# NYSCAA & NYSWDA

2025 ANNUAL PROFESSIONAL DEVELOPMENT CONFERENCE







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# WELCOME TO THE 2025 ANNUAL PROFESSIONAL DEVELOPMENT CONFERENCE

## GREETINGS

On behalf of the New York State Community Action Association (NYSCAA) and the New York State Weatherization Directors Association (NYSWDA), we are delighted to welcome you to the 2025 Annual Professional Development Conference: Local Action, Lasting Impact.

This year's gathering in Syracuse offers a powerful opportunity to learn together, exchange ideas, and strengthen the connections that drive our shared mission forward.

Our program features dynamic sessions, inspiring keynote speakers, and timely discussions on the challenges and opportunities facing our network. Each element of the conference is designed to equip you with new tools, fresh perspectives, and renewed energy for the work you do every day in your communities.

We look forward to meaningful conversations, collaboration, and inspiration over the next few days. Thank you for being part of this year's conference, and for the vital work you do across New York State.



JOE MAGGIORE EXECUTIVE DIRECTOR NYSWDA







# A MESSAGE FROM NYSCAA & NYSWDA

### PROMISE OF COMMUNITY ACTION

Community Action changes people's lives, embodies the spirit of hope improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.



# NATIONAL MISSION STATEMENT OF WEATHERIZATION

To reduce energy costs for low-income families, particularly for the elderly, people with disabilities, and children, by improving the energy efficiency of their homes while ensuring their health and safety.











# NYSWDA

**JOE MAGGIORE** 

**EXECUTIVE DIRECTOR** 

**ANDY STONE** 

RETIRING EXECUTIVE DIRECTOR

**ROBYN VISSER** 

**OFFICE MANAGER** 

KAREN MCMAHON

ADMIN | MARKETING COORDINATOR

**AL MCMAHON** 

TRAINER | PROGRAM LIASON

**DAVID HILL** 

**HVAC TRAINER** 

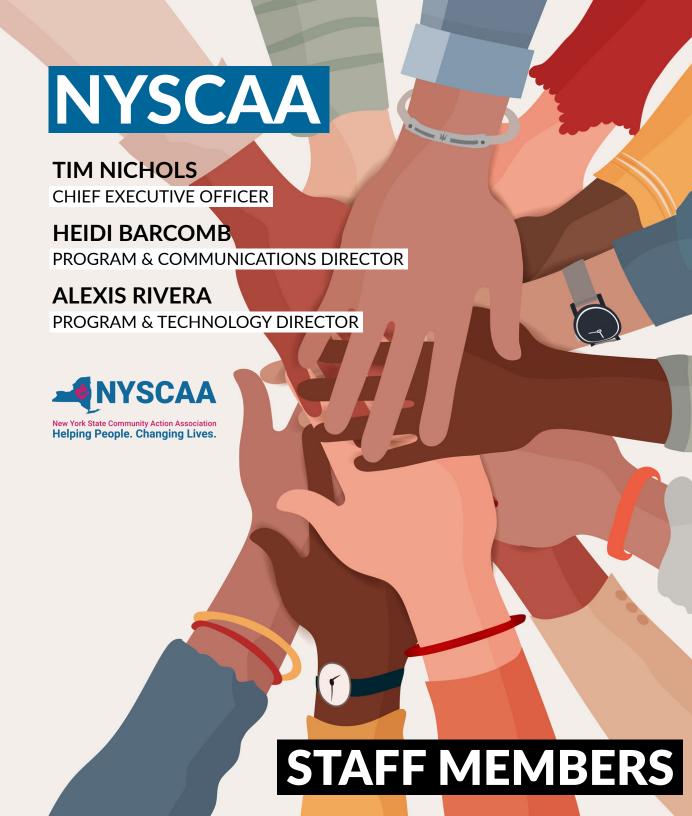
**JOE ILACQUA** 

**TRAINER** 

**BOB BRAUNLICH** 

**TRAINER** 





# **NEW YORK STATE**

**WEATHERIZATION DIRECTORS ASSOCIATION (NYSWDA)** 

### Responding to the Needs of Our Network since 1985

- Nationally Recognized Department of Energy (DOE) Legacy Training Center
- Interstate Renewable Energy Council (IREC) Accredited Training Center
- 2016 IREC National Training Program of the Year Award Winner
- Building Performance Institute Certified (BPI) Test Center
- OSHA 10 Hour Safety Trainer
- Environmental Protection Agency (EPA) Lead Renovator









Contact us about your needs today!

# NYSCAA









**HELPING PEOPLE. CHANGING LIVES** 











Classroom

aboratory

Online

Field

### **EDUCATION ADVOCACY INNOVATION**

# **NEW YORK STATE**

**COMMUNITY ACTION ASSOCIATION (NYSCAA)** 

### **Benefits for NYSCAA Members:**

- Emerging Leaders Institute (ELI) A year-long leadership development program designed to build the capacity of future leaders within NY's Community Action Network
- **Professional Development Opportunities -** Annual Conference, Executive Director/CEO Seminar, and network-wide webinars.
- Data Hub Community Needs Assessments, Poverty Reports, data mapping, and more
- **Affinity Groups -** A vehicle to reach out to your CAA colleagues across the network to share ideas, ask questions, and learn
- ROMA Alliance Bringing ROMA professionals together to develop a culture in CAAs that supports and contributes to results orientation



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NYSCAA & NYSWDA Board of Directors

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Keynote Speakers

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Conference Agenda

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Conference Exhibitors

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NYSCAA Learn: Online Learning for CAAs

06 Floor Plan



# New York communities. Made better. By you.

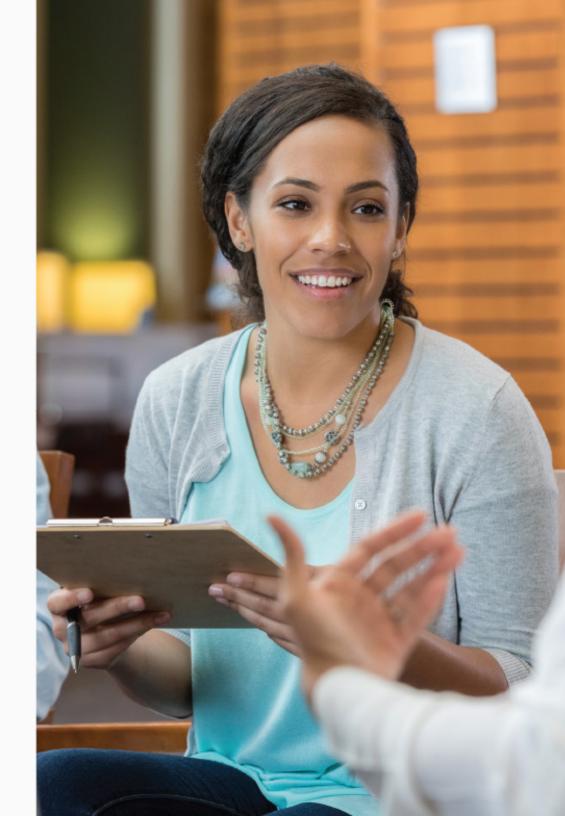
We're honored to support NYSCAA's vital work bringing services, caring and economic vitality to communities where they're needed most. That leads to better outcomes and a better New York.

