stop by on **Thursday, October 16, and Friday, October 17**, to enjoy a moment for yourself.

- **Interactive Photo Booth**

Join us on **Wednesday, October 15, from 5:30pm to 6:30pm and Thursday, October 16, from 11:30am-1:30pm** to strike a pose and capture special moments with your friends and colleagues.

- **Raffle Prizes**

Stop by our booth and say hello! Every visit gives you a chance to win exclusive raffle prizes.

Missed us at the conference? No worries!

Contact us at (818) 836-1993 or california@kindersystems.com.

We're looking forward to seeing you at the conference!

Lakeshore Learning Materials

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Lakeshore Learning Materials provides unique products, training, and custom solutions - all designed to meet state standards in early childhood and elementary education.

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Lionheart Safety Training was established in 2010 under the name of REVIVE by two off-duty Bay-Area Firefighter / Paramedics who strive for excellence in education while maintaining a low-stress and fun learning environment. Lionheart Safety Training offers certificates for lay-rescuer CPR, AED, and First-aid, as well as courses in general safety. Additional services include MERT training, Fire extinguisher training, Earthquake preparedness presentations, Child-Care provider state-recognized First-Aid, and much more. Our motto is "Developing Courageous Responders", as we strive to instill courage through knowledge and physical skills practice in all of our trainings.



Bridge Program at CA Child Care Resource & Referral Network

Anitra VonSchoech, Rainbow Markell, Patty Franco & Bianca Soto Alarcon
1 Polk Street, Unit 201
San Francisco, CA 94102
Ph: (415) 494-4652

<https://rrnetwork.org/provider-services/trauma-informed-care>

The Bridge Program aims to increase the number of children in foster care successfully placed in child care settings, increase the capacity of child care programs to meet the needs of children in foster care and children who have experienced trauma, and maximize funding to support the child care needs of eligible families. The Bridge Team invites you to visit the Self-Care Table, created to support your well-being throughout the conference. Each day, you'll find a variety of items to help you recharge and care for yourself in the moment. Stop by, explore, and take what you need.



Thank you, Conference Sponsors for your Generous Support!

We extend our heartfelt gratitude to the generous sponsors who made this year's conference possible. Because of your commitment, we are able to provide high-quality sessions, valuable networking opportunities, and meaningful experiences for all participants. Thank you for investing in our vision and helping us make this conference a success!

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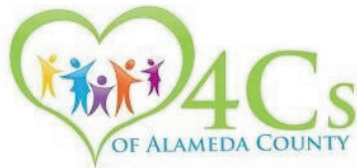
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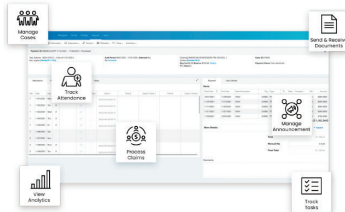




All-In-One Early Care and Education Platform

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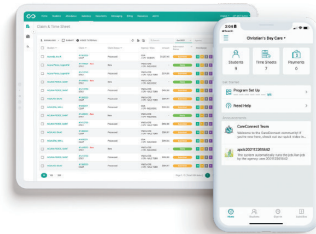
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CareConnect Family's mobile-first design helps agencies better reach and assess Gen Y and Gen Z parents' needs and connect them to community resources available in real-time.



Empowering Providers



The new generation of educators and caregivers is growing into tech-savvy digital natives. CareConnect provider's full suite of tool helps child care providers of all sizes manage subsidy enrollment, report attendance, submit invoices, communicate with parents all through a single interface. Spend less time on paperwork and administrative tasks and more time with children and parents.

Features



eForms and Digital Document Management



Digital Attendance and Provider Invoicing



Provider Payment Automation



API Integration



Workflow Automation



Powerful Reporting

www.mcttechnology.com



All-In-One Early Care and Education Platform

For Providers

Automated Billing



Get paid on time with automated parent pay. Trusted by 100+ child care subsidy programs across the nation, CareConnect helps providers connect with multiple funding sources and maximize revenue collection.

