

**Symposium Organizing Committee**  
**The Convening Father, Child & Family Advocates**

*“...Fathers Have  
the Same  
Responsibilities and,  
Importantly,  
the Same Rights as  
Mothers.”*

Justice Max Baer  
Pennsylvania Supreme Court

**FEATURED SPEAKERS:**



**DARLYNE BAILEY**

Dr. Darlyne Bailey making the case as to why the acceptance of fathers in the care of their children is a social justice issue not only for the child, the father, and the mother of the child, yet also for our communities and the nation at-large.



**WILLIAM L. MCCUSKER**

Bill brings a different perspective to Fatherhood and the Challenge of Corporate America in supporting Father Involvement.



**ALLAN SHEDLIN**

Allan believes strongly that fathers are important to children, children are important to dads, and families and communities are better off when fathers and children are positively engaged in each other's lives.



# AMACHI

People of Faith Mentoring Children of Promise



Symposium Organizing Committee

Welcome...

Greeting from the Chair of the Symposium Organizing Committee

Reverend Dr. W. Wilson Goode, Sr., President, AMACHI, Inc.

On behalf of the Symposium Organizing Committee it gives me great pleasure to welcome you all here for the continuation of the historic bipartisan and bicameral discussion on *“Child Well-Being in Pennsylvania and the Urgent Need for Father Involvement.”* This year’s gathering of father, child and family advocates is designed to provide further support for last year’s Symposium Delegates, who committed themselves to serving as catalyst raising the consciousness of government, philanthropic, corporate, community, civic, and public/private business leaders from around the state to bring about public action to transform attitudes and behaviors of Pennsylvanians, regarding the value of Fathers and their contributions to the well-being of Pennsylvania’s children, youth and families.

Our overarching goal for this Convening is to begin the strategic journey of working with State and National leaders to eliminate systemic barriers that impede greater father involvement and their contributions to the well-being of children and families.

By your attendance here today, you will increase your knowledge of different types of Father-Child Programming within the Commonwealth; gain greater awareness of other state approaches to including fathers in programs and policies dealing with children and families; and enhance your own understanding of how to influence and shape public policy.

We thank you all for coming, and hope that this experience will be the beginning of an intentional on-going interface between the fatherhood community, child and family service providers and our governmental leaders, all working together to improve outcomes for Pennsylvania’s children, youth and families.

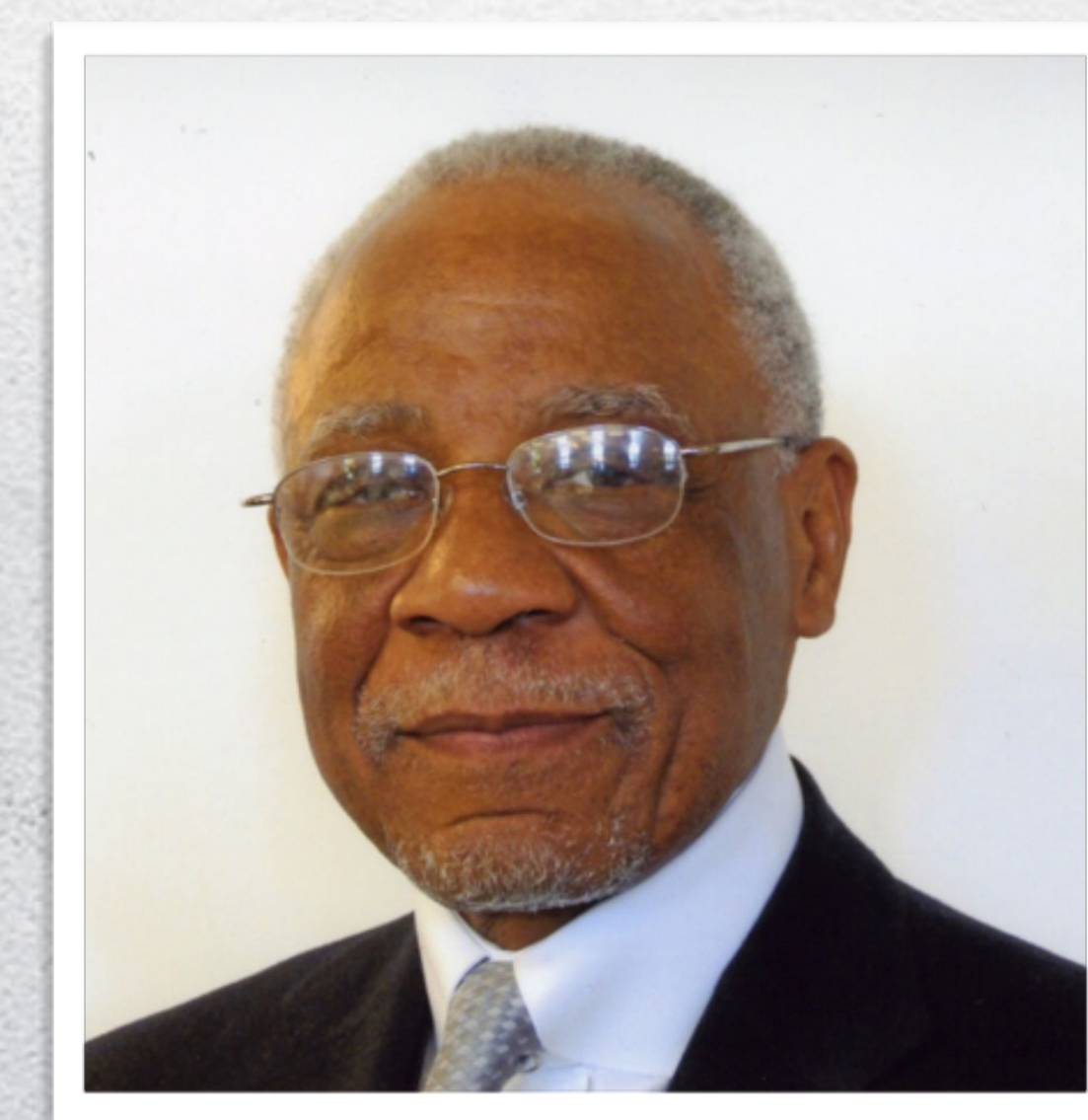
Sincerely,

A handwritten signature in blue ink that reads "W. Wilson Goode, Sr." The signature is fluid and cursive.

W. Wilson Goode, Sr.

Chair

Symposium Organizing Committee



Reverend Dr. W. Wilson Goode, Sr.



The Convening Father, Child & Family Advocates





# University of Pittsburgh School of Social Work Child Welfare Resource Center

## About The Director

Michael L Byers

Mike is the Director of The Pennsylvania Child Welfare Resource Center (CWRC), a program of the University of Pittsburgh, School of Social Work. The Resource Center provides a continuum of services designed to facilitate and sustain positive change in the child welfare system. Services include: training, transfer of learning, technical assistance, research and evaluation, project management, and organizational development.

Mike brings a wealth of child welfare policy and practice experience to his role as Director through his 20-year experience in the public child welfare system. He has worked as a public child welfare social worker, supervisor and manager in both Pennsylvania and California. Mike came to the CWRC in 2007 as a Program Development Specialist focused on the Child and Family Services Review (CFSR). Subsequently, he moved into the Department Manager position in the Statewide Quality Improvement Department. In this capacity, he oversaw an array of statewide projects, initiatives, and evaluation activities. Most recently, Mike served as the Assistant Director of the CWRC.







AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

October 3, 2018

Dr. Rufus Sylvester Lynch, ACSW  
Chair, The Strong Families Commission Incorporated  
P.O. Box 13502  
Philadelphia, PA 19101



Arthur C. Evans Jr., Ph.D.  
Chief Executive Officer  
American Psychological Association

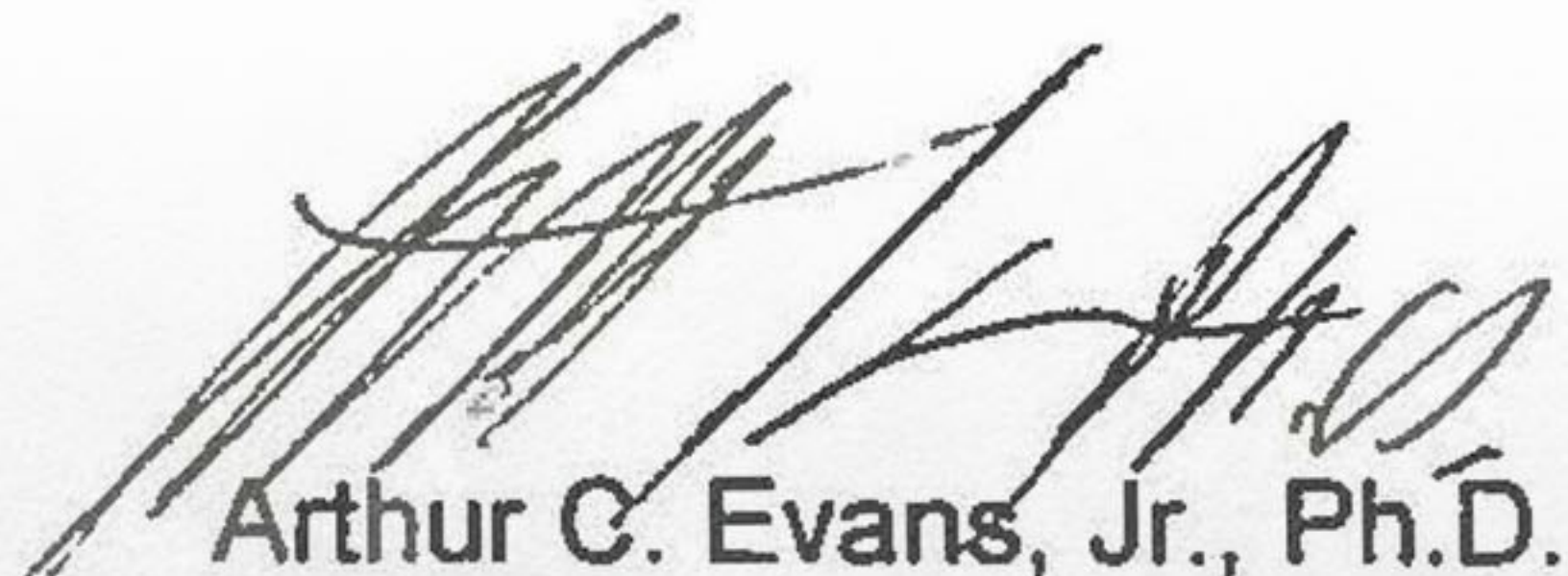
Dear Dr. Lynch,

I am pleased to submit this letter in support of the work of The Strong Families Commission Incorporated to advocate for increased recognition of the importance of fatherhood across the Commonwealth of Pennsylvania.