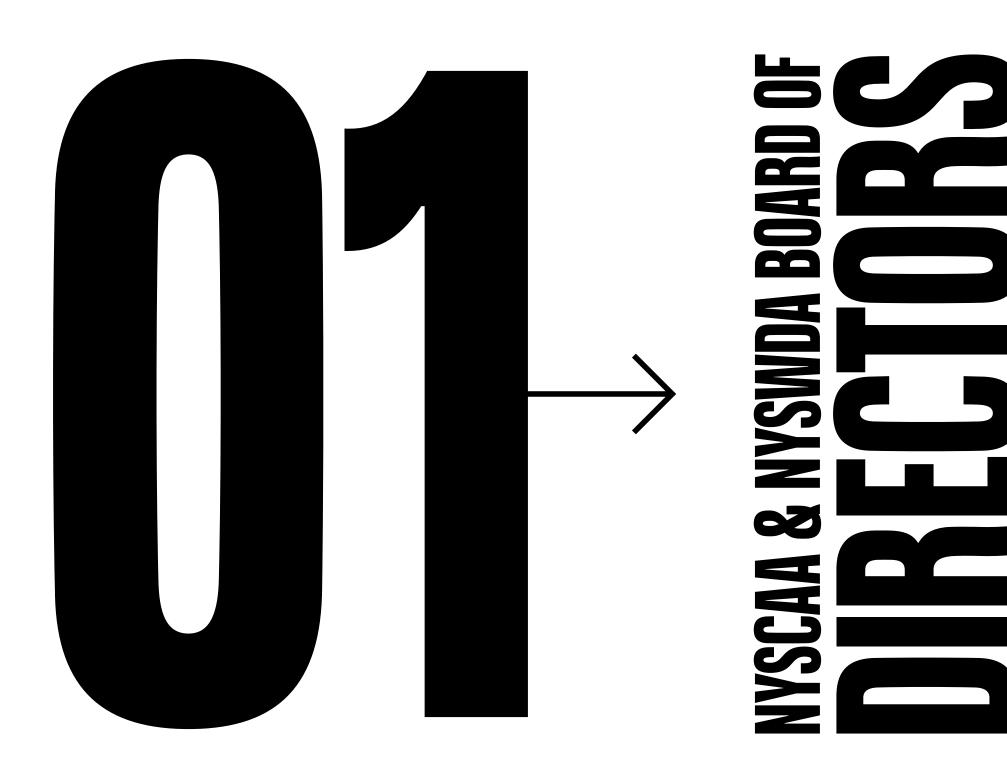
Mutual of America Financial Group is proud to sponsor NYSCAA and NYSWDA's 2025 Annual Conference.



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# NYSCAA

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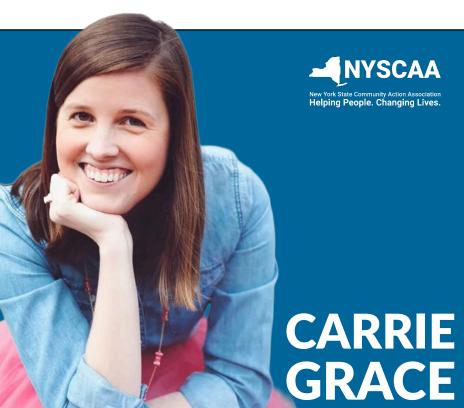
### **ABOUT MARGUERITE**

Marguerite Wells is the Executive Director of ACE NY and a seasoned leader in renewable energy development and policy.

Before joining ACE NY in April 2024, she led Invenergy's New York development office for seven years, building a 19-person team and advancing a 2,000-MW portfolio of wind, solar, and battery storage projects through permitting.

A fifth-generation New Yorker, Marguerite holds a B.S. in Animal Science and Natural Resources from Cornell University and an M.S. in Environmental Sustainability from the University of Edinburgh.

When not championing clean energy, she's likely in the garden or cheering on her kids from the sidelines.





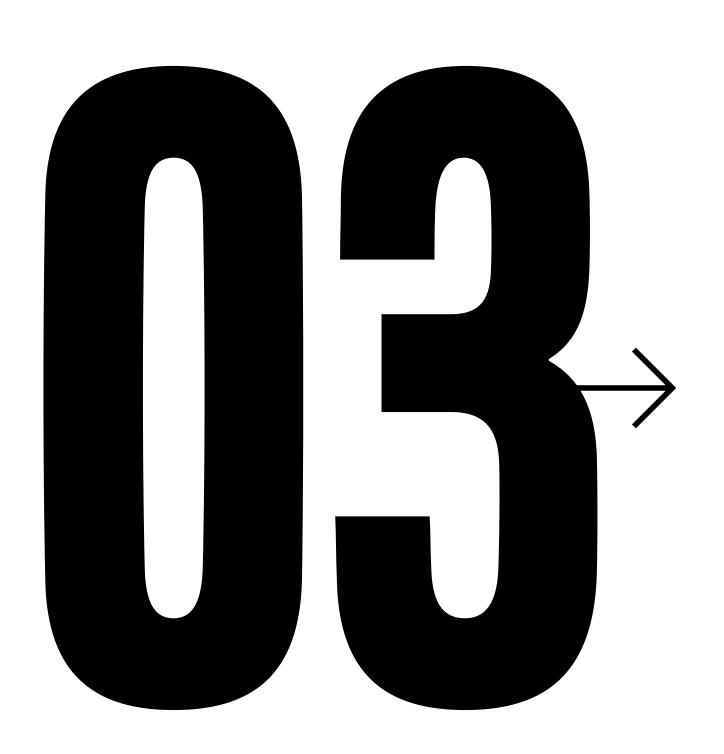
# **ABOUT CARRIE**

Carrie Grace is a renowned encourager and speaker who challenges the myth that "nice people finish last."

