

# 2024 PANJ-EF CONFERENCE

Theme: Champions of Change: Leveling Up for Success

## **Keynote: Be Great In Your Face**

In her powerful and uplifting keynote, "Be Great In Your Face," Alethea Crimmins will inspire you to recognize and embrace your inner strength and greatness. Designed to reignite the spirit of those feeling burnt out and undervalued, this session will remind you of the power you possess and the incredible impact you have.

Alethea understands that often, the power we hold can bring fear and self-doubt, causing us to shy away from our true potential. She will address these fears head-on, encouraging you to walk boldly in your greatness. With her infectious positivity, Alethea will motivate you to look in the mirror and see the powerful, necessary, and valuable person staring back.

"Be Great In Your Face" is about more than just motivation—it's a call to action. Alethea will remind you that your value doesn't diminish during tough times; instead, it shines even brighter. You are the big dogs, the ones who are powerful and essential to the success of your team and community. By embracing all that you are capable of, you'll discover strengths and abilities you never knew you had.

Drawing from her own life experiences, Alethea will share her journey of overcoming self-doubt, battling burnout, and finding her voice. Her story is a testament to the power within each of us and serves as a beacon of hope and motivation.

Join Alethea Crimmins for an unforgettable keynote that will leave you feeling empowered, inspired, and ready to face any challenge with renewed confidence and positivity. Remember, you are powerful, you are necessary, and you are seen. Be great, in your face!

## **Tips to Having a Good Day On Purpose**

An empowering and interactive workshop designed to help you take control of your day and cultivate positivity on purpose. This workshop will provide practical tips and hands-on exercises to develop self-care routines and positive self-talk that can transform your daily experience. Key focus areas include: Developing Self-Care Routines, Positive Self-Talk, Rewriting Your Story, and Liberating Your Potential.

Bio: Alethea Crimmins is the globally acclaimed "positivity queen" and self-proclaimed "international hype girl" who has become a beacon of inspiration with a colossal online following of two million supporters. Alethea extends her positive impact through podcasts, keynotes, life coaching, and music. With a 15-year career in early childhood education, she brings a wealth of motivational experience and wisdom to her motivational journey.

## **Leading a Multi-Generational Workforce**

Due to the changing economy, the retirement age continues to increase. As business structures change drastically, working on a multi-generational team has become the economic reality. Equally as important now is workers are looking for employers to offer more. Communicating across generational boundaries, as well as working effectively and supporting what our team members want and need is essential in the modern workplace. In this workshop, we will discuss some generational tendencies to understand each other better and focus on treating all employees with respect to build the strongest and most diverse team.

Bio: Ethan McKinney is the Child Support Leader for Amazon Web Services' state and local government team. In this role, he draws on his child support experience to help AWS serve state and local government customers as they seek to apply technology to improve outcomes for their child support programs. Before coming to AWS, he was a deputy prosecuting attorney and Child Support Director for the St. Joseph County, IN Prosecutor's Office. He served as an Indiana Prosecuting Attorneys' Council representative during Indiana's efforts to modernize the child support enforcement system. He is currently the Treasurer for the National Child Support Engagement Association. He lives in Mishawaka, IN with his wife, Jennifer, 2 daughters, Elly and Nora, and their German Shepherd, Zeb.

### **What's Your Mission? – Tapping into Your Driving Force at Work and in Life**

Just like an organization has a mission statement to embody what it wants to accomplish, its goals, values, and how it benefits the greater good, a personal mission statement can equally serve as a driver for long-term goals and decision-making for each one of us. In this workshop, you will have the opportunity to develop two mission statements: one specific to the workplace and one for your life. Each mission statement can serve as a compass and provide more value and clarity for your day-to-day actions. It may also keep you on track, enhance productivity, and ensure that all of the decisions you make are aligned to your greater purpose.

Bio: Norbert Niakas is the Probation Training Coordinator at the Office of Probation Services where he is responsible for the development and delivery of training for supervising probation officers and their team leaders. Previously, he was a probation officer in Mercer County for 15 years. Norbert has a bachelor's degree in psychology from The College of New Jersey and is a certified personal trainer as well as a nutrition/health coach.

### **Anti-Human Trafficking Workshop: A Trauma Informed-Collective Approach**

Victims of human trafficking often experience high levels of physical and psychological trauma, involving emotional or mental distress which cause challenges in managing cognitive processes, regulating behavior, and controlling emotions. Many suffer from Anxiety, Depression, Substance Use Disorder and Complex PTSD.