Psychological research and practice demonstrate the importance of fathers' involvement in the lives of their children. For example, we know that parenting practices around the world share three major goals: 1) ensuring children's health and safety; 2) preparing children for life as productive adults; and 3) transmitting cultural values. A high-quality parent-child relationship is critical for achieving these goals and supporting healthy development. Clearly, fathers play an essential role in developing healthy and successful children, and eventually, healthy and successful adults.

Your focus on expansion of, and advocacy for, the role of fatherhood in developing healthy children and vibrant communities is an important effort to engage men in parenting and to engage communities in supporting fathers. I commend you and your partners for the work of The Strong Families Commission Incorporated in addressing this critical need.

Sincerely,

  
Arthur C. Evans, Jr., Ph.D.  
Chief Executive Officer

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Chief Executive Officer and  
Executive Vice President



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The Convening Father, Child & Family Advocates



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# Daddying





# Tale of Two Cities: Historical Approach to Embracing Fatherhood

Preface Statement

By

Dr. Bryon C. Noon

Returning Citizen

Just as there are multiple views and ways to accomplish any worthy goal, what follows are two historical discussions about how two large Pennsylvania communities embraced and attempt to move forward to improve children's outcomes through increased father involvement at home, in schools and in the broader community. Whether one considers systemic barriers, shortsighted laws and policies, or societal or cultural views about "fatherhood", it is clear that fathers, the forgotten resources in child welfare, do not have a consistent role, either in Pennsylvania or nationally, regarding elevating their children out of poverty and the child welfare system.

The historical accounts that follow from opposite geographic ends of Pennsylvania give consistent insights about the need for fathers to be engaged and the willingness for informed progressive communities to champion this critical venture. From my personal and professional life, I have seen how a father's absence can undermine the emotional, behavioral and financial health of a child. I have seen how families must tell partial truths about their household in order to ensure that government assistance continues. I have witnessed the most reviled, hardened, desperate men soften at the notion of connecting with their children or grandchildren. And I witness regularly the joy of fathers and children that comes with the consistent, healthy involvement of "daddy", "uncle" and "grandpop".

What is clear is that as federal and state funding for social programs dwindle, local fatherhood champions and social service delivery systems must explore additional viable resources to support children and engage absent or non-involved fathers - some of whom are absent or non-involved through no fault of their own.

The questions become – How do we encourage men to now engage when systems have limited father involvement in the past? How do we harness the dad's family resources in support of dependent children if dad isn't part of the planning to begin with?

Fathers teach, love and support differently than mothers, which is not a bad thing, to which child development experts attest. So bringing the additional view of fathers into problem solving strategies in the child welfare system makes good sense fiscally, programmatically, and socially - all to the benefit of the child involved.

I encourage you to read the tale of two cities shared below and I thank you for entertaining the notion that we have more work to do in cultivating this under-tapped resource called father.





## *Philadelphia's Latest Experience with Fatherhood*

Written by Sulaiman A. Wood, MSS, MLSP



American social policy has long rewarded traditional family compositions through various incentives in the form of tax credits, socio-economic status and positive long-term outcomes for their children. Predicated on English Common Law dating back to the Tender Years Doctrine in the 19<sup>th</sup> century through the 1839 Custody of Children Act or Talfourd Act <https://spartacus-educational.com/Wcustody39.htm>, non-custodial fathers have been consistently punished and deterred due to non-traditional family arrangements through draconian child support laws. The fraying of the social safety net through means-tested programs, such as Aid to Families with Dependent Children (AFDC) which was in place from 1935 to 1996, aided in decreasing the participation of able-bodied males in the mainstream workforce.

These policies were later reinforced through the Contract with America in 1995 <https://www.heritage.org/political-process/report/the-contract-america-implementing-new-ideas-the-us> and the passing of the 1996 Personal Responsibility & Work Opportunity Act (PRWOA) <https://www.congress.gov/104/plaws/publ193/PLAW-104publ193.pdf>. President William Jefferson Clinton campaigned "...to end welfare as we know it," and PRWOA marked the end of AFDC (<https://aspe.hhs.gov/aid-families-dependent-children-afdc-and-temporary-assistance-needy-families-tanf-overview-0>) and established Temporary Assistance to Needy Families (TANF) <https://www.acf.hhs.gov/ofa/programs/tanf>, CFR Title 45 Chapter II.

The significant differences between AFDC and TANF are that TANF is a block grant that burdens states with more share of the costs as the federal dollar value diminishes across time; TANF has 5 year timelines with work requirements for families who receive cash assistance and or child care subsidies. It also strictly enforces child support payments from non-custodial parents whose children receive cash assistance and or child care subsidies. This policy has a significant negative impact on low-income fathers and families since most recipients are unmarried low-income mothers with children. Because of work requirements, mothers are no longer able to be home and raise their children and fathers cannot adequately provide for them due to being absent from the home for various reasons, including but not limited to, issues of unemployment, and burdened with debt and penalties because they cannot afford to sustain their child support payments.

Pennsylvania (PA) like other states has used its TANF dollars to invest in welfare-to-work programs. These programs were under the authority of the PA Department of Public Welfare (DPW)—now PA Department of Human Services, Bureau of Employment & Training and Department of Labor.





Their child support arrearages and current child support orders often left the fathers without enough money to survive because by law up to 65% of their pay could be garnished and child support is deducted from net pay or wages after taxes. Failure to pay often resulted in jail time; suspension of driver's licenses; and/or acrimonious relationships with the mothers of their children stemming from the inability to see their children because of societal standards that dictate lack of financial support for your children equates to suspension of visitation rights. There were and remain a host of policy issues to be resolved not just in Pennsylvania but around the country largely because fatherhood is often cloaked as a workforce development issue for men and not distinguishing the fact that these men are parents--fathers.

Fathers and male caregivers have been represented and appreciated in Philadelphia for well over 25 years when the Annual Father's Day Rally Committee held its first picnic in Fairmount Park. Since then, there have been several fatherhood programs that have operated in the City to collectively organize and advocate for systemic policy changes on behalf of fathers and male caregivers not just in Philadelphia, but across Pennsylvania and nation, as well.

The Philadelphia Fatherhood Practitioners Network (PFPN) was started in 1999 with funding from the Philadelphia Foundation by way of Resources for Children's Health's (RCH) Focus on Fathers (FoF) parenting program. PFPN consisted of stakeholders from the federal, state and municipal government, professionals from the academic community and non-profit providers. PFPN consisted of a general and executive body. Ray Jones from Impact Services who was an executive member of PFPN reached across the country and recommended PFPN work with Dr. David J. Pate, Jr. — a native Philadelphian, co-founder of the Center for Fathers, Families & Public Policy—now the Center for Families & Public Policy, and identified four policy positions:

- Increase “Pass Through” (Disregard) of Child Support Payments;
- Expand State Earned Income Tax Credit (EITC);
- Implement Child Support Incentive Payments (CSIP); and
- Protect Parental Rights of Incarcerated Fathers.

Some of these policies had been piloted in other states such as Maryland and Wisconsin but the only policy passed in Pennsylvania to date is the increase of the “Pass Through” of child support which was raised from \$50.00 to up to \$200.00 depending on the number of children if a family receives cash assistance. Now, families opt out of cash assistance to receive the full amount of child support paid if they are working and the EITC is the largest income subsidy supported by the federal and state governments for working custodial parents. Still, non-custodial parents who are current in their child support orders should receive the EITC which has been successful in lifting low-income working families out of poverty.

CSIP continue to not be supported in a conservative state such as Pennsylvania and fathers continue to lose their rights due to timeline restrictions implemented in the foster care system by the Adoption Promotion Act of 2003 <https://www.congress.gov/bill/108th-congress/house-bill/3182> under President George W. Bush's Administration.





PFPN later held its first Fatherhood Policy Conference in 2004 and then applied for the first federal public dollars dedicated to Responsible Fatherhood & Healthy Marriage in 2005. PFPN was not funded but RCH FoF's parenting program was, making it the only federal fatherhood program in Philadelphia to be funded which allowed some of the work of PFPN to be carried on. PFPN re-branded as the Philadelphia Council for Fathers & Families (PCFF) due to pressures from internal and external environmental dynamics. PCFF disbanded in 2012 after it was no longer funded by the Philadelphia Foundation and administered by RCH.

All in all, fatherhood is still active in the City. Several of the programs are still around and fatherhood has been integrated into most of the parent education programs funded through the Philadelphia Department of Human Services who have run parent education programs for fathers for decades. Two programs, FoF's parenting program and People for People's Project D.A.D., received the third round of the federal Responsible Fatherhood & Healthy Relationships grants. Temple University and Denver's Center for Policy Research were also funded in the third round forming the Fatherhood Practice & Research Network.

In April 2012, Dr. Rufus Sylvester Lynch, Founder and Principal Investigator at the Institute for the Advancement of Working Families, received a Senior Fellowship Grant through the Stoneleigh Foundation in partnership with Bryn Mawr College Graduate School of Social Work & Social Research to explore "*The Integration of Responsible Fatherhood within Foster Care Service Delivery and other Children and Youth Servicing Systems.*" The project had ten (10) goals, anticipated outcomes, evaluative strategies, and performance measures.

Key among the project goals (Goal #5) was the pathway to the vision for the 2017 Symposium on Child Well-Being in Pennsylvania and the Urgent Need for Father Involvement. Goal #5 called for a trans-disciplinary interface between the Father-Engagement-Community and Children, Youth & Family Servicing Systems of Care, for the purpose of improving outcomes for children and youth, and advocating that every Father within the Commonwealth be able to access said systems of care; unless doing so would be harmful to the child's well-being.

