

77th PANJ CONFERENCE – “Twice as Nice: Positive Practice, Positive Outcomes”

List of Presenters and Topics

Keynote: “Girl Raised by Wolves” – Locky Maisonneuve

Locky Maisonneuve survived neglectful, alcoholic parents; her father sold her into childhood prostitution and as an adult, she survived breast cancer and her mother’s murder. She uses her life challenges and her sense of humor to provide lessons to support others along their healing journey. These tools are not only methods that could help the person who is experiencing the trauma but also those that are advocating for trauma-stricken individuals. Locky knows from first-hand experience that healing trauma is not a one-and-done event. In her classes and workshops, Maisonneuve incorporates her own experiences managing flashbacks, triggers, anxiety, and rage, as well as her jersey girl sarcasm and wry sense of humor to connect with her participants. The most important thing Locky wants to share is: they didn’t break her. She is not only surviving but thriving. Her goal is to help as many people as she can to start their healing process, so they too can thrive.

Locky has been working with organizations throughout New Jersey sharing her insight to help victims as well as advocates dealing with victims of rape, molestation and sex trafficking. Some of these organizations are Caring Contact, Union County First Responders, New Jersey Sex Crimes Officers Association, and NJ Special Victims Unit Training. She is currently finalizing additional events with Child Advocacy groups in New Jersey.

Locky Maisonneuve is also a certified yoga and meditation guide. She provides yoga and meditation classes for incarcerated men, individuals in drug and alcohol recovery, mental health patients and students in inner-city schools. Locky’s unique experiences give her credibility to share mindfulness programs in these marginalized communities.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“There Are No Hopeless Cases” – Michael Frampus

This is a biographical workshop, sharing my story of being hopelessly addicted to heroin and other drugs, ending up homeless with no hope. I share, within boundaries, my story of living a lifestyle committing crimes and harming others just to get the next “fix.” I then share the hope that even someone as lost as me can still make it and talk about how when, as professionals, we feel ready to give up on clients, it’s important to know that anyone can still turn their life around and make it. This workshop stresses the importance of not giving up on clients, and discusses the idea that when we communicate a belief in the ability of others to succeed, we can actually provide the confidence they need to do just that.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“Lower Your Mark, It’s not about YOU” – Michael Frampus

This workshop talks about how we oftentimes create unrealistic expectations for the individuals that we serve, and how we feel personally responsible when they do not live up to those expectations. It talks a little bit about the circumstances of the people that we generally serve, and how important it is to meet them exactly where they are so that we do not feel let down when they “miss the mark.” Our client’s success or failure is not a measure of how good (or bad) WE are, and we need to expect them to sometimes fall short.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“Service with a Style” – Michael King

People are all so different. They come in all shapes, colors and sizes. Some are demanding, even over-bearing, cracking the whip and shouting orders. Some seem overly energetic, and always the center of attention. Others are everyone's

friend, and so non-aggressive that they appear timid. Still, there are others who are organized to the point of obsession. Some we get along with, and some we can barely tolerate.

The fact that we have difficulties with some people isn't because they are badly-intentioned or evil. In many cases, it's just that we're different. We each have a "comfort zone" from which we operate in our daily interactions. Some people share this comfort zone with us; others may work from a comfort zone that is the direct opposite of our own.

This program will focus on better understanding our own Social Styles as they are called, as well as the Social Styles of those we interact with. It will provide solid guidelines for better meeting the needs of co-workers and clients alike.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

"Unleash Your Potential" – Ellen Procida

As much as we want others to realize the potential in us, we rarely take the time to see it in ourselves. Take the time during this conference to realize your potential and re-discover you. This fun, interactive workshop will share strategies for finding your "Eupsychia," your own state of personal fulfillment and keeping it.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Letting Go Hurts: "Working Through Resistance" – William Ashe

"Change is something that happens to people, even if they don't agree with it. Transition, on the other hand, is internal: it's what happens in people's minds as they go through change. Change can happen very quickly, while transition usually occurs more slowly. People are often quite uncomfortable with change, for all sorts of understandable reasons. This can lead them to resist it and oppose it. This is why it's important to understand how people are feeling as change proceeds, so that you can guide them through it and so that – in the end – they can accept it and support it." William Bridges
A problem that we often experience is the inability to understand others or we respond the way we do when confronted with change. There's an internal process that is often overlooked and as such, we become confused with why we respond the way we do and why it takes longer for some than others to process and move forward.

Not only is it important to know the "Stages of Change," it is more important that we acknowledge our internal responses and identify where we are in the "Stages of Transition." Understanding our internal response gives us an opportunity to effectively work through those responses so that we are best equipped to deal with the external changes. This training workshop addresses those issues.

WORKSHOP OBJECTIVES:

- Participants will assess their own view of change and evaluate how they respond to it.
- Participants will assess their personal responses to change and their tools for transitioning through it.
- Participants will review resistance to change and identify personal factors that impact their responses.
- Participants will be able to identify the stages of Change and the stages of Transition.