Contactless Attendance

Contactless check-in keeps students and staff safe. Completely eliminate the use of paper attendance sheets and manage timesheets easily.



Capture Learning



Fully integrated with CareConnect, ChildFolio helps educators capture learning moments and use assessments to oversee their student's strengths, curiosity, and connection with their surrounding environment, so we can design our spaces, routines, and activities to support every child's ongoing growth in the classroom and at home.

Features



Contactless Check-in



State Funding Compliance



Family Engagement



Authentic Assessment



Support for Shared-Service Networks

www.mcttechnology.com

Introducing **KinderSystems** eDocs



Access your files **Anytime, Anywhere**

Say goodbye to oversized filing cabinets and welcome streamlined, secure, and efficient document management with KinderSystems eDocs. Our cloud-based solution allows you to securely store your documents, ensuring they are protected from damage and unauthorized access.

Key Features

- ➔ **Secure Storage:** Your documents are safely scanned and stored in the CARE eDocs system.
- ➔ **Cloud Access:** Easily access your files from any device, at any time.
- ➔ **Organized Management:** Files are linked to the correct family or provider record for easy tracking.
- ➔ **Protection:** Safeguard your files from physical threats like fire, water, or loss.

Benefits

- ➔ **Reclaim Space:** Eliminate bulky file cabinets to allow for more office space.
- ➔ **Enhanced Security:** Our system uses encryption and follows strict security protocols to protect your files.
- ➔ **Instant Access:** Quickly find any file with just a few clicks.
- ➔ **Efficiency:** Transitioning from paper to digital files reduces manual labor and human errors.

How it Works

-  **On-Site Prep:** Our team visits to pack and label your files.
-  **Secure Shipping:** Files are sent to our facility for digitization.
-  **Sample File:** We prepare a sample for your approval.
-  **Scanning:** Documents are scanned and organized in the CARE eDocs system.
-  **Ongoing Access:** Access your files 24/7 with continuous support.

What is eDocs?

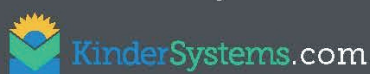
eDocs is an electronic document management service that converts your physical files into a digital format, securely storing them in our CARE eDocs system for easy access and retrieval.

Why Choose eDocs?

With KinderSystems eDocs, enjoy a more efficient, secure, and paperless office. Our experienced team handles everything; from secure file pickup to digital storage—so you can focus on what matters most—serving children and families.



Experience the future of subsidized child care management today with KinderSystems! Contact us today to learn more. (818) 836-1993 | california@kindersystems.com





Parenting Can Be Hard, Play Kits Can Help

Bilingual Play Kits for Ages 0-6

At Milestones & More, we help your little one grow with our series of bilingual play kits designed for newborns and toddlers. Spend less time shopping and more time creating loving memories together.

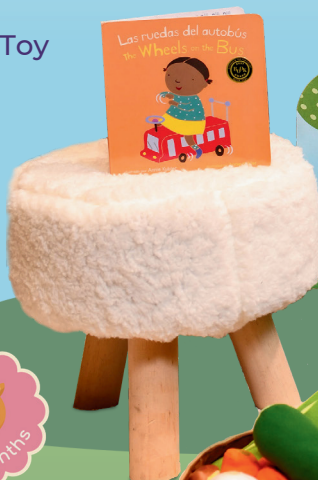
Why families and child care providers love Milestones & More:

- **Great Gift** for new parents and families
- **Boost Early Learning** with bilingual, age-appropriate books
- **Supports Development** of social, emotional and motor skills
- **Encourage Engagement** through interactive play
- **Budget-Friendly** at just \$50 per kit
- **Non-Profit** owned

What's Included?

-  **Magazine**
-  **Board Book**
-  **Health and Safety Item**
-  **Activity Cards**
-  **Skill Builder**
-  **Plush Toy**

Which play kit is right for you?



Purchase yours today at
MilestonesAndMorePlay.com

info@milestonesandmoreplay.com | (818)700-4480 |





Children's Resource & Referral of Santa Barbara County

Empowering Families. Strengthening
Communities. Since 1971

Our Mission:

CRR is dedicated to developing strong and healthy families throughout Santa Barbara County by providing education, care, and resource systems to young children, their parents, and caregivers, with a special emphasis on low-income and under-represented children and families.