Currently in Philadelphia, The Strong Families Commission, Incorporated (THE COMMISSION) is the principal organization that advocates for the inclusion of Fathers in the lives of children and families and the systems that serve them. THE COMMISSION early on was credited with advocating Father Integration as a concept for transforming agencies into Father Friendly service providers. This approach made sense during the first stages of the work of the Commission, as Philadelphia served as a fertile setting for the project's launch because it is home to a critical mass of providers and opinion leaders who are aware of the potential value of Father Involvement. While the Commission made great progress in advancing dialogue and social service practices that promote *Father Inclusion*, within the City of Philadelphia and portions of Southeastern Pennsylvania, it soon recognized that the potential improvements in child welfare service delivery was limited by statewide policies and procedures that negated the value of inclusion of Fathers in service delivery to ensure the well-being of children.





# *The Fatherhood Movement in Western Pennsylvania*

Written by Melvin Hubbard El



During the early 1990's in Western Pennsylvania, it became increasingly evident the absence of fathers within the family was on the rise. The consequences to children who were raised in fatherless households was devastating. In fact, men who grew up in fatherless homes or had non-involved fathers represent the most difficult men to reach. These men struggle with a myriad of issues to become conscientious fathers.

Fathers are vitally important to the positive outcomes for children and their active and responsible involvement in the lives of their children is critical in the prevention of complex issues. Nationally in the early 1990's over 25%, or 24 million children lived without a father in their homes. Nearly 2 in 3 (64%) African American children lived in father absent homes. One in three (34%) Hispanic children, and 1 in 4 (25%) Caucasian children lived in father absent homes. In 1960, only 11% of children lived in father-absent homes.

Children who live absent from their biological fathers are, on average at least two to three times more likely be poor, to use drugs, to experience educational, health, emotional and behavioral problems, to be victims of child abuse, and more likely to engage in criminal behavior than their peers who live with their married, biological (or adoptive) parents (**National Fatherhood Initiative**).

In Western Pennsylvania and across America a mandate to address these issues with researched based interventions, through public education and innovative approaches to father involvement was established.

In Pittsburgh, the seeds of the fatherhood movement were planted by research focusing on the increasing fact that father absence was becoming a major problem across America. Phil Washington was the forerunner in establishing the foundation of dealing with father absence in Pittsburgh. The founding of Washington Training and Consulting Associates opened the door to address father absence and to skillfully engage fathers around their needs resulting in men dealing with becoming responsible fathers.

Some of the men and women who cultivated the seeds of the fatherhood movement here in Pittsburgh were George Fleming, Carmen Anderson, Kathy Rudy, Dr. Wilford Payne, Jonathan T. Backers, Larry D. Davis, Mark Green, Steven McIsaac, Tony Brown, David Richardson, Dr. Jerome Taylor, Luqmon Abdus-Salaam, Malcolm Thomas, and Melvin Hubbard El. The aforementioned individuals were associated with the initial surge of development of male fatherhood involvement, in response to growing mortality rates, rising number of teen fathers and the supporting and encouraging fathers to be actively involved in the lives of their children.





The period from 1992 to 2007 saw the foundation of local and national programs and organizations tackle the complex problem of serving fathers from all economic and social backgrounds and experiences. This period was the first phase of working with fathers and men in the city of Pittsburgh. With the lack of involved fathers there was a dire need to encourage men to be involved in the lives of their children.

The following outlines the programs that emerged to ensure children were connected or reconnected with their fathers

- The University of Pittsburgh Fathers Working Group
- Hill House Association Young Fathers Program
- Healthy Start Male Initiative Program
- Pittsburgh Public School District Teen E.L.E.C.T. Father Program
- Center for Family Excellence Male Coalition
- Male Coalition/Coalition for Fathering Families
- University of Pittsburgh Office of Child Development
- Parental Stress Center Fathers' Resource Center
- Fathers Collaborative
- Goodwill Industries of Pittsburgh
- Pittsburgh Public School District “Take a Father to School Day”
- The Whales Tale
- National Fatherhood Initiative
- The Fatherhood Magazine
- National Congress for Fathers and Children
- Pittsburgh School District Head Start Program (Early Childhood)

The above programs and organizations were instrumental in developing strong support, advocacy, outreach and recruitment strategies to serve men in Pittsburgh and Western Pennsylvania. The Magna Awards were initiated in 1995 to recognize school boards for taking bold and innovative steps to improve their educational programs. In 2012 The Pittsburgh Public Schools were honored as the grand prize winner of the Magna Award, for its outreach program aimed at increasing the participation of fathers and other male role models in the district's schools through “Take a Father to School Day”. This endeavor is an annual event which invites fathers, grandfathers, and other male role models to spend a day at their child's school.

In 1995-2007 the Healthy Start Pittsburgh Male Initiative Program provided services for men and fathers for the first time in the Allegheny County Jail, State Correctional Institutions, Juvenile Detention Centers and five different regional School Districts. Public support for the vital role fathers play in the growth and development of their children created a pathway to organizing for policy changes as it related to fathers’ rights and the plight of non-custodial fathers. The Coalition for Fathering Families established a strong partnership with Healthy Start and the Office of Child Development (University of Pittsburgh) and offered week-end self-assessment, action plan development camp retreats for fathers. This served as a foundational building block offering men an opportunity to address the core principles of personal development.





In 2008 the father movement in Pittsburgh was in transition because many of the programs were no longer serving men due to lack of funding or leadership. However, six programs were still in operation and with a call to action from the Allegheny Intermediate Unit (Larry L. Klinger) the second phase was birthed, and named the Fathers Collaborative Council of Western Pennsylvania (FCCWPA).

FCCWPA is a collection of father servicing programs supporting the ongoing growth and stability of fatherhood programs in Western Pennsylvania. Active and participating members are:

- Allegheny Intermediate Unit (Responsible Fatherhood Program)
- Allegheny Family Network (Father Involved Now)
- Children, Youth & Families' Father Engagement Specialist
- Children's Hospital of Pittsburgh (Family Care Connection)
- Family Resources Hill District Center for Nurturing Families
- The Homewood Children's Village
- State Representative Ed Gainey's Office (24th Legislative District)
- Franklin Center of Beaver County

The resurgence and energy of phase two is continuing to serve fathers, children and families in Pittsburgh and Western Pennsylvania. There are still founding programs and organizations who are active and contributing to the ongoing needs to service fathers and men. The passion and commitment they displayed from the 1990's is an integral part of the Father Movement in Western Pennsylvania, i.e., Coalition For Fathering Families, Healthy Start Male Initiative Program, "Take A Father To School Day", Center for Family Excellence Male Coalition, PPS Early Childhood Male Fatherhood Involvement and the National Fatherhood Initiative.

The enthusiasm and dedication these groups displayed from the 1990's is still a fundamental part of the Fatherhood Movement in Western Pennsylvania.

As we look back to the 90's and understand we must continue to reach forward in stride "to bring to light something that has been in the dark for too long ... the absence of too many fathers in the care of their children and families" we realize the work is not done. In fact, only through a unified state effort reaching across Pennsylvania from west to east and east to west will the Symposium Organizing Committee (SOC) secure its campaign goal of ensuring that every child in Pennsylvania has a great opportunity for a better future.

In short, the Fatherhood Movement in Western Pennsylvania is very much alive serving men, children and their families to connect and reconnect them with much needed services stabilizing them as positive and productive members of our community.





# MODERATORS



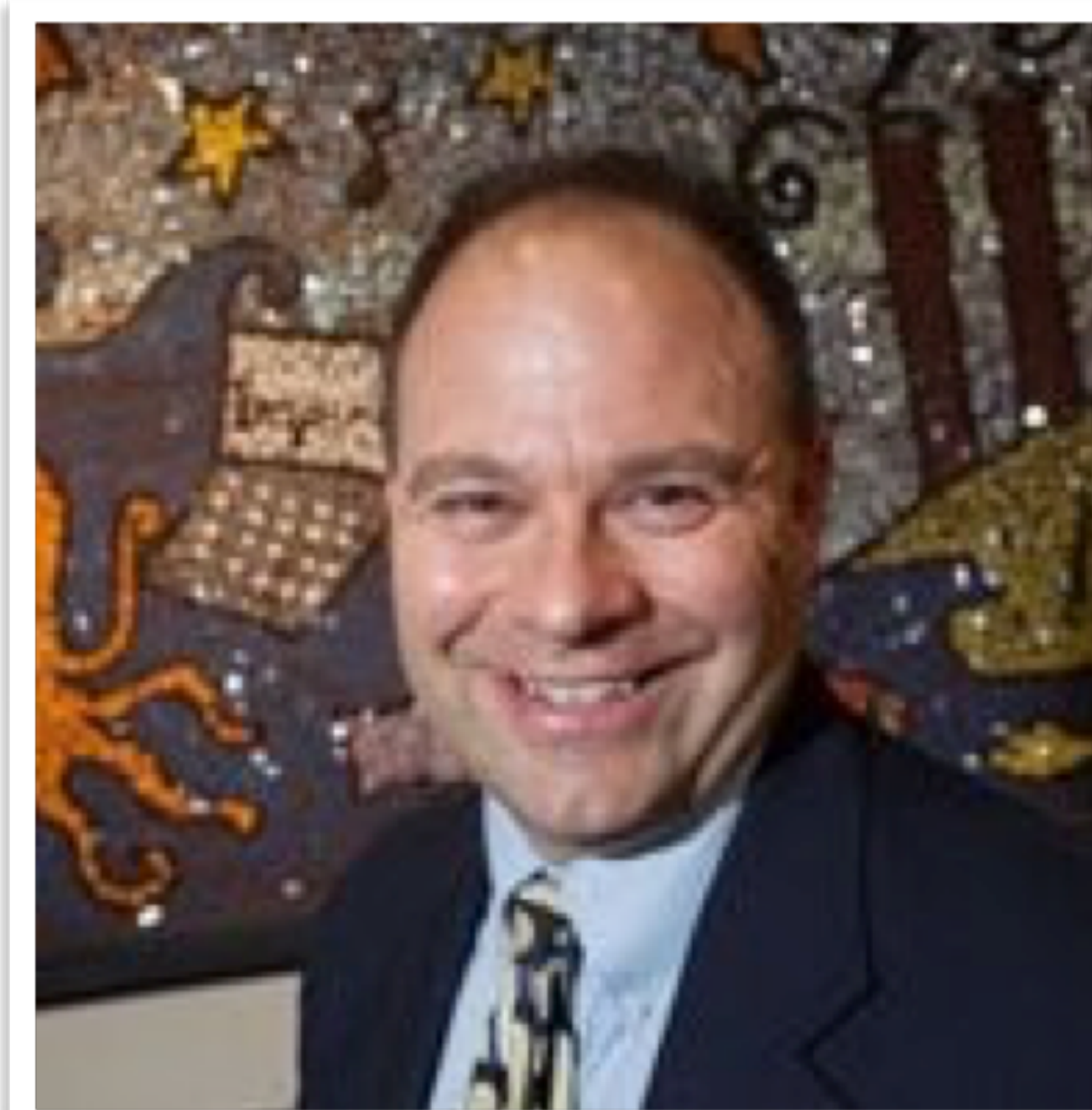
**DAY TWO - MODERATOR**  
**Dr. Catherine Lobaugh** is the AIU's Assistant Executive Director for Early Childhood, Family and Community Services

