

***The Power of Partnerships:
Uniting to Create Impact***



California Child Care Resource & Referral



**Preliminary Program for the
In-person Conference**

October 15-17, 2025

Welcome to the 2025 Joint Network/TFC Foundation Conference

General Conference Information

We hope that you will be able to join us for this year's Joint Conference and that you will find the conference offerings informative, that you will 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 important work you do.

Your registration includes:

Attendees who register for the in-person conference will receive full access to both the on-site AND virtual programming. The in-person conference will include a reception on Wednesday evening, breakfast and lunch on Thursday and breakfast on Friday.

Payments

Conference fees may be paid by check or credit card. Credit Cards will be processed during online registration. Make checks payable to: Thriving Families CA Foundation. Mail checks to: 2025 Hybrid Joint Annual Conference, Thriving Families CA Foundation 1435 River Park Drive, Suite 406, Sacramento, CA, 95815

Cancellation Policy

There will be no refunds issued for cancellations. Refunds will not be made for no-shows and unpaid registration fees will be invoiced. This includes presenters. However, substitutions will be allowed until Friday, 9/26/2025. Should TFC/R&R Network cancel, a full registration fee refund will be issued.

For more information, contact:

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Networking Opportunities

Join colleagues from around the state on Wednesday, October 15th at 5:30 pm for our Welcome Reception. Enjoy hors d'oeuvres, drinks, and great conversation!

Thursday, October 16th after the workshops end at 4:45 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.

2025 Joint Conference Schedule

Wednesday, October 15th

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 16th

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 noon	Workshops	See Program
12:00 noon - 1:15 p.m.	Lunch	Grand Ballroom
1:30 p.m. - 3:00 p.m.	Workshops	See Program
3:15 pm - 4:45 p.m.	Workshops	See Program
4:45 p.m.	Dinner and Evening on your own	N/A

Friday, October 17th

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 noon	Closing Keynote	Grand Ballroom

Wednesday 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?*

Wednesday, October 15, 2025

2:15 p.m. – 3:45 p.m.

A. Next Level Culture, Feedback & Leadership

Galen Emanuel, Culture Drop

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

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

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

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

CDSS Staff

Strand: AP Administration

Workshop Description TBD

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

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

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

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

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

Dezerie Martinez, San Diego 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

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.

Wednesday, October 15, 2025

4:00 p.m. – 5:30 p.m.

K. United for Impact: Stories That Change the Narrative

Maria Alvarez, Hively and 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

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

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

Joie Owen, Valley Oak Children's Services, Trish Murillo, Davis Street Community Center, Betina Monterrossa & Araceli Sanchez, 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

CDSS Staff TBD

Strand: AP Administrator

Workshop Description TBD

P. Supporting Children with Disabilities

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. Rooted in Culture: Caring for Black Children through a Black Lens

Tunisia Jackson, CA Child Care R&R Network

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

When a child's sense of belonging is removed, or their culture is not affirmed or represented in their daily activities, it can have an emotional and psychological impact on them as they grow and develop. As a result of this workshop, we will learn different ways to merge the black culture into the child care curriculum and discover ways to involve and support black families by learning how to build reciprocal relationships with families and maintaining open communication opportunities for child growth and success.

R. R&R New Fiscal Plan Requirement

Nadirah Jones & Brittany Sheffield, California Department of Social Services

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

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

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.

Thursday, October 16, 2025

10:00 a.m. – 12:00 p.m.

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

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-there should be “no wrong door.” This workshop aims to help you create partnerships to serve communities 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 for case management, 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

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

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

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

Strand: AP Administrator

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. CCDD Meet and Greet

CDSS Staff TBD

Strand: AP Administrator

A session to meet new and existing Consultants and Analysts from the Program Quality and Improvement Branch.

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

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

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

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

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

*Candida Duperrior, CA Child Care R&R Network, McKenzie Richardson, Thriving Families CA Foundation, Stuart Orlinsky, Child Development Resources of Ventura County, & others
TBD*

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, October 16, 2025

1:30 p.m. – 3:00 p.m.

EE. Ideas for Agencies to Expand Their Delivery Model/Capacity

Facilitated by: Denyne Micheletti, Thriving Families CA Foundation, Panelists TBD

Strand: Executives

Workshop Description TBD

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

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

J Carlin, LMFT

Strand: Promoting Self-Care, Wellness & Resilience

How do we stay on our own Personal Growth Journey, including burnout, and self-care? Stay focused on career development, self-care, and the things we are passionate about when we are in the middle of a tornado.

HH. Empower Together: Centralized Training for Shared Success

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 with them 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

CDSS Staff TBD

Strand: AP Administration

Workshop Description TBD

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

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

Samantha Thompson, Black Californians United for Early Care and Education, Carolyne Crolette, Early Edge California, JenHee Doh, Catalyst California & Erin Freschi, Californians Together

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 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

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

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

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

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.

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

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.

Thursday, October 16, 2025
3:15 p.m. – 4:45 p.m.

OO. “The Paperless Project”

Adonai Mack, Child Action, Rick Richardson, Child Development Associates, Stuart Orlinsky, Child Development Resources of Ventura County & other panelists TBD

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

J Carlin, LMFT

Strand: Managers

How to have accountability when everyone is on their last nerve and with everything that is going on.

QQ. Building BRAVE Teams: A Cafe Model for Connection, Vision and Action

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**
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**

CDSS Staff TBD

Strand: AP Administration

CDSS will review the CMR process including what to expect at initial 30-day notification, pre-meetings, and the on-site visit components of the CMR process. They will review common findings from the most recent Contract Monitoring Review cycle, as well as suggestions for preparation and promising practices and highlights that have been observed in the field.

- TT. Child Care Initiative Project (CCIP) Hot Topics**

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**

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

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

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

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

9:30 a.m. – 11:00 a.m.

YY. Executive Topic TBD

Presenters TBD

Strand: Executives

Workshop Description TBD

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

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

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. Let's Talk: An APP Roundtable on Ideas & Insights

Presenters TBD

Strand: AP Administration

Workshop Description TBD

CCC. Eligibility and Need-CDSS

CDSS Presenters TBD

Strand: AP Administration

This workshop is designed to walk participants through the process of determining eligibility and needs for services. During this workshop CDSS will dive deeper into Categorical Eligibility, provide actual examples of documentation for each means-tested program to show what is, and what is not, acceptable documentation to demonstrate a family's current participation.

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

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

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

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

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

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 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](https://www.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.