

## Youth Services Network

The FPWA **Youth Services Network (YSN)** is a consortium of youth development executive and professionals from youth service agencies that provides youth-serving organizations with opportunities for networking, collaboration, and resources to increase effectiveness of youth programs. The YSN explores training and professional development options for individuals who work with children and adolescents, discusses the latest youth-related policy initiatives at the state and local levels, distributes funding sources specific to work with youth, and plans Youth Day, an annual event focused on topics that are at the forefront of youth culture. For more information, kindly contact **Deborah E. Reid** at (212) 801-1356, [dreid@fpwa.org](mailto:dreid@fpwa.org); **Kathleen Fitzgibbons** at (212) 801-1341, [kfitzgibbons@fpwa.org](mailto:kfitzgibbons@fpwa.org)

## Workforce Development Task Force

The **Workforce Development Task Force (WDTF)** is a member-based group of professionals from the fields of workforce development, education, training, and employment services provided throughout New York City. WDTF brings together program directors and staff for meetings held four times during the course of the year. These meetings offer a forum for discussion so participants can learn about innovative best practices, develop new strategies to overcome challenges, and contribute to the FPWA policy agenda in the area of workforce development. Outside agency guest speakers, along with featured programs at FPWA member agencies, facilitate discussions about a wide variety of issues, such as: serving individuals with barriers to employment, building strategic partnerships with workforce intermediaries and employers, improving job placement and retention outcomes, and expanding career advancement opportunities. For more information, kindly contact **Jill Poklemba** at (212) 801-1393, [jpoklemba@fpwa.org](mailto:jpoklemba@fpwa.org)

## Child Welfare Task Force

The FPWA **Child Welfare Agency Executive Task Force** is a membership-only group that brings together FPWA's foster care and preventive service providers to discuss critical issues affecting the child welfare community. Members provide input and share ideas regarding system delivery changes, policy and funding developments, and needed investments on the City and State levels. Members also have the opportunity to hear from guest speakers, including elected and appointed officials and child welfare policy experts. The information provided in Task Force meetings is extremely valuable to FPWA's advocacy efforts and is used to inform and develop FPWA's budget and legislative agendas for the City and State. For more information, kindly contact **Vani Sankarapandian** at (212) 801-1376, [vanis@fpwa.org](mailto:vanis@fpwa.org)

## FEDERATION OF PROTESTANT WELFARE AGENCIES

### FPWA's Youth Services Network, Workforce Development Task Force and Child Welfare Task Force *present*



### “New Directions for Disconnected Youth” Forum

Bernard M. Baruch College/CUNY  
School of Public Affairs

Friday, June 6, 2008



**Federation of Protestant Welfare Agencies** promotes the social and economic well-being of greater New York's most vulnerable by strengthening human service organizations and advocating for just public policies.

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281 Park Avenue South, New York, New York 10010  
212.777.4800 [www.fpwa.org](http://www.fpwa.org)

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# Program

9:00am-12:30pm

## Welcome

**Fatima Goldman**, *Executive Director/CEO*, Federation of Protestant Welfare Agencies

**Introduction of Opening Address, “Connecting the Dots: The State of Today’s Youth” delivered by Rev. Dr. Ray-Andrew Giddings**, *Executive Director*, ACT\* for Children

**Rev. Joel A. Gibson**, *Director*, Faith-Based Services

**Introduction of the Forum Moderators, Jeanne B. Mullgrav**, *Commissioner*, **Miguel A. Almodovar**, *Assistant Commissioner*, **Robin C. McClary, Esq.**, *Senior Advisor*, *Youth Employment*, NYC Department of Youth and Community Development

**Bonda Lee-Cunningham**, *Director*, Member Services

## Panels and Presenters

### Multiple Lifelong Learning Options in Education for Disconnected Youth

- **Derrick Griffith**, *Director/Principal*, CUNY Prep Transitional High School
- **Tom Pendleton**, *Director*, Learning to Work Initiatives, Office of Multiple Pathways to Graduation, New York City Department of Education
- **Eric Sweeting**, *Director of Education*, New Alternatives for Children
- **Lewis Zuchman**, *Executive Director*, SCAN New York
- **Eli Moran**, *Youth Participant*, SCAN New York