She is a member of the AIU's Executive Leadership Team and is responsible for the implementation of high-quality, cost-effective, and meaningful early childhood and community programs that serve learners in Allegheny County. Dr. Lobaugh oversees a division that includes AIU's Head Start, Early Head Start, Pre-K Counts, Alternative Education, Adult Education and Workforce Development, and Family and Community Education Programs.

Dr. Lobaugh holds a doctorate in administrative and policy studies, as well as a master's degree in education from the University of Pittsburgh. She earned her bachelor's degree from Clarion State University. She began her career in education as an elementary classroom teacher and also served as an elementary school principal. She served as the Coordinator of Early Childhood Education and later the Director of Early Childhood Education and Elementary Curriculum at the McKeesport Area School District.

A dedicated educator, Dr. Lobaugh was named one of the Mon River Fleet 2012 Women of Achievement and was recognized for her efforts with an Educational Leader Award.

In addition to her duties in public and community education, Dr. Lobaugh also serves as an adjunct professor at California University of Pennsylvania, and is an instructor at the University of Pittsburgh. She was appointed to the Pennsylvania Early Learning Council in 2010.



**DAY ONE - MODERATOR**  
Mr. Klinger, is a member of the Early Childhood, Family and Community Services Leadership Team and responsible

for the implementation of high-quality, cost-effective, and meaningful early childhood and community programs that serve learners in Allegheny County. Mr. Klinger oversees programming that includes the AIU's, Early Head Start, Adult Education and Workforce Development, Fatherhood, Family Centers, other Family and Community Education programs. His many duties include providing assistance to the Program Director of Family and Community Educational Services, i.e. directing, planning, organizing, and implementing the daily operations of the Family and Community Educational Services programs. Additionally directs and oversees the Adult Basic Education Programs, HealthCare Navigator Program, and the Fatherhood program.





# *The Convening of Father, Child & Family Advocates*

## **Schedule of Events**

### **October 17 & 18, 20018**

#### **Day One**

**Learn what Exist** – Review of some of Pennsylvania’s best program practices for ensuring Father Involvement in the lives of their children and families.

Moderator, **Mr. Larry L. Klinger Jr.** Supervisor, FACES and Adult Education and Workforce Development at Allegheny Intermediate Unit.

7:30 a.m. – 8:30 a.m. Registration & Coffee

8:30 a.m. – 9:30 a.m. Welcome –

- Opening Remarks – **Reverend Dr. W. Wilson Goode, Sr.**, President, AMACHI, Inc.
- Welcome – **Michael J. Byers**, Director of the Pennsylvania Child Welfare Resource Center.
- Greetings – **Lisa Watson**, Deputy Secretary, Office of Income Maintenance, Pennsylvania Department of Human Services.

#### **Keynote Speaker – Framing the Issue**

- **Dr. Darlyne Bailey, Director, Social Justice Initiative (SJI)**, and Professor and Dean Emeritus, Bryn Mawr College, Graduate School of Social Work and Social Research. *Dr. Bailey conceived and leads the SJI, which was established in 2016. Officially launched with its conference on “Forgiveness” in May, 2017, the SJI now has over 300 individuals and organizations as part of its network of practice devoted to the intentional exploration and enactment of the knowledge, values, and skills that are essential to ensuring a more just world for all. Dr. Bailey will make the case as to why the acceptance of fathers in the care of their children is a social justice issue not only for the child, the father, and the mother of the child, yet also for our communities and the nation at-large.*

#### **Thought Leader – “From Fathering to Daddying”**

- **Mr. Allan Shedlin** *is the father of four and the grandfather of eight. He is a former teacher/ professor, school principal, founding Executive Director of the National Elementary School Center, Founder and President Emeritus of REEL FATHERS, parenting coach, and researcher. He is widely published in the popular and professional press and has consulted, written, and spoken extensively on the topic of fatherhood and daddying (a term he coined in 1994). He is noted for his consulting with the Obama and Reagan White Houses as well as on radio and television. He currently serves as the Founding DADvocate of the DADvocacy Consulting Group as well as the Creator of the DADDY Wishes Fund. He believes strongly that fathers are important to children, children are important to dads, and families and communities are better off when fathers and children are positively engaged in each other’s lives.*





## Voices from Around the State

9:30 a.m. – 10:15 a.m. 1<sup>st</sup> Presentation – **Fathers Collaborative Council of Western Pennsylvania.**

- “Making a difference through collaborative efforts!”
- Presenters: John Burwell, Jerry Harvey, Jeanette Casciato, George Fleming, Melvin Hubbard El & Larry L. Klinger.

10:15 a.m. – 10:30 a.m. Special Guest Speaker – **Carrie Jasper**, Director, Outreach to Parents and Families, Office of Communications and Outreach to Parents and Families U.S. Department of Education

- “The U.S. Department of Education’s Father Inclusion Approach to Educating Children and Families.”

10:30 a.m. – 11:15 a.m. 2<sup>nd</sup> Presentation – **Films-4-Good**

- “*The Fatherhood Movement and the Value of Film*”
- Gary Chilutti, Founder

11:15 a.m. – 11:30 a.m. Surprise National Philanthropic Launch

11:30 a.m. – 11:45 a.m. **Break** – Working Lunch begins at 11:30 a.m. with Panel of Speakers at 12:00 Noon.

12:00 Noon – 1:00 p.m.

**Perspective of Key Federal Agencies** – Introducing the Panel and serving as Moderator, **Mr. James Murray**, Senior Advisor, Office of Child Support Enforcement (OCSE).

Speakers –

- ▶ **Scott M. LeKan**, Commissioner, Office of Child Support Enforcement (OCSE), An Office of the Administration for Children & Families, U.S. Department of Human Services (DHHS).
- ▶ **Clarence H. Carter** is the Director of the Office of Family Assistance and the Acting Director of the Office of Community Services at HHS’ Administration for Children and Families.
- ▶ **Carlis V. Williams**, Regional Administrator for Region 4 and Acting Regional Administrator for Region 3, DHHS’ Administration for Children & Families.

1:00 p.m. – 1:15 p.m. – **Break**





## **Continuation of Voices from Across Pennsylvania – Mr. Larry L. Klinger, Jr., Moderator.**

1:15 p.m. – 2:00 p.m. 3<sup>RD</sup> Presentation – **Pittsburgh Public Schools: Take a Father to School Day**

- *“Take a Father to School Day: Highlights & History”*
- Presenters: Mark Bentley, Brandon Phillips, Melvin Hubbard El.

2:00 p.m. – 2:45 p.m. 4<sup>TH</sup> Presentation – **Catholic Social Services of the Archdiocese of Philadelphia.**

- *“Defining and Embracing a Comprehensive Fatherhood Initiative Program in Philadelphia”*
- Presenters, Teresa Thompson, Naimah Wilson, & Lance Wright

2:45 p.m. – 3:30 p.m. 5<sup>th</sup> Presentation – **Allegheny Family Network**

- *“Engaging Fathers Through The Eyes Of Children”*
- Presenters: Ruth Fox & George Fleming

3:30 p.m. – 4:15 p.m. 6<sup>th</sup> Presentation – **Pennsylvania Healthy Marriage and Responsible Fatherhood Initiative, Philadelphia Department of Health, Community Action Network, Fatherhood Collaborative Group**

- *“The Community Action Network: Bringing the Community Together”*
- Presenters: Samantha Shuster & Dr. William Champagne

4:15 p.m. – 5:00 p.m. 7<sup>th</sup> Presentation – **Fathers & Friends of Southeastern Pennsylvania, including Bucks, Chester, Delaware, Philadelphia, and Montgomery Counties.**

- *“Father Engagement Programs in Southeastern Pennsylvania”*
- Presenters: David R. Fair, Lawrence Bracy, Jr., Michael J. Flott, Jeffrey Threatt, , Ronald E. McPhail, & Maurice Hayman

5:00 p.m. – 5:10 p.m. Reflections by **Johanna Byrd**, Executive Director, NASW-PA

5:10 – 5:30 p.m. Program Wrap-Up, Evaluation & Adjournment – **Reverend Dr. W. Wilson Goode, Sr.**, President, AMACHI, Inc.

## **Day Two**

### **What’s happening Outside of Pennsylvania?**

Designed to inform executive opinion leaders, policy makers and practitioners as to best practices nationally for serving children and families, inclusive of fathers. Presentations from the Child Welfare League of America (CWLA); Casey Family Programs; Temple University Fatherhood Research & Practice Network (FRPN); Center for Policy Research (CPR), and the Ohio Commission on Fatherhood.

7:30 a.m. – 8:30 a.m. Registration & Coffee





8:30 a.m. – 8:40 a.m.

- Greetings, Welcome to Day Two, and Introduction of keynote Speaker – Moderator, **Dr. Catherine Lobaugh**, Allegheny Intermediate Unit Assistant Executive Director for Early Childhood, Family and Community Services.

