

**“Celebrating 50 Years of Community Action:
Reclaiming the Promise of Economic Opportunity, Security & Equality”**

Keynote Speaker



Burnette Clingman Founder and President of Burnette Clingman Enterprises (BCE), a nationally known consulting, training and speaking firm specializing in business management, corporate training, keynote presentations, and workforce empowerment. BCE possesses a solid blend of education and leadership experience. BCE is based in Dayton, Ohio.

Burnette came from humbled beginnings and rose from adversity. She spent the first nine years of her life in the red clays of Albany, Georgia in a three-room shot-gun house, while being raised by grandparents who could not read nor write.

Today, she is an astute business woman with a Masters of Business Administration and over fifteen years of entrepreneurial experience and has collected an impressive range of achievements. She is a professional member of the National Speakers' Association and the American Society of Training and Development. She has received numerous speaking awards from Toastmasters International, and her company's client list includes Fortune 100 and 500 corporations and non-profit organizations such as Procter & Gamble, PepsiCo, Hearst/Argyle Television Inc., Lexis Nexis, Nationwide Insurance, NCR, DIAGEO, Dayton International Airport, Southwest Airlines, National Community Action Partnership, and the federal government.

Her voice has been recognized throughout the country via her former radio talk show *Rise!* with Clear Channel Communications Inc. Through her show, she empowered, inspired and motivated individuals with topics that affect their families, businesses and communities. Some of her national guests have include: Colleen Barrett, President Emeriti of Southwest Airlines; Susan Taylor, Editor in Chief Emeriti of *Essence Magazine*; John Maxwell, founder of Injoy Ministries; Les Brown, Author and World-Renown Motivational Speaker, Marc Morial, President of the National Urban League; Tavis Smiley, Author, Television and Radio Host; Stedman Graham, President of SGA Associates and Valerie Coleman Morris Former Anchor of CNN' *Smart Assets*.

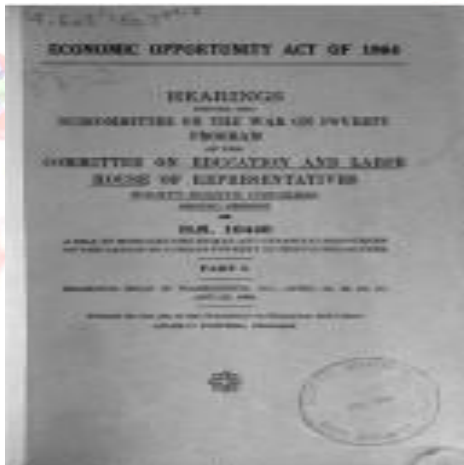
Many media outlets also recognize her expertise and insight into the business world. She is a freelance writer for the *National Urban League's Urban Influence Magazine*. She has been quoted in *SUCCESS Magazine* and featured in the *Dayton Business Journal* as an authority on leadership, and corporate training. She was also featured in the *Dayton Daily News* as an expert on career passion. In 2000, she was a guest on *BET Tonight Featuring Tavis Smiley*. She is also the author of *Affirming Your Greatness Through the Power Of Words* and *Chosen for Greatness*.

Giving back to the community is an important part of Burnette's philosophy, and she has been recognized as a valuable asset in the non-profit and educational sectors as well. In addition, Burnette serves as a board member of the Dayton Urban League. She has also served as the co-chair of the Victoria Theater Association Diversity Committee and an adjunct professor for several colleges and universities. In 2007, she received the Distinguished Alumnus Award from the Ohio Association of Community Colleges. As an author, consultant, trainer, speaker and radio personality, Burnette has used a number of platforms and avenues across the country to share her insights on topics related to leadership, diversity, change management and personal and professional development. She empowers organization and individuals to **keep rising!**

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Tuesday Schedule of Events

8am – 9am	Morning Coffee	Mezzanine Foyer
8am - 10am	Preconference Registration	Salon 1
9am - 4pm	Preconference: Human Services Leadership Institute Presenter: Tim Nolan, M.S., M.S. President The Human Services Leadership Institute	Salon 9
9am-12noon	CSBG Orientation for EDs, Staff & Boards Presenter: Florida Department of Economic Opportunity	Salon 10
9am-12noon	FACA Board of Directors Meeting	Salon 17
10:30am	Mid-Morning Break	Regency Foyer
12noon – 1pm	Lunch On Your Own	
12noon – 5pm	Exhibit Setups	Regency Foyer
1pm-4pm	LIHEAP Orientation for EDs, Staff & Boards Presenter: Florida Department of Economic Opportunity	Salon 10
1pm-4pm	Florida Weatherization Network Meeting Facilitator: Donna Carman, Executive Director Indiantown Non-Profit Housing, Inc.	Salon 11
2pm – 5pm	Conference Registration	Salon 1
3pm – 3:30pm	Mid Afternoon Refreshment Break	Mezzanine Foyer



