The Virginia Foundation for Healthy Youth (VFHY) has provided quality regional trainings to prevention professionals throughout the state of Virginia since 2005. The trainings help develop professional, organizational and classroom management skills, increase general prevention knowledge and build capacity among statewide prevention and substance abuse professionals. The workshops are open to ANYONE interested in attending.

For additional information or to schedule a workshop, please contact:

Charlie McLaughlin, Jr.
Training and Resource Manager
(804) 786-2279 (office)
(757) 334-5370 (mobile)

www.vfhy.org/training
How VFHY Workshops Are Scheduled

VFHY schedules workshops by one of the two following methods:

Periodic Training Interest Survey Results

VFHY sends out a Training Interest Survey twice a year asking which workshops you would like to see offered in your community. VFHY compiles the survey data and offer workshops virtually and/or in the four regions of the state (northern Virginia, central Virginia, Southeast Virginia and Southwest Virginia) based on region specific popular demand.

Once a popular workshop is identified, VFHY works with the instructor and agencies in that region to secure training dates and locations. The workshops are posted on the VFHY Training site (www.vfhy.org/training).

Organization Request

Many time organizations see workshops in the catalog that they would love to offer to their staff, coalition, organization or community partners. VFHY provides a low cost opportunity for organizations interested in any of the workshops VFHY offers. Below is the process for organizations interested in this option:

- Requesting organization review VFHY Regional Training Catalog of Workshops to determine which workshop they are interested in hosting
- Organization contacts Charlie McLaughlin at cmclaughlin@vfhy.org or (804) 786-2279 to request a specific workshop to be scheduled, offer a training site, and provides suggested dates.
- VFHY contacts the instructor and coordinates instructor availability to conduct the workshop at the requested location and date.
- Once confirmed with the instructor, the host site is contacted and secures a training location that would accommodate up to 30 attendees.
- The scheduled workshop title, date and location is placed on the VFHY Training website (www.vfhy.org/training).
- The host site is invoiced a confirmation fee (this fee goes toward the trainers' expenses and registration fees). The fee allows the host sites up to 15 participates to attend the workshop at no additional cost.

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cmclaughlin@vfhy.org
CATEGORIES OF WORKSHOPS OFFERED

1. Substance Abuse Education and Prevention (pages 5-12)

- A Closer Look at Prevention and Early Intervention for Substance Use in Teens and Young Adults – Barbara Burke
- An Introduction to E-Cigarettes – Barbara Burke
- Best Strategies to Support Tobacco Prevention Efforts - Alejandro Garcia-Barbon
- E-Cigarettes: What Are They, What Are the Health Risks, and What Can We Do To Protect Youth – Barbara Burke
- E-Cigarette & Pod-Based Systems 101: Big Tobacco Reinvented – Barbara Burke, Pam Ray
- Effective Planning and Implementation for Tobacco-free School Campuses - Jim Martin
- Effective Tobacco Use Prevention & Cessation Strategies for Youth and Young Adults – Alejandro Garcia-Barbon
- How To Make Tobacco An Issue in Priority Populations - Alejandro Garcia-Barbon
- Introduction To Tobacco - Alejandro Garcia-Barbon
- Latest Tobacco Use Trends - Alejandro Garcia-Barbon
- Let’s Talk About Weed – Barbara Burke
- New Emerging Triangle: Tobacco, E-cigs and Marijuana – Jim Martin
- Planning and Implementing Evidence-Based Tobacco Use Prevention Strategies - Jim Martin
- Substance Use in Teens and Young Adults: Concerns and Strategies - Instructor: Barbara Burke
- The New Epidemic: JUUL Use Among Youth and Young Adults - Jim Martin
- The New Landscape of Tobacco Products: E-cigarettes and Other ENDS – Jim Martin
- Twenty First Century Vaping: A Youth Epidemic – Barbara Burke, Pam Ray
- “What Are They Smoking Now?”: An update on Vaping and Marijuana with Teens and Young Adults. – Barbara Burke

2. Nutrition, Obesity and Physical Activity (pages 13)

- Best Practices of Nutrition and Physical Activity for Early Childhood - Alternative Inc
- Media Campaigns to Promote Obesity Prevention – Alejandro Garcia-Barbon
- Nutrition Education Made Fun: Effective and Creative Techniques for Teaching Kids to Eat Healthy – Angie Hasemann
3. **Community Team Development Sustainability & Assessment** (pages 14-16)

- Building and Sustaining a Culture of Strategic Intersections: Creating Signature Partnerships in Your City - *Paul Short*
- Building Effective and Sustainable Coalitions – *Health Resources in Action*
- Collective Impact – *Instructor: Health Resources in Action*
- Community Assessment - *Alejandro Garcia-Barbon*
- Effective Strategic Planning - *Alejandro Garcia-Barbon*
- Effectively Engaging Multi-Sector Partners – *Health Resources in Action*
- Engaging and Empowering Priority Communities: Health Equity in Action – *Health Resources in Action*
- When You Have No $$$: Sustaining Your Coalition Efforts – *Facilitator: Kim Brown*

4. **Professional & Organizational Development** (pages 17-24)

- 5 Languages of Appreciation at Work – *Bernadette Costello*
- Advanced Cultural Competency - *Alejandro Garcia-Barbon*
- Advanced Prevention - *Alejandro Garcia-Barbon*
- Awaken Your Creative Spirit - *Alternatives Inc*
- Behavioral Health Equity: A Social Justice Matter - *Patricia Hill*
- Building Protective Factors for Safe and Happy Youth and Families - *Markella Maschas*
- Creating a Sustainable Culture of Workplace Empathy and Why this Matters - *Paul Short*
- Cultural Competency I: Our Perception Is Our Reality – *Kim Brown*
- Cultural Competency II: The Self-Awareness Spectrum – *Kim Brown*
- Cultural Competency III: Cultural Competency in Action (Knowledge, Skills, and Abilities) - *Kim Brown*
- Do You Hear What I Hear? - *Alternatives Inc*
- Learn How to Be Reflective With Your Staff: A Must For Supervisors! – *Markella Maschas*
- Maintaining Professional Boundaries to Support Healthy Relationships and Reduce Burnout – *Markella Maschas*
- Managing Conflict (4 hours) – *Bernadette Costello*
- Managing the Silent Side of Change (4 or 6 hours) – *Bernadette Costello*
- Performance Focused Conversations – *Bernadette Costello*
- Prevention 101 – *Facilitator: Kim Brown*
- Team Skilling for Leaders – *Bernadette Costello*
- The Power of Positivity: Maslow Was Definitely on to Something! – *Donna Proctor*
- Time Management: An Essential Skill for Effective People – *Donna Proctor*
- Understanding Yourself and Others: A Leadership Workshop Using the Myers Briggs Type Indicator - *Donna Proctor*
- What’s Your Conflict Management Style? - *Donna Proctor*
- You Want Me to Do What? Fiduciary Responsibilities - *Donna Proctor*
5. Youth Advocacy, Youth Development & Engagement (pages 25-26)

- Adultism: Barrier to Youth Engagement - Alternatives Inc
- Asset-Building - Alternatives Inc
- Boundaries with Youth – Health Resources in Action
- Service Learning - Alternatives Inc
- Supporting Healthy Relationships Among Young People – Health Resources in Action
- Who Unplugged the Cord?: Disclosing Engagement Barriers Between Youth and their Parents/Caregivers in a Digital/Screen-driven World - Paul Short

6. Facilitation & Classroom Management (pages 27-29)

- Advanced Facilitation: Understanding Your Audience: Help Motivate Them to Want to Learn – Charlie McLaughlin
- The Art of Facilitation - Alternatives Inc
- Behavior and Classroom Management Training - Health Resources in Action
- Effective Presentation Skills - Virginia Cooperative Extension
- Facilitating Effective Meetings and Groups - Virginia Cooperative Extension
- Family Engagement and Retention: How to Engage and Retain Families in Your Program – Markella Maschas
- Not Just Fun and Games - Alternatives Inc
- Things Come Better in Pairs: Discovering the Power of Activating Both Conversation and Facilitation When Working with Youth - Paul Short

7. Proposal Writing and Grant Management (page 30)

- Grant Writing 101: It’s A Process – Valerie Liggins-Law
- Grant Writing 102: Writing a Proposal – Valerie Liggins-Law

8. Instructor Biographies (pages 31-36)
1. **Substance Abuse Education and Prevention**

A Closer Look at Prevention and Early Intervention for Substance Use in Teens and Young Adults - 
*Instructor: Barbara Burke*

This 3-hour (virtual) interactive workshop examines some of the traditional models of prevention, intervention and treatment and their degrees of effectiveness. Participants are asked to view prevention through a different lens and are given the opportunity (through breakout sessions) to brainstorm new ways of addressing concerns. Updated terminology and best ways to start the conversation with teens and young adults are discussed. Participants are given tools and suggestions such as interviewing, screening, assessment, referrals and a review of levels of care according to ASAM criteria, for starting an Early Intervention Program in their school or community. This workshop is geared toward clinicians, policy makers and anyone in the position to create or impact programming...or for anyone who would benefit from gaining a better understanding of the process.

