



# Directing the Work

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ANNUAL EXECUTIVE DIRECTORS' CONFERENCE  
FOR FAMILY VIOLENCE PROGRAMS

**January 30 – 31, 2012**

The Westin Austin at the Domain | 11301 Domain Drive | Austin, TX 78758



# Letter from the President

Dear Texas Colleagues:

Welcome to Directing the Work, the Annual TCFV Executive Directors' Conference for Texas leadership.

We deliberately plan our conference to further the momentum ignited in previous years, by continuing valuable dialogue, taking new ideas and making them relevant to your agency and by providing opportunities to network with peers from across the state. Professionals in plenary and workshop sessions bring a depth of knowledge that will inspire and keep you solution-focused in spite of challenging environments.

We welcome back Linda Chamberlain to not only continue dialogue about effective interventions with children who are exposed to violence, but also to share an innovative advocacy leadership model specifically designed for leaders in the family violence movement.

BoardSource presenter Susan Meier, with over 23 years in governance and nonprofit work, will guide executive directors on how to engage boards in a deeper conversation about their roles and responsibilities, strategic and generative thinking, and address culture and dynamics in the boardroom.

Kelly Miller, Executive Director for the Idaho Coalition Against Sexual & Domestic Violence will share valuable information drawing from her 29 years of multifaceted experience as national trainer on adolescent dating abuse prevention.

These experts, in addition to many other facilitators presenting at our conference, will provide you with practical and motivational tools to continue serving as the driving force of your organization.

On behalf of the TCFV Board of Directors and staff, welcome to the 2012 Annual Executive Directors' Conference.

Sincerely,

A handwritten signature in black ink that reads "Gloria Aguilera Terry". The signature is written in a cursive, flowing style.

Gloria Aguilera Terry  
President, Texas Council on Family Violence

## Keynote Speakers



### Dr. Linda Chamberlain

Scientist, author, professor and dog musher, Dr. Linda Chamberlain is a nationally recognized keynote speaker known for her ability to translate science into practical information for diverse audiences. The founding director of the Alaska Family Violence Prevention Project and a consultant for Futures Without Violence, she specializes in the health effects of violence and brain development. Dr. Chamberlain holds faculty appointments at Johns Hopkins University and the University of Alaska, and earned her public health degrees

from Yale School of Medicine and Johns Hopkins. Awards and recognition for her work include a National Kellogg Leadership Fellowship. She has developed an advocacy leadership model that is offered as a graduate leadership course at the University of Alaska. She is currently working on her second book about rural economic empowerment for women through micro-enterprise development and a book on advocacy leadership that features “Lessons From the Trail” on teamwork.



### Susan Meier

Susan Meier is a Senior Governance Consultant for BoardSource and the principal at Meier & Associates. From 2004 to 2011, Meier served as the vice president of consulting and training for BoardSource, the nation’s premier governance resource for nonprofit organizations. She has spent over 23 years in governance and nonprofit work, working collaboratively with nonprofit executives and board members to identify governance challenges and opportunities and to implement proven strategies to address a broad array of governance issues.

Much of Meier’s work has focused on increasing board engagement, board/staff relations and leadership transitions. Specifically, she engages boards in a deeper understanding of roles and responsibilities, strategic and generative thinking, concrete ways to maximize board meetings, and addressing culture and dynamics in the boardroom. Her 13 years as a senior executive at Prevent Child Abuse America have given her concrete experience in understanding the complex and unique challenges of federated organizations and structures. Meier also has extensive experience in facilitating sensitive and important conversations and in helping boards build on their strengths to become higher performing boards.

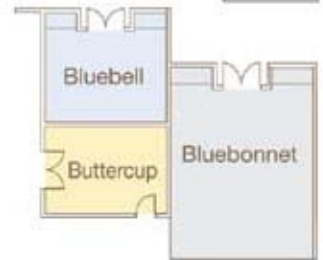
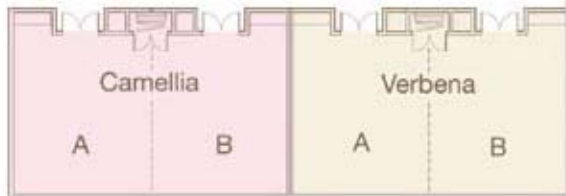
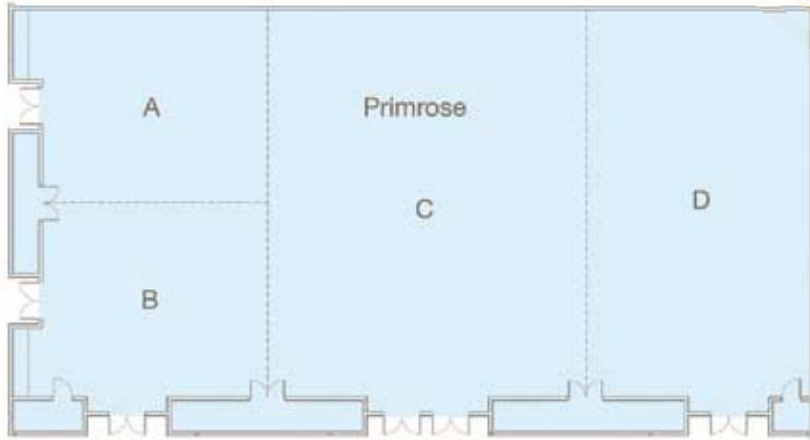
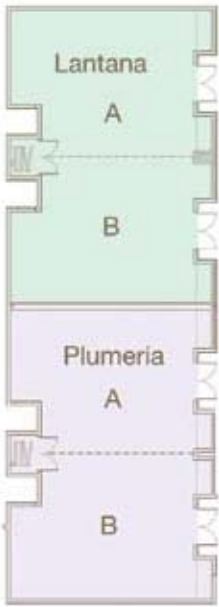
Meier works with all types of nonprofit organizations. Some current and past clients include American Society of Mechanical Engineers (ASME), Association of Junior Leagues International, Center for Excellence in Nonprofits, Children's Discovery Museum, Corporation for Public Broadcasting, Greensboro Nonprofit Consortium and San Antonio Community Foundation. Meier has also served as faculty for the Kellogg School of Management Nonprofit Executive Education program, George Washington University and the Issues in Nonprofit Governance Conference hosted by Georgetown Law, the IRS and Independent Sector. In addition, Meier has served on a number of boards of directors and currently serves on the Ripon College Board of Trustees and the LemonAid Fund Board of Directors. She graduated cum laude from Ripon College.