### “Tough Love” Approaches in Workforce Development for Disconnected Youth

- **Tana Fileccia-Flagg**, *Director*, Office of Workforce Development, NYS Office of Children and Family Services
- **Reginald Foster**, *Manager*, Regional Corporate Citizenship and Corporate Affairs, IBM; *Chair*, NYC Workforce Investment Board Youth Council
- **Randolph Peers**, *Executive Director*, Opportunities for a Better Tomorrow
- **Matthew Kelly**, *Program Coordinator*, Young Adult Internship Program, Henry Street Settlement
- **Jocelyn Laiz**, *Youth Participant*, Henry Street Settlement

### Integrating Special Needs/Mental Health Services for Disconnected Youth

- **Susan Dooha**, *Executive Director*, Center for Independence of the Disabled, NY
- **Thomas Krever**, *Executive Director*, The Hetrick-Martin Institute
- **Dr. Catherine Morrison**, *Director of Clinical and Social Services*, St. Christopher’s, Inc.
- **Dr. Roslyn Murov**, *Medical Director*, Abbott House
- **Dr. Kathryn Salisbury**, *Chief Project Officer*, Coordinated Children’s Services Initiative
- **Jonathan Navarrette**, *Youth Participant*, Coordinated Children’s Services Initiative

**Dr. Kathryn Salisbury**, *Chief Project Officer*  
Coordinated Children’s Services Initiative

**Dr. Kathryn Salisbury** is Chief Project Officer with Coordinated Children’s Services Initiative at the Mental Health Association of New York City. With over 25 years experience, Dr. Salisbury has distinguished herself in the health, mental health, educational and policy arenas. She has held a variety of leadership positions including Executive Director of the Connecticut Commission on Children, Director of the Connecticut Pediatric AIDS Program, and Director of Consultation, Education and Evaluation at Veterans Memorial Medical Center in Connecticut.

Dr. Salisbury has participated in numerous consulting activities, and has also been instrumental in developing broad-based advocacy coalition and policy initiatives in health, mental health, education and human services.

Dr. Salisbury has an Ed.D in Educational Policy Studies and a Ph.D in Counseling Psychology from the University of Massachusetts at Amherst, and has served as Assistant Clinical Professor of Psychiatry (in Psychology) at Yale University of Medicine since 1984.

## Special Thanks to...

**Bernard M. Baruch College/CUNY, School of Public Affairs; Ezekiel’s Catering, Covenant House New York; Jeanne B. Mullgrav**, Commissioner, New York City Department of Youth and Community Development, and her staff; the **keynote speaker** and all of the **presenters** who shared their expertise in education, workforce development, and special needs/mental health services and their commitment to disconnected youth; and the **FPWA staff** who helped make this forum possible.

**Dr. Catherine Morrison**, *Director of Clinical and Social Services*  
St. Christopher's, Inc.

**Dr. Catherine Morrison** is Director of Clinical and Social Services at St. Christopher's, Inc., where she oversees the clinical, social services and admissions departments. With over 20 years experience in providing and administering clinical services to special needs populations, Dr. Morrison has worked in educational, mental health, juvenile justice and foster care settings.

Dr. Morrison has been credited with being an integral part of the "comeback" at St. Christopher's, Inc. Inspired by the idea that New York State youth should not have to leave the state for excellent treatment and education, in 2006, Dr. Morrison launched Reach, a 30-bed program for adolescent males with significant disabilities, including autism spectrum disorders. Currently, she is piloting Dialectic Behavior Therapy, an evidenced-based clinical practice model to address self-destructive behaviors in a residential setting.

A New York State licensed psychologist, Dr. Morrison received her doctorate in Psychology in 1990, and her Master's degree in School Psychology in 1985. Additionally, she is Professor of Psychology at Pace University in New York with over 20 years as a faculty member teaching psychopathology, developmental psychology, research design and statistics, and a variety of subjects in the field of psychology to primarily graduate students.

**Dr. Roslyn Murov**, *Medical Director*  
Abbott House

**Dr. Roslyn Murov** is Medical Director with Abbott House, an organization that provides foster care services in residential and family-based settings. Dr. Murov is a pediatrician and child psychiatrist.