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Wednesday Schedule of Events

7am – 8am	Morning Coffee	Regency Foyer
7am – 5pm	Conference Registration	Salon 1
8am – 5pm	Exhibits	Regency Foyer

8am – 11:45am	Opening Plenary	Salons 5/6/7/8
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Presiding: Ms. Regina Grace, FACA Board Chair

Posting of the Colors
Orange County Corrections Department Honor Guard

Pledge of Allegiance/National Anthem, INC.

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Invocation
Pastor Leroy Rose, III - New Covenant Baptist Church of Orlando

Welcome & Greetings
Honorable Tiffany Moore Russell

Rosen Plaza Hotel Orange County Commissioner, District 6
Orange County Community Action Board, Chair

Conference Overview Mr. James Lowe

National Virtual Presentations

9:00am US Department of HHS OCS Briefing
Status of State and Federal Accountability Measures
CSBG Accountability & Performance Management
Implementation of National Organizational Standards
Jeannie Chaffin, Director, HHS/ACF Office of Community Services

9:30am National Association for State Community Service Programs (NASCSPP)
ROMA Next Generation Center of Excellence
ROMA National Performance Indicators & Theory of Change
Jovita Tolbert, Director CSBG Services

10:00am Community Action Program Legal Services, Inc. (CAPLAW)
OMB Super Circular
Eleanor Evans, General Counsel, Executive Director

10:30am Mid-Morning Break Regency Foyer

10:45am Florida CSBG / LIHEAP Programs Updates
Jean Amison, DEO CSBG/LIHEAP Program Manager

11:00am Florida Weatherization Program Updates
Norm Gempel, DEO Planning Manager

11:15am -11:45am Florida Head Start Program Update
Lilli Copp, Director, Florida Head Start State Collaboration Office

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Wednesday Schedule of Events

12noon - 1:30pm Opening Luncheon Salons 5/6/7/8

Presiding: Ms. Deloris Johnson, FACA Board Vice Chair

CEO, Agricultural & Labor Program, Inc.



Invocation

Pastor Jose A. Carrion-Aquino - Azaela Park Methodist Church

Greetings

Honorable Pete Clarke

Orange County Commissioner, District 3

Orange County Community Action Board, Member

Lunch/Entertainment

Introduction of Speaker

Keynote Speaker

Burnette Clingman, Founder/CEO

Burnette Clingman Enterprises

Conference Announcements

James Lowe

2pm - 4:30pm

Afternoon Current Sessions

CAA/Head Start Roundtable

Salon 3

Facilitator: Lilli Copp, Director, Florida Head Start State Collaboration Office

Weatherization Roundtable

Salon 4

Facilitators: Donna Carman Executive Director

Indiantown Non-Profit Housing, Inc.

Norm Gempel, DEO Planning Manager

DEO LIHEAP Roundtable

Salon 9

Facilitator: Jean Amison, DEO CSBG/LIHEAP Program Manager

Community Revitalization Roundtable

Salon 10

Facilitators: Terry Chelikowsky, Executive Director, FLACDC &

Janet Hamer, Community Development Manager, TD Bank

3pm – 3:30pm

Mid Afternoon Refreshment Break

Regency Foyer

5pm - 6pm

FACA Business Meeting

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Thursday Schedule of Events

7:30am – 8:30am	Continental Breakfast	Regency Foyer
7:30am – 12noon	Conference Registration	Salon 1
8am – 5pm	Exhibits	Regency Foyer
<u>8:30am – 5:00pm</u>	<u>Concurrent Workshops</u>	
9am – 4pm	Voting	Salon 1
10am - 10:30am	Mid Morning Break	Regency Foyer
12noon – 1:30pm	Lunch on Your Own	
12noon – 1:30pm	Executive Directors Luncheon Special Presentation: Step Up for Students (By invitation only)	
3pm – 3:30pm	Mid Afternoon Refreshment Break	Regency Foyer
6:30pm – 8pm	60's Theme Awards & Networking Reception Performers: IP3 Lounge Band Best Dressed Prize FACA Volunteer of the Year FACA Family Self Sufficiency FACA Agency of the Year Board Election Results Announcement	Poolside Upper Deck