## Kelly Miller, J.D.

Kelly Miller, J.D., serves as the Executive Director for the Idaho Coalition Against Sexual & Domestic Violence. Miller practiced law and worked in the area of prevention and response to domestic violence, sexual assault, and adolescent dating abuse for 29 years. Miller acts as the project director for Start Strong Idaho and the Center for Healthy Teen Relationship. Before joining the Idaho Coalition Against Sexual & Domestic Violence, Miller practiced in the area of domestic violence, sexual assault and disability rights for 24 years as an attorney with Legal Aid Society and an assistant prosecutor in a felony domestic violence/sexual assault unit in Louisville, Kentucky, and as Deputy Director with Idaho Legal Aid Services. Miller served as a trainer on adolescent dating abuse prevention and response for Health and Human Services Family Violence Prevention Service Act , the Office on Violence Against Women, and the Centers for Disease Control Delta Prep program, and served as a trainer on issues related to domestic and sexual violence for the Office on Violence Against Women, the National Center on Domestic Violence, Trauma & Mental Health as well as numerous coalitions and organizations throughout the country.

# Westin Map



**WESTIN**  
HOTELS & RESORTS

**The Westin Austin at the Domain**

11301 Domain Drive | Austin, TX 78758

# Sunday, January 29, 2012

4:00 p.m. – 7:00 p.m.

Early Registration

# Monday, January 30, 2012

CEU Hours – 5.5

7:00 a.m.	Registration begins
8:00 a.m. – 8:30 a.m.	Breakfast
8:30 a.m. – 8:45 a.m.	<b>Welcome - <i>Primrose C</i></b> Gloria Aguilera Terry President, Texas Council on Family Violence
8:45 a.m. – 10:00 a.m.	<b>Plenary Session - <i>Primrose C</i></b> <b>Advocacy Leadership: Leading for Social Change</b> Dr. Linda Chamberlain Director, Alaska Family Violence Prevention Project <p>Service providers are continually adapting to new challenges and emerging issues to meet the needs of clients and communities. Leadership development can enhance our potential to work effectively as a team and lead for social change. Using brain-based strategies, we will examine key concepts for leadership and teamwork including six strategies from “Lessons From the Trail,” an innovative curriculum that uses examples from dog mushing to demonstrate collaborative leadership, the importance of mentoring, team communication and other essential skills to maximize our leadership potential and adapt to changing terrain.</p>
10:00 a.m. – 10:30 a.m.	Break

**10:30 a.m. – 11:45 a.m.****Plenary Session - *Primrose C*****Increasing Board Engagement: Governance as Leadership****Susan Meier**

Senior Governance Consultant, BoardSource

Is your board struggling to get to the heart of your organization's values and vision? Is it bogged down with mundane details and routine tasks? Are board members showing signs of disengagement? Or, are they too engaged in the "wrong" things? Conventional advice unwittingly urges boards to think and govern like managers. This session looks at governance through a new lens and urges board members to govern as leaders in constructive partnership with the chief executive. Based on the book "Governance as Leadership," we will take a look at the three modes of governance — fiduciary, strategic and generative — that together enable board members to be engaged in more meaningful, consequential work resulting in better governed organizations. Attendees will deepen their understanding of the "Governance as Leadership" framework and will have an opportunity to practice all three modes of governance.

**11:45 a.m. – 12:00 p.m.****Break****12:00 p.m. – 12:30 p.m.****Plenary Session - *Primrose C*****Groundhog Day with the HHSC Family Violence Program****Chan McDermott**

Manager, Family Violence Program, Health and Human Services Commission

The Family Violence Program Team will provide information to help family violence service providers plan the rest of 2012, including an update on recent HHSC activities and tips for preparing for upcoming monitoring visits.

**12:30 p.m. – 2:00 p.m.****Lunch on Your Own**

**2:00 p.m. – 3:15 p.m.**  
**Breakout Sessions**

**Session One - *Primrose C***

**Making Sense of Alphabet Soup: Effective and Innovative Interventions for Children Exposed to Violence**

**Dr. Linda Chamberlain**

Director, Alaska Family Violence Prevention Project

We know more about effective strategies to help children exposed to domestic violence and other trauma than ever before. An expanding menu of programs that are often referred to by their acronyms, including TF-CBT, CBITS, CPP, CDVRT, PCIT, CARE and CFTSI, have been implemented and evaluated in a variety of settings, including domestic violence shelters, schools, clinics and at home. This session, based on a national review of evidence-based and emerging practices, provides an overview of programs that address trauma from early childhood through adolescence. From more traditional therapeutic interventions, such as cognitive behavioral therapy, to dual advocacy with mothers and their children to play therapy adapted to domestic violence shelters, key findings and common characteristics of best practices for children exposed to violence will be highlighted.

