

Keynote: The Future of Mental Health in a Post Pandemic Environment; What can we Do to Keep Sane!

How did Covid Affect the workplace? What are professionals saying? Who decides what's normal? Can we as leaders and members create a new optimism and work culture. Strategies to rebuild our workplace, and our homes to build together stronger!

Janet Gerhard is uniquely qualified to position our services and training in the community to educate and inform the regional workforce as to their rights and responsibilities under Federal, State and Local Laws. Elected officials on both sides of the aisle have lauded her career advancing efforts for job creation and protection in the Commonwealth of Pennsylvania. Mrs. Gerhard reported directly to the Governor on all issues related to economic development. Authorized by Governor to expedite all activities on behalf of the business community with all departments of the Commonwealth, Janet negotiated a multi-million-dollar financial incentive packages for business attraction and retention.

Jail Credit

A general overview of NJ Case Law that relates to calculating credits.

Kyle LoCascio is currently the Recovery Court Supervisor in Monmouth County Probation. He began his career with the New Jersey Judiciary as a Probation Officer in Middlesex County in 2007. In that time, he has overseen every caseload type in Probation including Supervision and Child Support.

Culturally Responsive Responsivity

This workshop will examine how supervision can be delivered in a way that incorporates and takes into consideration client personal characteristics including, but not limited to, race, gender, culture, age, and learning style. Furthermore, a discussion of the potential for bias and practical tips for how to promote fairness within the many layers of the assessment process will be included.

Tameka Chatman, MA, LCADC, SAP provides training and consultation on evidence-based and promising practices at the Rutgers UBHC Behavioral Research & Training Institute. Mrs. Chatman has worked with several teams across behavioral health and criminal justice settings and on a variety of topics including substance abuse, the intersections of behavioral health and criminal justice, group work, co-occurring disorders, cultural humility, trauma-informed care and stress management. She chairs the Next 2nd Chance Consumer Advisory Councils and the Next 2nd Chance Professional Alliance—innovative initiatives focused on people re-entering society after jail or prison, and also presents at Crisis Intervention Team (CIT) trainings. Tameka has worked as a clinician, administrator, an adjunct professor of psychology, research assistant, and as a qualified Substance Abuse Professional (SAP) conducting evaluations for the Federal Department of Transportation. Tameka received a bachelor's degree in Psychology & Criminal Justice from Temple University and a master's degree in Forensic Psychology from John Jay College of Criminal Justice.

Conquering the Five Dysfunctions of a Team (Leadership Development

This informative session, based on Patrick Lencioni's book *The Five Dysfunctions of a Team*, focuses on the problems and conflicts that often prevent teams from working together to achieve their stated goals. The five dysfunctions -- lack of trust, fear of conflict, unwillingness to commit, avoidance of accountability, and inattention to results -- are ones that many leaders will recognize, but few will know

exactly how to fix. This course will give participants practical techniques they can use to fix these dysfunctions.

Fonda Wynn is the owner and lead training and organizational development consultant for Wynn Development Consultants, LLC. Wynn Development Consultants assist organizations with creating high performing teams through efficient and effective employee training, leadership development and coaching.

Ever wonder what supervising and managing is?

Why is it some make it look like it's a walk in the park and others seem as if they are lost in the dark? Have you thought to yourself I could do that job, why don't I have it? Join me to discuss several aspects of management that aren't discussed prior to getting the job but understanding them is needed and others that learned through the process of leading. Strategy matters as much as mission and vision. Leading people can be more difficult than learning a foreign language. Your character will be tested more than your competency. Meetings and clear communication are essential. Learning how to integrate your leadership skills for both in person and virtual is your new norm. These areas touch on many of the aspects of your leadership that you will deal with during your leadership journey. Learn some tips and suggestions for managing friends and foes alike.