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Thursday WORKSHOP Schedule

<u>MEETING ROOM</u>	<u>8:30AM ~ 10AM</u>	<u>10:30AM ~ 12PM</u>	<u>1:30PM ~ 3PM</u>	<u>3:30PM ~ 5PM</u>
Salon 3	<p>“Unlock the Doors to Employment: See What Your Workforce System Has to Offer” <u>Shila Salem</u> FL Dept of Economic Opportunity One Stop & Program Support <u>Mary E. Vandewater</u> CareerSource Central Florida at Lake/Sumter Office</p>	<p>“Best Practice: Case Management, Collaboration and Partnering” <u>PaHoua Lee-Yang</u> CSBG, Economic Development Director, ALPI</p>	<p>Strategic Planning Part I <u>Michael A. Boone, Ph.D.</u> Assistant VP for Distance Education, Delaware State University</p>	<p>Strategic Planning Part II <u>Michael A. Boone, Ph.D.</u> Assistant VP for Distance Education, Delaware State University</p>
Salon 5	<p>“Succession Planning vs. Replacement Planning Are Different and How to Do Both” <i>Part I</i> <u>John Edwards, CCAP, NCRT</u> Organizational and Leadership Consultant Edwards & Associates</p>	<p>“Succession Planning vs. Replacement Planning Are Different and How to Do Both” <i>Part II</i> <u>John Edwards CCAP, NCRT</u> Organizational and Leadership Consultant Edwards & Associates</p>	<p>“Discovering Your Communication DNA” <u>Andrea Giggetts</u> President/CEO Giggetts & Associates</p>	<p>“Building and Leading High Performing Teams” <u>Andrea Giggetts</u> President/CEO Giggetts & Associates</p>
Salon 6	<p>“The New OMB Super Circular” <u>R. Brian Tipton</u> Attorney-at-Law Sasser, Sefton, Brown, Tipton & Davis, P.C.</p>	<p>“ROMA for Boards” <u>Gloria Boone, NCRT</u> Family Self-Sufficiency Program Manager Lake Community Action Agency</p>	<p>“The New OMB Super Circular” <u>R. Brian Tipton</u> Attorney-at-Law Sasser, Sefton, Brown, Tipton & Davis, P.C.</p>	<p>“War on Poverty and the Raise Florida Network” <u>Karen Landry</u> Executive Director</p>
Salon 7	<p>“Past, Present & Future of Community Action” <u>Jim Masters, CCAP</u> Idea Generator Center for Community Futures</p>	<p>Performing Under Pressure” <u>Mic Alexander</u> President Image Wealth</p>	<p>“For Board Members: Trends & Opportunities” <u>Jim Masters CCAP</u> Idea Generator Center for Community Futures</p>	<p>“Energy Efficiency: It’s More than a Light Bill” <u>Vernon McQueen</u> <u>Melvin Philpot</u> Duke Energy</p>
Salon 8	<p>“CSBG Proposed Organizational Standards & the State Rollout” <u>Florida Department of Economic Opportunity</u></p>	<p>“Best Practice: Addressing Homelessness in Seminole County” <u>Valmarie H. Turner, Director, Community Services Department</u> <u>Steve Fussell</u> Manager, Office of Organizational Development <u>Pastor John Murphy</u> Founder, Harvest Time International</p>	<p>“Creating Better Partners Through Certification” <u>Terry Chelikowsky</u> Executive Director Florida Alliance of Community Development Corporations</p>	<p>“Life Mastery Transformational Vision” <u>John Edwards</u> <u>CCAP, NCRT</u> Organizational and Leadership Consultant Edwards & Associates</p>

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Friday Schedule of Events

8am – 11am

Closing Plenary

Salons 5/6/7/8

Presiding: Ms. Regina Grace, FACA Board Chair



Invocation

Dr. Felicia Williams

President, Valencia State College West Campus



Buffet Breakfast

FLORIDA ASSOCIATION FOR COMMUNITY ACTION (FACA), INC.

8:30am

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Community Action Partnership National Office Briefing

Presenter: Don Mathis, President/CEO

9:00am

Community Action Partnership Learning Community Project

Presenter: Barbara Ledyard, Project Director

Rosen Plaza Hotel | Orlando, Florida | May 15-16, 2014

9:30am

National Organizational Performance Standards

Presenter: Denise L. Harlow, MSW, CCAP

Sr. Director, Training and Technical Assistance

10:30am

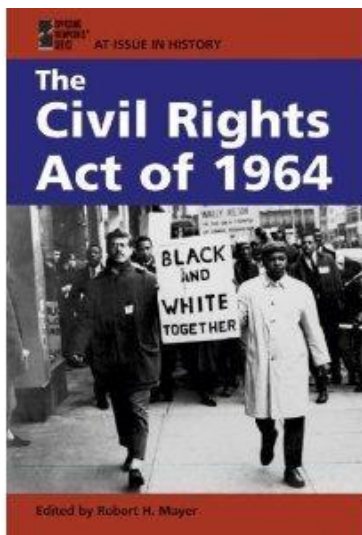
Induction of FACA 2014-2016 Board of Directors