By applying a Trauma-informed, Collective Approach, we can create a framework of thinking and interventions that are directed by a thorough understanding of the profound neurological, biological, psychological, and social effects of human trafficking. By placing priority on restoring the survivor's feelings of safety, choice, and control we create opportunities to rebuild a survivor's sense of empowerment and sustainable positive outcomes.

Bio: Cristine Knight, LCSW worked in the field of human trafficking in the Atlantic City area for 12 years when she recognized the need to bridge the gap between victims and the community at large. In 2018, she became a founding member of HR Recovery Initiative; a unique nonprofit serving victims and survivors of human trafficking utilizing a trauma informed, victim centered approach. In her role as Executive Director, Cristine married her expertise as a trafficking specialist and Mental Health Therapist to create custom presentations for organizations about the effects of trafficking and promote purposeful collaborations to facilitate a survivor's recovery.

### **Compassion Fatigue**

Many of us deal with stress and anxiety in our workplaces; However, Probation Officers and their Supervisors are often tasked with listening and problem-solving difficult issues with clients and litigants with compassion and understanding. This workshop looks at compassion fatigue, burnout, and solutions for both.

Bio: Janet Gerhard serves as Director of Public and Community Relations for FHE Health. With a background in Employee Assistance Programs (EAP), she is a regular resource for unions, educating them on their legal rights and responsibilities in relation to drugs and alcohol, addiction and mental illness in the workplace. Ms. Gerhard is also a

liaison for FHE Health and speaks nationally on issues related to bullying and hostile work environments, stress and anxiety in the workplace, and how to handle addiction and/or behavioral health crises in the workforce. She has also served as a guest speaker for the national conferences of the Coalition of Labor Union Women, International Federation of Professional & Technical Engineers, International Legislative Conference, and Communication Workers of America, among other groups.

### **PERS Retirement Planning Seminar** (2 sessions, back-to-back)

This workshop will review the six retirement types for PERS members, the nine pension options for PERS members and MBOS Beneficiary Designation for active members. The presenters will demonstrate a step-by-step walkthrough of the PERS Retirement Application, review the retirement checklist, eligibility requirements, and estimate example retirement calculations. The workshop will close with a Q&A session.

Bio: Andra Hopson holds a bachelor's degree in Sociology from Rutgers University. She has been employed with the New Jersey Division of Pensions & Benefits for over 17 years. Currently, Andra is a supervisor in the Division's Benefits Education Unit. Throughout her career with the Division, Andra has served as a call center representative, a pension interview counselor, and as a supervisor in the Call Center. She has assisted members, retirees, beneficiaries and employers with various pension, retirement, and health benefit related issues and concerns. Andra's previous work experience in the medical field and her people skills allow her to provide professional and compassionate service to her clientele. She loves spending time with her family and friends and is a proud member of Delta Sigma Theta Sorority, Inc.

### **Being Assertive with Difficult People**

Working with court users may sometimes require us to be assertive. There are many types of difficult people and learning the phrases and techniques useful for de-escalating conversations to achieve a resolution are helpful for everyone.

Bio: Rhonda Moore is the training coordinator for the Pennsylvania State Education Association. Previously, she was employed as a UniServe representative as well as a middle school music teacher.

### **Confidentiality of Court Records**

This training is designed to provide you with the skills to navigate the intricate landscape of public and confidential records. In today's digital age, access to information is more accessible than ever before, but understanding the nuances between public and confidential information is paramount. This interactive training session explores what information is readily available to the public and how to access that information responsibly. The training discusses the importance of transparency in court records and our on-going responsibility to protect an individual's personal and confidential information. Lastly, the training navigates the sensitive realm of confidential records, including understanding the legal and ethical considerations surrounding their access and dissemination. Through case studies and practical examples, participants will learn how to identify and handle confidential information in accordance with Rule 1:38.

Bio: Michelle M. Smith was appointed Clerk of the Superior Court of New Jersey in September 2013, after serving as the Assistant Chief of Court Processing Services for the Superior Court Clerk's Office. Before joining the Judiciary, Ms. Smith was the Associate Executive Director for Community Mediation Services (CMS), a New York based not-for-profit, that provides conflict resolution and alternative dispute resolution processes for litigants in the court systems. Ms. Smith earned her Bachelor's degree in Psychology from St. John's University in Jamaica, New York and a Juris Doctor from Touro Law Center, Jacob D. Fuchsberg Law Center in Huntington, New York.