**The suggested target audience is supervisors or those professionals who are looking to become a supervisor to gain knowledge on this matter*

"Success Focused Leadership" – William Ashe

Do you find yourself typically "running out of time" while your subordinates are typically "running out of work?" Do you ask the question, "Why do I have so much work" and if you really step back and think about it, you realize that it's not really yours? Are you the type of Manager who feels that it's your job to solve all of your staff problems? Do you find yourself taking on so much of the staff/team/unit responsibilities that you become the subordinate and they the boss? There is a way out! Encouraging staff to take more initiative does not make you appear less strong, more vulnerable and less useful. When you encourage staff to handle their own situations they acquire new skills - and you liberate time to do your own job. This workshop exposes those "next steps" and gives you information and insight on how to regain and grow your "Discretionary" time. This allows you more time to focus on leading your team/unit/area of responsibility. If you are in a Management/Leadership position and find yourself "overwhelmed" at times, you will find

this workshop most useful in strengthening your leadership skills and developing those of your staff, while expanding your toolbox.

WORKSHOP OBJECTIVES:

- PARTICIPANTS WILL DISCUSS “MANAGEMENT TIME” AND ITS MEANING
- PARTICIPANTS WILL DISCUSS THE SIX CONVERSATIONS AND PROCESSES FOR SUCCESSFUL STAFF DEVELOPMENT
- THROUGH DISCUSSION AND EXERCISE, PARTICIPANTS WILL IDENTIFY AND MATCH THE LEVELS OF MANAGERIAL RESPONSE TO STAFF SKILL SETS
- PARTICIPANTS WILL DISCUSS THE VALUE OF DISCRETIONARY TIME AND WAYS TO MAXIMIZE IT.

**The suggested target audience is supervisors or those professionals who are looking to become a supervisor to gain knowledge on this matter*

“Navigating Relationships: Words Matter” – Janessa Rivera

Identifying the different types of relationships in one’s life and how to prevent escalation or repetition of negative behaviors within those relationships. This workshop will address the wellness wheel, seven dimensions of wellness, and how to enforce positivity in all aspects of wellness to stay grounded in each of our relationships. The workshop will also identify triggers and negative behaviors to avoid in others as well as to identify and take accountability in oneself to promote self-growth, self-healing, and progress. This workshop combines a traditional lecture approach with a PowerPoint presentation that includes an activity plus open forum to allow questions from the audience.

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

“Co-Parenting with High Conflict/Challenging” – Janessa Rivera

Co-parenting with your abuser is a topic that’s not discussed in Domestic Violence (DV) workshops or support groups but it is a reality for many survivors. Most victims of DV have a goal of escaping their abuser and being free to start their journey and process of healing and self-love. What they don’t anticipate is if they have children with the abuser and the abuser wants to be a part of the children’s life, they won’t be able to isolate themselves from the abuser, especially if they have a court order mandated shared/joint custody or other parenting arrangements which require cooperation from both parents. The purpose of this workshop is to provide education to the survivor on how to manage a relationship with their abuser to promote co-parenting and allowing their children to continue the relationship with both parents. Topics such as co-parenting, model co-parenting behaviors, and benefits of co-parenting are addressed to promote the interaction between both victim and abuser while raising their children. The facilitator brings awareness to the survivor of the stages of grief that they will encounter after leaving the abuser as well as the ways to overcome the challenges the abuser will impose during co-parenting. De-escalation tips and techniques will be shared amongst the audiences to use when addressing the abuser if they become irrational and difficult. The workshop uses a combination of a traditional lecture approach with PowerPoint presentation and open forum that allows questions from the audience.

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

“The Present: The gift of Yoga, Meditation, and Breathing Techniques in the Workplace” – Chantielle Harris

Learn the importance of caring for the mind, and body while on or off the job. Participants will learn the importance of proper breathing, and posture while sitting at a desk. In addition, other self-care techniques including meditation and chair yoga.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“Pensions” – Andrea Hopson

Take a step-by-step approach to the retirement process and explain what happens after you submit your application. We explain your benefits, survivor options, group life insurance, loan repayment provisions, and the taxability of your pension. There is also a brief discussion of State Health Benefits Program coverage in retirement.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“Identifying Fraudulent Identity Documents” – Joseph Vasil

This comprehensive course of instruction is designed to assist probation officers with the growing trend in the use of fraudulent identity documents. These authentic-looking “modern day” credentials that are available on line have compromised nearly every security feature on their ID’s making them virtually “undetectable”. This course will instruct probation officers the proper ID protocol to detect/identify these fraudulent ID’s **within seconds**. The course will provide examples of both genuine and counterfeit documents such as: driver license, passports, green cards etc... through the use of a powerpoint presentation to distinguish the difference between fraudulent and genuine documents.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“How Being Trauma-Informed Improves Criminal Justice System Responses” – Donna Westhoven

How being trauma-informed is a training for criminal justice professionals to increase understanding and awareness of the impact of trauma and develop trauma-informed responses when dealing with clients.