**Objectives:** Participants will be able to:
- Name different types of prevention
- Show an understanding of the importance of starting effective prevention early on
- Differentiate levels of care according to ASAM criteria
- Outline the basics of an Early Intervention Program suited to their population
- List examples of Motivational Interviewing questions that may be effective in exploring substance use with teens and young adults

**Best Strategies to Support Tobacco Prevention Efforts - Instructor: Alejandro Garcia-Barbon**

How much impact is your program having in your community? Has your program been able to change how your community feels about tobacco use? This workshop will look at those strategies that will give your program the biggest impact by changing how the community sees, feels and reacts to tobacco use. In addition, this workshop will offer innovative methods for involving young people in prevention by using proven youth-led strategies for Tobacco Prevention. Participants will look and evaluate specific types of strategies and ways to effectively engage their community in these efforts and will engage in an action-planning activity to identify follow-up strategies.

**Key Learning Objectives**
- Recognize which strategies can enhance your prevention efforts.
- Identify the main components of proven best strategies.
- Understand the benefits of changing community norms.
“An Introduction to E-Cigarettes” - Instructor: Barbara Burke

This half day interactive workshop designed for parents and adults working with adolescents in both community and school settings will answer the key questions asked about e-cigs. Participants will understand the various forms of e-cigs, its content, what's driving our youth toward engaging in this risky behavior and most importantly, how can we help them make better choices.

Key Learning Objectives:

- Explore What are e-cigarettes?
- Understand how e-cigarettes work?
- Discuss why e-cigs are they enticing to adolescents?
- Discuss the available resources and strategies for addressing e-cigarette use by adolescents?

E-Cigarettes: What Are They, What Are the Health Risks, and What Can We Do to Protect Youth - Instructor: Barbara Burke, Pam Ray

This 2-hour workshop created by Dr. Brian King from the Center for Disease Control and Prevention (CDC) orients participants to the evolution of E-Cigs, the rise of its popularity amongst youth, its health risk and ways we can address this public epidemic. Topics discussed include: advertising, flavored products, JUUL, cannabis, use of E-Cigs, and public health actions and policies to reduce its use.

Key Learning Objectives:

- Understand how e-cigs evolved and its anatomy
- Ways E-Cigs are marketed to young people
- National and local Tobacco Product and E-Cig Data
- Policies and suggestions to address E-Cig Use

E-Cigarettes & Pod-Based Systems 101: Big Tobacco Reinvented - Instructor: Barbara Burke

This 90-minute Tobacco Tool Kit presentation created by Stanford University describes in detail what E-Cigs are, its anatomy and contents. This presentation will briefly discuss its effects on the body and marketed target audience.

Key Learning Objectives:

- Define E-Cigarettes (E-Cigs)
- Explore its anatomy and contents
- Explore Nicotine effects on the Body
- Social Media Targeting
Effective Planning and Implementation for Tobacco-free School Campuses - Instructor: Jim Martin

This workshop will provide participants with knowledge and skills to effectively plan toward the adoption and implementation of evidence-based 100% tobacco-free school campus policy. This workshop will include interactive sessions on effectively planning and implementing strategies to create a healthier school environment to promote tobacco-free living.

Key Learning Objectives
- Review evidence-based interventions for school settings
- Discuss prevention strategies that are effective with youth and young adults
- Understand the role of tobacco-free school interventions in promoting tobacco-free environments that impact both prevention and cessation for youth
- Discuss and practice interactive activities for strategic planning in the community and school setting
- Understand the key elements of a 100% tobacco-free school campus policy and the critical steps for achieving compliance
- Review key lessons learned from other national, state and local school examples

Effective Tobacco Use Prevention & Cessation Strategies for Youth & Young Adults - Instructor: Alejandro Garcia-Barbon

This workshop will provide participants an opportunity to learn about effective tobacco cessation strategies among youth and young adults. This will include interactive activities on the framework of tobacco addiction, a detailed look at tobacco cessation strategies on schools and college campuses, and marketing and prevention strategies. The workshop will also provide an opportunity to strategize with other colleagues on this issue.

Key Learning Objectives
- Review evidence on youth and young adults and tobacco use
- Understand that addiction is rapid for many people, and that there is no “experimental” use of “safe” exposure
- Discuss prevention and cessation strategies that are effective with youth and young adults
- Understand role of media in promoting tobacco prevention and cessation to youth and young adults

How to Make Tobacco an Issue in Priority Populations - Instructor: Alejandro Garcia-Barbon

Have you asked yourself why tobacco does not seem to be an issue in priority populations? The truth of the matter is that you are right; tobacco is not considered an issue in communities of color.

Key Learning Objectives:
- Discuss tobacco prevention and control as a Public Health Issue.
- Discuss the pressing issues in tobacco prevention and control in priority populations.
- Talk about successes in communities of color in tobacco prevention and control.
- Discuss opportunities for communities of color to close the gap in current health disparities.
**Introduction to Tobacco - Instructor: Alejandro Garcia-Barbon**

This one-day course allows participants to learn basic knowledge about tobacco. This course will also provide participants with the ability to teach others about the number one cause of preventable death in the United States, TOBACCO.

Key Learning Objectives:
- Present the history of tobacco use and the tobacco prevention and control movement
- Discuss the physical effects and consequences of tobacco use and second hand smoke
- Present the ingredients used in tobacco products
- Discuss Scope of tobacco problems & issues
- Develop and implement action plan regarding the issue

**Latest Tobacco Use Trends - Instructor: Alejandro Garcia-Barbon**

Tobacco use trends determine the type of prevention work and strategies that one utilizes in the community. In this workshop participants will study the trends surrounding tobacco use and consumption, as well as related morbidity and mortality specific to their communities. In addition, participants will analyze the prevention work that has been done in their communities and will work to identify and plan future prevention activities.

Key Learning Objectives
- Study the trends of tobacco use in order to better influence the planning and coordination of community efforts to prevent the use and abuse of tobacco and other substances.
- Study and promote programs that have impacted and changed the trends of tobacco use.
- Identify and plan for future prevention activities to continue impacting the tobacco use trends in local communities.

**Let’s Talk About Weed - Instructor: Barbara Burke**

This 3-hour (virtual) interactive workshop explores our culture’s relationship with Cannabis, from demonization to infatuation. In the wake of legalization, it is important to gain a better understanding of what Marijuana is and what it is not; dispel myths and gather the facts. This workshop addresses concerns about the use of Marijuana in teens and young adults, the impact of vaping and edibles and the potential risks and consequences associated with regular use. We can learn about the impact of legalization and commercialization in other states to help prepare us for what is to come here in Virginia. Breakout sessions are used to share ideas and strategies for keeping our youth safe.

**Objectives:** Participants will be able to:
- Classify Marijuana and its effects
- Show a basic understanding of concerns related to use in teens and young adults
- Track trends in Marijuana use and marijuana vaping among youth
- Note differences between Marijuana use in past generations to today
- Identify early intervention and treatment strategies for teens and young adults
New Emerging Triangle: Tobacco, E-Cigs and Marijuana - Instructor: Jim Martin

This training focuses on the intersection of tobacco, electronic cigarettes and marijuana as well as new electronic delivery systems for both nicotine and other substances. This changing landscape, especially among youth includes e-cigarettes, hookah pens, vape pens and mods delivering flavored nicotine liquids: new heat-not-burn products that produce fumes, flavored little cigars, both regular and electronic; synthetic marijuana and liquid THC, which can aerosolized. The session will also include new FDA regulations on deemed tobacco products.

Key Learning Objectives:
- Describe the new paradigm of the intersection of tobacco, electronic cigarettes and marijuana as well as new electronic devices being the delivery system for both nicotine and other substances.
- Review all the new electronic cigarettes, hookah pens, vape pens and mods delivering flavored nicotine liquids.
- Describe electronic devices using synthetic marijuana and liquid THC and the produced aerosolize.
- Discuss the health impacts of using these devices--nicotine, marijuana, chemical contents, addiction, body systems affected, etc.
- Describe the health risks of exposure of secondhand aerosol, especially among youth and various vulnerable population groups.
- Examine the issue of child poisoning related to exposure to e-liquid nicotine.
- Discuss marketing strategies--who is involved and what are the target audiences?
- Discuss current regulations and policies --describe in detail the new federal FDA regulations.