Audrey C. Rigsbee, Vicinage Chief of Probation, currently works for the New Jersey Judiciary overseeing the Probation Division in the Cumberland/Gloucester/Salem counties, Vicinage XV. She began her career in criminal justice interning with the Morris County Adult Probation Division working with a mental health focused caseload. She then began working fulltime for the Camden County Probation Division as a Senior Probation Officer in juvenile supervision. She later transferred to the Division of Law and Public Safety where she worked as a Senior Parole Officer supervising in Camden, Gloucester and Salem counties. She then moved back to the New Jersey Judiciary into the position of Vicinage Training Coordinator for the Camden Vicinage. In 2016, she was promoted to Vicinage Assistant Chief of Probation for the Hudson Vicinage, overseeing the Child Support Unit. She maintained this position until her recent appointment as Vicinage Chief in January 2022. Ms. Rigsbee is a 2015 Graduate of the National Institute of Court Management, ICM Fellow, a 2012 graduate of the American Probation and Parole (APPA) Leadership Institute as well as a Certified Public Manager. She also holds additional certifications for Myers Briggs Type Indicator, Leadership, Project Management, Public Speaking, Training and Design Development, Adult Learning Theory, Organizational Development and Coaching.

Public Speaking---How to Rock Public Speaking

This interactive workshop provides participants with research-based information on the benefits and importance of public speaking for career, personal growth, and leadership. Participants will be provided with many tips for public speaking from ideal prep to impactful delivery.

Norbert Niakas is currently the Probation Training Coordinator at the Office of Probation Services where he is responsible for the development and delivery of training for supervision probation officers and supervisors. Prior to that, he worked as a probation officer for 15 years in the Mercer County Vicinage. Outside of the Judiciary, Norbert worked for 19+ years with the homeless/runaway youth population as a counselor and case manager and holds a bachelor's degree in psychology from The

College of New Jersey. Norbert has been a certified personal trainer since 2004 and nutrition/health coach since 2009. His current topics of interest include motivation, grit, passion, and purpose.

Understanding Micro-Aggressions

This training provides participants with a basic understanding of microaggressions. The session will define and review the various types of microaggressions and their impact. The session will also review techniques to minimize the occurrence of microaggressions as well as ways to respond to and discuss microaggressions.

Lauren Benatti-Smith is the New Jersey Judiciary's Statewide Diversity Learning and Development Specialist for the EEO/AA Unit. In that capacity, she develops and facilitates trainings on various subjects concerning equity and compliance, such as Diversity and Inclusion, Understanding Microaggressions, Implicit Bias, Sexual Harassment and Retaliation. Prior to her appointment, Ms. Benatti-Smith worked in New York City's social service sector where she oversaw workforce development programs, trained and coached a large direct service staff, and implemented client and staff-based training initiatives. In addition, Ms. Benatti-Smith served as a Professional Development Instructor for New York City's DC 37 Union, where she created curriculum and conducted classroom-based instruction for union members on topics such as Public Speaking and Writing skills. Ms. Benatti-Smith received her B.A. in Criminal Justice from Rutgers University and her M.A. in Women's and Gender Studies from Roosevelt University.

Stages of Change—Rock the Boat-Stages of Change

It is looking at where people are at in relation to making changes. I would assume that there are times it is frustrating that there are clients who do the same things over and over. What it means is that they are not in a space of change and how to identify that and possibly help them move towards making change.

Jessica Ring was born and raised in Atlantic County. She graduated from Stockton University with my BA in Psychology and completed my master's at Monmouth University in Mental Health Counseling. Ms. Ring is a Licensed Professional Counselor and have been working in the field for about 15 years. She started at AtlantiCare moving around from inpatient, acute partial care to outpatient therapy for adults. Jessica recently left AtlantiCare to work for Veterans Association in Northfield. She has always wanted to work with the VA since they are an underserved population who really need the support and treatment.

Hot Topics in Child Support-Description coming

Larry Ashbridge is the current Chief of Child Support Enforcement for the Office of Probation Services at the Administrative Office of the Courts. Larry began his career as a Probation Officer in Vicinage 15, Cumberland, Gloucester and Salem counties in March 2010. As a probation officer, he specialized in UIFSA, Court and other complex caseloads before being promoted to Court Service Supervisor 2 in December 2012. As a CSS2, Larry supervised UIFSA, Court, Intake and Bench Warrants while leading statewide initiatives such as the suspension of recreational hunting and fishing licenses. In September 2015, Larry was promoted to Vicinage Assistance Chief Probation Officer for Cumberland County Child Support in Vicinage 15. As a VACPO, Larry served on many statewide committees and was chair of the Policy and Procedure Committee. During his career, Larry has also been a frequent presenter at the New

Jersey Child Support Conference. In February 2018, he accepted his current position at the Administrative Office of the Courts. Larry holds a BA in Criminology and Investigations from the West Virginia University.

