

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



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California Child Care Resource & Referral

**N E T W O R K**

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**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 15<sup>th</sup> at 5:30 pm for our Welcome Reception.

Thursday, October 16<sup>th</sup> 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 15<sup>th</sup>

### 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<sup>th</sup>

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 17<sup>th</sup>

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

## **Executives:**

### **United for Impact: Stories That Change the Narrative**

*Maria Alvarez, Hively and Inez Odom, Team Lewis*

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.

### **“The Paperless Project”**

*Adonai Mack, Child Action and other panelists TBD*

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.

### **Compassionate Accountability during Difficult Times**

*J. Carlin*

How to have accountability when everyone is on the last nerve with everything that is going on. How do we stay on our own Personal Growth Journey, including burnout, and self-care? Staying focused on career development, self-care, and the things we are passionate about when we are in the middle of a tornado.

### **R&R and 211: Comprehensive Referrals to Meet Whole Family Need**

*Linda Asato, CA Child Care R&R Network*

Workshop Description TBD

## **Managers:**

### **Partnering for Impact: A Phased Approach to Internal Program Evaluation at Children's Council**

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

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.

### **Supervising with Empathy and Clarity: Leading Diverse Teams Effectively**

*Patricia Navarro, Center for Nonprofit Management*

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.

### **Resilient Leadership in Uncertain Times: Leverage polarity management to drive growth, sustainability and impact**

*Mary Hekl & Elaine Lenore, Hively*

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.

### **Scaling for Success: Embracing Technology to Build a Thriving Team**

*Jackie Senczyszyn & Mona Shirk, Hively*

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.

### **Personal Growth Journey**

*J Carlin*

Workshop description TBD

## **Creating Impact through Resilient Leadership and Trauma-Informed Practices**

*Anitra VonSchoech, CA Child Care R&R Network*

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.

## **Promoting Self-Care, Wellness & Resilience**

### **From Burnout to Boundaries: Building a Culture of Support through De-escalation Training for Frontline Staff**

*Sue Denny, Jackie Senczyszyn & Mona Shirk, Hively*

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.

### **The Pursuit of BRAVE: Fear Less, Live More**

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

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.

### **Finding Common Ground in Polarizing Times**

*Rainbow Markell, CA Child Care R&R Network*

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.

## **Resilience and Trauma-Informed Self Care**

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

In this workshop, we will explore the concept of resilience by highlighting the importance of trauma-informed selfcare 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.

## **AP Administration**

### **AP Family Enrollment Events**

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

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.

### **Empower Together: Centralized Training for Shared Success**

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

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.

### **Internal Program Audits and Communication of Program Changes**

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

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.



### **Designing With Families: Cross-Agency Collaboration to Improve Child Care Access**

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

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.

### **Supporting & Working With Child Care Providers**

#### **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*

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.

#### **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*

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.

#### **Community Care Licensing (CCLD) Essentials: Licensing Updates, Common Citations, and CAB Information**

*Carla Fernandes-Goes & Danielle Cinder, CA Dept of Social Services, Community Care Licensing Division, Child Care Program*

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.

### **Inclusion in Family Child Care Homes: Factors for Success**

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

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.

### **Supporting Children with Disabilities**

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

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.

### **Conectando a Través del Juego**

#### **(Connecting Through Play-FFN Playgroup Presentation)**

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

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.

### **Strengthening Families/Diversity, Equity and Inclusion/TIC**

### **Breaking the Chains: Disrupting the Preschool-to-Prison Pipeline**

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

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.

### **Rooted In Culture: Caring for Black Children through a Black Lens**

*Tunisia Jackson, CA Child Care R&R Network*

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.

### **Building ACROSS Identities**

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

Description TBD

### **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*

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.

### **Hope & Help: State Resources to Empower Crime Victims & Families**

*Jennifer Rocco, California Victim Compensation Board (CalVCB)*

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.

### **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*

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.

### **Building Knowledge in the Child Care Field/Emerging Issues**

Advocacy and Coalition Building

*LIIF*

Description TBD

### **Dual Language Learners: Making Sense of Numbers**

*Manny Ramos, Connections for Children*

Description TBD

### **R&R Monitoring Tool**

*Lakisha Sipple, Brittany Sheffield & Chantel Chandra, California Department of Social Services*

In this workshop, participants will gain a comprehensive understanding of Resource and Referral (R&R) Monitoring, including its purpose, key components, and how it supports program accountability and quality improvement. The session may cover the essential areas that are evaluated during monitoring, such as contract compliance, and data accuracy.

### **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*

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.

### **Learning the Ins and Outs of 211 to Enhance Community Support**

*Tran Nguyen & Nadia Monroy, Family Resource Center of San Joaquin County*

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.

### **Many Paths, One Purpose: Building Your TIC Toolkit**

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

In this workshop, we will explore the concept of resilience by highlighting the importance of trauma-informed selfcare 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.

### **Working Together in a Full Circle**

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

This workshop is to show the pathways that families can go to get services through BANANAS. We will talk about how most of our programs are intertwined to help the family and providers thrive.

### **What Do YOU Provide? Reflect, Connect, and Strengthen Your Role**

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

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.

### **Collaborative Solutions**

*Dezerie Martinez, San Diego County Office of Education*

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.

### **TrustLine and Guardian 101**

*Nick O'Dowd, CA Child Care R&R Network, Kim Griffith, Henry Galan, Yasaira Wilkins & Aubrey Biscoe, CA Dept of Social Services*

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

### **Empowering Early Educators: Building a Dynamic Child Care Resource & Referral Educational Library**

*Karen Frazier & Sheri Noble, The Resource Connection*

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.

### **Public Policy/Advocacy**

#### **State Budget and Legislative Roundup for Child Care in 2025**

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

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.

#### **The Impact of Federal Threats on California's Families and Children**

*Laura Pryor & Erik Saucedo, California Budget & Policy Center*

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.

#### **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*

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.

**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*

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.

**We're Black, Y'all! Centering Blackness in Advocacy**

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

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!

**Advocacy in the Early Childhood Setting**

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

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 selfcare.