Planning and Implementing Evidence-Based Tobacco Use Prevention Strategies - Instructor: Jim Martin

This workshop will provide participants with the knowledge and skills to effectively plan, implement and evaluate evidence-based tobacco use prevention interventions to reach youth and young adults. This will include interactive sessions on effectively planning and implementing strategies to create healthier environments that promote tobacco-free living.

Key Learning Objectives
- Review evidence-based interventions for preventing and reducing tobacco use among youth and young adults
- Discuss specific strategies that are most effective with youth and young adults
- Understand the role of interventions in promoting tobacco-free environments that impact both prevention and cessation for youth and young adults
- Discuss and practice interactive activities using the nine question framework for strategic planning
Substance Use in Teens and Young Adults: Concerns and Strategies - Instructor: Barbara Burke

This interactive workshop provides an overview of adolescent development, compares healthy curiosity with problematic substance use, and what is “normal” in our culture. It identifies the ways substance use may impact various areas of a teen’s life and growth as well as look at who is most at risk. Emphasis will be placed on how to address concerns, proper language, terminology, and how to create effective dialogue. This workshop provides an overview of prevention levels with attention on how and when to intervene, options for early intervention and treatment, and how to support young people in recovery. This workshop is suited for parents, educators, administrators, prevention professionals, clinical personnel as well as policy makers.

Key Workshop Objectives:

- Learn about of the impact of substance use on aspects of development and why early substance use poses concern
- Gain an understanding of who is most at risk for problems with substances
- Consider what may be “normal” adolescent curiosity and experimentation and when to become concerned
- Understand recent trends in substance use (focus on vaping, nicotine, marijuana and alcohol)
- Look at various ways to address concerns; appropriate language, levels of intervention and treatment options for teens and young adults

The New Epidemic: JUUL Use Among Youth and Young Adults - Instructor: Jim Martin

This training session will focus on the new landscape of tobacco products and the emergence of JUUL, the e-cigarette product that has become extremely popular among kids and young adults. The session will discuss how they work and what they look like. The session will discuss the latest prevalence data among youth and young adults as well as the current research on e-liquid aerosols. The training will discuss steps that the FDA has taken to regulate JUUL and other e-cigarette products, as well as options for state and local governments to supplement and enhance federal regulation.

Key Learning Objectives:

- Describe the new flash-drive design of e-cigarettes
- Learn about characteristics and common chemicals found in the aerosol of e-cigarette devices
- Discuss the health impacts of using these devices
- Describe the health risks of exposure of secondhand aerosol, especially among various vulnerable population groups
- Discuss the issues of "cessation and harm reduction" related to these new tobacco products
- Learn about regulations of e-cigarettes at the federal, state and local levels
The New Landscape of Tobacco Products: E-cigarettes and Other ENDS – Instructor: Jim Martin

The training session will focus on describing the new landscape of e-cigarettes and other Electronic Nicotine Delivery Systems (ENDS) in VA and the nation. What are they? How do they work? What do they look like? The session will provide the latest in-depth data on the prevalence and patterns of use among various age groups and population groups. Current research on the known health risks of these new tobacco products both short and long term and important research gaps will be extensively discussed.

The presenter will also discuss:
- The chemicals found in the aerosol of electronic nicotine delivery devices
- Discuss the health impacts of using these devices--nicotine, vapor contents, body systems affected, etc
- Describe the health risks of exposure of secondhand aerosol, especially among various vulnerable population groups.
- Examine the issue of child poisoning related to exposure to e-liquid nicotine.
- Discuss the impact on pregnant women and their fetus.
- Discuss the issues of "cessation and harm reduction" related to these new tobacco products -- are they good or safe substitutes for tobacco products?
- Discuss marketing strategies--who is involved and what are the target audiences?
- Discuss current regulations and policies --describe in detail the federal FDA legal cases and the current federal and state-level approaches to regulation.

Twenty First Century Vaping: A Youth Epidemic - Instructor: Barbara Burke, Pam Ray

This 4-hour workshop combines the contents of two shorter VFHY E-Cig Workshops ("E-Cigarettes: What Are They, What Are the Health Risks, and What Can We Do To Protect Youth" and "E-Cigarettes & Pod-Based Systems 101: Big Tobacco Reinvented". The workshop covers the evolution of e-cigarettes, its appeal to youth, its health risks and how we can address this public epidemic. It also details e-cigarette anatomy and its contents.

Key Learning Objectives:
- Define E-Cigarettes (E-Cigs)
- Understand how e-cigs evolved and its anatomy
- Ways E-Cigs are marketed to young people & Social Media Targeting
- Explore Nicotine effects on the Body
- National and local Tobacco Product and E-Cig Data
- Policies and suggestions to address E-Cig Use
“What are they smoking now?”: An update on Vaping and Marijuana with Teens and Young Adults. –
_Instructor: Barbara Burke_

This 4 or 6 hour workshop is an overview of the evolution of e-cigarettes, usage trends among teens and young adults and the risks and concerns related to these trends. There will be some discussion of adolescent development and why any substance use is concerning for the young brain. We will look at how advertising and social media have contributed to the problem and what can be done at various levels of intervention, including treatment and cessation tools. The program invites schools and communities to develop their own protocols to address this growing problem. The discussion will also address Marijuana use in young people as there is an overlap and continuum of use that often involves Cannabis.

Key Learning Objectives:
- Gain an understanding of the risks of substance use during adolescence and the young adult years.
- Learn what type of electronic smoking devices are available, the differences and be able to recognize them.
- Gain information about the health risks and trends in use among adolescents and young adults.
- Address myths, trends and concerns related to Marijuana use in young people and the connection to vaping.
- Provide opportunities for interaction and collaboration – to begin to brainstorm ways to address these issues in our own school or community.
2. **Nutrition, Obesity and Physical Activity**

**Best Practices of Nutrition and Physical Activity for Early Childhood - Instructor: Alternative Inc**

This training will provide a general overview which will touch on why providers need to change their practice, discuss the ABCs of a Healthy Me, role modeling, resources and brain development. We will explore best practices of healthy eating (nutrition guide lines, menu/ meal planning, family style dining, celebration policies and parental involvement) and best practices of physical activities (physical activity guidelines, scheduling of activity time, learning new activities and reducing screen time.

Key Learning Objectives:
- Demonstrate knowledge of evidence-based strategies and best practices to help prevent childhood obesity and improve children’s health
- Demonstrate ability to develop program action plan supports improvement in nutrition and physical activity

**Media Campaigns to Promote Obesity Prevention – Instructor: Alejandro Garcia-Barbon**

With two out of every three Americans either overweight or obese, the obesity epidemic should be a top priority for communities and community advocates across the country. Research and history show that the best way to create awareness and provide education to communities on any particular issue is through media campaigns. During this workshop, participants will learn the value that a comprehensive media campaign can bring to their prevention program, especially when promoting Obesity Prevention. As community advocates, we tend to believe that in order to conduct a media campaign we need to have a big budget. That is a misconception!!!

Key Learning Objectives:
- Learn the components of a comprehensive media campaign.
- Review case studies of successful media campaigns promoting obesity prevention.
- Learn how to secure media attention and press coverage to the launch and build a framework for sustainable partnerships to maximize exposure of the campaign.
- Learn how to draw attention to the campaign by local/state government offices/agencies and policy makers.
- Learn how to appeal to minority populations at high risk for obesity.
- Learn how to engage advocacy groups representing those affected by obesity and corporate partners.
- Learn how to conduct process evaluation and use participatory meth

**Nutrition Education Made Fun: Effective and Creative Techniques for Teaching Kids to Eat Healthy – Instructor: Angie Hasemann Bayliss**

While healthy eating isn't rocket science, it can seem that difficult if you don't know how to translate the science into kid-friendly terms. Learn tips from a Registered Dietitian who masters creative nutrition education, and leave with the knowledge and ideas you need to teach healthy eating to children and their families.

Key Learning Objectives:
- Understand the basics of healthy eating.
- Adapt healthy eating principles to the pediatric population.
- Implement nutrition education strategies in your practice setting.
3. **Community Team Development, Sustainability Assessment**

**Building and Sustaining a Culture of Strategic Intersections: Creating Signature Partnerships in Your City - Instructor: Paul Short**

Are you ready to utilize signature partnerships? Many of us in leadership, prevention work, or direct services of youth turn to an auto-pilot mindset or we are stuck with the following question: ‘How do I move this program/project forward creatively?’

Current partnerships become cumbersome, dry and obsolete. Come ready to view partnerships interactively from a fresh perspective! Learn how to identify, capture, engage, and sustain the right partnerships in your community and city, empowering and equipping you with sharper tools to yield greater results. Activate a strategic plan to advance your programs and projects today. Participants will receive a new vision for their desired outcomes.