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.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“Collaboration between Supervision and Child Support” – Larry Ashbridge

Learn how to break down the "walls" between Supervision and Child Support Enforcement to form a more collaborative approach to probation. Presenter will discuss the benefits of working with "the other side", what can and cannot be shared, and accessing the need to know information. Success stories and implementation strategies will also be discussed.

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

“East Coast Gangs 102: Identification & Trends” – Edwin Santana

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*

"Workplace Bullying" – Janet Gerhard

Identifying what qualifies as bullying in the workplace and helping individuals understand their obligation to report bullying. This workshop will open the conversation of how we can respond to difficult situations and work to improve them.

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

"Building a Culture of Teamwork!" – Janet Gerhard

What does it take to get things done in your workplace? This training identifies and instills healthy work environments where individuals can thrive.

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

"How to Work with Probationers with Mental Health Diagnoses" – Shauna Simmons

In this course, officers will learn basic de-escalation techniques to feel more confident when working with a client who has a mental health diagnosis. How to assist a client in the middle of a crisis and make referrals to the appropriate professionals will be discussed. The mental health caseload within probation will also be reviewed, including the referral process and how the mental health probation officer within each County can offer valuable resources and assistance to their colleagues. The importance of self-care for officers will also be addressed.

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"Making a Difference...One Youth at a Time" – Stacey Gerard

Curious about Juvenile Probation? Want to know how working with youth on probation is different than working with adults? Interested in learning some new ways to engage youth and families? Then this workshop is for you! Participants will learn how to engage with youth and families on probation using current evidence-based practices.

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"Gang Recognition" – Nancy Petrara-Stafyleras

This course is designed to provide the participant with basic knowledge and understanding of how to recognize some of the most prevalent criminal street gangs in the State of New Jersey. The course will discuss current and evolving trends regarding criminal street gangs. It will also provide the tools to understand the proper documentation of criminal street gang members. Finally, this course will offer additional tools and resources for gang investigations and information sharing.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“Domestic Radicalization and Recruitment” – Megan Munoz

Statewide employees face a wide array of ideologies in their local jurisdictions. To successfully detect and disrupt homegrown violence, we must be able to identify the processes of radicalization and recruitment by which ordinary Americans turn down a violent path killing innocent people. In this course, participants will study the process of radicalization and recruitment and learn a model for developing indicators to spot the tendencies of local citizens that move toward violence.

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“Improving Public Safety through Critical Thinking” – Megan Munoz

In this course, public safety personnel will be exposed to critical thinking techniques that can improve their decision making and delivery of public safety duties. The goal throughout this course is to focus on the practical application of critical thinking techniques with respect to real-world policing problems.

**The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

“The Opioid Crisis in 2019” – Erin Zerbo, MD

This session will focus on everything to do with opioids. It will include a brief overview of the brain changes that happen during addiction, a history of the war on drugs (i.e., how we got to where we are now), and the best practice guidelines for treating opioid addiction. Medication-assisted treatment, which includes buprenorphine (Suboxone), methadone, and naltrexone, will be explored. Participants are encouraged to bring their questions for a lively Q&A at the end of the talk.

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“Wellness in the Workplace: Developing Healthy Dietary Habits” – Norbert Niakas

This workshop will introduce participants to nutrition concepts detailing how different foods affect our bodies, our energy levels, the possible onset of disease, and connect food consumption to work performance. We’ll take a journey through the American food system and attempt to carve out an ideal path to health and wellness, then transition those concepts into the workplace. Considering we spend one-half of our waking day in our respective office space, making choices that will positively impact our health during this timeframe is of great importance. We’ll also discuss the possible manifestation of physical issues relative to a career in a sedentary job and navigate different ways we can mitigate the onset of such. We’ll finalize with specific health tips participants can readily incorporate into their lifestyles to begin making health-related changes NOW.

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“Staying Safe in Public Places” – Edwin Moore

The Staying Safe in Public Places Training was developed to provide the public with an understanding of what an active shooter is by using past incidents as examples. It offers guidance on how to prepare for and respond to an active shooter event based on the DHS Run, Hide, Fight concept, and how to deal with the aftermath of the event. These concepts and procedures may be applied to both the public and private sector.

“QPR” – Megan Sullivan

QPR stands for Question, Persuade, and Refer — the three simple steps anyone can learn to help save a life from suicide. Just as people trained in CPR and the Heimlich Maneuver help save thousands of lives each year, people trained in QPR learn how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. Each year thousands of Americans, like you, are saying "Yes" to saving the life of a friend, colleague, sibling, or neighbor.