Dawn Dougherty began her career as a Probation Officer in Atlantic County 2001. In 2011, she was promoted to a CSS2 for the Cape May County Child Support Unit. In 2012, Dawn's support enforcement team was awarded County of the Year at the annual Child Support Conference. She was promoted to Vicinage Assistant Chief Probation Officer of Vicinage 1 in 2017, which is a position she still holds. As a supervisor, Dawn's child support units have each won the Sue Grey Innovation Award for creative programs that they have implemented to assist their child support clients. In addition, Dawn is currently a member of the Child Support Policy and Procedure Committee as well as the New Jersey Child Support Council.

Qigong Rocks: An Ancient Practice for Modern Times-2 Classes

Qigong is a gentle form of moving meditation, with roots going back over 3000 years. It integrates posture, breathing techniques, slow graceful movements, and a mindful focus. Its many benefits include relaxation and stress reduction, improved focus and mental clarity, and improved health and wellness.

Michael King began studying Dr. Roger Jahnke's Integral Energetics with Lou Bergmann. Back in 2016, he was introduced to Francesco Garripoli and Zang Fu Gong, or Organ Cleansing Qigong. After several years of study with Francesco, Michael received his instructor certification in the Organ Cleansing form. During the Summer of 2021, he became certified in Wuji Hundun, an 800-year-old lineage taught to Francesco by his teacher, Grand Master Duan Zhi Liang. Michael practices and teaches the Organ Cleansing style and Wuji Hundun, as well as Shibashi, Ba Duan Jin, Five Elements and several forms from Integral Energetics.

Mr. King has over 35 years of training experience in the public and private sectors. He recently retired from the New Jersey Judiciary after 21 years of training in a variety of areas including Management/Leadership, Interactive Personal Styles, Mindfulness, TACPRO, Natural Response Control Tactics, and a broad variety of communication topics.

Human Trafficking and Gangs

Human trafficking is an insidious crime and a fundamental human rights violation involving acts of abuse and violence against adults and children across our nation. Gangs have historically focused on drug trafficking and illegal weapons trade, gang involvement with human trafficking—as one of the world's fastest growing criminal enterprises—continues to increase.

As gangs continue to participate in and profit from human trafficking, it becomes even more important for criminal justice and community organizations to be aware of the connections between the two. This course will offer insight on the gangs actively involved in Human Trafficking and its victims.

Managing Gang Members

The goal of this training course is to provide the attendee with insight as well as techniques on how to effectively manage individuals who are Gang affiliated or associated. The course will introduce the attendee to the culture of Gangs and the mindset of a Gang affiliated or associated individuals and offer various methods on how to address the individual in a manner that will produce the desired outcome. The course will also address the rehabilitative modalities that are used successfully

Edwin Torres began his law enforcement career in 1988 as a correction officer in the New Jersey Department of Corrections at the NJ Training School for Boys in Monroe Township and has over 34 years of Law Enforcement experience. In 1993, Agent Torres started working to address the presence of criminal street gangs in the juvenile facility. Agent Torres was promoted in 1996 to Sergeant and held various positions, including Investigation/Disciplinary Sergeant, Honor Guard Commander, while continuing to work in the area of gang intelligence and suppression. Agent Torres was promoted to Lieutenant in 2003 and shortly thereafter became the commander of the newly created Gang Unit for the Juvenile Justice Commission (JJC) under the New Jersey Attorney's General Office. Agent Torres oversaw gang suppression efforts for the JJC until 2008 when he accepted a position with the New Jersey State Commission of Investigation assigned to the Organized Crime/Criminal Street Gangs Unit.

How to Make Sure Your Personal Branding at Work Rocks!