**Key Learning Objectives:**
- Comprehend how signature partnerships can elevate direct services of youth in your city.
- Understand the three cuts (F, C, and S) of partnerships in building a culture of strategic intersections.
- Learn the positive outcomes of a partnership-driven culture for youth work.
- Learn the artistry of partnership acceleration.
- Engage in the framework design of signature partnerships in their own city.
- Develop an activation and strategic plan of sustainable state, city and local intersections for change.
- Learn how to advance partnerships engagement for future change and long-term prevention in our communities.

**Building Effective and Sustainable Coalitions – Instructor: Health Resources in Action**

This training will provide the foundation for coalition development and sustainability in relation to policy, systems, and environmental change.

**Key Learning Objectives:**
- Describe the core purpose, functions, and processes of a coalition.
- Identify characteristics of effective coalitions and sustainable partnerships.
- Describe coalition development and the implication for policy, systems, and environmental change approaches.

**Collective Impact – Instructor: Health Resources in Action**

“Collective impact” describes an intentional way of working together and sharing information for the purpose of solving a complex problem. Breaking down silos and creating ways for stakeholders to work together is at the core of coalition work, and to do so, we need to bring multiple voices and sectors to the table. This training will walk participants through the key elements and infrastructures that make it successful by highlighting relevant case-studies. Participants will discuss best practices for collaboration and build skills for addressing common challenges.

**Key Learning Objectives:**
- Name the basic elements of the collective impact approach.
- Identify ways to apply the collective impact approach in the workplace.
- Build the skills needed to address common challenges.
Community Assessment - Instructor: Alejandro Garcia-Barbon

A community assessment is a valuable strategy for obtaining a clear picture of your community. In this very interactive workshop participants will work together to identify local assets as well as problem areas. As you think of starting a new project/program/service or change directions of an existing one in your community using the right tools to conduct a community assessment is critical.

Key Learning Objectives:
- Learn how to build your organization to address specific problems.
- Learn how to identify community assets that encourage competence, confidence, connection, and character.
- Identify the risks that youth and families face and the resources and strengths your community has to address them.
- Learn how you can successfully reach out to organizations or coalitions in your community that include schools, faith institutions, policy makers, employers, government agencies, community members, families, and other key players.

Effective Strategic Planning - Instructor: Alejandro Garcia-Barbon

In this one-day Effective Strategic Planning workshop you will be guided through a concise but comprehensive approach to strategic planning that will enable you to effectively address the near-and long-term needs of your organization/program/coalition. This intensive, practice-driven management workshop uses interactive exercises and case studies to help you learn to think strategically and communicate effectively while working with various members of your team.

Key Learning Objectives:
- Understand the benefits of strategic planning.
- Understand the products of strategic planning.
- Learn the keys to successful planning and implementation.

Effectively Engaging Multi-Sector Partners – Instructor: Health Resources in Action

The most effective community health collaborations and coalitions are built upon a common agenda shared by diverse sectors (e.g., healthcare, planning, housing, transportation, business, and other non-traditional partners). This training will present an overview of the various levels of engagement and specific strategies to engage partners at each level.

Key Learning Objectives:
- Identify who else needs to be at the table.
- Begin a stakeholder analysis.
- Discuss specific strategies to reach out to potential partners.
Engaging and Empowering Priority Communities: Health Equity in Action – Instructor: Health Resources in Action

Creating health equity requires the prioritization of work that engages and empowers communities experiencing disparities related racial, economic, gender and social determinants. Most community health projects struggle with the issue of engaging diverse communities due to a range of barriers, some conscious, and some unconscious. Race, class, and cultural communication styles all influence the ways in which diverse communities relate to planning and implementation activities. This session will delve into the common barriers to communities and how to think collaboratively about ways to effectively engage diverse populations/communities in their efforts.

Key Learning Objectives:

- Describe aspects of mainstream U.S. culture that create unintended barriers to participation by diverse communities
- Identify strategies to enhance engagement of diverse communities in your organization, work or program
- Identify strategies for managing discomfort when working across difference

When You Have No $$$: Sustaining Your Coalition Efforts – Facilitator: Kim Brown

Limited funding and other resources create challenges for coalitions to sustain their ability to effectively address alcohol, tobacco, and other drugs (ATOD) prevention efforts. As such many coalitions dissolve within a couple of years. Participants in this interactive workshop will be engaged in evidence-based sustainability strategies for working with coalitions. Strategies will focus primarily on strategic and intentional recruitment, partnerships, and a board of directors that will focus on environmental strategies. Workshop Developer: Steve Hixon, Substance Abuse Prevention Skills Training (SAPST)

Key Learning Objectives:

- Identify different variants of networking and their intentionality
- Explain how to take advantage of like-missions in building capacity
- Describe strategies for addressing resource gaps
- Identify strategic partnerships for sustainability
4. **Professional & Organizational Development**

**5 Languages of Appreciation at Work – Instructor: Bernadette Costello**

Most employee engagement survey results show that employees do not feel appreciated and feel undervalued. Managers may feel uncomfortable showing appreciation and may not know how to appreciate their employees in ways that will feel authentic. Understanding how people want and need to be appreciated will help leaders and teams more effectively be able to ensure people feel appreciated and valued. Learn the five languages of appreciation and what they look like, the concepts of appreciation and encouragement, and discover how important they are in the workplace. Learn how to have those conversations through skills practice and planning for how you can implement on a day to day basis in your working environment.

Learn your own language of appreciation by taking the Motivating By Appreciation Inventory. This workshop will equip you with practical strategies to show appreciation with confidence.

**Key Learning Objectives:**
- Learn about what really matters to drive intrinsic motivation
- Understand the role and importance of appreciation in the workplace
- Learn how you can identify and provide authentic appreciation to your employees
- Learn the core components necessary for appreciation and encouragement to be effectively communicated in work-based relationships
- Learn about and practically apply the 5 languages of appreciation utilized in the workplace

**Advanced Cultural Competency- Instructor: Alejandro Garcia-Barbon**

Overall goal of the workshop is not only to educate participants about the growing diversity in our communities and what this means for them as they work with these communities but to examine the stages along the cultural competency continuum to determine the impact each stage has on our ability to work cross culturally in the community and in the workplace. This 1-day workshop is very interactive and participants should be ready and willing to have fun, participate in open discussions and group exercises. Discussions will focus on self-reflection supporting participants to explore their own views and values. Exercises will promote the examination of the participants’ workplaces and communities and any gaps that may exist between the two. The day culminates in an investigation of the participant’s capacity to bring about organizations and communities that value diversity and are continuously striving to achieve cultural competence.

**Key Learning Objectives:**
- Examine personal cultural beliefs and determine the impact these beliefs have on working cross culturally
- Discuss the components of a culturally competent organization
- Describe actions that can be taken on individual and organizational levels to create an environment that values and respects diversity
Advanced Prevention - Instructor: Alejandro Garcia-Barbon

This 1-day workshop is designed for both audiences, beginners and experienced professionals. It takes a combination of actions, sustained over time, to prevent and reduce social justice issues in our communities. Prevention strategies are most likely to succeed if they reach both individuals and the environments in which people live and work – family, school and community. Community-level prevention works best when community members are committed and involved. This workshop is intended to meet the needs of participants by providing a foundation in the history, groundbreaking strategies, fundamental science, and the art of effective prevention. In addition, participants will learn, discuss, and practice the prevention strategies that when used, one can build a comprehensive, sustainable, and successful prevention effort.

Key Learning Objectives:
- Establish a learning community for prevention activities
- Describe prevention in the context of a prevention continuum as it relates to our work practice
- Incorporate adult learning techniques, systems theory, and cultural diversity issues into the daily practice working with individuals, groups, work sites, and communities
- Demonstrate the ability to incorporate screening techniques with all clients
- Develop and implement an action plan for increasing primary prevention of substance abuse

Awaken Your Creative Spirit - Instructor: Alternatives Inc

It is the unique task of every youth worker to nurture the creative gifts inherent in every young person. Discovering personal creativity is another matter entirely. Cultivating one’s own creativity can result in personal insights and renewed professional energy. Through a variety of fun, interactive, expressive and creative media, you will explore and discover your own creative potential, resulting in promoting the creativity of your youth. Imagine the possibilities!

Key Learning Objectives:
- Gain an understanding of their own creativity
- Recognize the key elements of a creative environment
- Become familiar with the core competencies of creativity

Behavioral Health Equity- A Social Justice Matter - Instructor: Patricia Hill, Ph. D., LCSW

The current COVID-19 pandemic has exposed and exacerbated long-standing disparities in our country. Consequently, the term social justice has justifiably been invoked in many arenas of concern in an urgent call for redress. This workshop will focus on behavioral health care, recognizing that individuals’ mental health is directly affected by injustice, racism, and disparities across many dimensions of our society. Five principles of social justice (access to resources, equity, participation, diversity, human rights) will be explored as a framework to promote the redistribution of opportunities, resources, and power. These principles will be applied to behavioral health care to identify strategies that promote improved well-being of individuals, families and communities.