A former teacher turned motivational speaker, she travels the country helping companies, campuses, and community groups use kindness and positivity to elevate culture and performance.

Known for her big-hearted initiatives—like hosting a "party on an airplane" and launching an annual "be kind" day—Carrie's work has been featured by USA TODAY, Huffington Post, and His Radio.

Her mission is simple: help people leave every place—and person—better than they found it.



### TRACK/DESIGNATION

















INFORMATION TECHNOLOGY (IT)



**CAPACITY BUILDING & LEADERSHIP** 



**ACCESS & OPPORTUNITY** 



HEALTH AND WELLNESS



TRAUMA INFORMED CARE/RESPONSIVE CARE



ADMINISTRATION & COMPLIANCE



MANAGEMENT



**AUDITOR** 



**OUTREACH** 



**CREW** 





### TUESDAY, OCTOBER 7TH | PRE-CONFERENCE DAY



**REGISTRATION OPEN** 

8:00 AM



8:00-9:00AM

**Description**: Syracuse Sunrise breakfast buffet with fruit, pastries, eggs, bacon, sausage, pancakes, potatoes, juices, coffee, and tea.

Room: Finger Lakes Ballroom (Lobby)



9:00-9:30AM

### CONFERENCE WELCOME

**Description**: Registration table open. Conference packets & name badges available.

Room: Finger Lakes Ballroom (Lobby)



9:30-10:45 AM

**Outsourcing Fiscal Responsibilities: Benefits,** Challenges, and Considerations

**Description**: Outsourcing fiscal responsibilities can offer efficiency and expertise but also creates oversight tradé-offs: session covers benefits, risks. and best practices for managing outsourced relationships.

Presenter(s): Jennifer Arbore, CPA The Bonadio

Association: NYSCAA

Room: Conesus (Ground Floor)



HUMAN RESOURCES 9:30-10:45 AM

### **Navigating the Multi-Generational Workplace**

**Description**: This session will provide an opportunity to discuss and gain insight to the ever-changing landscape of the U.S. workforce and its reflection of the generational makeup of the average workforce.

Presenter(s): Jennifer Massey, CEO - Integra HR Association: NYSCAA

Room: Canandaigua (Ground Floor)

🕞 BREAK

10:45-11:00 AM



FINANCE

11:00-12:30 PM

### CSBG Fiscal Year — Beginning to End

**Description**: CSBG Fiscal Representatives will take you through an award year, from a fiscal perspective, starting with the contract process through the UFS process and CSBG closeout

Presenter(s): Mindy Van Alstine - NYS Office of

Community Services Association: NYSCAA

Room: Conesus (Ground Floor)



### HUMAN RESOURCES 11:00-12:30 PM

### **Creating Safe Spaces to Retain Staff**

**Description**: The culture has shifted, and organizational dynamics are impacted. This workshop shares strategies to navigate uncertainty and foster cultures that embrace discomfort.

Presenter(s): Jennifer Massey, CEO - Integra HR Association: NYSCAA

Room: Canandaigua (Ground Floor)



LUNCH

12:30-1:30 PM

### Whole Group Lunch

Description: Lunch buffet: garlic knots, Caesar salad, İtalian wedding soup, chicken parmigiana, eggplant rollatini, Utica greens, pasta with marinara, cannoli, coffee & tea.

Room: Finger Lakes Ballroom (Lobby)



LUNCH

12:30-1:30 PM

### **NYSCAA Board Lunch**

**Description**: A special lunch reserved for NYSCAA Board members featuring mixed greens, broccoli cheddar soup, chicken Française, salmon, penne vodka, vegetables, mini desserts, coffee & tea.

Room: Committee Room (Ground Floor)

**FINANCE** 

1:45-3:00 PM

### Session 1: Intro to Grant Funded Accounting

**Description**: In this session, participants will explore the various types of grants insights into key terminology, the core components of grant-funded accounting, and the importance of fund segregation, budgeting, and forecasting.

Presenter(s): WIPFLI Staff - Sarah Henke, Manager Association: NYSCAA

Room: Conesus (Ground Floor)

⊕ IT

1:45-3:00 PM

Protecting Your Mission — Maximizing Financial Efficiency & Growth with Your IT Spend

**Description**: Protecting employee and organizational data through practical HR-centered cybersecurity policies and practices.

Presenter(s): Chelsea Heary & Jason Covelli- Netrio

Association: NYSCAA

Room: Canandaigua (Ground Floor)

( BREAK

3:00-3:15 PM

**FINANCE** 

3:15-4:30 PM

### Session 2: Intro to Cost Allocation

**Description**: This training session offers a practical introduction to cost allocation, focusing on how to fairly distribute shared costs across multiple federal programs.

Presenter(s): WIPFLI Staff - Sarah Henke, Manager

Association: NYSCAA Room: Conesus (Ground Floor)



**HUMAN RESOURCES** 

3:15-4:30 PM

### Staff Accountability in Action!

**Description**: Explore a simple, values-based method for handling tough conversations and building stronger teams through accountability.

Presenter(s): Laura Rossman - Pro Action of Steuben and Yates, Inc.

Association: NYSCAA

Room: Canandaigua (Ground Floor)



**GENERAL** 

3:30-5:00 PM

**EARLY CORE CONFERENCE** REGISTRATION



### WEDNESDAY MORNING, OCTOBER 8<sup>TH</sup>



8:00 AM



8:00-9:00AM

**Description**: Syracuse Sunrise breakfast buffet with fruit, pastries, eggs, bacon, sausage, pancakes. potatoes, juices, coffee, and tea.

Room: Finger Lakes Ballroom (Lobby)



**GENERAL** 

9:00-9:30AM

### CONFERENCE WELCOME

**Description**: Registration table open. Conference packets & name badges available.

Room: Finger Lakes Ballroom (Lobby)



9:45-10:45AM

**Breaking Barriers: From Silos to Solutions** 

**Description**: Carrie Grace, a nationally recognized speaker, explores how kindness and collaboration transform organizations. Attendees will learn strategies for breaking silos, supporting mental health, and creating resilient, effective teams.

Room: Finger Lakes Ballroom (Lobby Level)





10:45-11:00 AM

### ∰ IT

11:00-12:00PM

### The Al-powered Community Action Agency

**Description**: Discover how artificial intelligence (AI) can revolutionize community action agencies. Learn from real-world examples and gain insights into implementing AI solutions that can drive efficiency and innovation in your organization.