**Session Two - *Lantana***

**What's Our Role?: Working with Battering Intervention and Prevention Programs**

**Aaron Hernandez**

Family Violence Services Manager, Texas Council on Family Violence

**Jennifer King**

Director of Family Violence Services, Texas Department of Criminal Justice – Community Justice Assistance Division

The process for accrediting Battering Intervention and Prevention Programs (BIPP) is entering its third year. BIPPs provide a vital service to many communities and are the recommended approach of the Texas Department of Criminal Justice Department to addressing family violence offenders' accountability. This session provides an overview of the process and status updates and also provides Family Violence Program leadership with ideas and recommendations about how to best work with, influence and shape BIP programming in your area.

**2:00 p.m. – 3:15 p.m.**  
**Breakout Sessions**

**Session Three - *Plumeria***

**Making the Most of Special Events: Raising Funds  
AND Raising Friends**

**Janet Byars**

Executive Director, Family Support Services - Amarillo

**Vita Goodell**

Executive Director, Fort Bend County Women's Center, Inc. - Richmond

**Stephanie Karr**

Executive Director, Center Against Family Violence - El Paso

From rural to urban, big to small, what worked and what didn't: Janet Byars, Vita Goodell and Stephanie Karr bring an open and candid panel on how to generate revenue in a fun and unique way. Each panelist highlights their program's successful and popular events, and shares how to incorporate these ideas into your region. Panelists also share what NOT to do, and how to avoid common fundraising blunders. The session concludes with an in-depth Q&A session, so bring your questions!

**Sessions Four - *Verbena***

**From the Front of the Room: Helping Prepare Survivors  
for Public Speaking**

**Kenya Fairley**

Program Director, National Resource Center on Domestic Violence

Based on the recently released publications, "From the Front of the Room: An Advocate's Guide to Help Prepare Survivors for Public Speaking" and its companion booklet, "From the Front of the Room: A Survivor's Guide to Public Speaking," this session provides an overview of the issues that face survivors who desire to speak publicly about their experiences with intimate partner violence. Guidance for both the survivor speaker (including considerations for unique populations) and victim advocates seeking to maximize the survivor's physical and emotional safety and ensure the overall success of the speaking engagement will be discussed and presented. Additional attention will be given to organizing a survivors' caucus and/or speakers' bureau.

3:15 p.m. – 3:45 p.m.

3:45 p.m. – 5:00 p.m.  
Breakout Sessions

## Break

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### Session One - *Primrose C*

#### **Governance as Leadership: Translating Theory into Practice**

Susan Meier

Senior Governance Consultant, BoardSource

Building on the morning's plenary session on Governance as Leadership, we will explore how to effectively implement the three modes of governance – fiduciary, strategic and generative – in your boardroom. With a focus on generative thinking, the most neglected work of a board of directors, and using case studies, reflection and hands-on work, participants will learn a variety of techniques to engage their boards in generative work, stretch their own ability to think generatively, and identify generative opportunities facing their organizations. This session will be highly participatory, and attendees will leave with a list of concrete steps to engage their boards in governing at a higher level, thus tapping into their boards' full potential.

### Session Two - *Verbena*

#### **Raising Awareness During DVAM**

Kenya Fairley

Program Director, National Resource Center on Domestic Violence

This session focuses on the organization and facilitation of awareness activities for Domestic Violence Awareness Month (DVAM). The Domestic Violence Awareness Project, a key project of the National Resource Center on Domestic Violence, provides a menu of tools and resources to assist family violence programs in developing meaningful and effective awareness campaigns during October. Participants will explore a national landscape of awareness activities, their effectiveness and targeted audiences.

**3:45 p.m. – 5:00 p.m.**  
**Breakout Sessions**

**Session Three - *Plumeria***

**Reading Between the Lines**

**Molly Voyles**

Policy Manager, Texas Council on Family Violence

**Tracy Grinstead-Everly**

Policy Manager, Texas Council on Family Violence

Have you ever read a regulatory requirement or state statute and asked yourself, “What does that really mean?” This is further complicated by the sometimes confusing overlap of rule and law. Join us as we look between the lines and analyze legal research and best practices for a few common areas of service delivery that can prove to be challenging to navigate: serving unaccompanied minors, drug testing of clients, and the unauthorized practice of law. Participants will gain a more thorough understanding of how to balance their legal responsibilities while still crafting victim-centered policies.

**Session Four - *Lantana***

**Bylaws: What Every ED and Board Member Needs to Know  
(and May Be Afraid to Ask)**

**Frances Leos Martinez**

Director, Texas Community Building with Attorney Resources

This highly informative session will review the basics of bylaws, the governing rules that regulate nonprofit organizations and their boards. Frances Leos Martinez, an expert attorney and Director of Texas C-Bar, presents an overview of bylaws and covers the benefits and obligations agency boards must adhere to and review. Additionally, this session reviews the procedures on how to amend bylaws accordingly as your organization evolves. Bring your questions on how to best formulate your organization’s bylaws to meet your program’s needs and address your concerns on liability, confidentiality and board requirements.

5:30 p.m. – 7:00 p.m.

*Primrose C*

**Wine and Chat: Contributing to Strategic Vision For TCFV**

Bonnie Escobar

Managing Partner, MJD & Associates

Joyce Feinberg

Associate, MJD & Associates

As the Texas Council on Family Violence continues to update its response to constituents and stakeholders through a strategic plan, taking the pulse of programs is essential to improvement. Please pre-register for this opportunity to provide feedback and recommendations for the direction of TCFV's assistance to Texas programs and stakeholders.

# Tuesday, January 31, 2012

CEU Hours – 3.25

8:00 a.m.

**Registration begins**

8:30 a.m. – 9:00 a.m.