8:40 a.m. – 9:00 a.m.

### **Keynote Speaker –**

- **William (Bill) L. McCusker**, *Founder & Chief Executive Officer of Fathers and Families, Inc. Bill has worked as a consultant, marketer and business developer with large professional services firms, in Philadelphia and around the world, for over 30 years. He is an author (Fatherhood: In Pieces), speaker, husband, father of 2 daughters, former U.S. Peace Corps volunteer (Fiji Islands), graduate of University of Notre Dame and the University of Michigan, and resident of New Jersey. He brings a different perspective to Fatherhood and the challenges of Corporate America in supporting Father Involvement.*

9:00 a.m. – 9:45 a.m. – Special Presentation from **UIH Family Partners**

- “*Creating Authentic Bonds with New Jersey’s Office of Child Support Services.*”
- Presenters: Karen Andrade-Mims & Carter Patterson

9:45 a.m. – 10:00 a.m. **Break**

10:00 a.m. – 11:30 a.m. – Presentation from National Stakeholders –

- “*The National Perspective on Father Engagement as Key to the Quest for Excellence.*”
- **Christine Lea James Brown**, President and CEO, Child Welfare League of America (CWLA), and **Paul DiLorenzo**, Senior Director/Strategic Consulting, Casey Family Programs

11:30 a.m. – 12:00 Noon – **Break** – Working Lunch begins at 12:00 Noon, with Panel of Speakers

12:00 Noon – 1:00 p.m. – **State Panel**, Moderator **Ms. Carlis V. Williams**, Regional Administrator, Region IV; Acting Regional Administrator, Region III, Administration for Children and Families (ACF), U.S. Department of Health and Human Services

- **Mr. Robert Patrick, Jr.**, Director, Pennsylvania Bureau of Child Support Enforcement, Department of Human Services
- **Ms. Sandra Moore**, Director, Office of Children and Families in the Courts, Administrative Office of Pennsylvania Courts, Supreme Court of Pennsylvania
- **Teresa Osborne**, Secretary of Aging (Invited)





1:00 p.m. – 1:15 p.m. Break

1:15 p.m. – 1:30 p.m. Welcome Back – **Dr. Catherine Lobaugh** Introducing:

- **Dr. Jay Fagan**, Director & Principal Investigator, Temple University Fatherhood Research and Practice Network (FRPN), Philadelphia, Pennsylvania
- **Dr. Jessica Pearson**, Founder & Director The Center for Research Policy (CRP), Denver, Colorado
- **Ms. Kimberly Dent**, Executive Director, Ohio Commission on Fatherhood

Fatherhood Research and Practice Network

1:30 p.m. – 4:45 p.m.

Funding and Sustaining Fatherhood Activity at the State Level

### **Part I: Presentations**

1. Importance of Fathers to Children, **Dr. Jay Fagan**, Professor of Social Work, Temple University and Co-Director, FRPN
2. Overview of State Initiatives to Include Fathers in Programs and Policies for Families, **Dr. Jessica Pearson**, Director, Center for Policy Research, Denver, CO and co-Director, FRPN
3. How One State Does Fatherhood: The Ohio Fatherhood Commission, **Kimberly Dent**, Executive Director, Ohio, Commission on Fatherhood, Ohio Department of Job and Family Services

### **Questions**

### **Part II: Break-Out Groups and Discussion**

The Fatherhood Vision and Next Steps in Pennsylvania: Break-Out Groups and Discussion

1. What is the purpose of the Fatherhood Commission in Pennsylvania? What should it try to accomplish?
2. Which public agencies, practitioner groups and CBOs are critical to the success of the Fatherhood Commission and how should they be engaged?
3. What funding opportunities should be pursued for a commission in Pennsylvania
4. What immediate next steps should be taken to move toward a Commission in Pennsylvania?

4:45 p.m. – 4:55 p.m. – Reflection for the Day – **Mr. James Craig Rodriguez**, President/CEO, Fathers and Families Coalition of America.

4:55 p.m. – 5:00 p.m. Wrap-Up and Adjournment – **Reverend Dr. W. Wilson Goode, Sr.**, President, AMACHI, Inc.





# FEATURED SPEAKER

*Dr. Darlyne Bailey*



**Dr. Darlyne Bailey** is Professor and Dean Emeritus at the Graduate School of Social Work and Social Research (GSSWSR) and Special Assistant to the College President for Community Partnerships, at Bryn Mawr College. Darlyne is also the Director of the *Social Justice Initiative*.

A first-generation college student, Darlyne was among the first women to attend Lafayette College. With an AB in Psychology and a certificate in Secondary Education, she went on to complete her master's degree from the School of Social Work at Columbia University. As a clinician and then joining others to start a community mental health center, Darlyne later earned a doctorate in Organizational Behavior from the Weatherhead School of Management at Case Western Reserve University. Upon graduation she joined the Mandel School of Applied Social Sciences at Case Western.

Darlyne's journey in academic administration began in 1994 when three weeks after receiving tenure, she was accepted into Group XIII of the 3 year Kellogg National Leadership Program and appointed Dean of the Mandel School.

In January of 2002, a desire to 'payback' her birthplace of Harlem NYC found Darlyne going back east as the Vice President and Dean and then Acting President of Columbia's Teachers College. In 2006, Darlyne went to the University of Minnesota as the first Dean of their new multidisciplinary college. In 2009, attention to family illnesses prompted her to again look to the east coast. Darlyne was honored to be invited to join the Bryn Mawr College Social Work community.

In 2017, Darlyne stepped aside from academic administration to spend quality time with family and friends while delving deeper into 3 areas of long-held passion: founding the *Social Justice Initiative*, engaging with students in classroom teaching and community-based research, and joining colleagues in the leading national projects. It was during this time that Darlyne was recognized as a "NASW Social Work Pioneer", an award she describes as one of the highest points of her career.

In early 2018, Darlyne was again honored as the Moses Visiting Professor at the Silberman School of Social at Hunter College. Most recently Darlyne began responsibilities as the Editor-in-Chief of the 40+year old multidisciplinary online *Reflections Journal*. Continuing to serve on community and national boards of directors in the areas of higher education, social/nonprofit organizations, and family foundations, Darlyne has retained her commitment to "living fully" while helping others to do the same by reaching their highest potential.





# FEATURED SPEAKER

*William L. McCusker*



*Bill is a former U.S. Peace Corps volunteer (Fiji Islands) and a graduate of University of Notre Dame (B.A.) and the University of Michigan (MBA).*

***Bill brings a different perspective to Fatherhood and the Challenge of Corporate America in supporting Father Involvement.***

*Bill is a husband and the proud father of two adult daughters. He is a Director with KPMG LLP, the global accounting, tax and advisory firm, in what he describes as the latest step in a career that has spanned over 35 years working as a consulting, marketing and business development leader with large professional services firms around the world.*

*Bill is the Founder & Chief Executive Officer of Fathers & Families, Inc., a non-profit firm whose mission includes helping mothers, children, and families by building awareness of the importance of fathers and helping dads be better dads. Bill is the author of Fatherhood: In Pieces, a book offering the wisdom, insights and advice of thirty-five fathers he interviewed, and is a passionate speaker on the topic of fatherhood.*



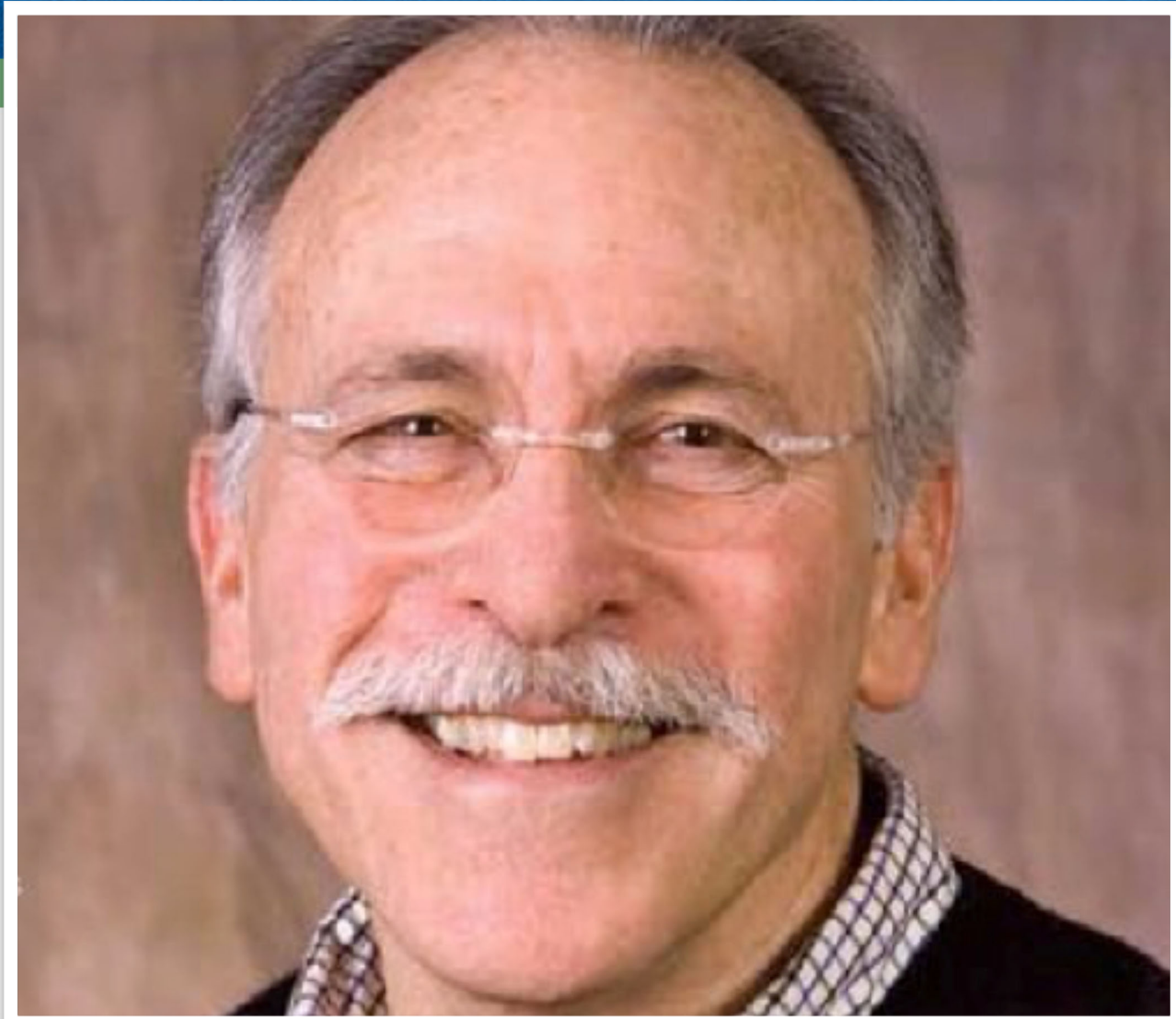
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# FEATURED SPEAKER

*Allan Shedlin*



**Allan Shedlin** has devoted his life's work to improving the odds for children and families. He has been called the "Daddy of the Daddying Movement," a gentle social evolution he identified and named in a 2008 *New York Times*/Hearst News Service commentary distributed worldwide.