Presenter(s): WIPFLI Partner—Ryan Peasley

Association: NYSCAA Room: Hemlock (Ground Floor)



ACCESS

11:00-12:00PM

### **Driving Change Through Inclusive Opportunities**

**Description**: Understand the mission and purpose of NY SCION and how it supports systems change in workforce development. Learn the role of Disability Resource Coordinators and the impact of disability employment on communities and economies.

Presenter(s): Lindsay Murphy & David Kelley -

RochesterWorks Association: NYSCAA Room: Keuka (Ground Floor)



### TRAUMA INFORMED

11:00-12:00PM

### Citizen Preparedness Training

**Description**: Training for agencies and staff on preparedness for natural disasters and emergencies. Key resources and preparedness strategies will be shared during the session.

Presenter(s): TSqt Duane Morgan-Public Affairs Specialist, 174th Attack Wing, NY Air National Guard

Association: NYSCAA Room: Conesus (Ground Floor)



**MANAGEMENT** 

11:00-12:00PM

### NYSWDA Annual Membership Meeting

**Description**: Annual membership meeting for NYSWDA, including organizational updates and member business.

Presenter(s): NYSWDA Leadership

Association: NYSWDA

Room: Canandaigua (Ground Floor)



11:00-12:00PM

### **Communicating Energy Efficiency**

**Description**: Methods to overcome barriers to effective customer communication; skills to support education, behavior change, and energy reduction.

Presenter(s): Suzanne Harmalink - Director of Training & Technical Services, Slipstream

Association: NYSWDA Room: Owasco (Ground Floor)



### AUDITOR/CREW 4

11:00-12:00PM

### Mobile Home Gas Water Heater Safety: The Do's and Don'ts

**Description**: Correct selection and installation of mobile home-rated sealed-combustion water heaters; hazard avoidance; field do's/don'ts to prevent CO risks.

Presenter(s): Hal Smith - Executive Director, BPCA / HALCO

Association: NYSWDA

Room: Otisco Court — Lobby Level (Finger Lakes

Ballroom)



12:00-1:45 PM

### **Lunch Buffet**

**Description**: rolls & mixed greens salad: broccoli cheddar soup; tortellini salad; chicken Française; baked salmon; penne vodka; seasonal vegetables; mini desserts; coffee & tea. Awards program recognizing agency impact.

**Room**: Finger Lakes Ballroom — Lobby Level



### WEDNESDAY AFTERNOON, SEPTEMBER 18TH

TRAUMA INFORMED

2:00-3:30PM

Trauma-Informed Considerations: Application in the Workplace (Part I)

**Description**: This first session of the Trauma-Informed Care Track introduces core principles of trauma-informed practices and how they can be applied in the workplace.

Presenter(s): Tina Zerbian; Megan Koury - University

at Buffalo ITTIC Association: NYSCAA.

Room: Executive Room (10th Floor)



**TRAUMA INFORMED** 

2:00-3:30PM

### Department of State Lead Intervention

**Description:Learn** practical strategies for preventing and addressing lead hazards to support healthier, safer communities.

Presenter(s): NYS DOS Staff Association: NYSCAA

Room: Seneca (Ground Floor)



**ADMINISTRATION** 

2:00-3:30PM

### NASCSP: CSBG Annual Report (Part 1)

**Description**: This session will cover changes to reporting requirements and updates to the report structure, equipping attendees with the knowledge they need to stay compliant and streamline their reporting process.

Presenter(s): Tiffany Jarvis, NASCSP

Association: NYSCAA

Room: Hemlock (Ground Floor)



**CAPACITY BUILDING** 

2:00-3:30PM

### The Mission Aligned Data Driven Approach to Organizational Excellence

**Description**: Discover how to move beyond compliance toward true continuous improvement. This session explores practical applications of Lean, Six Sigma, Agile/Scrum, and Hoshin Kanri, in data-driven decision making.

Presenter(s): Terry "Shawn" Howell - CEO, SA Howell Consulting

Association: NYSCAA Room: Conesus (Ground Floor)



**MANAGEMENT** 

2:00-3:30PM

### State Panel Presentation & Discussion - Part 1

**Description**: HCR updates on funding, contracts, policy, software; review of existing policy/procedures; Q&A.

Presenter(s): Chris Chimento; Wayne Miller; Jonathan Biber - NYS Homes & Community Renewal

Association: NYSWDA

Room: Canandaigua (Ground Floor)



**AUDITOR** 

2:00-3:30PM

### The House as a System: Thinking, Key Interactions, and Critical Elements

**Description**: Explore essential parts of the "house as a system," focusing on critical elements, interactions, and solutions impacting health, safety, and well-being.

Presenter(s): Greg Nahn - Senior Building Science

Specialist, Slipstream Association: NYSWDA

Room: Owasco (Ground Floor)



2:00-3:30PM

### Airtight Secrets: Getting the Most from Your Blower Door

**Description**: Beyond leakage numbers—diagnostic testing, result interpretation, and equipment field checks to know when to service, calibrate, or retire tools.

Presenter(s): Noah Lawrence - Technical Trainer &

Customer Success Lead, Retrotec

Association: NYSWDA Room: Keuka (Ground Floor)



3:30-4:00 PM





TRAUMA INFORMED

4:00-5:00PM

### Trauma-Informed Considerations: Application in the Workplace (Part II)

**Description**: Continuation: Advanced trauma-informed practice applications, continuation from Part 1.

Presenter(s): University at Buffalo ITTIC Faculty

Association: NYSCAA.

Room: Executive Room (10th Floor)



### ADMINISTRATION

4:00-5:00PM

### **NYS Department of State Info Session**

**Description**: Get the latest program updates, compliance guidance, and resources available from the Department of State.

Presenter(s): Jacqueline Orr; Jessica Lowell-

NYS DOS Staff Association: NYSCAA

Room: Conesus (Ground Floor)



### **FINANCE**

4:00-5:00PM

### NASCSP: CSBG Annual Report (Part II)

**Description**: A deeper dive into recent CSBG Annual Report updates, with time for discussion and Q&A.

Presenter(s): NASCSP Staff Association: NYSCAA Room: Hemlock (Ground Floor)



### **CAPACITY BUILDING**

4:00-5:00PM

### Unlocking Your Potential: Building a Mindset for Growth, Initiative, and Everyday Leadership

Description: Success isn't just about skills-it's about mindset and motivation. This session explores growth mindset and intrinsic vs. extrinsic motivation to foster accountability and continuous improvement at every level.