Storyboard and Basket Raffle Drawings

Closing Remarks

12noon - 2pm

Conference Planning Committee Meeting



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Workshop Abstracts

“Unlock the Doors to Employment: See What Your Workforce System Has to Offer”

Employment opportunities are critical to the success of Florida’s citizens. The goal is to provide a dynamic statewide workforce system that will meet the needs of jobseekers and employers. Florida’s workforce system is comprised of three entities: CareerSource Florida, the Department of Economic Opportunity and 24 regional workforce boards. This workshop will provide an overview of Florida’s workforce system, outline the responsibilities of each entity, and enhance access to workforce services available in your community. We will also explore strategies to build effective partnerships between local regional workforce boards and community action agencies. At the conclusion of this session, participants will be familiar with the structure of Florida’s workforce system and the services available for all Floridians to “Get Back to Work”.

Who Should Attend

Individuals, businesses or organizations seeking information and resources to improve employment outcomes for the citizens they serve.

Presenter BIO(s) **Shila Salem, Statewide Youth Workforce Coordinator, Florida Department of Economic Opportunity, Tallahassee, Florida**

Shila Ann Salem has over 19 years experience with State government. Mrs. Salem’s public service career began in North Carolina in 1994. Throughout her career, she has been afforded the opportunity to work in a variety of rewarding positions within several different divisions and bureaus, while gaining valuable experience and increased responsibility.

In 2013, she joined the Department of Economic Opportunity as the Statewide Youth Workforce Coordinator. In this position, she is responsible for managing state youth workforce programs and initiatives that promote economic opportunities for our youth. Ms. Salem is also actively involved in several state level Councils and committees. Ms. Salem is the agency’s designee for the Independent Living Advisory Council and serves as a special assistant to the agency’s appointee on the Florida Council for the Social Status of Black Men and Boys.

Mrs. Salem holds a Bachelor of Science degree in Criminal Justice from Fayetteville State University and a Master of Arts degree from Webster University. Mrs. Salem is credentialed by the Florida Certification Board as a Certified Criminal Justice Addictions Professional. She is an honest, dedicated, and ambitious individual. Mrs. Salem’s work ethic is a testament to her drive and strong desire for promoting positive systemic change.

Mary E. Vandewater, Seminar Instructor, CareerSource Central Florida at Lake/Sumter Office in Leesburg, Florida

Mary Vandewater, Seminar Instructor with CareerSource Central Florida in Leesburg, has over 15 years’ experience working in the workforce services environment. With a BA degree in Journalism from University of Central Florida, she has worked as a seminar facilitator providing job search techniques, resume assistance, and quality customer service to a diverse population.

Taking part in job fairs, community outreach, and creating employability skills curriculum are some of the various activities that Mary has been involved in during her career. She now enjoys facilitating the Develop You Workshops for the universal customers at her local office. She is a Florida Certified Workforce Professional and Certified Motivational Career Coach.

“Case Management, Collaboration and Partnering”

The presentation will provide an overview of the case management process from orientation through successful completion. It will demonstrate the operation of a Family Self Sufficiency Program and how it interrelates with external entities. The workshop will also demonstrate how to develop collaboration and improve partnerships as well as include types of forms that are used, such as; MOU(s), Family Self-Sufficiency Program Agreement, contracts, etc.

Who Should Attend Program Directors, Managers, Staff

Presenter BIO **Pa Houa Lee-Yang, Community Services Block Grant Economic Development Director, The Agricultural and Labor Program, Inc.,** located in Lake Alfred, Florida.

She has been with ALPI Community Action Agency for 7 years. Her background includes a variety of experiences in the social services realm. She obtained her B.A. degree in psychology with emphasis on family studies in 2001. Her experience includes providing a constant flow of services to low-income families, seniors, abused and neglected children and disabled clients. Her philosophy for serving the community is that, “If you can make a difference in someone’s live, you can change the stability of their future.”

Ms. Lee-Yang came from a poor family that settled in the United States in 1979 as refugees from Thailand. Born in Thailand, but raised in the United States, she has a total of 18 siblings. The third oldest of her mother’s children, she helped raise the rest of her younger siblings, not an easy tasks. Her mother worked two full-time jobs at less than minimum wage. Her father worked hard to provide for his family. From her life

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experiences she learned that if you keep dwelling on the hardship of the situation you will never reach your destination.