Key Learning Objectives:
- Identify the impact of systemic racism, social and economic injustices, and disparities on BIPOC (Black, Indigenous, People of Color) and other marginalized groups
- Identify and discuss Five Principles of Social Justice
- Apply the Five Principles of Social Justice to remediate disparities
- Identify specific strategies to improve behavioral
Building Protective Factors for Safe and Happy Youth and Families – Instructor: Markella Maschas

The training covers a description of each of the 5 protective factors: Parental Resilience, Social Connections, Knowledge of Parent/Child Development, Concrete Support for Parents and Social/Emotional Competence of Children. Staff will learn more about each protective factor and how they can build them with youth and families they serve. There are connections throughout the training relating to how protective factors can be used in strength-based (honest) work and trauma informed practice with youth and families.

Key Learning Objectives:
- Understand the 5 protective factors and their meaning.
- Understand the role one plays in building protective factors in children and families.
- Explain how strength-based work relates to protective factors.
- Explain how trauma informed care relates to protective factors.

Creating a Sustainable Culture of Workplace Empathy and Why this Matters. - Instructor: Paul Short

Are you looking to create a sustainable culture of workplace empathy? Do you want to learn the benefits of an empathic workplace? Are you looking to increase workplace productivity? All organizations and companies desire to cultivate an empathic culture. However, the reality is almost always forgotten. How do you build a culture of empathy? How do you sustain an empathic culture in the workplace? This interactive workshop is for you. Come ready to learn about how to create an empathic culture in your professional sector. Identify barriers to a culture of empathy in your organization. In addition, you are invited to participate in an interactive empathic lab together where we will role play, problem-solve, debrief, summarize, and present through a variety of workplace scenarios, resulting in a clearer and sustainable plan of an empathic culture for your present and future workplace.

Key Learning Objectives:
- Participants will learn how to create a culture of workplace empathy
- Participants will understand the importance of access points
- Participants will be able to assess their own emotional tank and identify ways to achieve strength in their personal and professional journey as a key driver for others-centered empathy.
- Participants will learn about the positive outcomes of an empathic workplace culture.
- Participants will participate, role play, problem-solve, debrief, summarize, and present takeaways cultivated in an interactive empathic lab
- Participants will identify a future transformative plan on sustaining an empathic culture in their workplace.

Cultural Competency I: Our Perception Is Our Reality – Instructor: Kim Brown

In today’s multi-cultural society, to be most effective, individuals and organizations must be able to recognize elements of cultures and the impact on the individuals and/or groups they serve. This interactive workshop provides an assessment of participants' understanding of what cultural competency is and isn't. Core components of cultural competency are identified. Diversity is explored in the broader context and in the identification of various cultural groups. The workshop will provide answers to the question of why cultural competency.

Workshop Developer: Steve Hixon, Substance Abuse Prevention Skills Training (SAPST)

Cultural Competency II: The Self-Awareness Spectrum – Instructor: Kim Brown

We all have biases and stereotypes. This engaging workshop focuses on the origins of our cultural biases & stereotypes. The concept of implicit bias and its impact is explored. Participants will engage in activities that provide relevant insight and introspection of self-awareness as a critical component to becoming Culturally Competent.

Workshop Developer: Steve Hixon, Substance Abuse Prevention Skills Training (SAPST)
Cultural Competency III: Cultural Competency In Action (Knowledge, Skills, and Abilities): Instructor: Kim Brown
This workshop focuses on the integration of Cultural Competency knowledge, skills, and abilities. Participants engage in activities designed as practice and evaluation of their Cultural Competency knowledge, skills, and abilities. Continual professional development strategies and resources are shared. Workshop Developer: Steve Hixon, Substance Abuse Prevention Skills Training (SAPST)

Do You Hear What I Hear? - Instructor: Alternatives Inc

Many adults feel like young people don’t hear them. Sometimes the young people feel the same way. Come explore some tried and true communication techniques vital to any situation that will improve chances of hearing and being heard. Let’s listen!

Key Learning Objectives:
- Explore similarities and differences in communication between youth and adults
- Identify potential conflicts resulting from ineffective communication
- Recognize the importance of positive communication in relationships

Learn How to Be Reflective with Your Staff: A Must For Supervisors! – Instructor: Markella Maschas

Reflective Supervision is the process of building collaborative, trusting relationships with staff using their own learning, strengths and experiences. It’s a key component in keeping staff and reducing turnover and improving program outcomes. This training will cover the components of reflective supervision and the theoretical background on the topic. Questions for supervisors to promote reflective practice with staff and hands on practice (case scenarios) will be provided. A plan for implementation at your program/school/organization will be done. This training is necessary for everyone who supervises staff.

Key Learning Objectives:
- Define reflective supervision and its components
- Learn how to implement and support reflective supervision with their program staff.
- Practice reflective supervision in small groups.

Maintaining Professional Boundaries to Support Healthy Relationships and Reduce Burnout – Instructor: Markella Maschas.

Establishing professional boundaries (professional limits set) with youth and families may be hard to maintain. This training will explain what professional boundaries are and the different types of boundary violations. Burnout and self-preservation techniques will also be discussed. This training is for supervisors and program staff who work with youth and families. Large and small group activities are throughout the training.

Key Learning Objectives:
- Define professional boundaries and how they can be communicated.
- Explore boundary violations and the difference between friendship and professional relationships.
- Explore signs of burnout and self-preservation techniques.
Managing Conflict (4 hours) – Instructor: Bernadette Costello

Course Description: Conflict is a natural part of organizational life. In this highly interactive class, participants learn how to recognize patterns and types of conflicts, how to handle organizational conflict, and how to cope with people who approach conflict differently. Using the Thomas Kilmann Assessment Tool participants will assess their strengths in relating to others in cooperative as well as in conflict situations. Special emphasis will be placed on identifying strategies that can be used in conflict situations to bring about desired results.

Key Learning Objectives:
- Describe the common causes of conflict and the types of conflict that occur at work
- Using the Thomas Kilmann Assessment participants will identify their own strengths and weaknesses in relating to others in cooperative and conflict situations.
- Identify strategies for coping with difficult people and resolving disputes.

Managing the Silent Side of Change (4 or 6 hours) – Instructor: Bernadette Costello

Do you ever wonder why making a change is so hard? Why it doesn’t “take” and we end up going back to the old ways of doing things? Why there seems to be so much resistance and skepticism, yet we all say we LOVE change. We love Change as long as it involves someone else. It is because change is not easy; it involves dealing with loss and having to learn and embrace a new way of doing or thinking. We are often in the position of initiating change or helping an organization manage change. This workshop will equip participants with an understanding of the silent side of change and develop strategies to lead and help others manage through change initiatives.

Key Learning Objectives:
- Understand the difference between Change Versus Transition
- Develop an understanding of how the silent side of change impacts the ability of an organization to manage change and the transitions associated with that change.
- Identify the phases of transition and identify signposts of those phases.
- Develop strategies to better equip themselves and others to manage the change event and associated transition.
- Practice the concepts and strategies on a future change event
- Create a transition management plan for a current or future change initiative.

Performance Focused Conversations – Instructor: Bernadette Costello

Getting your message across with those you lead is critical to meet your and your organization’s goals; especially when there are performance lapses or development needs. Acquire skills that will help you be better prepared to have those conversations and lead others to success.

Key Learning Objectives:
- Learn a process to have performance passed conversations that focus on the situation and behavior
- Learn the impact of bias on performance conversations
- Understand the Ladder of Inference’s influence your approach to performance conversations
- Understand and practice reality-based leadership principles with your employees
- Understand and apply action-oriented solution strategies to performance problems
The Power of Positivity: Maslow Was Definitely on to Something! – Instructor: Donna Proctor

This interactive workshop combines Maslow’s Heirarchy of Need with Dr. Joann Cannon’s 15 Risk Factors for High Level Wellness in a background of popular music lyrics to help participants de-stress and focus their energy on living well. Activities and sing-along fun enhance this important learning experience.

Learning Objectives:
- Participants will learn how to make a “Yes I Can Plan” which will help then ensure that their basic needs are met.
- Participants will understand the importance of having a family budget, getting regular check-ups, and coping with the stress in their lives so that their safety needs are met.
- Participants will practice strategies such as performing random acts of kindness which will help them meet their social needs.
- Participants will begin to develop esteem-building habits.
- Participants will understand that practicing self-expression and embracing their uniqueness are important steps to achieving personal fulfillment.