Presenter(s): Angela Howell, RN, SHRM-CP, CMWC

- COO, SA Howell, LLC Association: NYSCAA

Room: Canandaigua (Ground Floor)



Partnering for Progress: How BPCA and WAP Can **Work Together for the Greatest Impact** 

**Description**: Collaborative approaches to maximize the impact of BPCA and WAP.

Presenter(s): Hal Smith; Michael Porpora; Doug Stewart; Jason Scher; Jeff Flaherty; Michael Bennett;

Andy Stone; Joe Maggiore Association: NYSWDĂ

Room: Canandaigua (Ground Floor)



4:00-5:00PM

4:00-5:00PM

### WAP Intake Training — Part 1 (WAP Office & Intake Excellence)

**Description**: An introduction to WAP intake best practices, focusing on eligibility, prioritization. documentation, and communication strategies.

Presenter(s): Laurel Poltilla (JCEO): Sally Ward

(P.E.A.C.E., Ínc.) **Association**: NÝSWDA

Room: Owasco (Ground Floor)



### **AUDITOR**

4:00-5:00PM

### The Science to Make Small Spaces Work

**Description**: Applying building-science principles in small spaces (airtightness testing, ventilation strategies, CO2 monitoring) and translating insights to audits in existing small homes/apartments.

Presenter(s): Noah Lawrence - Technical Trainer & Customer Success Lead, Retrotec

Association: NYSWDA

Room: Otisco Court (Lobby Level)

CREW

4:00-5:00PM

### **Building Science Basics Game Show**

**Description**: Fast-paced review of building-science fundamentals with Q&A and prizes; open to all.

Presenter(s): Bob Braunlich - Trainer

Association: NYSWDA Room: Keuka (Ground Floor)

### THURSDAY MORNING, OCTOBER 9TH



**BREAKFAST** 

8:00-8:45AM

**Description**: Simple Breakfast Buffet — Pastries, fruit, scrambled eggs, bacon, home fries, juices, coffee, and tea.

Room: Finger Lakes Ballroom (Lobby)



**GENERAL** 

8:45-9:00AM

### MORNING WELCOME

Description: NYSCAA & NYSWDA leadership welcome; housekeeping and conference highlights.

Room: Finger Lakes Ballroom (Lobby Level)



**KEYNOTE** 

9:00-9:45 AM

Powering the Future: How Efficiency, EVs, and Renewables Are Transforming Energy for **Everyone** 

**Description**: From rooftop solar to EVs and battery storage, renewable energy is transforming New York and beyond. Learn how innovation strengthens the grid and benefits communities statewide.

Presenter(s): Marguerite Wells - Executive Director, Alliance for Clean Energy New York, Inc.

Room: Finger Lakes Ballroom (Lobby Level)

### ARGUERITE WELLS



9:45-10:00AM

### TRAUMA INFORMED

10:00-11:30AM

**Trauma-Informed Considerations: Sequence** of Engagement & The Impact of the Work -

**Description**: Foundations of the Sequence of Engagement; translating trauma science into policy, HR, and frontline practice.

Presenter(s): UB School of Social Work Association: NYSCAA Room: Executive Room (10th Floor)



### **CAPACITY BUILDING**

10:00-11:30AM

### Focus. Cadence. Results: The ABC's of 4DX

**Description**: Applying the Four Disciplines of Execution to sharpen focus, build accountability cadence, and deliver measurable results in Community Action settings.

Presenter(s): Aaron Wicks - Causewave Community Partners; Todd Butler — CAP Systems

Association: NYSCAA Room: Hemlock (Ground Floor)



### **CAPACITY BUILDING**

10:00-11:30AM

### Wholehearted Living: Preventing and **Healing from Burnout**

**Description**: Practical tools and exercises for initiative, influence, accountability, and coaching from any role.

Presenter(s): Chelsea Ambrose - ProNexus; Laura Rossman - ProNexus

**Association: NYSCAA** 

Room: Cayuga Court (Lobby Level)



### **ADMINISTRATION**

10:00-11:30AM

### NYS DOS: Intro to ROMA

**Description**: ROMA framework fundamentals and using ROMA for continuous improvement.

Presenter(s): Presenter(s): Jacqueline Orr;

Jessica Lowell-NYS DOS (CSBG) Association: NYSCAA

Room: Conesus (Ground Floor)



### • MANAGEMENT

10:00-11:30AM

### State Panel Presentation & Discussion -Part II

**Description**: Funding, contracts, policy changes, software updates, and extended Q&A for WAP operations.

Presenter(s): Chris Chimento; Wayne Miller; Rebecca Hess - NYS Homes & Community Renewal (HCR)

Association: NYSWDA

Location: Canandaigua Room (Ground Floor)



### AUDITOR/CREW 4 11:00-11:30PM

### Cracking the Code: Identifying and Fixing Common Building Envelope Flaws

**Description**: Identifying hidden flaws in attics, walls, and basements; practical strategies to correct underperformance and improve efficiency.

**Presenter(s)**: Jeff Flaherty — Founder, Wise Home

Energy LLC

Association: NYSWDA

Room: Otisco Court (Lobby Level)



LUNCH

11:30-1:30 PM

LUNCH ON YOUR OWN



### THURSDAY AFTERNOON, OCTOBER 9TH

TRAUMA INFORMED

1:30-2:45PM

Trauma-Informed Considerations: Sequence of Engagement & The Impact of the Work (Pt. II)

Description: Applying morning concepts to complex scenarios; supervision/leadership behaviors and system changes that sustain trauma-informed practice.

Presenter(s): Tina Zerbian; Megan Koury -

University at Buffalo ITTIC Association: NYSCAA

Room: Executive Room (10th Floor)



### (a) ADMINISTRATION

1:30-2:45PM

### **Successfully Competing for Funding**

Description: Positioning for competitive awardsnarrative strategy, aligning to funder priorities. partnerships, budgets, and review criteria; templates and take-home tools.

Presenter(s): Julie Jakopic — iLead Strategies

Association: NYSCAA

Room: Hemlock (Ground Floor)



### **CAPACITY BUILDING**

1:30-2:45PM

### **Data Dives and Performance Stories**

**Description**: Practical use of NYS datasets/dashboards to meet compliance, guide CQI, and tell performance stories that resonate with funders/boards.