Prior to working at Abbott House, Dr. Murov was on the teaching faculty of New York Medical College Department of Psychiatry in Valhalla, New York. In addition to her teaching stint, Dr. Murov has served on the Committee of Mental Health and Health Care Professionals, participated in the American Academy of Pediatrics, New York State Task Force on Health Care for Children in Foster Care, which produced the manual, "Fostering Health: Health Care for Children in Foster Care".

Dr. Murov completed her medical education at Washington University School of Medicine in St. Louis, Missouri, trained in Pediatrics at Los Angeles County Hospital/USC Medical Center, and in Child and Adolescent Psychiatry at The Children's Hospital in Boston, Massachusetts.

## Coalition Comments

- Coalition/Task Force Membership—**Deborah E. Reid**, *Director, Management Assistance and Professional Development*
- Youth Services Network—**Kathleen Fitzgibbons**, *Senior Policy Analyst for Elderly Welfare and Youth Services*
- Workforce Development Task Force—**Jill Poklemba**, *Senior Policy Analyst for Income Security and Workforce Development*
- Child Welfare Task Force—**Vani Sankarapandian**, *Senior Policy Analyst for Child Welfare and Early Childhood Education*

## Closing Remarks

**Bich Ha Pham**, *Director, Policy Advocacy and Research*

## Biographies of Opening Address, Forum Moderator, and Panel Presenters

### "Connecting the Dots: The State of Today's Youth" Opening Address by Rev. Dr. Ray-Andrew Giddings

**Rev. Dr. Ray-Andrew Giddings**, *Executive Director*  
ACT\* for Children

The Reverend Dr. Ray-Andrew Giddings is Executive Director of Action by Congregations Together for Children (ACT\* for Children), a faith-based organization established as a coalition to mobilize congregations and people of faith to speak out against injustice toward children, youth and families, in addition to providing technical assistance, capacity-building and training.

Dr. Giddings has over 10 years experience leading Christian education and youth ministries. Prior to leading ACT\* for Children, Dr. Giddings served as Associate Pastor for Children and Families at Grace United Methodist Church in Brooklyn, where he was responsible for planning and leading effective ministries for children, youth and families. Dr. Giddings has worked extensively in children and youth development through the prevention, awareness and education around HIV and AIDS. He has also held executive positions with the National Council of Churches, and the Church World Service.

Serving on several community groups that address the HIV and AIDS crisis, he is a member of the Health/Human Services Planning Council's Social Service Workgroup, the New York City Prevention and Planning Group's Adolescent Workgroup, and "Meeting on Common Ground," the New York State Department of Health's Faith Initiative.

An ordained minister in the African Methodist Episcopal Church, Dr. Giddings holds graduate degrees in Religion and Education.

## Forum Moderator

### Jeanne B. Mullgrav, Commissioner New York City Department of Youth and Community Development

**Jeanne B. Mullgrav**, *Commissioner*, New York City Department of Youth and Community Development

In April 2002, Mayor Michael R. Bloomberg appointed Jeanne B. Mullgrav as Commissioner of the New York City Department of Youth and Community Development (DYCD), the City's lead agency for administering youth and community programs. DYCD invests public funds in experienced community-based organizations that provide after-school programming, train young people for jobs, and enhance individuals' literacy skills, among other goals.

Since her appointment, Commissioner Mullgrav has steered DYCD through a tremendous period of growth. In 2003, Mayor Bloomberg streamlined the City's social services by eliminating the Department of Employment and relocating its portfolio of youth workforce programs to DYCD. The same year, the Mayor made DYCD the lead agency for implementing his Out-of-School Time (OST) initiative, under which the agency is coordinating and maximizing resources.

Commissioner Mullgrav came to DYCD from The After-School Corporation (TASC), a nonprofit organization dedicated to promoting the need for available and quality after-school programs. As Vice President of External Relations, she oversaw all aspects of government affairs and media relations, and promoted TASC's legislative agenda.

Previously, as Deputy Director of Intergovernmental Relations for the New York State Attorney General's office, Commissioner Mullgrav shaped legislative and policy proposals relating to criminal justice and victim-related topics. Throughout the 1990s, Commissioner Mullgrav held several senior management positions at Victim Services (now Safe Horizon), a major nonprofit provider of services to crime victims in New York City.