## **Roadmap to Your Workplace**

This session outlines a strategic guide for navigating our modern work environment, including avoiding discipline, understanding collective bargaining agreements, and emphasizing clear communication.

Bio: Ellen Cribbin has been the first Vice President of PANJ's Case Related Professional Unit since 2013. Previously, she was a Senior Probation Officer in the Monmouth Vicinage. When not at work, she enjoys spending time with her family, including her two dogs, Tilly and Captain.

## **Deferred Compensation**

This workshop will focus on the benefits of participating in the New Jersey State Employees Deferred Compensation Plan (NJSEDCP). Various NJSEDCP plan features will be discussed, such as: GoalMaker, automatic contribution increases, flexible ways to save in the plan, and the variety of investments available. In addition, participants will learn about the many tools and resources available, including the plan's dedicated Empower representatives who can meet with you to help you plan & prepare for retirement.

Bio: Melanie Brassell has more than 20 years of experience within the financial services industry. Her passion for helping others and strong communication skills have made her a great resource for educating participants about their retirement plans and how to help effectively set retirement income goals. Prior to joining Empower, Melanie worked with both non-retirement and retirement accounts. She has strong knowledge of mutual funds, asset allocation, and retirement income planning. Melanie has a degree in Finance from Drexel University. She also holds Series 6, 63, and 7 registrations and Life Insurance licenses.

## **Strengthening Our Workplace Family**

How close is your workplace family? This workshop will help you test the bonds within your organization. You will come away with strategies and unconventional methods for building and maintaining solidarity with your colleagues and team.

Bio: Stephanie Tarr is a UniServ Field Representative for the New Jersey Education Association, where she assists 16 locals in Atlantic and Cape May Counties. She enjoys traveling, live music, and West Ham United. Stephanie lives in Tuckerton, NJ, with her husband, Ben.

## **Estate Planning**

This workshop covers the importance of a Will and what goes into a Will, the importance of beneficiary designations and guardians for minor children, what happens if you die without a Will, the benefits and risks of Powers of Attorney, the basics of estate administration, including election of executors and other fiduciaries, and explanations of inheritance and estate taxes. Living Wills and Advance Directives for Medical Care will also be discussed.

Bio: Greg Busch, Esq. is employed with the Offices of Daniel J. Zirrieth. Greg has been practicing law for over twenty-five years and has an expertise in estate planning and related matters including Wills, Power of Attorney and Living Will drafting.

## **Opioid Use Disorder**

Opioid use disorder (OUD) is a chronic medical condition characterized by the compulsive use of opioids despite adverse consequences. It is a complex condition that affects individuals from all walks of life, and its prevalence has been increasing worldwide. In this workshop session, we will discuss the neurobiology of OUD, the statistics related to opioid use, the stigma surrounding OUD, and the current treatments available.

Bio: Kenny Ng is a Senior Medical Outcomes and Value Liaison (MOVL) providing clinical support for the state of New York and New Jersey. Prior to joining Indivior, he worked in the managed care and real-world evidence sectors. He received his PharmD from St. John's University, where he also founded the school's Academy of Managed Care Pharmacy (AMCP) student chapter. Kenny enjoys living in Hudson County, New Jersey, with his partner and small parrot.

## **Gun Violence Initiative**

This course is designed to provide the attendee with an overview of the New Jersey Courts Gun Violence Reduction Initiative. The course will discuss the importance of collaborating with the community in problem-solving to reduce weapons-related violence through a holistic approach to enforcement, deterrence, and prevention. Attendees will be provided with the program's mission, purpose, structure, and successes.

Bio: Sally Milad began her career with the Judiciary in 2003 as a Probation Officer in the Essex Vicinage. In 2008, she was promoted to Senior Probation Officer. Ms. Milad spearheaded an initiative known as Teens at the Crossroad which focused on providing a variety of services to youth on probation. In 2021, she was tasked with implementing the Gun Violence Reduction Initiative caseload for the Essex Vicinage. She remained in the initiative until being promoted to Statewide Gun Violence Reduction Initiative Program Manager in 2023. Ms. Milad holds a Bachelor Of Arts Degree in Criminal Justice from Saint Peter's University and also possesses a certification in Crisis Intervention.

## **Working with Veterans**

This workshop will discuss working with Veterans and some of the unique issues they may face as well as reviewing the NJ Veterans Diversion Program which is a unique option benefiting qualifying Veterans who enter the court system.