Presenter(s): Jacqueline Orr, Director DOS; Dan

McDonough, DOS Association: NYSCAA Room: Seneca (Ground Floor)



### CAPACITY BUILDING

1:30-2:45PM

More than an Assessment: Community-Based Research for Engagement and Impact

Description: Community-Based Research for Engagement and Impact

Presenter(s): Todd M. Goehle, PEACE Inc.; Maribel Arce, PEAČÉ Inc.

Association: NYSCAA

Room: Conesus (Ground Floor)

**MANAGEMENT** 

1:30-2:45PM

### **Preparing Tomorrow's WAP Workforce Today**

**Description**: Learn about a statewide WAP training program launched through CUNY and SUNY, with updates on curriculum, student response, and agency needs.

Presenter(s): Michael Bobker; Yasmeen Khan -**CUNY Building Performance Lab** 

Association: NYSWDA Room: Canandaigua (Ground Floor)

### OUTREACH

1:30-2:45PM

### WAP Intake Training - Part 2: Streamlining

Description: Simplify intake with shared tools and communication while reinforcing eligibility and supporting staff wellness.

Presenter(s): Laurel Poltilla - JCEO; Sally Ward -

P.E.A.C.E., Inc. Association: NYSWDA Room: Owasco (Ground Floor)

### 🛍 AUDITOR

1:30-2:45PM

### Indoor Air Quality & the Healthy Home

**Description**: Explore what defines acceptable indoor air quality, common risks, and client-centered strategies for healthier homes.

Presenter(s): Greg Nahn — Slipstream

Association: NYSWDA

Room: Otisco Court (Lobby Level)

### CREW

1:30-2:45PM

### The Crew's Corner: Weatherization War Stories

**Description**: Peer-to-peer exchange of field experiences and lessons learned-practical, candid, and crew-driven.

Presenter(s): Joe Ilacqua: Bob Braunlich: Al

McMahon - NYSWDA Association: NYSWDA Room: Keuka (Ground Floor)



2:45-3:00PM

### **CAPACITY BUILDING**

3:00-4:00PM

### A Chat with Denise Harlow

**Description**: Conversational look at national Community Action priorities, challenges, and near-term strategy with NCAP's CEO; audience Q&A.

Presenter(s): Denise Harlow - CEO, National Community Action Partnership

Association: NYSCAA

Room: Finger Lakes Ballroom (Lobby Level)

### **TRAUMA INFORMED**

3:00-4:00PM

### **Trauma-Informed Care in Your** Context(Capstone)

Description: This is a capstone session aimed at tying earlier learnings to participants' agency contexts; concrete next steps to sustain trauma-informed practice.

Presenter(s): Tina Zerbian; Megan Koury -

University at Buffalo ITTIC Association: NYSCAA

Room: Executive Room (10th Floor)

### MANAGEMENT

3:00-4:00PM

### **Efficiency is Decarbonization**

**Description**: Why efficiency is the most cost-effective décarbonization path; case studies from 1-4 unit and 5+ unit buildings; how owners actually make decisions.

Presenter(s): Andy Padian — Association for Energy

Affordability Association: NYSWDA

Room: Canandaigua (Ground Floor)

# **THURSDAY**

### OUTREACH

3:00-4:00PM

### **Enhancing Service Through Customer Education**

**Description**: Methods to overcome barriers, build partnerships with customers, and embed energy education into daily operations to support behavior

Presenter(s): Suzanne Harmelink — Slipstream

Association: NYSWDA.

Room: Owasco (Ground Floor)



### AUDITOR/CREW 4 3:00-4:00PM

Know Your Boundaries - A Journey to Define **Conditioned Space** 

**Description**: Interactive review of thermal, pressure, and moisture boundaries across housing types; how boundary choices affect diagnostics and scopes.

Presenter(s): Greg Nahn - Slipstream

Association: NYSWDA Room: Conesus (Ground Floor)



5:30-6:30PM

### WEATHERIZATION AWARDS RECEPTION

**Description**: Kick off the evening with food, music, and celebration at the Community Action & Weatherization Awards Reception! Enjoy hors d'oeuvres, beverages, and the inspiring sounds of William Nicholson, our featured musical quest.

Room: Empire Room & Assembly Foyer (10th Floor)



SPECIAL EVENT

6:30-9:00PM

### COMMUNITY ACTION & WEATHERIZATION

Description: The highlight of the 2025 Annual Conference, the Awards Gala honors outstanding excellence across Community Action and Weatherization.

Room: Grand Ballroom (10th Floor)

Attire: Dress to impress - business or semi-formal recommended for this special evening of recognition and celebration.

### FRIDAY, OCTOBER 10TH



8:30-9:30AM

**Description**: Hot breakfast buffet with fruit, pastries, eggs, bacon, sausage, potatoes, juice, coffee, and tea. Final morning networking before sessions.

Room: Finger Lakes Ballroom (Lobby)



8:45-9:00AM

### CONFERENCE THANK YOU

**Description**: Opening of the final day, with announcements, thanks to sponsors/partners. and overview of the morning program.

Room: Finger Lakes Ballroom (Lobby)



9:30-10:30AM

Mind-Body Connection Pt. I: Leadership and Resilience

**Description**: Integrative session exploring how mindfulness, body awareness, and resilience practices can strengthen leadership presence. Attendees will learn stress-management techniques and self-care strategies to sustain high performance in demanding nonprofit roles.

Presenter(s): Daniel Sullivan - Adirondack Massage Therapy

Association: NÝŚCAA Room: Hemlock (Ground Floor)

### • MANAGEMENT

9:30-10:30AM

### WAP Directors Roundtable

**Description**: An open forum for Weatherization Assistance Program directors to connect, share ideas, and problem-solve together in a collaborative peer network.

Presenter(s): Joe Maggiore - Executive Director, NYSWDA; Andy Stone – Executive Director, NYSWDA

Association: NYSWDA

Room: Canandaigua (Ground Floor)

### **auditor**

9:30-10:30AM

### ASHRAE: A Fan Favorite

**Description**: This session covers why ASHRAE matters and how to calculate, measure, and apply ventilation requirements on the job.

**Presenter(s)**: Al McMahon — Trainer/Program

Liaison, NÝŚWDA Association: NYSWDA Room: Owasco (Ground Floor)



9:30-10:30AM

### Quality, Care, and Connection: Raising the Standard in Weatherization

**Description**: This session helps crew members refine their skills, double-check their work, and communicate with clients in wavs that builds relationships.