Shedlin has three daughters, a "bonus" son, five grandchildren, and three "bonus" grandchildren. They've given him the opportunity to experience the apex of parenting and grandparenting – when nurturing them nourishes *him*.

Trained as an educator, he has alternated between direct classroom service and policy development and advising. He has taught from graduate school "up to" nursery school in New York, New Jersey, and Connecticut. He has taught special education students as well as gifted children – always believing that the special educator's focus on a child's assets and strengths was a valuable mindset for all educators.

After eight years as principal of the school he attended as an elementary student in New York City, Shedlin founded the National Elementary School Center to dignify the foundational importance of the earliest school years and to break down the silos of professionals so they could genuinely collaborate on behalf of children. During 10 years at its helm, he served as an advisor to President Reagan's Secretary of Education and several state school superintendents and independent school associations.

During that time, he began writing about education and parenting for numerous major news outlets and education trade publications, as well as appearing on radio and TV. In 1994, having been asked to write a book on "fathering," he shifted his attention to fathers and coined the term "daddying" to distinguish between the one-time, biological act of fathering and the process of daddying, requiring lifelong commitment – the place where fatherhood and nurturing converge. He has been conducting qualitative daddying research ever since with children/youth (5-21 years old) and fathers/grandfathers/father figures (16-104 years old) in 20 countries.

He shelved the idea of a book in favor of short-form commentaries and founding REEL FATHERS ([www.reelfathers.com](http://www.reelfathers.com)), a New Mexico-based organization that uses the power of film and story to support fathers and strengthen families. During his nine years with REEL FATHERS, he created the NM Alliance for Fathers and Families and was invited to advise President Obama's Office of Faith-based and Neighborhood Partnerships.





# FEATURED SPEAKER

*Allan Shedlin*

*In 2008, he was the first male ever recognized by Mothering magazine as a “living treasure”.* In 2012 he was recognized by the White House for his work in New Mexico. In 2017, Shedlin founded the DADvocacy Consulting Group ([www.DADvocacyConsultingGroup.com](http://www.DADvocacyConsultingGroup.com)) to broaden his focus and energies with dads. In 2018 he launched the DADDY Wishes Fund ([www.daddywishesfund.com](http://www.daddywishesfund.com)) to inspire fathers to be mindful and intentional about the dads they want to be and to invest in their efforts through modest financial awards for activities to reach their goals.

Shedlin earned his elementary and high school diplomas at the Ethical Culture Fieldston Schools, his BA at Colgate University, his MA at Columbia University’s Teachers College, and an ABD at Fordham University. But he considers his DAD the most important “degree” of all.



Symposium Organizing Committee





# DAY-ONE LUNCH PANELIST

## *Federal Officials*



**Scott M. Lekan** is currently serving as the Commissioner of the Office of Child Support Enforcement (OCSE).

Prior to his appointment, Lekan worked as a Business Development Manager for

Informatix Inc., an information technology and business solutions company. He previously served as the Assistant Director for Arizona's Department of Economic Security, Division of Aging & Adult Services. As the Assistant Director, Lekan oversaw a number of programs, including Adult Protective Services, Aging and Disability Services, Community Action Programs and Services, Refugee Resettlement, Domestic Violence and Homelessness Programs, and Finance and Business Operations. Lekan originally joined the Department of Economic Security as the Operations Administrator for the Division of Child Support Services.

In his early career, Lekan served as a senior law enforcement official. During this time, he successfully managed several law enforcement functions. These included overseeing the daily operations and administrative tasks of a police precinct; handling employment, accreditation, and training functions; managing labor and contracts negotiations; and handling public information tasks.

Lekan holds a B.S. in Criminal Justice from Northern Arizona University, and an M.B.A. from California Pacific University.



**Clarence H. Carter** is the Director of the Office of Family Assistance and the Acting Director of the Office of Community Services at HHS' Administration for Children and Families.

Carter comes from the Institute for the Improvement of the Human Condition, which he founded. At that organization, he worked with state and local safety net agencies to meet the emergency needs of socially and economically vulnerable citizens.

Carter served as the Director of the Arizona Department of Economic Security, in addition to other state, federal and local human services management positions.

During his service in the Bush Administration, he managed the Supplemental Nutrition Assistance Program (SNAP) and served as the Director of the Office of Community Services. As Commissioner of the Virginia Department of Social Services, his program was instrumental in growing the capacity of its citizens. In his first five years, more than 25,000 public assistance recipients obtained gainful employment, earning in excess of \$200 million. During his tenure, Virginia's public assistance rolls were reduced by more than half, from an all-time high of 74,000 families to a 30-year low of 31,000.

On the local level, while serving as the Director of the Washington, D.C., Department of Human Services, Carter led the design and operation of an initiative to house more than 1,000 homeless residents. It was this effort that transformed the District's shelter-based homeless system to one based in permanent supportive housing as the primary mechanism to reduce homelessness.





# DAY-ONE LUNCH PANELIST

## *Federal Officials*



**Carlis V. Williams** serves as the Southeast Regional Administrator for the Department of Health and Human Services / Administration for Children and Families (ACF)

based in Atlanta, Georgia. She was the former Chairperson of the Atlanta Federal Executive Board. The Southeast Region consists of eight states: Alabama, Florida, Georgia, Kentucky, Mississippi, North and South Carolina, and Tennessee.

Before assuming her present position, Ms. Williams served as the Executive Assistant to the Governor for Health and Human Services in the State of Indiana. She was the Governor's chief policy advisor in these areas and had responsibility for five major agencies: Family and Social Services Administration, the State Department of Health, the Governor's Council on Disabilities, the Governor's Council on Protection and Advocacy and the Governor's Council on Sports and Fitness. Under her leadership, Indiana registered over 120,000 children during the first year of their Children's Health Insurance Program, Hoosier Healthwise. She has served as Deputy Director for the Indiana Family and Social Services Administration, Division of Family and Children, and was responsible for programs related to family resources: Temporary Assistance for Needy Families, Food Stamps, Medicaid, JOBS, Housing and Community Services, and lead responsibility for the design and implementation of welfare reform in the state.

She received numerous awards including the prestigious Governor of Indiana Council of the Sagamores of the Wabash Award for service to the citizens of Indiana; Georgia State University's National Center on Grandparents Raising Grandchildren award for untiring

efforts in support of grandparent-headed families; Spelman College Innovation Award for the professional development of Head Start and Child Care Teachers in Region IV; National Partnership for Community Leadership Judge David Gray Ross Award for Strengthening Families and Father Involvement in the Public Sector; and the Mayor of the City of Atlanta Georgia Award for Commitment to the Children & Youth of the City.

Ms. Williams is a graduate of Ball State University with a Bachelor of Science Degree in Psychology and Master of Art Degrees in Social Psychology and Counseling and Guidance. She is a mother and grandmother and loves reading, music and the theater. If asked her philosophy of life, she will say, "Giving is better than receiving...if we all give, everyone wins!"

**James Murray** is a Senior Advisor in the Office of Child Support Enforcement (OCSE) within the Administration for Children and Families (ACF). As advisor, he develops strategic partnerships to increase OCSE's positive



impacts in the areas of responsible fatherhood and veterans outreach. Before joining OCSE, he was the Acting Director of ACF's Office of Regional Operations. There he provided executive leadership to ten regional offices on integrating and coordinating cross cutting, human service programs. Before joining ACF, James held positions in the education and non-profit fields, including positions with Early Head Start and the National Fatherhood Initiative. James has a Master of Public Administration degree and a Bachelor of Science degree in Human Development. He is also a Senior Fellow of the Partnership for Public Service's Excellence in Government Fellows program, a leadership development program tailored to the needs of high-performing, senior-level federal employees.





# VOICES FROM AROUND THE STATE

## **FCCWPA**

*“Making a difference through collaborative efforts!”*

**Presenters:** John Burwell, Jerry Harvey, Jeanette Casciato, George Fleming, Melvin Hubbard El & Larry L. Klinger.

## **Films-4-Good**

*“The Fatherhood Movement and the Value of Film”*

**Presenter:** Gary Chilutti, Founder

**Pennsylvania Healthy Marriage and Responsible Fatherhood Initiative, Philadelphia Department of Health, Community Action Network, Fatherhood Collaborative Group**

*“The Community Action Network: Bringing the Community Together”*

**Presenters:** Samantha Shuster, & Dr. William Champagne

**Pittsburgh Public Schools: Take a Father to School Day**

*“Take a Father to School Day: Highlights & History”*

**Presenters:** Mark Bentley, Brandon Phillips, Melvin Hubbard El.

**Catholic Social Services of the Archdiocese of Philadelphia.**

*“Defining and Embracing a Comprehensive Fatherhood Initiative Program in Philadelphia”*

**Presenters:** Teresa Thompson, Naimah Wilson, & Lance Wright

**Allegheny Family Network**

*“Engaging Fathers Through The Eyes Of Children”*

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**Fathers & Friends of Southeastern Pennsylvania, including Bucks, Chester, Delaware, Philadelphia, and Montgomery Counties.**

*“Father Engagement Programs in Southeastern Pennsylvania”*

**Presenters:** David R. Fair, Lawrence Bracy, Jr., Michael J. Flott, Jeffrey Threatt, Ronald E. McPhail, & Maurice Hayman





# Special Presentations

Special Guest Speaker – **Carrie Jasper**, Director, Outreach to Parents and Families, Office of Communications and Outreach to Parents and Families U.S. Department of Education – “The U.S. Department of Education’s Father Inclusion Approach to Educating Children and Families.”