This session will focus on how to build your own personal brand to bolster your reputation, ensure your digital identity is in line with the organization's policies and represents you best, and ensures that your image to others is a positive one. Topics will include attire, relationship building, working with people beyond your team/unit, common pitfalls to your personal brand, digital presence, etc

Dominique Brooks Atlantic and Cape May County Vicinage Training Coordinator with 9 years of Investigator experience in Probation (specifically Child Support Enforcement) and 1 year of Criminal Division experience as and 1 year of Criminal Division experience as a Court Services Officer.

East Coast Gangs 102: Identification & Trends

With the criminal street gang culture conforming its identifiers to avoid law enforcement identification and/or challenge the criteria that are used to detect active membership, fundamental and accurate identification is pertinent to disrupt a criminal organization's enterprises while utilizing our gang enhancement laws. "East Coast Gangs 102: Identification & Trends" is created to give the attendee the initial tools in becoming a proactive force against the war on gangs by focusing on the distinctive ideologies, body markings, hidden identifiers, graffiti, codes and current trends utilized by New York & New Jersey's top street/prison gangs.

*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter

Det. /Cpl. Edwin Santana is a 24-year veteran of the Morris County Sheriff's Office Bureau of Corrections and a founding member of the Morris County Gang Intelligence Unit. As a graduate of the Passaic County Police Academy, Det/Cpl. Santana was certified by the State of New Jersey as a Method of Instruction (MOI) instructor in 2001. Since 2008, Corporal Santana has held the honor to be utilized by the Morris County Public Safety Training Academy to instruct the academy recruits that are training under the Police Training Commission (PTC) Basic Police Class & Basic Correctional Classes. In addition, Det/Cpl. Santana has been utilized to testify as an Expert Gang Witness on both the State and Federal judiciary level. In 2019, Det/Cpl. Santana was accepted by United States Chief District Judge Frank D. Whitney of the Western District of North Carolina as an Expert Gang Witness regarding the "United Blood Nation" and "9-Trey Gangster Blood" gang history, culture and ideologies. Det/Cpl. Edwin L. Santana has lectured to approximately 47,000 Civic and Law Enforcement personnel throughout the United States. His knowledge on Street/Prison Gangs and Graffiti Identification has led him to be utilized by various national and local

law enforcement organizations within twenty-eight states. In addition, Det/Cpl. Santana has interviewed and assisted as a gang specialist for various news and media outlets that include: 1010 WINNS AM New Radio, Telemundo 47, Fox News' "Giraldo Rivera At Large", Biography Channel's "Gangsters" America's Most Evil" season 2 and the History Channel's "Gangland: Blood Oath" season 1 & "Gangland: One Blood" season 2 and "Gangland: Better Off Dead" season 6. Det/Cpl. Santana is presently the East Coast Gang Investigators Association's (ECGIA) New Jersey Chapter President (2018-Present) and oversees its membership and training within the Garden State. Prior to this, Det/Cpl. Santana was the International Latino Gangs Investigators Association (ILGIA) Vice President (2010-2013) and held the responsibility of overseeing its many chapters that included the United States, Mexico, El Salvador, Guatemala, Honduras and Spain. In 2006, Det/Cpl. Santana became an original Executive Board Member for the New Jersey Gang Investigators Association (NJGIA) and eventually was appointed as the NJGIA Vice President of Training (2013-2015). Currently, Det/Cpl. Santana continues his individualized training for the civilian and law enforcement communities throughout the United States under the Morris County Sheriff's Office and/or his G-STEP, LLC banner.

How Being Trauma-Informed Improves Criminal Justice System Responses

For the PANJ Annual Conference in November 2022, I propose the following training presentation outline on trauma. This is a topic I have presented on previously to at Criminal and Probation Conferences, as well as at Recovery Court events and specifically to Recovery Court Judges. This training will be updated to discuss the impact of the past two years in terms of COVID-19 and social isolation in terms of its impact on those already dealing with trauma in their lives.

National research recognizes that the majority of people who have behavioral health issues and are involved with the justice system have significant histories of trauma and exposure to personal and community violence. Involvement with the justice system can further exacerbate trauma for these individuals. Traumatic events can include physical and sexual abuse, neglect, bullying, community-based violence, disaster, terrorism, and war. These experiences can:

- Challenge a person's capacity for recovery
- Pose significant barriers to accessing services
- Result in an increased risk of interacting with the criminal justice system

Trauma-informed training is an approach used to engage people with histories of trauma. It recognizes the presence of trauma symptoms and acknowledges the role that trauma can play in people's lives. Trauma-informed criminal justice responses can help to avoid re-traumatizing individuals. This increases safety for all, decreases the chance of an individual returning to criminal behavior, and supports the recovery of justice-involved women and men with serious mental illness.