**Breakfast**

9:00 a.m. – 10:15 a.m.  
**Breakout Sessions**

**Session One - *Verbena***

**Mission Impact Using Social Media**

Brad Carter

Founder, Inspire Action

Over 90 percent of nonprofits report using social media — mainly Facebook and Twitter. For most, the promise of new supporters or donations was never fulfilled because the organization misunderstood the tools and was unable to strategically plan accordingly. In this session, we explore online strategies that will assist family violence organizations meet their goals and increase impact.

9:00 a.m. – 10:15 a.m.  
Breakout Sessions

## Session Two - *Plumeria*

### **Innovations in Service Delivery: Developing Onsite Health Services and Facilitating Medical Homes for Survivors**

**Stephanie Karr**

Executive Director, Center Against Family Violence - El Paso

**Dr. Dianne Sawyer**

Board Member, Family Abuse Center - Waco

**Shannon Trest**

Executive Director, Women's Shelter of East Texas  
and TCFV Board Member - Longview

**Moderator: Denise Gonzalez-Walker**

Project Connect Coordinator, Texas Council on Family Violence

The health impacts of violence are well documented and regularly witnessed in our shelters and programs. The vast majority of clients use the emergency room for primary and acute care. Last year Project Connect | Texas supported three pilot programs from around the state to explore the possibility of developing onsite health services at shelters or non-residential settings with the ultimate objective of establishing medical homes for clients. This session will be a panel discussion with representatives from the three pilots and discusses program innovations and offers recommendations for programs interested in exploring onsite health services.

## Session Three - *Lantana*

### **Communicating for Results: You Don't Have to Be Right to Get It Right**

**Anne Pritchard Grady**

President, Acclivity Performance

It is estimated that only 15 percent of our business and financial success is due to technical knowledge, skills and abilities. The other 85 percent of our success stems from our ability to effectively communicate and develop and maintain healthy relationships. Interpersonal communication is one of, if not the most, critical skills that determine our success both personally and professionally. Managing relationships, projects and everyday responsibilities requires the ability to communicate effectively.

*(Continued on page 14)*



**9:00 a.m. – 10:15 a.m.**

(*Communicating for Results' Continued.*) Unlike riding a bicycle, frequency of communication does not increase ability. Successful interpersonal communication requires skills and awareness that help individuals tailor their message to their specific audience. Each of us has a unique style in which we communicate. This session is an opportunity to learn more about the characteristics of each behavior style, and to learn how to consciously modify your style in order to create win-win opportunities in your personal and professional life. Participants will be able to apply the skills, tools and strategies learned in this session immediately.

**Session Four - *Primrose C***

**Parents and Adult Influencers Can Create Change!  
Promoting Healthy Teen Relationships**

**Kelly Miller**

Executive Director, Idaho Coalition Against Sexual and Domestic Violence

Build your organizational capacity to engage parents, caregivers and other adult influencers of teens to promote healthy teen relationships and reduce teen dating violence. Participants will explore how to create accessible and adaptable opportunities to engage parents/caregivers and adult influencers on reducing risks for teen dating violence and promoting healthy teen relationships.

**10:15 a.m. – 10:45 a.m.**

**Break**

**10:45 a.m. – 12:00 p.m.  
Breakout Sessions**

**Session One - *Plumeria***

**Social Enterprise Development in the Context of Domestic Violence Programs**

**Toby Strout**

Executive Director, Middle Way House

Texas programs have been searching for innovative ways to provide survivors with valuable and marketable job skills. Using Middle Way House in Bloomington, Indiana, as a case history, this session explores developing a social enterprise within a domestic violence program and provides guidelines for operation. Participants will have a candid discussion on how to evaluate effectiveness, address financial obstacles in a struggling economy and conclude the session with Qs and (maybe) As.

10:45 a.m. – 12:00 p.m.  
Breakout Sessions

**Session Two - *Primrose C***

**I'm Not an Executive Director, But I Play One on TV!**

**Bonnie Escobar**

Managing Partner, MJD & Associates

Executive directors often juggle numerous responsibilities from human resources issues to evaluating the financial solvency of their agency. This session draws from the keen observations and action plans of a contracted professional who serves as an interim executive director for family violence programs in Texas. Escobar shares her unique insight of an outsider looking in – from obstacles to achievements – as she paves the path for a program's healthy state before passing the baton to permanent leadership.

**Session Three - *Lantana***

**Managing Multiple Priorities: The Smart Approach to Time Management**

**Anne Pritchard Grady**

President, Acclivity Performance

In a time when every priority claims to be the most urgent, it is essential to understand the attitudes, behaviors and skills required to become effective and efficient at utilizing the resources at our disposal to handle multiple tasks and priorities. The perfect planning system, Outlook tasks and a smart phone can certainly help improve our productivity, but they are not the solution. This fun and interactive session will provide participants an opportunity to learn specific, practical strategies to work smarter, not harder.

**10:45 a.m. – 12:00 p.m.**  
**Breakout Sessions**

**Session Four - *Verbena***

**Navigating Through Our Economic Environment and the Interpretations of Regulations Affecting Nonprofit Entities**

**Rene Peña, CPA**

President, Peña, Briones, McDaniel & Co.

This session provides a general overview of the current U.S. and Texas economic landscape to frame the effects on federal, state, local and private grants. Peña discusses new grant regulations and highlights new interpretations of existing regulations that executive directors and board members will benefit from understanding. Participants will explore possible structural changes to their policies and procedures in response to these new regulations and interpretations and recognize the impact the economy and regulations will have in shaping the way programs deliver services.