Carrie Jasper is the Director of Outreach to Parents and Families in the Office of Communications and Outreach (OCO) at the U. S. Department of Education (ED). She is the writer and editor of two monthly newsletters for families, *Family*, *School and Community Engagement* and *Touching Base*, specifically for military families.

To further the Secretary’s vision for parents Ms. Jasper with the family engagement To address the issue of dads not being involved in their children’s schools, Ms. Jasper with the family engagement team have held father forums and roundtables across the country.

She has written several publications for the Department among them *Parent Power*, *Empowering Parents School Box*, *Tips for Reading Tutors*, the *Activity Book* (for students) and *Preparing for College*.

Prior to coming to OCO, Ms. Jasper worked in the Office of Elementary and Secondary Education for the Title I and Impact Aid Programs.

She is the president of The Lucinda L. Jasper Scholarship Fund, Inc. and a former teacher of the D.C. Public Schools and the Archdiocese of Washington. Ms. Jasper received her Bachelors’ Degree from the District of Columbia Teachers College and Masters in Math Education from Howard University.



***Special Presentation UIH Family Partners, “Creating Authentic Bonds with the New Jersey Office of Child Support Services”***

**Presenters:** **Karen Andrade-Mims & Carter Patterson**





# NATIONAL STAKEHOLDERS



Christine James-Brown became President and Chief Executive Officer of the Child Welfare League of America (CWLA) in April 2007, assuming the leadership of the nation's oldest and largest

works to improve the quality and availability of child welfare and related services through standard-setting and advocacy.

Prior to her leadership role with CWLA, Ms. James-Brown served as President and CEO of the United Way International (UWI) for five years and was responsible for the efforts of UWI's worldwide network of United Way nonprofit member organizations—spanning six continents and five regions, and serving communities in 45 countries and territories.

For ten years prior to her time with UWI, Ms. James-Brown served as President and CEO of United Way of Southeastern Pennsylvania (UWSEPA), where she guided Philadelphia's largest private nonprofit organization for health and human services. She directed a staff of 130 that managed an annual fundraising effort raising of over \$50,000,000, and distributed funds to over 2,500 community-based agencies.

Throughout her career, Ms. James-Brown has worked tirelessly to help nonprofit health and human service organizations grow and expand their ability to serve children and families through foundation and corporate philanthropy.

A native Philadelphian, Ms. James-Brown holds a BA in Cultural Anthropology from Rutgers University. In 1996, Drexel University awarded her an honorary degree of Doctor of Humane Letters.

## Child Welfare League of America

## Casey Family Programs

Paul DiLorenzo, ACSW, MLSP is a Senior Director for Strategic Consulting at Casey Family Programs, the nation's largest operating foundation devoted solely to the



improvement of the child welfare system. He has almost 40 years of experience in child welfare, youth development and substance abuse settings. Paul has held senior administrative roles in both state and city government and has led non-profit organizations at the local and national levels. He has published a number of professional articles and has served on several boards of directors of social service agencies and foundations. At Casey Family Programs, his primary responsibilities include consulting, technical assistance and supporting states in their systems improvement efforts.





# STATE LEADERS

## Sandra Moore

Ms. Moore began her career in Child Welfare in 1985 as a student intern with Humboldt County (CA) Children and Youth Services during her senior year of college. Upon graduating in 1986, Ms. Moore assumed the position of Social Worker I in the Kings County Human Services Agency - Social Services Division. Beginning in the Family Reunification unit of the County's Children & Youth section, Ms. Moore was quickly promoted to Social Worker III in the Child Protection Intake Unit. There she investigated initial cases of alleged child abuse/neglect, initiating family services to those in need and court action, when warranted.

In 1991, Ms. Moore was promoted to the position of Social Work Supervisor and managed the Child Protection Intake Unit for approximately three years. She was then promoted to the position of Social Services Program Manager overseeing both children and adult services for the county. During this time, she attended California State University, Fresno where she earned her Master of Social Work degree.

She continued in that position until moving, in late 1997, to Greene County Pennsylvania. She quickly obtained employment as the Assistant Director for Children & Youth Services in Washington County and later worked as a technical assistant on system reform to over 20 counties throughout western and central Pennsylvania.

In 2000 Ms. Moore was hired as the Administrator for Dauphin County's Children & Youth Agency. In 2002, Ms. Moore was asked to assume the duties of County Human Service Director in addition to her children & youth duties. She served in this joint capacity for 4 ½ years, leaving in January 2008 to assume her

current position as Administrator for the Office of Children & Families in the Courts under the direction of the Honorable Max Baer, Supreme Court Justice. In this role, Ms. Moore oversees the State's Court Improvement Program, providing assistance and coordination to Pennsylvania's 67 counties/60 judicial districts.

Ms. Moore has taught at various colleges and universities including College of the Sequoias, California State University - Fresno and Temple University. She is involved in a number of community initiatives, including the Statewide Leadership Team for Family Group Decision Making.



**Teresa Osborne** was nominated on January 16, 2015 by Governor Tom Wolf, and was confirmed as Secretary of the Pennsylvania Department of Aging by a unanimous vote of the Senate on May 13, 2015.

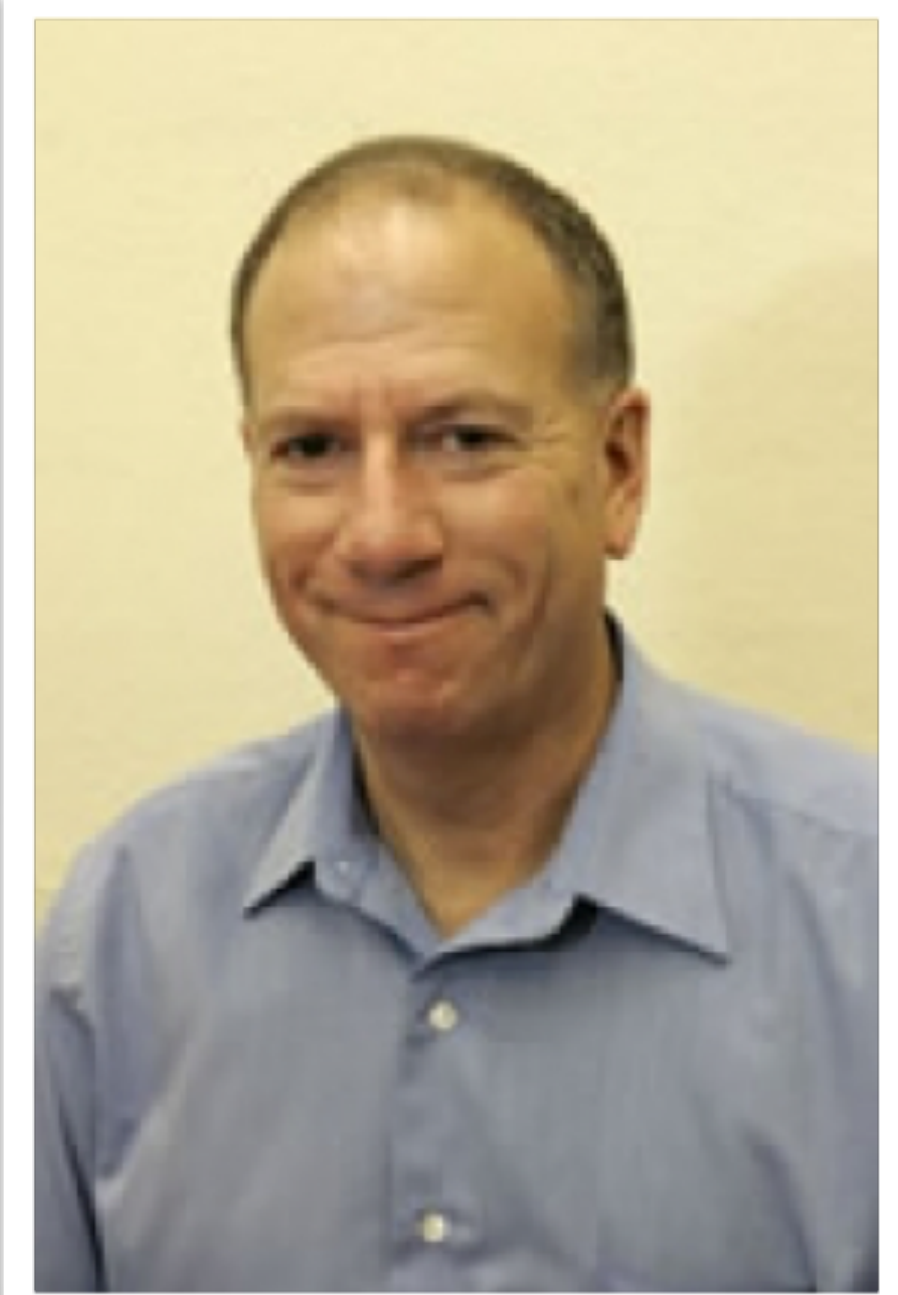
Secretary Osborne most recently served as the Executive Director of the Luzerne/Wyoming Counties Area Agency on Aging and served as Executive Director of the Lackawanna County Department of Human Services, and also as Executive Director of the Lackawanna County Area Agency on Aging. A native of Scranton, Pennsylvania, Secretary Osborne has over two decades experience working with and advocating for older Pennsylvanians and other vulnerable populations.

Ms. Osborne has a long history of involvement in professional and community service arenas including: the Scranton Lackawanna Human Development Agency, Friends of Holy Family Residence, the Shamrock Heart Foundation and St. Joseph's Center Festival Committee. Phi Omega Gerontology Honor Society.