"How Being Trauma-Informed Improves Criminal Justice System Responses" is training for criminal justice professionals to increase understanding and awareness of the impact of trauma and develop trauma-informed responses when dealing with clients.

Donna Westhoven started her career in the New Jersey Judiciary in 1997 in the Burlington Superior Court Family Division. For five years she served as a Probation Officer in Burlington County, New Jersey. Ms. Westhoven served as the Drug Court Coordinator in Burlington County from 2004-2007 and was

responsible for the day-to-day operations of the Drug Court. Additional duties included obtaining community resources for participants, training opportunities for the team and securing the necessary drug treatment needed for clients. Ms. Westhoven served as Team Leader from 2007-2012 and among her responsibilities was acting as the lead for the Veteran's Assistance Program. Prior to joining the Administrative Office of the Courts, Ms. Westhoven served as the Assistant Criminal Division Manager in Burlington County and oversaw the Drug Court Unit as well as the Bail Unit. Ms. Westhoven is a prolific presenter on New Jersey Drug Courts, including the Medically Assisted Treatment and Mandatory Drug Court legislation. Ms. Westhoven was selected this year by the federal Substance Abuse and Mental Health Services Administration to attend their training on "How being Trauma Informed Improves Criminal Justice System Outcomes" and is an approved trainer on this topic. Additionally, Ms. Westhoven is a Senior Adjunct Professor at Burlington County College where she teaches Introduction to Sociology, both in the traditional classroom setting and online. She received her B.A. in Psychology from Thomas Edison State College and her M.A. in Human Services from Seton Hall University.

Vicarious Trauma

Probation officers are often exposed to traumatic materials and information through working with perpetrators and survivors, reading discovery materials, conducting assessments and other ways through their work. This can cause secondary or vicarious trauma and stress. Probation officers can also experience primary traumatic stress through witnessing violent and traumatic events within their work in the community. In this workshop we will define and increase attendees understanding of vicarious trauma and its impact. This workshop will also explore ways to identify symptoms of vicarious or secondary trauma and tools to prevent and address it.

Trauma Informed: Bringing a trauma informed lens to probation work

A trauma informed approach recognizes that many individuals involved in the justice system have experienced trauma. Using a trauma informed approach allows for an understanding of the impact of trauma on these individuals and can net improved outcomes through successful re-entry and reduced recidivism rates. In this workshop, you will gain an increased understanding of trauma and a trauma informed approach and learn ways to incorporate it into your work.

Megan Mohr-Murphy, LSW currently employed at Jewish Family Services as Community Support Services Program Supervisor. Previously worked at The Women's Center/Avanzar-Domestic Violence Program Supervisor.

Mental Health Pandemic

In the midst of a global pandemic, COVID-19 cases are not the only thing that we have experienced spikes in. Mental health disorders and distress have also shown to be increasing significantly, impacting all ages, genders, and ethnicities. This trend has created a need for more treatment, oftentimes exceeding the number of services already available. As a result, mental health professionals have had to adapt in unique ways in an attempt to meet this demand.

Effective Teamwork: Know Your Role

There are various roles when working with clients in substance use treatment. The criminal justice system does not simply pass on a consumer to treatment and view them as their responsibility now. Each entity

involved in a client's case play a vital role in their success - be it probation, the judge, treatment professionals, doctors, etc. Research shows that a collaborative effort between everyone involved greatly increases the chances of success.

Michael Frampus is the Clinical Program Manager of a major local provider in Atlantic County that addresses both mental health and substance use disorders. He is also a former NJ Judiciary employee. Michael has worked in the field of alcohol and drug counseling and mental health treatment for nearly 15 years, and he is currently a Licensed Social Worker and a Licensed Clinical Alcohol and Drug Counselor in the state of New Jersey. He himself has also personally experienced the devastation that addiction creates, and it drives his desire to serve others and help them to find their own path of recovery.