Our Programs & Services

- Child Care Referrals – Helping families find the right care options. *Financial Assistance for*
- *Child Care Services. Training and resources*
- for child care providers.
- *Parent Education* – Support in the form of Cafe Talks for parenting success.
- *Resource & Referral Services* – Connecting families to vital resources.
- *CRR's WINGS Preschool* serving children 2-5.
- *CRR Infant Center* serving children 0-2.
- *CRR Discovery Museum* a one-stop hub where families can discover child care resources, engage in interactive learning, and access programs that bridge playful discovery with school readiness.



Follow Us On
Instagram & Join Us In
Making a Difference!



Non-Profit of the Year!

Santa Maria 2861
Airpark Drive
Santa Maria, CA 93455
805-925-7071

Santa Barbara 4141
State St. Suite A3.1
Santa Barbara, CA 93101.
805-963-6631

WINGS Preschool
1550 S. College Dr.
Santa Maria, CA 93454
805-623-4313
www.crrsbc.org

WINGS Infant Center
2861 Airpark Dr. Santa
Maria, CA 93455
805-475-8556

CRR Discovery Museum
705 S. McClelland St.
Santa Maria, CA
93454
805-928-8414



Visit the NEW!
BeHively.org



For nearly 50 years, Hively has served Alameda County to:

- Help Families Find and Pay for Childcare
- Support Childcare Providers with Resources & Training
- Provide Mental Health Services
- Connect Families with Community Resources
- Provide Access to diapers, children's clothing, shoes, books and early learning materials.

Stay Connected!



Follow Us!

@HivelyAlamedaCounty



Hively builds meaningful connections with families and communities, ensuring access to resources every child in Alameda County needs to thrive.

hello@behively.org

925-417-8733

Office Locations: Fremont, Livermore, Oakland, Pleasanton & San Leandro

New ways
to LEARN
through
play



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KAPLAN
EARLY LEARNING COMPANY





"Helping Parent and Child Grow"

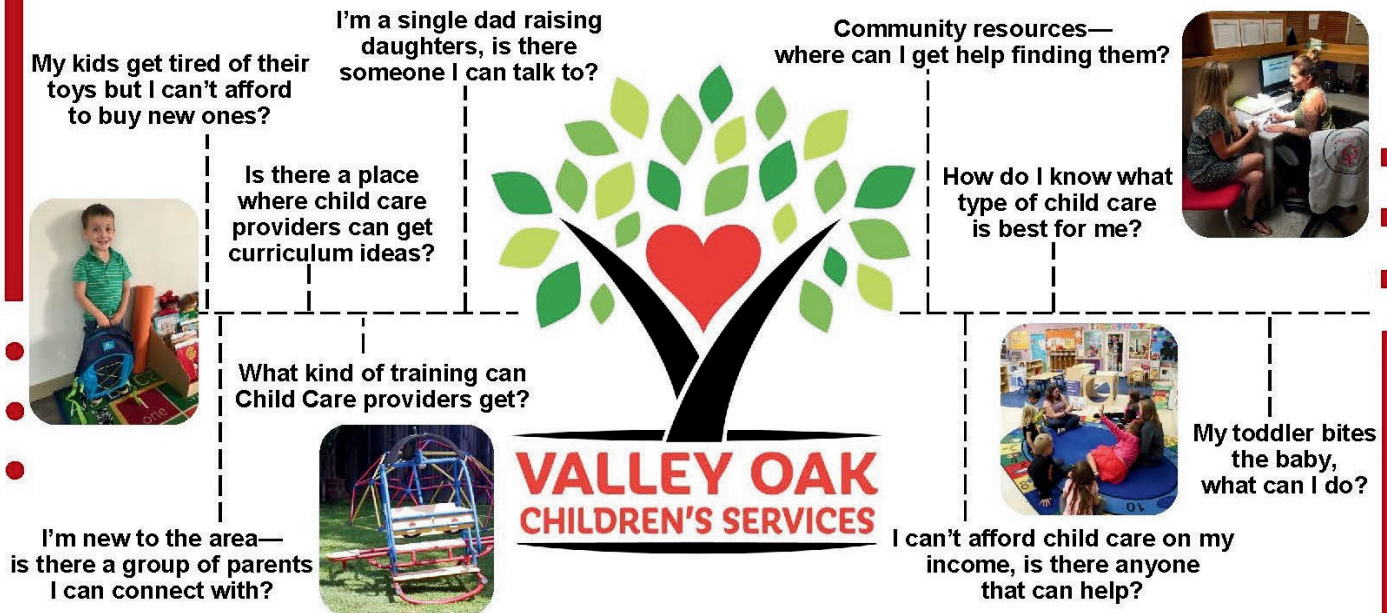
On November 5, 1976, Supportive Services, Inc. established the first "parental choice" Alternative Payment Program in Fresno County and to this day, continues to provide subsidized child care for over 4,400 children.