Prevention 101 – Facilitator: Kim Brown

Prevention is a discipline that is founded on the theoretical concept of Risk and Protective Factors. This workshop will engage participants in learning about risk and protective factors and other basic prevention principles. Special emphasis will be placed on implementing research-based programming with fidelity, incorporating outcomes into the program planning stage, and identifying the importance of cultural competence as prevention professionals. This workshop will be highly interactive and engaging in its content delivery. Workshop Developer: Steve Hixon, Substance Abuse Prevention Skills Training (SAPST)

Team Skilling for Leaders – Instructor: Bernadette Costello

A nuts and bolts approach to understanding the stages of team development, group dynamics, building trust and managing and leading a team. Participants will be introduced to a framework for guiding and leading their teams that will increase engagement and commitment.

Key Learning Objectives:
- Learn the stages of team development and its impact on team functioning
- Learn how group dynamic impact group functioning
- Learn the essentials of developing trust and collaboration with the team
- Learn the essential leadership attributes that will increase a leader’s effectiveness
- Develop strategies to keep your team on track and engaged
Time Management: An Essential Skill for Effective People – Instructor: Donna Proctor

Are you a skilled time manager who stays calm, cool and collected even in the busiest times or are you the stress-out type who’s always making that frantic, last minute dash to finish a big task just before the deadline? Skilled time managers achieve more, feel more in control and have less stress from overwork. This workshop helps you evaluate your time management skills and improve upon them. Learn why it’s important to set goals, prioritize tasks, stay focused, schedule effectively and avoid procrastination and develop the essential skills you need to manage time more effectively.

Key Learning Objectives
- Participants will be able to define time management and identify at least three reason why time management skills are important for effective job performance.
- Participants will evaluate the effectiveness of their current time management skills and learn ways to improve or enhance those skills.
- Participants will understand how to set and prioritize goals, maintain focus, and avoid the procrastination road block.

Understanding Yourself and Others: A Leadership Workshop Using the Myers Briggs Type Indicator - Instructor: Donna Proctor

Have you ever wondered why it seems so easy to communicate with some people? For some strange reason the two of you just seem to share a like mind, while with others it's almost like you're trying to talk to an alien from another planet! This workshop will help you identify and understand the inborn personality preferences that make people different from each other. How do you perceive and order your world? How is your way different from the ways of others? Why are both ways important? With Myers Briggs, you can learn more than you ever imagined about yourself while you begin to appreciate and accept others for their differences.

Key Learning Objectives
- Understand the basic elements of Myers Briggs Personality Type theory and will be able to determine their own personality preferences.
- Learn to understand and appreciate the differing gifts of all types and will develop skills which will help them communicate with individuals’ other preferences.
- Gain insight into ways in which to improve their relationships and increase the effectiveness of their work teams using type theory.
What’s Your Conflict Management Style? - Instructor: Donna Proctor

Are you a shark, a turtle, a fox, an owl or a teddy bear? Participants in this workshop will complete a self-assessment to find out which style they generally choose to use, the long term effects of each style and when each is likely to be the most effective way to handle conflict. Conflict management skills, the importance of understanding and controlling anger, the Conflict Iceberg and how to assess the level of conflict in a workplace will also be discussed and addressed through the use of group activities and personal assessments.

Key Learning Objectives:
- Identify their preferred conflict management style, obtain a basic understanding of all styles, and understand when each should be used.
- Determine their current attitudes toward conflict and anger, understand why anger is destructive, and learn skills to control anger.
- Introduced to the concept of the Conflict Iceberg, learn how to assess the level of conflict in a workplace, and determine the appropriate intervention strategy.

You Want Me to Do What? Fiduciary Responsibilities - Instructor: Donna Proctor

This workshop clearly defines fiduciary responsibility as it relates to nonprofit board membership, volunteers, and leaders. Participants will leave with a thorough understanding of their Duties of Care, Loyalty, Obedience, and Confidentiality. They will also become better prepared to fulfill their responsibilities as nonprofit volunteer leaders and to protect themselves, and the organizations they serve, from any risk. Suggestions and recommendations are also presented which may help participants minimize any personal liability associated with nonprofit board service. It’s a must for anyone who serves on or volunteers for a nonprofit board.

Key Learning Objectives:
- Develop a clear understanding of the definition of fiduciary responsibility.
- Describe what their responsibility includes as a nonprofit volunteer board member.
- Understand and discuss the duties of care, loyalty, obedience, and confidentiality and be able to describe how each may affect them personally.
- Leave with knowledge and skills necessary to minimize fiduciary risk for themselves and the organizations they serve.
5. **Youth Advocacy, Development, and Engagement**

**Adultism: Barrier to Youth Engagement** - *Instructor: Alternatives Inc*

Many adults share common assumptions or stereotypes about youth. Explore the origination of these assumptions and how they affect relationships with young people. Learn about conscious and unconscious biases you have about youth, the behaviors that result from those biases, and alternative caring behaviors to Adultism. Come meet the challenge!

Key Learning Objectives:
- Identify common assumptions/stereotypes adults hold about youth
- Explore Adultist behavior that affects young people daily
- Identify caring behaviors to Adultism

**Asset-Building** - *Instructor: Alternatives Inc*

The Developmental Asset movement is important for all caring adults, especially those who work with young people on a regular basis. Explore Search Institute’s framework of the building blocks essential for the healthy development of children and youth. This information will let you know you are already an asset builder. It can even be helpful when meeting with parents. So jump on the bandwagon and start building assets intentionally!

Key Learning Objectives:
- Understand the language of Search Institute’s 40 Developmental Assets
- Explore the power of assets to protect and promote
- Incorporate intentional asset building into their work with young people

**Boundaries with Youth** – *Instructor: Health Resources in Action*

This training explores establishing and maintaining clear boundaries with young people. Participants will explore questions that come up regarding upholding and preventing the violation of youth boundaries. Participants will examine how to consistently role model healthy boundaries with youth and how to best support youth to expect healthy boundaries in their own lives.

Key Learning Objectives:
- Identify how to support healthy personal boundaries for and with youth.
- Name best practices for practicing healthy boundaries on a personal and organizational level.
- Gain skills to support positive healthy boundary building among youth in order to support them to create and maintain healthy relationships.
Service Learning - Instructor: Alternatives Inc

Enhance what you teach by extending learning beyond the classroom and into the community. Let young people see they have a meaningful role in today’s world. Learn the core elements that make up an effective service learning program. As an educational strategy, service learning is highly effective in helping young people achieve learning objectives in any subject area. What a gift for youth to see the relevance in education!

Key Learning Objectives:
- Understand the core concepts of Service-Learning
- Understand the steps to facilitate a Service-Learning project

Supporting Healthy Relationships Among Young People – Instructor: Health Resources in Action

During this interactive training, participants will explore different types of relationships that exist in their lives, including familial, romantic, and professional relationships. Participants will also explore the difference between healthy and unhealthy relationships and how to best support youth to make those distinctions in their own lives. This training will include activities and role plays where participants will examine their own values and attitudes regarding romantic relationships, as well as, practice refusal skills for tricky situations that may arise in relationships.

Key Learning Objectives:
- Discern between healthy and unhealthy relationships in their lives.
- Articulate values regarding romantic relationships.
- Apply refusal skills in unhealthy relationships.

Who Unplugged the Cord?: Disclosing Engagement Barriers Between Youth and their Parents/Caregivers in a Digital/Screen-driven World - Instructor: Paul Short

How do you balance screens and families in a uber-digital world? How do you manage a hyper-connected kid? How do you plant/replant seeds in your kid for the future? This interactive workshop will equip and empower you with strategic and practical tools to answer these questions and many more. Come ready to plug in and discover the realities of human engagement.

Workshop Objectives:
- Discuss the strength and influence of engagement in youth work
- Interact vividly with the needs of an individual
- Identify the barriers derailing the growth of youth and families
- Receive interactive and strategic tools to increase the ‘hyper’ bond between parents/caregivers and their child
- Learn how to repackage time
- Interact with tools of activation for change in youth and family connections.
- Learn how to advance engagement between youth and parents/caregivers for future change and long-term prevention in our communities
6. Facilitation and Classroom Management

Advanced Facilitation: Understanding Your Audience: Help Motivate Them to Want to Learn - Instructor: Charlie McLaughlin

Facilitation can be an easy or challenging experience for facilitators. The successful facilitator understands that learners' needs vary so it’s essential that facilitators develop tools, techniques and training styles that ensure a successful learning experience. How does adult learners differ from adolescent learners? What learning styles and strategies works best for your audience? What tools, tips and techniques can a facilitator use to ensure a successful learning experience. How do you prevent or deal with difficult behaviors in the classroom? These questions and more will be addressed in this interactive workshop.