# FATHERHOOD SYMPOSIUM AND WORKSHOP



**Jay Fagan, PhD**, is Professor in the School of Social Work at Temple University and Principal Investigator and Co-director of the Fatherhood Research and Practice Network, funded by the Administration for Children and Families (Grant #90PR0006, OPRE).

His research has focused on at-risk fathers (nonresident, Head Start, adolescent fathers), co-parenting in nonresidential families, family structure effects on young children, parent education and co-parenting interventions for fathers, fathers and early childhood programs, fathering in the context of family processes, and the relationship between childcare and work-family balance among low-income women.

He is currently conducting studies on nonresidential fathers' co-parenting relationships and the effects of mother-father co-parenting relationships on at-risk fathers' involvement with children. He published the textbook, *Fathers and Early Childhood Programs* (Delmar Publishing, 2004), with Dr. Glen Palm, and *Clinical and Educational Interventions with Fathers* (Haworth Press, 2001), with Dr. Alan J. Hawkins. He has published more than 65 research papers on fathers in peer-reviewed journals. He was the founding editor of the journal, *Fathering*.

He teaches human behavior and social environment courses at Temple University. His PhD, is from Columbia University, MSW, University of Pennsylvania, and his BA in Psychology, Trinity College.



**Dr. Pearson** founded CPR in 1981. Her research includes some of the first national studies of mediation in custody and visitation disputes, parent education, and supervised visitation.

She has also completed leading evaluations of new initiatives in child support programs including hospital-based paternity, family-centered services, collaborations with workforce agencies, early intervention strategies, methods of avoiding and addressing child support debt, and addressing parenting time orders and access and visitation problems.

Dr. Pearson served as co-principal investigator of a seven-state demonstration project that resulted in the creation of the State Access and Visitation Grant Program that now awards \$10 million annually for programs to support parenting time. Pearson provides technical assistance, research, and facilitation services to federal, state and local agencies, and service delivery programs. Her areas of expertise include improving access to public benefit programs, developing effective work programs for low-income parents and mentoring and literacy programs for disadvantaged learners.

Dr. Pearson is currently co-director of the national [Fatherhood Research and Practice Network](#) where she oversees grants distributed to projects to rigorously evaluate fatherhood programs, and provides training to improve practice and evaluation in the fatherhood field. She regularly publishes in journals and presents at practitioner conferences. In April 2015, she edited a special issue of the Family Court Review dealing with Parenting Time and Co-Parenting for Unmarried Parents (Volume 53, No.2).

Dr. Pearson received her Ph.D. in Sociology from Princeton University.





# FATHERHOOD SYMPOSIUM AND WORKSHOP



**Kimberly A. Dent** is currently the Executive Director of the Ohio Commission on Fatherhood/Ohio Department of Job and Family Services. She brings over 20 years of government experience to

the fathers and families she serves in Ohio.

The Ohio Commission on Fatherhood provides funding to Responsible Fatherhood programs throughout the state and makes policy recommendations. The Commission also trains professionals and engages the community regarding the vital role fathers play in their children's lives.

During her time with the government, Ms. Dent has served in various capacities in the local and state Child Support Programs such as a child support caseworker at the local level, a program consultant, a business analyst and a Human Services Program Administrator in County Services, Policy as well as Outreach, Education and Grants Management units at the State Office of Child Support. Ms. Dent has also served as a commissioner on the Ohio Commission on Fatherhood, representing the Ohio Department of Job and Family Services.

Ms. Dent holds a Bachelor's Degree in Political Science from the University of Pittsburgh and a Master's Degree in Public Policy and Administration from Ohio University. She is working on her PhD in Public Policy and Administration, Specializing in Law.



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# DAY ONE - FINAL REMARKS

*Johanna Byrd*



Johanna Byrd, ACSW, IOM, CAE is currently the Executive Director for the National Association of Social Workers, Pennsylvania Chapter, where she has served for three years. She has worked for NASW for 20 years in a variety of positions, including as the Director of Government Affairs and Special Projects for NASW Florida Chapter, and the Executive Manager for the NASW Virgin Islands Chapter.

Johanna graduated Summa Cum Laude from Texas Christian University with a BA in religion studies and a BSW, and received her MSW in social work administration from Florida State University.

She has served as an adjunct instructor in Social Welfare Policy and Programs, Community and Organizational Change, and Introduction to Social Work at Florida State University.

Johanna serves on the Board of Directors for the Pennsylvania Society of Association Executives, the Small Staff Association Committee for the American Society of Association Executives, and is the current Secretary for NASW's Council of Chapter Executives. She earned her Certified Association Executive (CAE) designation from ASAE in 2017 and her Institute for Organization Management (IOM) designation from the US Chamber of Commerce in 2016. She has received professional awards including the NASW Council of Chapter Executives Gilman-Wells Award, the TCU Social Work Alumni of the Year, and the TSAE Association Professional of the Year.



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# DAY TWO - FINAL REMARKS

*James Craig Rodriguez*

*President/CEO*

*Fathers & Families Coalition of America (FFCA)*



Mr. Rodriguez has been awarded several recognitions for his professional service throughout the United States which include: The Presidential Lifetime Call to Service Recipient – Office of the President of the United States of America – Hon. Barack Obama; the Corporation for National and Community Services by the Points of Light Institute; Congressional Certificate of Honor – U.S. House of Representative Sheila Jackson-Lee of Texas; Proclamation of Leadership - U.S. House of Representative Maxine Waters of California; and the Certificate of Recognition - U.S. House of Representative Diane E. Watson of California.

Fathers and Families Coalition of America (FFCA) is a national and international agency committed since 1996 to delivering services, education, training and advocacy to make a difference in the lives of fathers and children.

Mr. Rodriguez retired with honors in 2003 after serving more than 20 years in the Armed Forces where he was the Director of a mental health/substance abuse program and served as a counselor.

**Mr. Rodriguez** has led FFCA to support government agencies, community-based organizations, multi-faith based leaders and researchers in the public, nonprofit and private sectors. In 2010, he expanded FFCA to create an international membership base with an executive leadership team of over 50 affiliates in the U.S., Jamaica, Australia, Puerto Rico, Africa and Bermuda. His vision to champion healthy families through increased professional development led to his spearheading the National Families and Fathers Annual Conference; National Fatherhood Practitioner & Healthy Relationship Credential and over 20 regional conferences.

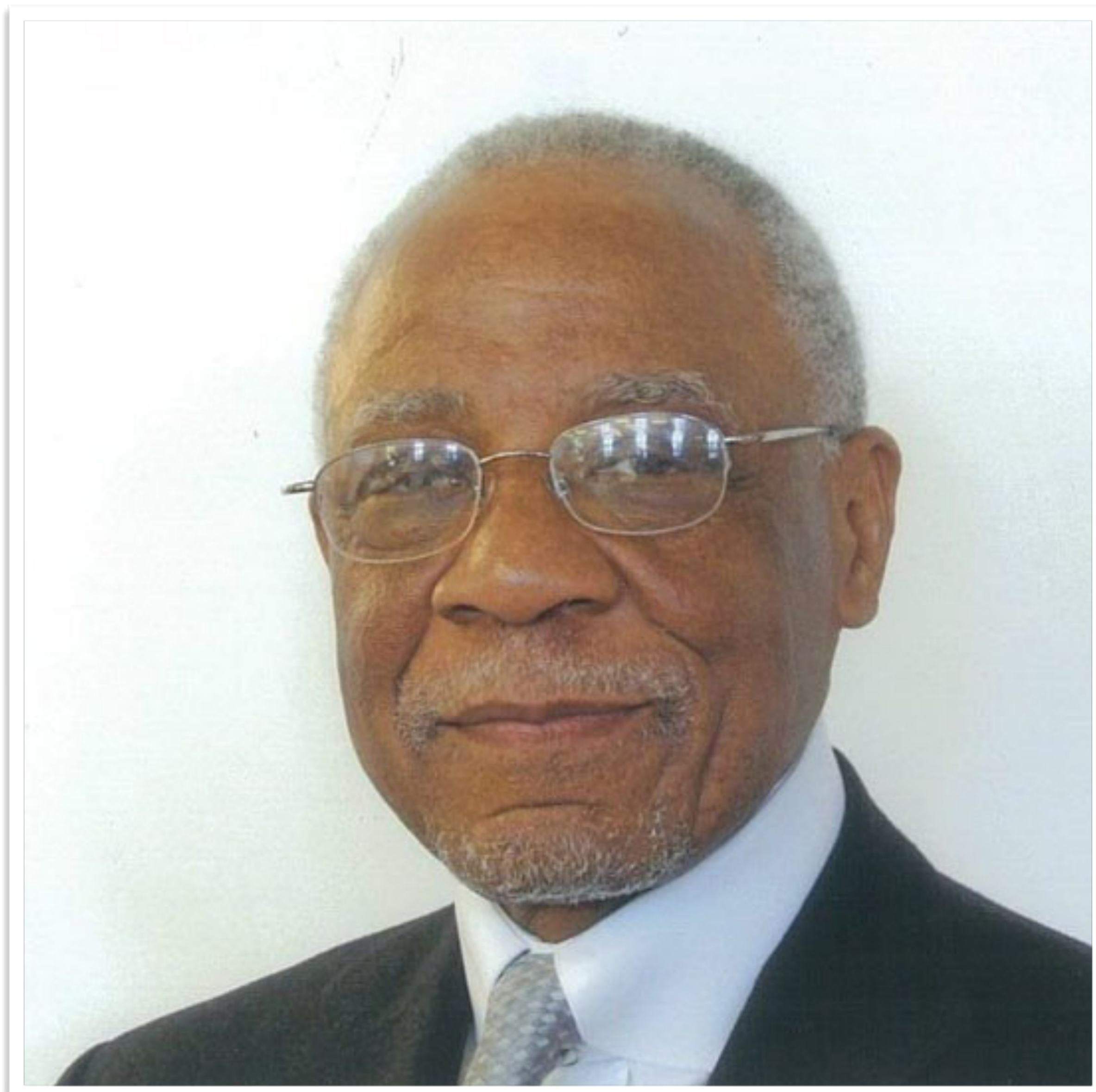


Symposium Organizing Committee





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