**12:00 p.m. – 12:15 p.m.**

**Break**

**12:15 p.m. – 12:45 p.m.**

**Lunch**

**12:45 p.m. – 1:00 p.m.**

**General Membership Meeting - *Primrose C***

**Maria José Angelelli**

Director of Support to Service Providers, Texas Council on Family Violence

**Shannon Trest**

Executive Director, Women's Shelter of East Texas and TCFV Board Member

Join us for the annual TCFV General Membership Meeting (GMM). All TCFV members are invited. Shannon Trest, TCFV Membership Committee Chair, and Maria José Angelelli, TCFV's Director of Support to Service Providers, will update members on the state of TCFV and membership. Not yet a member? Visit the Membership Table and sign up today!

**1:00 p.m. – 1:45 p.m.**

**Plenary Session - *Primrose C***

**Do Something That Matters! Promote Healthy Teen Relationships: Your Opportunity to Create Social Change**

**Kelly Miller**

Executive Director, Idaho Coalition Against Sexual and Domestic Violence

As we enter February, Miller guides executive directors into National Teen Dating Violence Awareness & Prevention Month and inspires leaders to effectively promote healthy teen relationships and create social change throughout the year. Participants will learn new ways to effectively engage young people as part of the solution to help end teen dating violence, find adult champions in schools and out of schools, build from a strengths-based approach to primary prevention, and understand why positive, strategic messaging developed for young people by young people works!

**1:45 p.m. – 2:00 p.m.**

**Closing - *Primrose C***

**Gloria Aguilera Terry**

President, Texas Council on Family Violence

**Total CEUs – 8.75**

# Speaker Biographies

**Maria José Angelelli** has worked in the movement to end family violence for 27 years. She first began as a Children's volunteer at SafePlace (formerly The Center for Battered Women) in Austin. Currently she is the Support to Service Providers Director with the Texas Council on Family Violence. She holds a Masters in Child Development and Family Relations from the University of Texas at Austin. Angelelli was one of the first researchers to investigate child abuse indicators and interview over 100 family violence offenders.

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**Janet Byars** is a Licensed Professional Counselor and is the Executive Director of Family Support Services of Amarillo. She previously worked in the legal field for 20 years. Byars is currently in service on several boards and is the 2012 President of the Association of Fundraising Professionals-Texas Plains Chapter.

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**Brad Carter** is an experienced nonprofit leader and sought-after social media instructor. Through Inspire Action, he helps organizations maximize their impact. With over a decade committed to the nonprofit sector, Carter was appointed to HHSC's Task Force on Strengthening Nonprofit Capacity in 2010 and currently serves on the board of the Texas Association of Nonprofit Organizations (TANO). Carter has ministry leadership degrees from Abilene Christian University and was awarded NASW Public Citizen of the Year and 'Top 20 under 40' business leader in Abilene. He also provides resources and consulting on community development, governance and strategic thinking.

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**Bonnie Escobar** currently serves as Managing Partner for MJD & Associates providing management and organizational consulting services to private corporations, foundations, nonprofit organizations and community leaders in the border region. Prior to joining MJD, Escobar served as a Vice President at the Greater El Paso Chamber of Commerce and formerly as leadership director for the Mexican American Legal Defense and Educational Fund. She is a graduate of the University of Texas at El Paso with a B.S. in Criminal Justice and a Masters in Public Administration. Escobar is a committed community activist who strives to put her ideas into action, working to advance women, Latinos, and fellow El Pasoans. Presently, she sits on the board of the El Paso Holocaust Museum and Study Center and the El Paso Symphony Orchestra Foundation. She is also a sustaining member of Junior League and Association of Fundraising Professionals. Escobar is guest editorial writer for the El Paso Inc., an avid reader, and the proud owner of two dogs additionally, she is learning to ride a motorcycle and is engaged to Rey Cordero.

**Kenya Fairley** is a lifelong advocate to end domestic and sexual violence against women and girls. As Program Director of the National Resource Center on Domestic Violence, Fairley oversees the technical assistance, training, and resource development components of the organization. She also coordinates the Domestic Violence Awareness Project, which creates a forum for a diverse group of professional advocates from national organizations and culturally specific institutes to provide input on issues of national importance; those emerging issues and ideas are then converted into resource tools and materials for use by advocates and allies. Fairley's background is in direct services, training, and child welfare. She holds a Master's Degree in Counselor Education from East Carolina University and a Bachelor of Arts Degree in Psychology from North Carolina Central University.

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**Joyce Feinberg** is a consultant with MJD & Associates. Prior to joining MJD, Feinberg served for three years as the Development Director for the World YWCA in Geneva, Switzerland. She has also served as Executive Director of the Sun Bowl Association and the Chief of Staff for Mayor Raymond Caballero. Feinberg received her B.S. from University of Texas at El Paso in Education and has been an El Paso community volunteer for many years. She has been involved with the Junior League, St. Clements Parents Council, Visiting Nurses Association, Symphony Guild, Unite El Paso and Leadership El Paso. Feinberg has been a board member of the Commission for Volunteerism and Community Service for the State of Texas and an officer in the national bowl game organization and been honored by several organizations for her commitment.

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**Vita Goodell** has a B.S. in Psychology from Southern Methodist University and an MBA from University of Houston. Before joining the Fort Bend County Women's Center in 2003, Goodell worked for 18 years at the Brookwood Community for adults with functional disabilities, a private, nonprofit residential facility dedicated to enhancing the lives of adults with mental and physical disabilities. At Brookwood, she worked in Development, Operations, Finance and retail marketing. Goodell joined the Fort Bend County Women's Center in 2003 as Executive Director. With over 25 years of experience at Brookwood and the Fort Bend County Women's Center, Goodell has worked on countless fundraising events and campaigns, gaining lots of experience with what works AND what doesn't.