Even though life was hard and complicated, her parents always stressed the need for more education. Her father believed that if one is educated to the max he/she can definitely be on top of the world. Therefore, if someone wants to make a difference in their life then lets help make that change. Striving to be the best and live comfortably is everyone's dream. Let's not strive but thrive.

Strategic Planning

This workshop will include the following: review (creation) of organizational mission; review (creation) of vision statement; voice of the customer (feedback/knowledge from customers, key stakeholders/funders.); SWOT Analysis (strength, weaknesses, opportunities, and threats); development (review/creation/modification) of organizational goals; development of strategies; and development of performance measures (including measurement method). Throughout the process there is a focus on creating a shared understanding of each of the key parts with the goal of creating a shared vision. The overall process builds buy-in and support. This leads to a shared vision of what the organization's purpose is and what they aspire to be.

Who Should Attend CEOs, Executive Directors, Program Managers, Directors, Planners and Board Members
Presenter **Michael A. Boone, Ph.D., Assistant VP for Distance Education, Delaware State University**

“Succession Planning vs. Replacement Planning Are Different and How to Do Both”

This workshop will help people learn to differentiate between succession planning and replacement to identify processes to implement to achieve organizational effectiveness and efficiency for the future. This seminar aligns with a proposed organizational standard to position agencies toward excellence. It will teach participants to distinguish between succession and replacement processes and to determine which one or both to achieve organizational results. Succession planning is often confused with replacement planning and leadership development in organizations. In reality, these strategies are very different. Replacement planning involves simply acting to fill positions that have become vacant due to turnover. Succession planning is a more detailed analysis of anticipated future needs, which includes a component of leadership development designed to ready employees to step into future vacant roles.

Who Should Attend Board members, Executive Directors, Program Directors, Managers, Supervisors and Staff desirous of evaluating organizational talent for the future.

“Life Mastery Transformational Vision”

This workshop will help people learn to listen and identify their longings and discontent; increase the amount of good they will allow in their life; learn to act in their best interest even when afraid; and learn to recognize the voice of inspired insight.

Sometimes when you dream, you are disconnected from your dreams and you treat your dreams more like fantasies that will never come true. What if you shifted your thinking, connected with your dreams, and began to accept these new thoughts and ideas as viable possibilities? Consider how different your lives would become if you believed in and lived out your dreams. Life Mastery Transformational Vision Workshop will awaken you to your extraordinary life that awaits you. You will learn that when you are in harmony with your purpose, when you are in harmony with what you are here to be and do, things get easier. This is the most passionate, wondrous way to live life.

Who Should Attend: All employees, volunteers, board members, executive directors, managers, supervisors.

Presenter BIO **John W. Edwards, Jr.**, is an organizational and leadership development consultant, a 17 year career of effective service. He was Executive Director of Northeast Florida Community Action Agency, Inc. (NFCAA), Jacksonville, Florida from October 1993 – January 2014. Edwards is Immediate Past Chairman of the board of directors of Community Action Partnership, Washington, DC; past President of Florida Association for Community Action (FACA); past Co-Chairman of the Jacksonville Living Wage Coalition; and Past Chairman of the Emergency Services and Homeless Coalition of Jacksonville, Inc., are among his community involvement interests. In addition, he is a certified national Peer-Peer ROMA Master Trainer, a national certified Pathways Reviewer for the Community Action Standards of Excellence and a Certified Community Action Professional. Edwards consults with community action agencies and other networks nationally. In 2013, Edwards was elected the inaugural President of the Association of National Certified ROMA Trainers (ANCRT). He has a broad background and knowledge in: Program Policy Administration, Organizational Planning, Management Principles and Administration, Administrative Services Management, Budget Preparation and Control, Cost Accounting Principles, Contract

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Management, and Managing and Leading People. Edwards is a leadership, board of directors, management, and organizational problem-solving consultant with a track record of effectiveness. Edwards has previously served as Executive Director of the Northeast Florida Private Industry Council, Inc.; Regional Manager of the Florida Department of Labor and Employment Security; and, in many administrative and programmatic positions with Florida Department of Health and Rehabilitative Services (currently Department of Children and Families). In total, Edwards has served in leadership positions for 36-years.