Key Learning Objectives:
- Characteristics of a successful facilitator
- Adult versus adolescent learners, how do they differ
- Learning styles and strategies to address various learning styles
- Icebreakers to set the tone for a successful training
- Key Facilitation tips and interactive approaches to ensure an engaged audience
- Approaches to preventing and dealing with problem and difficult classroom behaviors

The Art of Facilitation- Instructor: Alternatives Inc

To facilitate means to “make easy.” We have all been in group or learning situations that have been both productive and unproductive. The key is the skill of the facilitator. A good facilitator is able to manage the environment, manage the process, manage the learning and manage themself. This is true for the facilitation of all age groups, but particularly when facilitating groups of young people. Come learn how to make facilitation easy!

Key Learning Objectives:
- Participants will gain understanding of the four competency areas utilized in effective facilitation as they relate to youth development principles
- Participants will increase their skill of effective facilitation that enhances youth engagement

Behavior and Classroom Management Training - Instructor: Health Resources in Action

This training focuses on youth workers’ role in deescalating behavioral situations with youth using an asset-based approached, and help participants practice probing techniques to understand the underlying issues motivating youth’s behavior. Participants will also explore individual practices and appropriate youth program and classroom management strategies that help promote positive behavior.

Key Learning Objectives:
• Define a behavior and where it comes from.
• Gain strategies for re-framing negative behavior.
• Articulate strategies for creating a positive learning environment

Effective Presentation Skills -Instructor: Virginia Cooperative Extension

This workshop will provide the tools required to develop the core presentation skills that are essential for establishing credibility with the audience, as well as communicating information clearly and effectively. Training will include both virtual and in-person techniques and skills.

Key Learning Objectives:
• Know what to include in an effective presentation and how to organize the information
• Know how to manage their delivery of the information, including minimizing nervousness, verbal and non-verbal communication, and timing
• Know how to build rapport with the audience
• Know best practices regarding use of popular visual aids, including PowerPoint

Facilitating Effective Meetings and Groups -Instructor: Virginia Cooperative Extension

Working together with colleagues, co-workers, community partners and other stakeholders is essential to the work of prevention. This workshop will help participants develop skills and strategies to more effectively in group settings, plan and lead productive meeting, and efficiently facilitate work groups, community groups, coalitions, and collaborations. Training will include both virtual and in-person techniques and skills.

Key Learning Objectives:
• Learn strategies to create collaborative relationships.
• Develop plans to design meetings using best practices.
• Identify behaviors that hinder and help a group process.
• Strengthen participatory and interpersonal skills
• Learn options for managing group conflict.


Engaging families and keeping them enrolled is critical to the success of your program. Learn how to enroll families through building trust, engaging in their culture, and forming respectful relationships with them in order to retain them. This training will demonstrate how to build trust, engage in the families’ culture while being respectful and maintaining proper boundaries. Small group activities will be done. A discussion of the parallel process (treat one as you want to be treated) and various other research-based techniques will be taught. A discussion of how to keep families retained and a plan for retention will be done at the end of the training.
Key Learning Objectives:
- Learn how to successfully engage families and children in your program.
- Learn techniques for successful engagement
- Learn how to retain families and children in your program
- Create a family and child retention plan for your unique program needs

Not Just Fun and Games - Instructor: Alternatives Inc

Increase your repertoire of ideas of what to do in the classroom and beyond with fun, energetic and exciting exercises that are not just for fun, but productive and have a purpose. Come join the fun!

Key Learning Objectives:
- Participants will learn new activities to use with groups that are fun but have a purpose
- Participants will understand the importance of reflection questions to extract the learning
- Connect an activity to any content area

Things Come Better in Pairs: Discovering the Power of Activating Both Conversation and Facilitation When Working with Youth - Instructor: Paul Short

Is it possible to increase the capacity of needful conversation in youth work? With all of the noise and chaos in the journey of a youth, many young individuals ask the following question, ‘Will anyone listen to me?’ Too many of us in prevention are on the treadmill of program implementation just to meet a grant quantitative goal. Be ready to reset conversation and facilitation interactively with fresh eyes! This workshop will equip and empower youth workers and those who lead organizations that house direct services of youth to couple effective facilitation with the quest of engaging conversation powerfully together. Activate a fresher paradigm in capturing conversation in your youth work today.

Key Learning Objectives:
- Learn the value and impact of conversation in youth work
- Learn about the communicative barriers in front of youth
- Identify the right questions to ask in soliciting responses through effective facilitation
- Engage in an interactive model of active facilitation
- Discuss the significance of listening in the activation of both conversation and facilitation in youth work
- Identify access points in facilitating an open, safe, and engaging conversation.
- Learn how to advance powerful conversation and facilitation for future change and long-term prevention
7. Proposal Writing and Grant Management

Grant Writing 101: It’s A Process – Instructor: Valerie Liggins-Law

In this workshop, you will learn what to emphasize when seeking funding for your project with state and local funders. Learn how the history of the organization, leadership and staff responsibilities and data of the community can play a significant role in funding decisions. This workshop will address how establishing a network and rapport with partners is important in positioning your grant request. Classroom discussions will discuss the importance of determining realistic costs for proposed projects, ideas for finding data and other tips to ensure attention to detail for presenting the best argument and scenario for funding. This workshop will help you to understand the bigger picture behind the submission of a grant and the common mistakes grantees make when they do not perform their due diligence prior to putting pen to paper.

Key Learning Objectives:
- Provide insight to participants on how to approach funders
- To understand the importance of utilizing data and community stakeholder expertise to document the need on which the request is based
- Increase the capacity of the organization to develop a strategy for seeking funding
- To assist organizations in assessing their capacity to manage a grant
- Explore what contributes to a successful submission

Grant Writing 102: Writing a Proposal – Instructor: Valerie Liggins Law

Grant writing involves advance planning and preparation. This 7-hour, 2-part, workshop is designed for a small group of no more than 10 participants who has ideas for a grant they would like to submit to a funding organization sometime in the future. Part 1 is a 4-hour session reviews grant writing principles as participants work in group to organize a proposal, incorporate research in the grant request, write the proposal outline while paying attention to detail using concise language to convey the reason for the funding request. Participants spend time working in groups, writing the outline of the sections (organization background, proposed project, evaluation of the project and the project budget and budget justification). Part 1 ends with a homework assignment requiring participants to complete all documents in preparation for Part 2. Participants are given 1-2 weeks between Part 1 and 2 to review and complete the proposal started in part 1.

Part 2 is a 3-hour session offered 1-2 weeks later. Participants receive one submission to review, offer feedback to each other as the instructor weighs in all submissions.
8. Instructor Biographies

Alternatives, Inc., founded in 1973, is a nationally recognized youth development nonprofit whose vision is, “Healthy, principled, and creative young people valued as members of the community.” Everything we do is designed to build the specific assets that support young people as they grow into creative, compassionate and responsible adults. This means helping young people to: identify and manage their feelings, form positive friendships, make good decisions, creatively problem solve, discover their creativity and unique talents, and make a difference in their community. Alternatives embeds high quality programs into child care centers and after school programs in neighborhoods, schools, and community settings. In addition all program activities have secondary benefits that are aligned with increasing critical thinking skills, pre-literacy skills, and the intrinsic motivation of children to academically succeed. Using a variety of programs and activities, Alternatives inspires young people to discover their spark and achieve their inherent potential.

Barbara Burke received her MSW from the VCU School of Social Work in 1978 and most of her work over the past 40 years has been with Substance Use Disorders. She recently retired from clinical practice, where she specialized in the assessment, early and treatment of Adolescents and Young Adults. Barbara believes in the importance of family involvement and meeting folks where they are. Her focus has been on helping young people understand their relationship with substances and their risk factors for dependence so they can make informed decisions. She is the co-founder of “Rams in Recovery”, a Collegiate Recovery Program at VCU where she remains part of the project team and a member of its advisory board. She is currently adjunct faculty in the VCU School of Kinesiology and Health Sciences where she teaches courses in Substance Abuse and Coping and Adaptation. She also contracts with the University of Richmond to provide early intervention groups and is a consultant to area schools.
**Bernadette Costello** is the Managing Partner for BCC Consulting. She collaborates with leaders, teams, and organizations so they can reach their full potential. As a consultant, her methods involve listening intently to the needs of her clients and helping them identify focused solutions that will work best with the culture and climate. As a coach, her focus is to help the client identify a desired impact and develop a clear plan to achieve that result. In consulting and coaching, she uses a variety of strategies and assessments/tools that have evolved after many years of facilitating and coaching. Her experience includes working with organizations, teams and leaders in the public, non-profit and higher education sectors.

Bernadette has served as a Chapter President for Metro DC ATD, as Chair of the ATD Leader’s Conference Program Advisory Committee and is a current member of the National Advisors for Chapters. She has served on other professional organizations in leadership and volunteer roles with Virginia CUPA (Colleges and Universities Personnel Association)-HR, and the International Personnel Management Association. Bernadette received a Bachelor of Social Work from Southern Illinois University, a Master’s in Public Administration from the University of North Carolina at Chapel Hill and a doctorate in Higher Education from George Mason University. Bernadette holds an ACC coaching credential and a SHRM SCP certification.