Have an amazing 2025 Conference!

www.ssifresno.org

Families Have Questions—We Have Answers



Strengthening Families in Butte County Since 1980

www.valleyoakchildren.org | 3120 Cohasset Rd, Suite 6, Chico CA 95973 | 530-895-3572 

Our Services Include:

Health

- Behavioral Health Services
- Child Care Food Program
- Finger Printing Services



Advocacy

- Parent Voices
- Members of local and State wide advocacy groups



Resources

- Alternative Payment Program
- Child Care Waitlist



Education

- Resource & Referral Program
- Lending Library
- Mobile Resource Library
- Family Child Care Home Education Network (FACES)
- Early Head Start Partnership (EHS)



Training

- Workshops and Trainings
- Parent Café
- Inside Out Dad
- Child Care Initiative Project (CCIP)



www.valleyoakchildren.org | 3120 Cohasset Rd, Suite 6, Chico CA 95973 | 530-895-3572 



Equity. Justice. Community.

First 5 LA celebrates the 2025 Joint Hybrid Conference of the California Child Care Resource & Referral Network and Thriving Families CA.

Your dedication to innovation, learning, and partnership fuels stronger programs for children, expanded access to care, and brighter futures across California.

First5LA.org



4CS OF ALAMEDA COUNTY

A family resource agency providing the Alameda County community access to child care and essential support services since 1972

 4calameda.org info@4c-alameda.org 510-582-2182

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furniture, room design & more!

SCAN CODE
to explore!



Thriving Families

CA FOUNDATION

Upcoming Events

December 17, 2025

Executive Session

Hosted by: CDA- San Diego County

January 2026

Audit Training (Virtual)

Registration available soon!

February 4, 2026 (tentative date)

Advocacy Day

Registration available soon!

March 18, 2026

Executive Session

Hosted by: Valley Oak Children's Services- Butte County

April 2026

2 - Day Statewide Meeting Southern CA

Summer 2026

Regional Meetings

Hosted by TFC Member Agencies

Joint Annual Conference

In-Person: October 7-9, 2026

Virtual: TBD

TFC Weekly Member

Connections via Zoom

Tuesdays, 1:00-2:00 p.m.

Registration is required- Member's Only

Public Policy Committee Meetings

1st Wednesday of every month at 2:00 p.m.

Small/Rural Agency Meetings

2nd Monday of every month at 2:00 p.m.

Membership Committee Meetings

3rd Thursday of every month at 9:00am

Check the TFC website at
www.thrivingfamilies-ca.org
for more details.

California Child Care Resource & Referral



We're pleased to share that the California Child Care Resource & Referral Network is celebrating its 45th anniversary!

Since the early 1970s, with Patty Siegel opening up her yellow garage in San Francisco for families who were desperately in need of child care, the Network has provided essential resources and support to parents, families, and child care providers while building California's robust system of child care.

Every County has at least one child care resource and referral agency that started from a grassroots effort to help parents find child care. With a commitment to advocacy, the Network has influenced state policy and positively impacted hundreds of thousands, making child care a national priority.

Click on the QR code to view the milestones throughout the years!