“Discovering Your Communication DNA”

Even though you have the knowledge, education, skill, and experience to do your job better than anyone else, your success may depend on how effectively you communicate on committees, in meetings, within your team, and in other situations. In this fun, engaging, participatory, and educational seminar, you will learn the secrets on how to:

- become a more effective communicator
- interact with confidence and boost your self-esteem
- discover the importance of “first impressions”
- understand the four communication styles
- learn the phrases that “kill” communication and participation
- recognize 25 ways to improve working relationships with customers, bosses, and co-workers

“Building and Leading High Performing Teams”

Teams have a vast capacity to drive an organization beyond its boundaries. When managed well, teams stimulate creativity and innovation, make an organization more adaptive to market forces, and tap into a firm's intellectual resources to drive breakthrough results. Building and Leading High Performance Teams enables you to manage team dynamics in a manner that establishes a productive work environment, delivers high performance, and fosters creative ideas. By exploring the key ingredients for successful, effective teams - composition, information flow, and synergy - you will learn how to mobilize participation, build consensus, reduce conflict, and move past stumbling blocks that can prevent a team from reaching peak performance. You will also explore team dynamics from the perspectives of both team leaders and team members in order to build a deeper understanding of the implications of management decisions.

Who Should Attend Program Directors, Managers, Supervisors, Staff

Presenter **Andrea Giggetts, President/CEO Giggetts & Associates**

“The New OMB Super Circular”

In late December, the Office of Management and Budget released its much-anticipated uniform guidance for administrative requirements, cost principles, and audits for federal grants. The “Super Circular” or “Omniscircular” provides a new framework for managing federal grants and subgrants. This workshop will explain the key changes and key compliance deadlines and what the “Super Circular” means for federal grant recipients and subrecipients. Topics to be covered include:

- Changes to the structure of the OMB grants management guidance;
- Differences between the existing and new administrative standards (including the new procurement standards);
- Revisions to the cost principles, including changes related to personnel costs;
- Changes to audit requirements under the OMB's new guidance; and,
- Compliance deadlines and key dates under the Super Circular.

Workshop participants will come away with an understanding of the major changes in the new OMB Super Circular and how those changes will affect their organizations as federal grantees and subgrantees.

Who Should Attend Board Members and Officers, Executive Directors, Program Managers, Finance Directors, Grants Managers, and Senior Managers

Presenter BIO **R. Brian Tipton, Attorney-at-Law Sasser, Sefton, Brown, Tipton & Davis, P.C**

R. Brian Tipton is a practicing attorney with more than a decade's experience working with nonprofits and grant-funded organizations across the United States. Brian is a summa cum laude graduate of the Louisiana State University and the Cumberland School of Law of Samford University. He regularly represents grant-funded entities (including Community Action Agencies and Head Start programs) in the areas of regulatory compliance, audits, funding source disputes, administrative appeals, and litigation. Brian also

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consults with organizations on governance, human resources, programmatic, and corporate matters, and develops and presents training programs for nonprofits.

“Past, Present & Future of Community Action”

Mr. Masters went to work for OEO in 1966. In his presentation of the evolution of community action from 1964 to present, he will describe the many significant accomplishments and a few mistakes we made. He will describe the challenges and opportunities facing community action today, **Learning Objectives:**

1. Learn from the mistakes of the past
2. Change strategies that used to be successful but are not any more
3. Put new Standards, ROMA Next Generation and Theory of Change in context.

Who Should Attend: All employees, volunteers, board members, executive directors, managers, supervisors.

“For Board Members: Trends & Opportunities”

Board members will learn about major trends affecting CAA's, and discuss 8 challenge issues and 12 opportunities for CAA's today. Discuss how board members can help move their CAA forward by assisting in exploration of new program concepts.

Who Should Attend: Board members, Executive Directors, Managers.

Presenter BIO **Jim Masters, CCAP, Idea Generator Center for Community Futures**

An Expert in the History, Philosophy, Mission, Governance, Programs, Strategies and Management of Community Action Agencies. Mr. Masters has more than forty-six years of success working for and with Community Action Agencies, their associations and state and federal funding agencies, from OEO to CSA and OCS. He has constructive working relationships with the NASCSP, CAP (NACAA), NCAF, NHSA, State CSBG Directors, and Regional and State CAA Associations. He has designed and conducted hundreds of workshops and Board retreats. Mr. Masters helps CAA's: create a challenging vision and values, invigorate their agency mission, stimulate innovation and leadership, enhance the knowledge and skills of staff, develop new anti-poverty strategies, develop profit-making ventures that benefit the agency and low-income people, create marketing and public relations campaigns, develop practical ideas to produce immediate improvements, solve problems and manage change.

Performing Under Pressure”

When people are under pressure, unhappy and uninformed, they are also less productive. Learn the 4 principles of Image Wellness and better manage your communications, expectations, and moods under pressure. Increase your performance; navigate through the pressures of life and improve your internal image, because Image is Powerful.