## Speaker Biographies

**Anne Pritchard Grady** is the President of Acclivity Performance. Pritchard Grady captivates audiences with her unique blend of humor, refreshing honesty, down to earth style, and her ability to help individuals and organizations get results. For over 15 years, Pritchard Grady has helped lead organizations and leverage the strengths of individuals and teams. As the mother of a special needs child, Pritchard Grady has a unique perspective that allows her to turn concepts and ideas into practical, easy to implement strategies. Pritchard Grady holds a Masters degree in Organizational Communication and works with organizations around the country to grow leadership, improve communication, and maximize organizational culture.

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**Denise Gonzalez-Walker** has over eight years experience doing prevention-oriented public health work in community settings. She previously led an evidence-based children's injury prevention program based at Harborview Injury Prevention and Research Center in Seattle, Washington, and served as project manager on a federally-funded pilot program to engage Child Death Review teams around prevention-focused work. Gonzalez-Walker has a Masters of Arts from the University of Washington.

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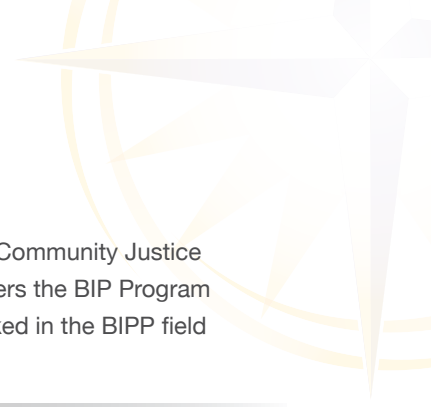
**Tracy Grinstead-Everly, J.D.**, is a Policy Manager with the Texas Council on Family Violence, dedicated to researching, drafting, analyzing and promoting laws and policies to expand legal options for family violence survivors. She has been actively involved in family violence issues in various capacities for over 18 years.

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**Aaron P. Hernandez** is the Family Violence Services Manager at the Texas Council on Family Violence. Hernandez assists with statewide technical assistance initiatives and developing and coordinating professional development events for family violence programs and Battering Intervention and Prevention Programs (BIPPs). In addition to this role, Hernandez leads a team overseeing state-funded BIPPs through onsite programmatic audits. Prior, Hernandez worked as Volunteer Coordinator, Legal Advocate and Community Relations Director at the Center Against Family Violence in El Paso for six years. He holds B. A. in English Writing and Rhetoric from St. Edward's University.

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**Stephanie Karr** is the Executive Director of the Center Against Family Violence in El Paso, Texas. She has advocated for children and families throughout her career, spanning 25 years. Karr's prior experience includes serving as Executive Director of the Child Crisis Center of El Paso and as the children's mental health director for El Paso MHMR.



**Jennifer King** is the Director of Family Violence Intervention Programs for the Community Justice Assistance Division of the Texas Department of Criminal Justice. She administers the BIP Program including grant funding to family violence programs for offenders and has worked in the BIPP field for over 17 years.

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**Frances Leos Martinez** is an attorney specializing in Community Development. A 1990 graduate of Stanford Law School, where she was a member of the Law Review, she served as a law clerk to Judge Filemon B. Vela, U.S. District Judge for the Southern District of Texas prior to being awarded a Skadden Fellowship to work in the Colonias Project of Texas Rural Legal Aid in 1992. In 1995, Frances founded the Community Development Clinic of St. Mary's University Law School in San Antonio, teaching and supervising students in transactional cases for non-profit clients in South Texas. In 2001, Frances moved to Austin to work for McAuley Institute providing technical assistance and loan assistance to community development corporations in the Texas-Region and helping to design a Women's Leadership Institute. She came to Texas Community Building with Attorney Resources ("Texas C-BAR") in 2004.

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**Chan McDermott** joined the HHSC FVP as Program Manager in March 2009. She has worked in public health, health education, and community mobilization since 1990. McDermott's work experience has included both the nonprofit and public sectors. She worked at the Texas Department of State Health Services, formerly the Texas Department of Health, from 1992 - 2009, most recently as the Coordinator for the Office of Title V and Family Health. Previous to that, she was the Women's and Perinatal Health Coordinator for six years, managed the Community Mobilization/Primary Health Care Program for two years, and worked in breastfeeding training and promotion with the WIC Program for seven years. McDermott has also worked with United Cerebral Palsy of the Capital Area, Planned Parenthood, the Austin Children's Museum and East Dallas Community School. She has a Master's degree in Public Affairs from the Lyndon B. Johnson School of Public Affairs at UT-Austin and degrees in Journalism, Psychology, and English from Southern Methodist University.

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**Rene Peña** has over 30 years of experience in public accounting. In those 30 years he has gained significant knowledge in the financial industry and has served on a number of national, state, and local boards. Peña shares his knowledge and unique perspective generously with his peers and up-and-coming professionals in the field. In addition to being the Audit Principal and President of the Firm, he is a frequent speaker and instructor of auditing and accounting to members of both public accounting and private industry throughout Texas. Peña is a Certified Public Accountant licensed by the State of Texas and New Mexico. He holds a B.B.A. in Accounting from the University of Texas at El Paso.

# Speaker Biographies

**Dr. Dianne Sawyer** is Vice-President of the Board of Directors of the Family Abuse Center in Waco, Texas. Dr. Sawyer attended medical school at University of Texas Medical Branch at Galveston. She is a retired obstetrician/gynecologist with 30 years of experience.

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**Toby Strout** has been the director of Middle Way House, a national model domestic violence program serving six counties in south central Indiana, for 24 years. In Bloomington, she serves, at the Mayor's request, on the Commission on the Status of Women, and at the City Council's request, on the Commission for Sustainability. Strout is a frequent guest lecturer at Indiana University, providing presentations for the Schools of Social Work, Nursing, Public Health, Law, and Public and Environmental Affairs. Strout and her husband are the proud parents of two children and have one dog who levitates with joy at the sight of her. The children are more reserved in their admiration.