Presenter(s): Joe Ilacqua - Trainer, NYSWDA Association: NYSWDA

Room: Keuka (Ground Floor)



10:30-10:45AM



### THE HEALTH & WELLNESS

10:45-12:15PM

### Mind-Body Connection Pt.II: Applied Practices

**Description**: Continuation of the morning session with deeper application of resilience tools, guided exercises, and strategies to integrate wellness into daily leadership practice.

Presenter(s): Daniel Sullivan - Adirondack Massage

Association: NYSCAA

Room: Hemlock (Ground Floor)

### **U**OUTREACH

10:45-12:15PM

### **Weatherization Policy Advisory Council**

**Description**: Join the Weatherization Policy Advisory Council (PAC) for updates and insights on state policy and upcoming changes.

**Presenter(s)**: Charlie Quinn — RECAP; Chris Chimento — NYS HCR; additional PAC members

Association: NYSWDA

Room: Canandaigua (Ground Floor)



### AUDITOR/CREW

10:45-12:15PM

### Attic Ventilation Demystified: Balancing Intake and **Exhaust for Lasting Performance**

**Description**: Explore attic ventilation strategies that balance intake and exhaust, match products to roof designs, and improve home performance.

Presenter(s): Jeff Flaherty, Founder -- Wise Home

Energy LLC

Association: NYSWDA

Room: Conesus (Ground Floor)



### THANK YOU







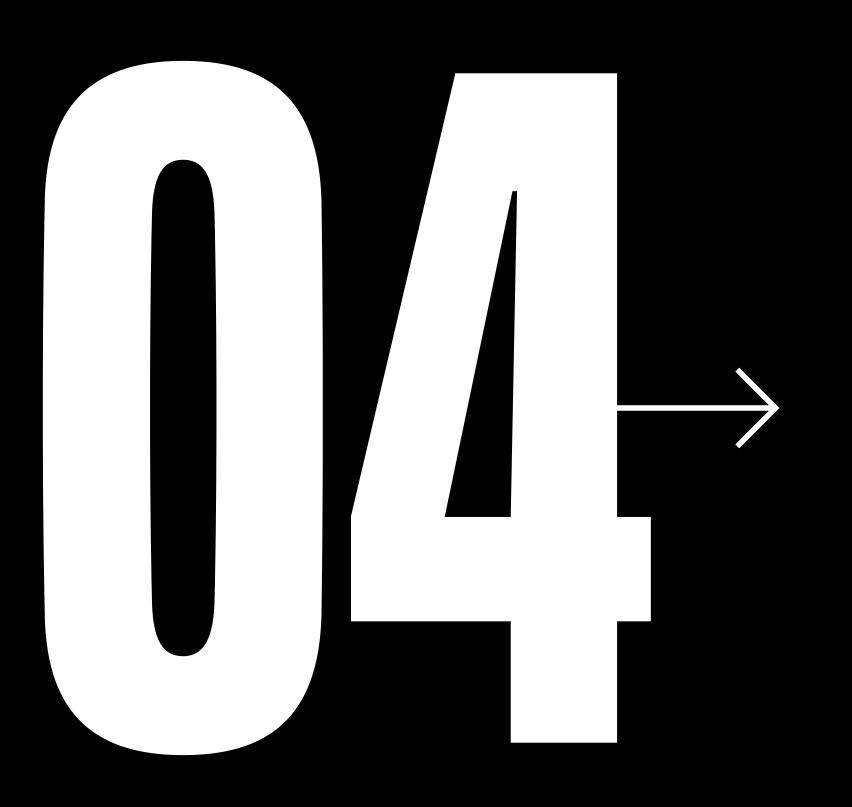
### **WE'VE GOT THIS**

# USING OUR EXPERTISE IN MANAGED IT and CYBERSECURITY TO MAKE LIFE BETTER FOR THOSE AROUND US.

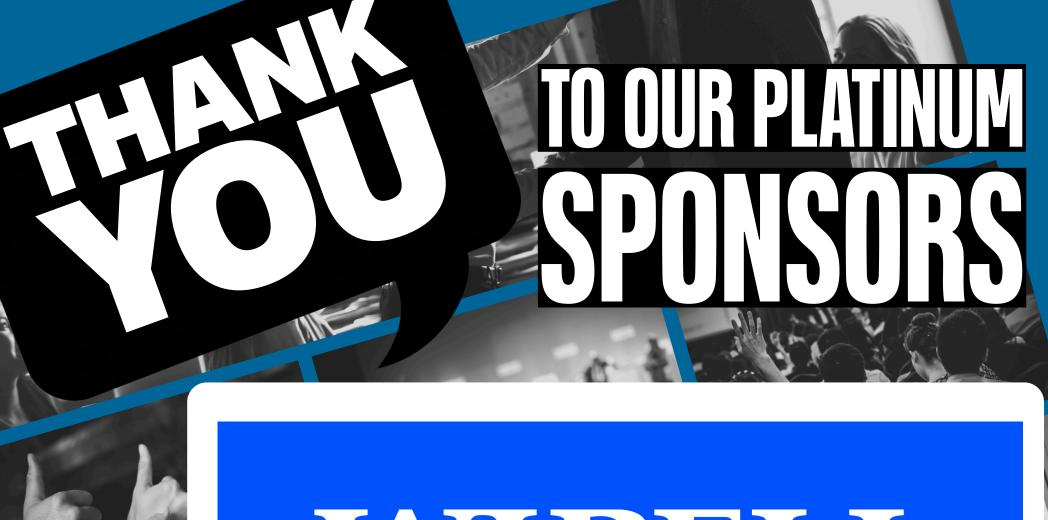
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# **CONFERENCE SPONSORS & EXHIBITORS**