Who Should Attend: Executive Directors/CEOs, Board Members, Program Directors & Managers, Program Staff

Presenter BIO **Mic Alexander, President, Image Wealth**

Mic Alexander is a highly successful entrepreneur, author of Image is Power and a Cancer Survivor. She is the founder of Image Wealth, an organization dedicated to helping individuals and companies increase production & professionalism, by improving their “internal” & external images. She has attained mastery in business start-up, business development, image development, image improvement, and mood management. Her Image Wellness process is currently being utilized by major corporations, non-profit organizations, small businesses and individuals that want to overcome obstacles and improve results. From 1990 – 2007, Mic built The Overflow Corporation from a \$25,000 deficit to a multi-million dollar commercial printing firm. In 2008 Mic sold The Overflow Corporation, traveled to Europe and re-evaluated her skills, talents and passion, emerging with the concept of Image Wealth Management and its “Image Wellness” philosophy. Her discovery led to her first published book 'Image is Power' unaware at the time that it would later become an important tool during her battle with cancer...she won! Mic has received numerous business awards such as the Charlotte Chamber's Entrepreneur of the Year, the Business Journal's Women in Business Award and the Largest Minority Business Award to name a few.

“Best Practice: Addressing Homelessness in Seminole County”

This session will focus on the current partnerships in Seminole County to address the growing homeless crisis. Although Seminole County is among the wealthiest counties in state, the homeless population has made headlines due to its growth. Discover how partnerships can make a difference in the community and combat homelessness. Discuss the Homeless Crisis in Seminole County, help attendees understand the homeless crisis occurring in a County with a wealth of resources available. This will also help to better

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identify the new face of homeless as it has evolved with the economic downturn. To address and reduce poverty, the community must first understand the causes, barriers, and resources available.

Who Should Attend: Executive Directors/CEOs, Board Members, Program Directors & Managers, Program Staff

Presenter BIOs **Valmarie H. Turner, Director, Community Services Department**
Steve Fussell Manager, Office of Organizational Development
Pastor John Murphy Founder, Harvest Time International

Valmarie H. Turner was appointed the Director of the Community Services Department with Seminole County Government December 2011. She is a seasoned manager of housing programs and brings a wealth of knowledge to the County through several local governments in Georgia and Florida. Ms. Turner is a graduate of Florida A&M University with a Bachelor of Science Degree in Business Economics as well as Walden University with a Master of Public Administration Degree. Valmarie is a Licensed Real Estate Salesperson in the State of Florida and Georgia, Certified Housing Counselor, Certified HOME Program Specialist – Regulations and Administration, and Certified Housing Development Finance Professional. She is very active in the community and currently serves on the Board of Directors, as First Vice President, for the Florida Community Development Association, as well as the Healthy Start Coalition.

Steve Fussell manages the Office of Organizational Development for Seminole County Government and is responsible for enterprise performance management, training, business process management and program/portfolio management. He is a certified Project Management Professional (PMP), Six Sigma Black Belt trained and ITIL V3 foundation certified. Steve's experience includes project/program/portfolio management and process management at the Fortune 500 level and in public sector. Steve is a Magna Cum Laude graduate of Rollins College where he holds a Masters degree in Corporate Communication and Technology. Steve teaches undergraduate courses at Rollins College that include project management, business process management, strategic planning and organizational design.

Pastor John and his wife Mary have 5 children and are the founders of Harvest Time International. He has been a teacher, writer and preacher of the infallible Word of God for close to 40 years. In addition, Pastor John has extensive experience in the corporate world as the owner and president of various contracting, restoration and decorating businesses since 1981. In 1994, Harvest Time International was founded and has experienced continual growth ever since. As a visionary, Pastor Murphy foresees that the future holds a wide array of other projects that will benefit the poor and disadvantaged populations locally, nationally and around the world.

“Creating Better Partners Through Certification”

FLACDC has developed a certification program that sets operational standards for the Community and Economic Development (CED) industry in Florida. Our long-term goal is that these standards will: Result in the certification of qualified CDCs, Community Housing Development Organizations, Community Action Agencies and other CBDOs; Generate recognition for the product from investors and stakeholders; Afford investors and stakeholders with a common tool for measuring the general capacity of their nonprofit partners; and Provide an added value for the community-based development organizations that obtain a widely recognized professional seal that establishes the viability of a certified organization. Workshop participants will learn about the FLACDC Certification Program; background of organization and program; similar programs nationally; process and content; value added for participation. Program relates to CAA because it is designed to strengthen and professionalize the community development industry, leading to increased investment in our economically challenged communities and citizens. The CDC Certification program helps nonprofits build partnerships with investors and others by demonstrating their willingness to accept and strive to meet organizational standards which make them better partners.