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**Gloria Aguilera Terry** is the Coalition President at the Texas Council on Family Violence. Previously, she was the Executive Director at the Center Against Family Violence in El Paso and also served as Senior Vice President, Finance and Administration for the El Paso Chamber of Commerce. She has a Bachelor's in Accounting from the University of Texas at El Paso.

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**Shannon Trest** has been the Executive Director of the Women's Center of East Texas for the past seven years and has an extensive nonprofit background. Trest serves on the Criminal Justice Advisory Committee and local Crimestoppers Board. She is also a past board member for the Longview Rotary Club.

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**Molly Voyles** is a Policy Manager for the Texas Council on Family Violence. Voyles provides technical assistance and training to family violence service providers across the state on programmatic policy issues. In addition, she works as a liaison between family violence service providers and funders. Voyles joined TCFV from SafePlace in Austin where she was an advocate. Prior to her work in Texas, Voyles worked at a transitional housing program for survivors of domestic violence in Indiana.

# Save the Date

## Executive Directors' Webinar Series

Webinars are held each month from **1:00 p.m. to 2:00 p.m. CST.**

<b>January 26, 2012</b>	<b>Executive Coaching Series III:</b> Listen to Many, Speak to a Few: Leadership and Social Awareness
<b>February 23, 2012</b>	<b>Executive Coaching Series IV:</b> All the World's a Stage: Leadership and Relationship Management
<b>March 22, 2012</b>	<b>Crisis Communication: Death in the Community— How Do You Respond?</b>
<b>April 26, 2012</b>	<b>Creating and Managing a Successful Thrift Store Enterprise</b>
<b>May 24, 2012</b>	<b>Family Violence, Mental Health and Program Policy</b>
<b>June 28, 2012</b>	<b>TX Family Violence Interagency Collaborative: Updated M.O.U. with DFPS</b>
<b>July 26, 2012</b>	<b>Exploring the Idea of an Entrepreneurial Board</b>
<b>August 23, 2012</b>	<b>The Intersection of Family Violence, Substance Abuse and Program Policy</b>

## The Criminal Justice System Response Training (CJSRT)

The CJSRT partners TCFV with local family violence programs to offer eight free training sessions throughout the state of Texas. The CJSRT brings together law enforcement, family violence advocates, criminal justice personnel and all other professionals who work with victims, survivors, children and family members of offenders to help enhance a consistent, collaborative community response to family violence and networking.

- **Weatherford**, Freedom House — October 11, 2011 — HELD
- **McAllen**, Mujeres Unidas/Women Together — October 21, 2011 — HELD
- **Tyler**, East Texas Crisis Center — November 1, 2011 — HELD
- **Lufkin**, Family Crisis Center of East Texas — February 16, 2012
- **Waco**, Family Abuse Center, Inc — February 24, 2012
- **Abilene**, Noah Project — March 7, 2012
- **Amarillo**, Family Support Services — May 4, 2012
- **El Paso**, Center Against Family Violence — TBD

## Regional Membership Meetings

Membership meetings are held once a year in each TCFV region to discuss trends, problem-solve local challenges and serve as a training venue for members.

- **Region 4:** Arlington, November 8, 2011 — HELD
- **Region 9:** San Marcos, March 30, 2012
- **Region 8:** Brownsville, April 20, 2012
- **Region 7:** Location TBD, April 27, 2012
- **Region 5 and 6:** Longview, May 11, 2012
- **Region 2:** Midland, May 22, 2012
- **Region 3:** Abilene, June 12, 2012
- **Region 1:** TBD

## Battering Intervention and Prevention Program (BIPP) Conference:

This annual conference draws professionals working in the BIPP field and others who are part of a community's coordinated response to family violence. Topics range from administrative issues such as human resources to best practices in group facilitation. Nationally recognized and statewide experts in battering intervention are regularly facilitators and keynote speakers.

**April 13, 2012:** Garden Hilton Inn, Austin, TX

## One in the Movement: Essential Practices for Advocates in Training

One in the Movement: Essential Practices for Advocates in Training, TCFV's first online conference, serves as a baseline and guide for new advocates in the movement to eliminate family violence.

Please access our:

- **Nine Online Modules — Available on Demand, 24/7!**
- **Live Monthly Webinars — In Progress!**

<b>September 2011</b>	<b>Crisis Intervention — HELD</b>
<b>October 2011</b>	<b>Domestic Violence and Disability — HELD</b>
<b>January 10, 2012</b>	<b>Effects of Family Violence on Children — HELD</b>
<b>February 7, 2012</b>	<b>Dating Violence</b>
<b>March 13, 2012</b>	<b>Effective Communication</b>

<b>April 10, 2012</b>	<b>HHSC Policies and Procedures</b>
<b>May 8, 2012</b>	<b>Introduction to Battering Intervention and Prevention Programs</b>
<b>June 12, 2012</b>	<b>Ins and Outs of Managing Volunteers</b>
<b>July 10, 2012</b>	<b>Rural Community Considerations</b>
<b>August 14, 2012</b>	<b>Basics to Immigration Advocacy</b>

- **Technical Assistant Packet—Available Now!**

The Essential Guide: An Introduction for Advocating for Survivors of Family Violence

- **One in the Movement Regional Trainings:**

Houston — March 7, 2012

Lubbock — TBD

## Next Steps: LGBTQ Youth Bullying and Suicide

Join us for an Allies of Children and Teens (ACT) and LGBTQ Caucus hosted training!