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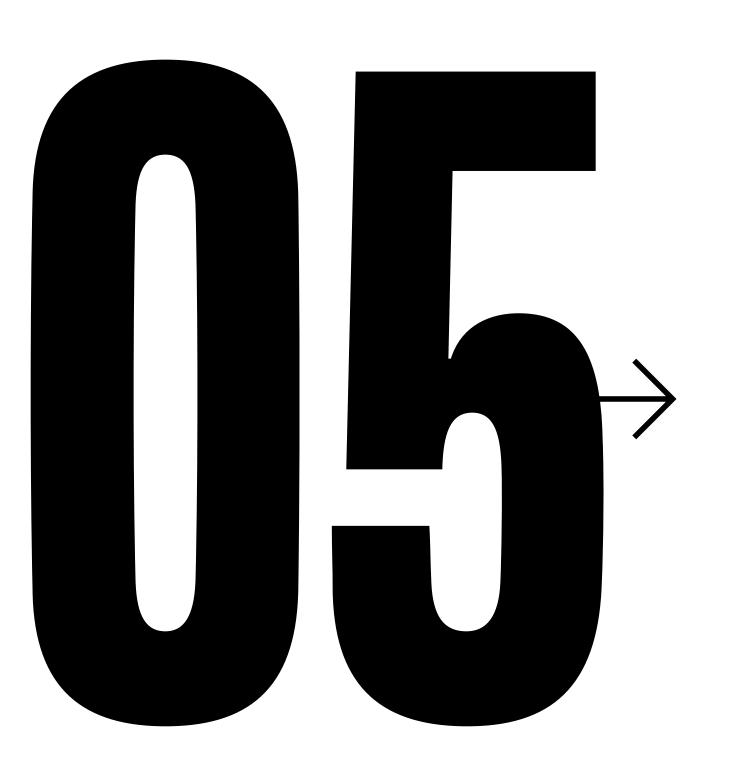


Finger Lakes Performing Provider System









# NYSCAM LEARNING FOR CARS





### **WHAT IS NYSCAA LEARN?**

NYSCAA Learn is an online learning hub that houses eLearning interactive courses and other resources designed specifically for Community Action. NYSCAA Learn has you covered with free training of over 70 courses and resources covering topics from Community Action, HR, data, poverty, and frontline staff topics and technology!

### **WHO HAS ACCESS?**

Al courses are free and open to all New York CAA board members, staff, and volunteers.

### SOME OF THE AVAILABLE COURSES ON NYSCAA LEARN:

Welcome to NYSCAA

### **Community Action Courses:**

- Community Action: An Overview
- · Community Action: Our History, Our Narrative
- Applying ROMA in a CAA
- The Community Action Plan

### **Board Engagement and Roles:**

- · Strategies for Board Engagement: Tapping into the Low-Income Board Sector
- Community Action Agency Board Roles & Responsibilities

### Workplace:

- People in the Workplace
- · Conflict Resolution
- Sexual Harassment Prevention (NYS)

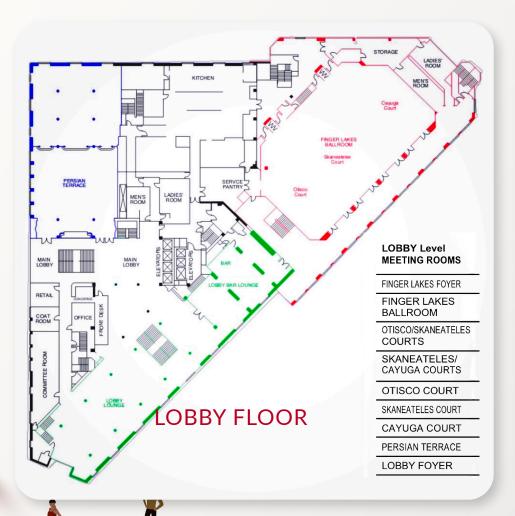
### Safety and Security:

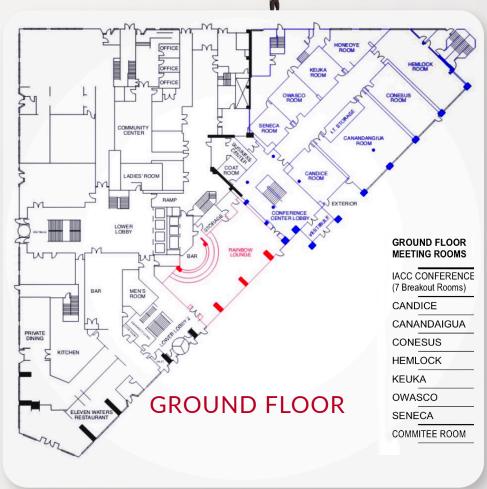
- Phishing and Social Engineering Essentials
- Combatting Contagious Illness in the Workplace

### **Special Topics:**

- Understanding N.E.A.R. Science
- What's Your Poverty IQ?









### Marriott Syracuse Down to wn

## Downtown Syracuse Meetings

When you're in need of meeting space, our Syracuse hotel is the perfect place to host your event. With our variety of flexible spaces, including an IACC certified meeting center, on-site Sales and Catering Team and skilled Conference Managers available to plan with you, there really is no better choice. Contact the Marriott Syracuse Downtown today!

### Lo cat i o n

The hotel is conveniently located in the heart of downtown just two blocks from The Oncenter Convention facility, a short walk from the historic Armory Square District, and less than one mile from Syracuse University and Upstate Medical Center.

### **Guest services**

Wireless access in guest rooms and suites, and meeting rooms • Full-service business center • 24-hour fitness center with Life Fitness equipment • Club Level • M Club • Local shuttle service • Pet-friendly

### Accommodations

315 guest rooms • 20 suites with separate living room • Accessible guest rooms • Luxurious bedding • 49-inch screen LCD HDTVs

Restaurants & Lounges Eleven Waters, inspired by New York's Finger Lakes wine region

- -Cavalier Room serving cocktails and small plates
- -Shaughnessy's Irish Pub

### Attractions recreation & Leisure

Numerous golf courses, ski slopes ■ and beaches nearby • Armory Square District • Clinton Square • Syracuse University • Everson Museum of Art

- Erie Canal Museum MOST
   Museum of Science and Technology
- Landmark Theatre Palace Theatre
- NBT Bank Stadium Carrier Dome
- Oneida Shores Park Thornden Park
- Destiny USA Mall The Great New York State Fair • Rosamond Gifford Zoo
- Onondaga Historical Association
- Onondaga Lake Parkway Oncenter
  War Memorial Arena Oncenter
  Theatres Green Lakes State Park

### Meeting Facilities

Over 41,000 and ft. of flexible event space across multiple meeting rooms including 14,200 sq. ft. of IACC certified member venue conference space. Three Ballrooms offering up a total of 18,500 sq. ft.

 Twenty breakout rooms • State-ofthe-art technology and acoustical sound • On-site audio-visual equipment and support • Conference Services Professionals • Certified Wedding Planners

### TENTH FLOOR MEETING ROOMS

GRAND BALLROOM Fover

### **GRAND BALLROOM**

BALLROOM EMPIRE ROC (T Shaped Room)

### AMBASSADOR ROOM

BOARD ROOM

CABINET ROOM

AMBASSADOR BOARD/CABINET

DIRECTOR'S ROOM

**EXECUTIVE ROOM** 

FORUM ROOM

### **Tenth Floor**