Who Should Attend: Executive Directors/CEOs, Board Members, Program Directors & Managers, Program Staff

Presenter BIO **Terry Chelikowsky Executive Director Florida Alliance of Community Development Corporations**

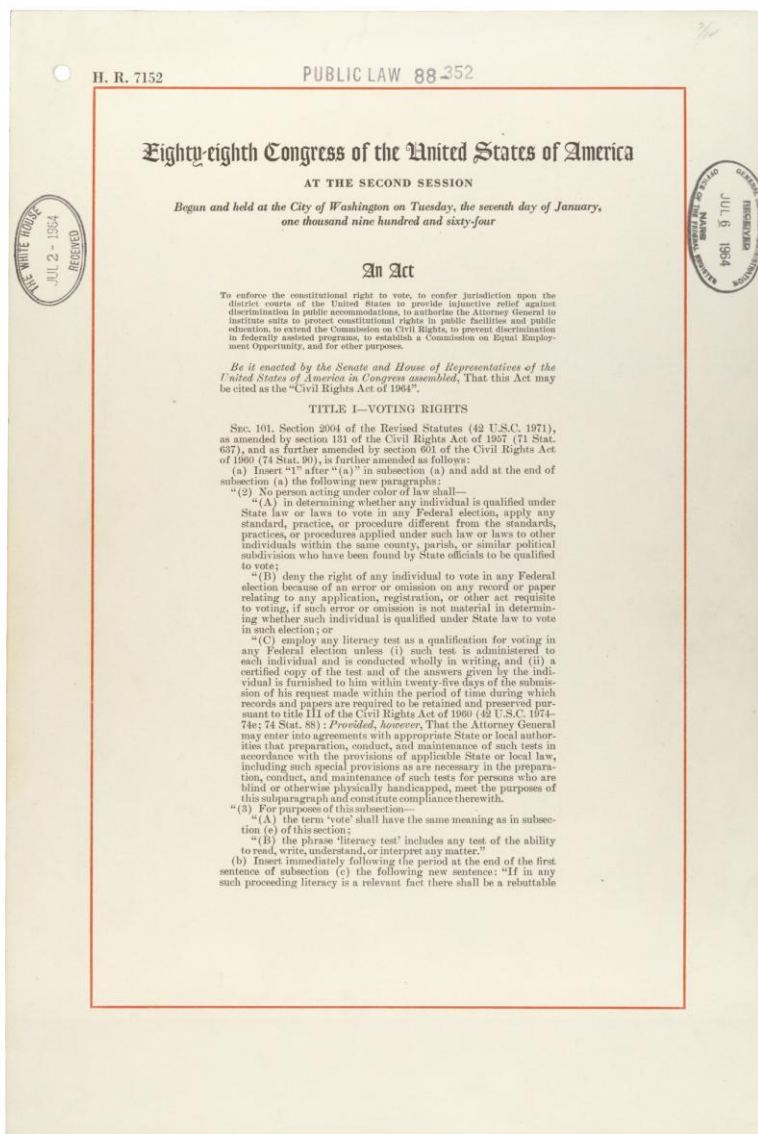
Ms. Terry Chelikowsky is the Executive Director of the Florida Alliance of Community Development Corporations (FLACDC). The Alliance's mission is to secure the financial well-being and future of low and moderate income people by advancing housing, economic development and community building strategies of Florida's nonprofit organizations. She received her start in the community development industry in 1989 at the Ohio CDC Association. During her tenure there, Terry was responsible for the development and coordination of training and technical assistance programs for Ohio CDCs in the areas

“Celebrating 50 Years of Community Action: Reclaiming the Promise of Economic Opportunity, Security & Equality”

of affordable housing, microenterprise and community economic development. She left in late 1994 to establish her own consulting company where she worked primarily in the areas organizational strategic planning and microenterprise program development/implementation. She also started and served as the founding executive director of the Microenterprise Organization of Ohio. Since coming to FLACDC in mid-2006, Ms. Chelikowsky has worked steadily to build the structural capacity of members to better meet their missions; develop mutually beneficial partnership with other statewide organizations; and educate stakeholders, policy makers and funders on the critical role played by CDCs in community economic development. Her ultimate goal is to raise the profile of CDCs to such an extent that they become the 'go to' entities for community economic development in Florida. She currently serves on the board of directors of the National Alliance of CED Associations and co-chairs its public policy committee. Ms. Chelikowsky served two years as a Peace Corps Volunteer in Belize, Central America where she worked in elementary education as a teacher trainer. She has an M.A. in International Development Studies from Ohio University, Athens and is certified through the National Development Council as an Economic Development Finance Professional.

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