**June 21, 2012** in Houston, TX

## Economic Justice Summit

The fourth TCFV Economic Justice Summit will provide a forum for advocates and program leaders to come together to gain expertise and skills around pertinent economic advocacy topics as well as present model programs and link advocates to key stakeholders so that programs can effectively implement this critical work in their local communities.

**June 14 – 15, 2012** in El Paso, TX

## Statewide Conference

The conference is a meaningful opportunity for advocates, law enforcement personnel, judicial representatives and professionals to obtain valuable information and training on enhancing quality services to survivors of family violence, best practice initiatives, innovative strategies for addressing family violence in their respective communities, and exchanging ideas on new domestic violence public policy trends.

**September 5-6, 2012:** AT&T Conference Center, Austin, TX

- **Featuring** a DV Conference Institution on Fatherhood - September 4!

# Texas Council on Family Violence Board of Directors

**Marta Pelaez**

Chair, TCFV Board of Directors  
SAN ANTONIO

**Estella De Anda**

Vice Chair, TCFV Board of Directors  
McALLEN

**Joe Love Nelson**

Secretary, TCFV Board of Directors  
LUBBOCK

**Norma Luginbyhl**

Treasurer, TCFV Board of Directors  
BORGER

**Carole Wayland**

MIDLAND

**Glenn Stockard**

EASTLAND

**Mary Lee Hafley**

FORT WORTH

**Shannon Trest**

LONGVIEW

**Deborah Moseley**

PASADENA

**Cynthia Morales Caro**

EL PASO

**Louise Thornell**

TEXARKANA

## Texas Council on Family Violence Mission

*The Texas Council on Family Violence promotes safe and healthy relationships by supporting service providers, facilitating strategic prevention efforts, and creating opportunities for freedom from domestic violence.*

## Family Violence Program Members

*Aid to Victims of Domestic Abuse*  
*Bay Area Turning Point*  
*The Bridge Over Troubled Waters*  
*Brighter Tomorrows*  
*Casa De Misericordia*  
*Center Against Family Violence*  
*Crisis Center*  
*The Crisis Center*  
*Crisis Center of Anderson and Cherokee Counties*  
*Crisis Center of the Plains*  
*Denton County Friends of the Family, Inc.*  
*Domestic Violence Prevention*  
*East Texas Crisis Center*  
*Eastland County Crisis Center, Inc.*  
*Families in Crisis, Inc.*  
*Family Abuse Center, Inc.*  
*Family Crisis Center*  
*Family Crisis Center of East Texas*  
*Family Crisis Center, Inc.*  
*The Family Place*  
*Family Services of Southeast Texas*  
*Family Support Services*  
*Family Violence Prevention Services, Inc.*  
*FamilyTime Crisis and Counseling Center*  
*First Step, Inc.*  
*Focusing Families*  
*Fort Bend County Women's Center, Inc.*  
*Freedom House*  
*Friendship of Women, Inc.*  
*Genesis Women's Shelter*  
*Guadalupe Valley Family Violence Shelter*  
*Hays-Caldwell Women's Center*  
*Highland Lakes Family Crisis Center*  
*Hope Alliance*  
*Hope's Door*  
*Hope, Inc.*  
*Houston Area Women's Center*  
*Hutchinson County Crisis Center, Inc.*  
*Johnson County Family Crisis Center*  
*Mission Granbury, Inc.*  
*Mujeres Unidas/Women Together*  
*New Beginning Center*  
*NewBridge Family Shelter*  
*Noah Project, Inc.*  
*Panhandle Crisis Center*  
*Resource and Crisis Center of Galveston County*  
*SAAFE House*  
*Safe Place of the Permian Basin*  
*Safe Place, Inc.*  
*SafeHaven of Tarrant County*

## *SafePlace*

*Shelter Agencies for Families in East Texas (SAFE-T)*  
*Southwest Family Life Center*  
*The Ark*  
*Tralee Crisis Center for Women*  
*Women in Need, Inc.*  
*Women's Center of East Texas*  
*Women's Protective Services*  
*Women's Shelter of South Texas*

## Emerging Family Violence Program Members

*Abigail's Arms-Cooke County Family Crisis Center, Inc.*  
*Atascosa Family Crisis Center, Inc.*  
*Cross Timbers Family Services*  
*Deaf Smith County Crisis Center*  
*Dove Project*  
*Family Crisis Center of the Big Bend*  
*Family Shelter of McCulloch County, Inc.*  
*Gateway Family Services*  
*Healing Hearts Ministry, Inc.*  
*Matagorda County Women's Crisis Center*  
*SAHELI for Asian Families*  
*Wise County Domestic Violence Task Force*

## Community Partners

*All Smiles Dental Centers- Houston*  
*Asians Against Domestic Abuse*  
*Baptist Child and Family Services*  
*Battered Women's Foundation*  
*Bexar County Family Justice Center*  
*Family Care Connection*  
*Family Violence Counseling Program*  
*Fannin County Family Crisis Center*  
*Guardians of Hope*  
*The Genesis Center*  
*Harris County District Attorney's Office*  
*I Can Still Shine Program*  
*Injury Prevention Center of Greater Dallas*  
*Innovations Counseling and Consulting*  
*Jane's DUE PROCESS, Inc.*  
*Johnson County Attorney's Office*  
*Kendall County Women's Shelter*  
*Lifeworks Resolution Counseling*  
*Nathaniel Smith Counselor, PLLC*  
*Putting an End to Abuse through Community Efforts (PEACE)*  
*The Salvation Army Family Violence Program*  
*Spring Counseling Center*  
*Texas Child and Family Institute*  
*Travis County Counseling & Education Services*  
*Your New Beginning*



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[www.tcfv.org](http://www.tcfv.org)

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