Member Calendar Year at a Glance 2025

July 2025

Member Meeting with State Partners

July 1, 10 AM-12 PM

Topic-Specific Member Meeting

July 15, 10 AM-12 PM

August 2025

Regional Meetings

8/8-8/22 9:30 AM-2:30 PM

September 2025

Member Meeting with State Partners

Sept. 2, 10 AM-12 PM

R&R Community of Practice

Sept. 10, 9:30 AM-11:30 AM

Topic-Specific Member Meeting

Sept. 16, 10 AM-12 PM

October 2025

Annual Conference

Oct. 15-17 In Person

November 2025

Member Meeting with State Partners

Nov. 4, 10 AM-12 PM

Annual Conference

Nov. 5-6 Virtual

December 2025

R&R Community of Practice

Dec. 10, 2:30 PM-4 PM

Annual Meeting

Dec. 16, 9 AM-12 PM

Member Calendar Year at a Glance 2026

January 2026

Member Meeting with State Partners

Jan. 6, 10 AM-12 PM

Proposed CA State Budget

Jan. 10

Topic-Specific Member Meeting

Jan. 20, 10 AM-12 PM

February 2026

Topic-Specific Member Meeting

Feb. 17, 10 AM-12 PM

R&R Advocacy Day

TBD, Week of 2/23-2/27

March 2026

Member Meeting with State Partners

Mar. 3, 10 AM-12 PM

R&R Community of Practice

Mar. 11, 2:30 PM-4 PM

Regional Meetings

TBD

April 2026

Semi-Annual Meeting

TBD

May 2026

Member Meeting with State Partners

May 5, 10 AM-12 PM

State Budget May Revision

May 14

Topic-Specific Member Meeting

May 19, 10 AM-12 PM

June 2026

R&R Community of Practice

June 10, 2:30 PM-4 PM

State Budget Bill Will Pass

June 15, by midnight

Topic-Specific Member Meeting

June 16, 10 AM-12 PM



Child Care Initiative Project (CCIP)

FY 2025 - 2026 Year at a Glance

July 2025

7/9

CCIP Quarterly Report Webinar

August 2025

8/7

CCIP Orientation

8/13

CCIP Topic-specific Learning Session

8/27 - 8/28

CCIP Foundations
Training of Trainers (ToT)

September 2025

9/9

CCIP Strand: Family, Friend & Neighbor

9/10

CCIP Strand: Family Child Care

9/11

CCIP Strand: Health & Safety

9/19

CCIP Community of Practice

October 2025

10/8

CCIP Quarterly Report Webinar

10/15 - 10/17

Network/Thriving Families Joint Annual
In-Person Conference CCIP Sessions

1. Connecting Providers and Families with Services and Supports for Children with Developmental Delays or Developmental Disabilities
2. Conectando a Través del Juego
3. CCIP Hot Topics

November 2025

11/5 - 11/6

Network/Thriving Families Joint Annual
Virtual Conference CCIP Session

1. Health & Safety

11/12

CCIP Topic-specific Learning Session

December 2025

12/19

CCIP Community of Practice



Child Care Initiative Project (CCIP)