Bio: Jessica Ring was born and raised in Atlantic County. She graduated from Stockton University with a BA, in Psychology and received her Master's in Mental Health Counseling from Monmouth University. Ms. Ring is a Licensed Professional Counselor and has been working in the field for approximately 15 years. She began her career with AtlantiCare, both in adult inpatient and outpatient settings, before moving to the Veterans Association in Northfield, NJ.

## **How to Keep People from Pushing Your Buttons**

This program will explore how people get under your skin - how they push your buttons, and what you can do about it (legally - without being arrested). Attendees will explore cognitive processes for dealing with difficult people or situations and focus on proven problem-solving strategies for turning inner catastrophizing into productive responses.

## **I'm a Supervisor, I Don't Have Time for This!**

This session will examine ways to make managing and supervising a more energizing, meaningful and enjoyable experience while helping you to tap into all that potential you felt when you decided to become a supervisor! This session will examine core principles for making your day to day and overall duties less of a burden and more of a LEAP while practicing practical applications for each principle. Core principles will

include the 80/20 rule in ways you never imagined; The critical 3; and Mountainous Molehills. Each of these principles will be presented using experiential and motivational activities.

Bio: Frank Carr has 25 years of training and organizational development experience. He was previously the Vicinage Training Coordinator for Burlington County. He is a certified trainer for the Myers–Briggs Type Indicator, Crucial Conversations, Discover Your Personality Styles, True Colors and Character Counts! Programs and has been involved with training for and providing Conflict Resolution and Mediation programs since 1987. Frank works closely with people to create positive environments in work and life. His life changed when he attended Fish! Camp and taught Fish! with his wife at MAACM 2000 in Atlantic City.

### **Jail Credit**

*Dan Harvey, CSS2, Supervision Unit, Atlantic/Cape May Vicinage*

This workshop will provide attendees with the most recent updates in jail credit and how to apply custodial time both pre and post sentence.

Bio: Katherine Quick is a Team Leader in Ocean Vicinage’s Criminal Division. Previously, she was a Probation Officer in the same unit for 13 years. Dan Harvey is a Team Leader in Atlantic Vicinage’s Supervision Division. Previously, he worked in a variety of roles in Atlantic County’s Pre-Trial Unit for 5 years.

### **The Gangster Role and Mentality**

Joining a gang is a complex decision that involves multiple negative conditions that push people into gangs, as well as perceived positive opportunities that pull them in as well. The workshop explores the multifaceted roles within gangs, from leaders to enforcers, and understand the psychology driving each position. Participants will gain insights into the societal factors influencing gang formation and the perpetuation of violence.

Bio: Det./Cpl. Edwin Santana is a 25-year veteran of the Morris County Sheriff’s Office Bureau of Corrections and a founding member of the Morris County Gang Intelligence Unit. Since 2008, Det./Cpl. Santana has been utilized by the Morris County Public Safety Training Academy to instruct 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 in both Federal and State courts. Det/Cpl. Santana is presently the East Coast Gang Investigators Association (ECGIA) New Jersey Chapter President and oversees its membership and training within the Garden State. 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.

### **The Impact of Trauma on Public Servants**

This workshop delves into the often-overlooked challenges faced by those serving our communities. Through discussion and real-world examples, we will explore the effects of trauma, including vicarious trauma, on the mental health and well-being of public servants. Attendees will gain practical strategies for recognizing and addressing trauma-related stressors in the workplace, fostering resilience, and promoting a culture of support and understanding.

Bio: Lakeesha Eure is a Newark, NJ native dedicated to the lives of the most vulnerable in her city. She is currently employed as the Deputy Mayor of Public Safety & Strategic Initiative with the City of Newark. Previously Ms. Eure was employed as a social worker and leader in violence prevention strategies.

## **Case Planning**

This session will focus on the development of case plans that are both collaborative and comprehensive, discussing how criminal justice, human service agencies, and the person under supervision can work together to develop case plans to increase client success and enhance community safety.

Bio: David A. D'Amora is a Senior Policy Advisor at the Council of State Governments (CSG) Justice Center in New York City. He is or has been Senior Advisor to several Justice Center projects, including the State Recidivism Reduction, Improving the Implementation of Risk Assessment in Corrections, Sex Offender Reentry, Law Enforcement - Mental Health Collaboration, and Transitional Age Youth projects. At the CSG Justice Center, Mr. D'Amora previously oversaw the Behavioral Health Program and the National Reentry Resource Center. He has authored multiple publications on risk/needs assessments.