**Alejandro Garcia-Barbon** has over seven teen years of experience in the management, administration, planning and development of public health and behavioral health services. He is currently the Program Director for the Behavioral Health Service Line with Health-First, Inc., which provides behavioral health services to the senior adult population in Brevard County, Florida. Some of his professional experience includes the management of behavioral acute care services and the management of the National Latino Tobacco Prevention and Control Network. He also collaborates and provides guidance to state, county, and community policy makers regarding the development and implementation of effective prevention/wellness policies and practices. Alejandro has extensive experience facilitating town hall meetings, debates, forums, panel and group discussions, and school and community meetings. In addition, he monitors and provides technical assistance to public and private public health and behavioral health treatment providers throughout the country. His skills include organizing and directing resources, evaluating information, planning strategies, resolving problems, communicating ideas, facilitating conversations, building partnerships and collaborations, and motivating others to accomplish tasks within changing environments.
Angie Hasemann Bayliss is a Registered Dietitian and Certified Specialist in Pediatrics who has spent seven years teaching kids to cheer for fruits and vegetables and eat them too. She has worked with children of all ages, from toddlers to teenagers, at UVAs Children’s Fitness Clinic and is well-known for translating the complicated science of nutrition into easy-to-use and understandable information. Her creative teaching techniques have earned her the affection of patients and the respect of her peers, including being named the Clinician of the Year for Morrison Management Specialists. Her work in the community and in leadership organizations led her to being named the Recognized Young Dietitian of the Year in Virginia, and she has served Virginia Academy of Nutrition and Dietetics as President. Angie has spent her career working on the front lines of pediatric obesity treatment nurturing her passion to help families deal with the most severe cases of obesity and co-morbidities. She is provided training for community members; medical, nursing, exercise physiology, and dietetics students; and physicians throughout the Commonwealth of Virginia. She holds three Bachelor’s Degrees from Kansas State University in Nutrition, Exercise Science, and Dietetics, and she earned her Masters of Science Degree in Health Communication from Boston University.

Health Resources in Action (HRiA) is a unique organization that provides consulting services and develops programs for a wide range of private and public sector clients. Through training and technical assistance, coaching and mentoring, HRiA work with youth and adult leaders, community coalitions, state and local institutions and non-profit organizations to build and sustain healthy communities.

Patricia Hill is a mental health professional, licensed clinical worker and educator with 30 years’ experience working in a variety of settings including schools, universities, hospitals, private practice, and community service boards. She recently retired from the position of Prevention Manager at Henrico CSB. She received a B.A. in Liberal Arts and African American studies from Fordham University in New York and a Masters degree and Doctorate in Social Work from Virginia Commonwealth University. She has worked with youth and families in Harlem, N.Y, Richmond, Chesterfield, and Henrico developing and managing programs to build individual, family and community assets. She has instructed undergraduate and graduate students at three Virginia universities with the goal of inspiring professional growth, critical thinking, and creative problem-solving to address economic and social justice issues and promote healthy communities. She currently serves on the Department of Behavioral Health and Developmental Services (DBHDS) Partnership for Equity Advisory Committee to advance racial equity.
Valerie Liggins Law has 30 years of experience working in the Human Service field in the area of Juvenile Justice, Behavioral Health and Philanthropy. Locally and nationally, Valerie has facilitated numerous sessions, workshops, and trainings in the area of Substance Abuse Prevention and Treatment, Social Skills Development, Coalition Building, Board Governance, Strategic Planning, Program Implementation and Sustainability and Trauma Informed Care (ACEs). Currently, Valerie is a Program Officer at a place-based Health Legacy Foundation where she has the primary responsibility of grant review, grant management, and special initiatives in the program area of Health and Human Services. She is a consultant in her spare time on the content areas of coalition building, strategic planning, board governance, grant writing and community health needs assessments. She is a 2013 Hull Fellow and a 2018 Initiatives of Change Community Trust Building Fellow. She has reviewed grants for Housing and Urban and Development (HUD), Department of Housing and Community Development (DHCD), Susan G. Komen Richmond affiliate, and the United Way of Greater Richmond and Petersburg, Southside Action Council. She is a Licensed Clinical Social Worker and a graduate of Virginia Commonwealth University, with a Masters of Social Work Degree and a Bachelor of Science Degree in Psychology. Valerie is a member of the Culture, Race and Health Transdisciplinary Core, which addresses the impact of culture and race/ethnicity on health and overall well-being. The Culture, Health and Race Core is under the umbrella of The Inclusion, Inquiry and Innovation (ICUBED) Institute, at Virginia Commonwealth University, a cutting edge institute focused on catalyzing collaborative connections between the university and the community at large through innovative academic and research programs.

Jim Martin, a Virginia native, is the Director of Policy and Programs with the NC Tobacco Prevention and Control Branch at the NC Department of Health and Human Services. With over 25 years of experience in tobacco use prevention and control at the state and local level Jim’s current responsibilities include providing statewide leadership and expertise on tobacco use prevention and control policy and programmatic solutions. Positions held by Jim include Field Director for Policy and Programs with Project ASSIST, staff member with the National Cancer Institute’s COMMIT Project in Raleigh, NC, committee member on multiple national committees including the ASSIST National Strategic Planning Subcommittee and the Association of State and Territorial Health Officers (ASTHO) Tobacco Control Network and Director of Worksite Health Promotion with the Virginia Department of Health. Jim has published several articles on tobacco use prevention and control and has conducted numerous local, state, and national level presentations on policies and programs to prevent and reduce tobacco use. Jim received his Master’s and Bachelor's degrees in Community Health Education from Virginia Tech.
Charlie McLaughlin, Jr., is a Training and Resource Manager with the Virginia Foundation for Healthy Youth (VFHY) in Richmond Virginia. He has over 30 years of experience in the field of Education & Training spending over 18 years of his 23-year US Air Force career managing Education & Training programs. Since his retirement from the Air Force in 2000, he continued his public service in the field of education working nearly 2 years at the Virginia Department of Health as a Statewide Software trainer and over 17 years in his current position with VFHY as a Training and Resource Manager. Charlie is a national trainer for the Iowa State University’s Strengthening Families 10-14 Program and trains other prevention programs for the Commonwealth of Virginia’s prevention and healthcare professionals. Charlie has a Bachelor’s Degree in Management/Computer Information Systems and a Master’s of Education Degree in Adult and Higher Education.

Markella Maschas has been in the child welfare field for over 25 years. She has her MS in Family and Consumer Sciences with an emphasis on Child Development and Family Studies. She started her career managing the Healthy Families (a maternal and child health home visiting program) program in Maryland. In Virginia, she worked for many years at Prevent Child Abuse Virginia with the Healthy Families program providing technical assistance and quality assurance help to area programs. Her last role at PCAV was the Coordinator of Training where she created and presented many trainings and workshops for professionals in the field of child welfare. She is a certified Healthy Families America trainer. She lives locally in the Richmond area with her family.

Donna Minnix Proctor is currently the Executive Director of Grace Network, a crisis intervention center in Martinsville. She also served for 7 years as the Executive Director of the Bedford Community Health Foundation, a health legacy foundation with the mission of helping to make Bedford one of the healthiest communities in Virginia, since January of 2006. Prior to that appointment, she worked for Virginia Tech, as an Extension Agent, and for the Virginia Department of Health, as a Community Health Educator. Donna obtained her BS and MS degrees from VA Tech and has extensive training in teambuilding, conflict management, and strategic planning. Donna lives in Franklin County on her family farm, Briarwood, with her husband of 37 years, four horses, and two fuzzy black cats. In her spare time she enjoys writing plays and romance novels, acting in amateur theater, and riding her purple Harley Davidson motorcycle.
Paul Short has over two decades of Human Services experience in a variety of different roles including management and coordination in distinct sectors including business, government, and non-profit. He is a certified Master Trainer and Facilitator through Iowa State University Extension and Outreach. Additionally, he is an ordained minister and self-employed as a Personal and Business Coach. When not traveling the country, Paul enjoys volunteering for global service organizations.

Virginia Cooperative Extension helps lead the engagement mission of Virginia Tech and Virginia State University, the commonwealth’s land-grant universities. For more than 100 years Extension has been building local relationships and collaborative partnerships to help people put scientific knowledge to work through learning experiences that improve economic, environmental, and social well-being. Extension programs are delivered through a network of faculty at two universities, 108 county and city offices, 11 agricultural research and Extension centers, and six 4-H educational centers. Extension is committed to providing access to unbiased, scientific information related to locally defined issues; a presence in local communities; the establishment of strong partnerships and collaborative coalitions; and innovative service to the Commonwealth.