FY 2025 - 2026 Year at a Glance

January 2026

1/7

CCIP Quarterly Report Webinar

1/13 - 1/14

CCIP Foundations ToT

February 2026

2/10

CCIP Strand: Health & Safety

2/11

CCIP Strand: Family Child Care

2/12

CCIP Strand: Family, Friend & Neighbor

2/18

CCIP Topic-specific Learning Session

March 2026

3/20

CCIP Community of Practice

April 2026

4/8

CCIP Quarterly Report Webinar

May 2026

5/13

CCIP Topic-specific Learning Session

June 2026

6/17

CCIP Year-end Webinar

6/26

CCIP Community of Practice



Bridge Program Navigation, Training, and Coaching

FY 2025 - 2026 Events Calendar

July 2025

7/18

Trainers & Coaches Community of Practice

7/25

Spanish Community of Practice

7/30 - 7/31

Training of Navigators

October 2025

10/1 - 10/2

Bridge Clinic

10/3

Navigators Community of Practice

10/24

Trainers & Coaches Community of Practice

August 2025

8/1

Navigators Community of Practice

8/19 - 8/21

TOT Module 3 - Historical and Intergenerational Trauma

Prerequisite: Completed TIC TOT Modules 1 & 2 or equivalent

November 2025

11/7

Navigators Community of Practice

11/18 - 11/20

TOT Module 1 - Overview of Trauma-Informed Care

September 2025

9/3

Bridge Specialty Webinar

9/5

Navigators Community of Practice

December 2025

12/3

Bridge Specialty Webinar

12/5

Navigators Community of Practice

12/9 - 12/11

TOT Module 2 - Enhancing Caregiver Resiliency



Bridge Program Navigation, Training, and Coaching

FY 2025 - 2026 Events Calendar

January 2026

1/2

Navigators Community of Practice

1/16

Trainers & Coaches Community of Practice

1/23

Spanish Community of Practice

1/27 - 1/29

TOT Module 3 - Historical and Intergenerational Trauma

Prerequisite: Completed TIC TOT Modules 1 & 2 or equivalent

February 2026

2/3 - 2/4

Training of Navigators

2/6

Navigators Community of Practice

TBD

Bridge Clinic: Bay Area

March 2026

3/6

Navigators Community of Practice

3/10 - 3/12

TOT Module 1 - Overview of Trauma-Informed Care

3/18

Bridge Specialty Webinar

3/24 - 3/25

TOC - Relationship Building Between TIC Coaches and Child Care Providers

April 2026

4/3

Navigators Community of Practice

4/7 - 4/9

TOT Module 2 - Enhancing Caregiver Resiliency

4/17

Trainers & Coaches Community of Practice

4/24

Spanish Community of Practice

May 2026

5/1

Navigators Community of Practice

5/6 - 5/7

Bridge Conference: Virtual

June 2026

6/2 - 6/3

TOC - Developing Coaches Self-Awareness, Presence and Reflections in Coaching

6/5

Navigators Community of Practice

6/10

Bridge Specialty Webinar

6/23 - 6/24

Bridge Clinic: Virtual

**THANK YOU for joining us at the 2025 Joint R&R Network/Thriving Families CA
Foundation Conference**

BANANAS, Inc.
Catalyst Community
Catalyst Family, Inc.
Changing Tides Family Services
Child Action, Inc.
Child Care Coordinating Council of San Mateo
Child Care Resource Center
Child Development Associates
Child Development Resources of Ventura County, Inc.
Children's Council of San Francisco
Children's Home Society of CA
Children's Resource & Referral of Santa Barbara County
City of Norwalk
CocoKids
Colusa County Office of Education - Children's Services
Community Action Partnership of Kern
Community Action Partnership of Madera County
Community Action Partnership of San Luis Obispo
Community Child Care Coordinating Council of Alameda County
Community Child Care Council of Sonoma County
Community Connection for Child Care
KCSOS Community Resources for Children
Connections for Children
Crystal Stairs, Inc.
Davis Street Community Center
Del Norte Child Care Council
Family Resource Center San Joaquin County
Glenn County Office of Education - Child and Family Services
Go Kids, Inc.
Hively
Human Response Network
Imperial County Office of Education
Infant Child Enrichment Services
Kings Community Action Organization
Lassen County Superintendent of Schools
Marin Child Care Council
Merced County Office of Education

Mexican American Opportunity Foundation
Napa County Office of Education
North Coast Opportunities, Inc.
Options For Learning
Orange County Superintendent of Schools
Pathways LA
Placer County Office of Education
Pomona Unified School District - Child Development
River to Coast Children's Services
Santa Barbara County Education Office - Child Development Programs
Santa Clara County Office of Education
Santa Cruz County Office of Education
Shasta County Office of Education
Sierra Nevada Children's Services
Siskiyou Child Care Council
Solano Family & Children's Services
Stanislaus County Office of Education
Supportive Services, Inc.
The Resource Connection
Training, Employment and Community Help, Inc.
Valley Oak Children's Services
Wu Yee Children's Services
YMCA Childcare Resource Service

NOTES

NOTES



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