Commissioner Mullgrav serves on the boards of several nonprofit organizations, including The Fund for Modern Courts, The National Center for Family Literacy, and The National Advisory Committee of the Robert Bowne Foundation's *After-School Matters* publication. In addition, she has received numerous awards and recognitions for public service.

Commissioner Mullgrav holds a Bachelor of Arts degree from Swarthmore College, and a Juris Doctor from New York University School of Law.

## Integrating Special Needs/Mental Health Services

**Susan Dooha**, *Executive Director*  
Center for Independence of the Disabled, New York

**Susan Dooha** is Executive Director of the Center for Independence of the Disabled, New York (CIDNY), which ensures full integration, independence and equal opportunity for all people with disabilities by removing barriers to the social, economic, cultural and civic life of the community.

Susan has accomplished the following in a career devoted to people with disabilities: the 2006 recipient of the Justin Dart Award for Political Advocacy; in 1998, she created the nation's first Americans with Disabilities Act Compliance Plan for Medicaid health plans; in 1996, she was named Advocate of the Year by the New York City Consortium of Independent Living Centers; and has been appointed to various bodies including the State Rehabilitation Council, the Medicaid Managed Care Advisory Review Panel, the New York Association on Independent Living, and is a member of the American Public Health Association's Disability Section. Susan, herself, is a person with a disability.

**Thomas Krever**, *Executive Director*  
The Hetrick-Martin Institute

**Thomas Krever** is Executive Director of The Hetrick-Martin Institute, the oldest and largest nonprofit, multi-service agency dedicated to serving lesbian, gay, bisexual, transgender and questioning youth.

Thomas has worked in the nonprofit sector nearly two decades bringing quality services to at-risk and fringe youth populations throughout the nation. Thomas has also spent significant time defining the elements needed to build comprehensive program models and agency support structures ready for replication within various communities across the United States.

Thomas has an Executive Masters in Public Administration from Baruch College of The City University of New York, a BFA from Brooklyn College of The City University of New York, and successfully completed the Nonprofit Management course at Hofstra University.

## Multiple Lifelong Learning Options in Education

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**Matthew Kelly**, *Program Coordinator, Young Adult Internship Program*  
Henry Street Settlement

**Matthew Kelly** is Program Coordinator for the Young Adult Internship Program (YAIP) at Henry Street Settlement. YAIP serves 16-24 year-olds who are out of school and out of work, and offers them a 14-week comprehensive range of work readiness training, paid internship placements, linkages to education and social services, case management/counseling, and follow-up services.

Prior to joining Henry Street Settlement, Matthew worked in a therapeutic residential treatment facility with emotionally troubled and disadvantaged youth from Chicago's inner city.

Matthew also holds an M.A. in Clinical Professional Psychology.

**Randolph Peers**, *Executive Director*  
Opportunities for a Better Tomorrow

**Randolph Peers** currently serves as Executive Director of Opportunities for a Better Tomorrow (OBT), a Brooklyn-based nonprofit organization. At OBT, Randolph leads a \$3.5 million employment and training organization that works with out-of-school youth and adults in the Brooklyn neighborhoods of Sunset Park, Bushwick, Williamsburg, and Bedford-Stuyvesant.

Randolph has spent the last 18 years working in the fields of Adult Education, Workforce Development, and Economic Development as Executive Director with South Shore High School's Adult Education Center, as Vice President for Economic Development at the Brooklyn Chamber of Commerce, and in senior management positions with the Church Avenue Merchants Block Association (CAMBA) and the Osborne Association.

A lifelong Brooklynite, Randolph serves as Chairperson of Community Board 7. He also holds a Bachelors degree in Political Science from Brooklyn College and a Masters in Public Administration from New York University's Wagner School.

**Derrick Griffith**, *Director/Principal*  
CUNY Prep Transitional High School

**Derrick Griffith** serves as the founding Director and Principal of CUNY Prep Transitional High School. In this capacity, he oversees the administration of CUNY Prep, a model program that offers out-of-school youth between the ages of 16 and 18 with an opportunity for full-time study in order to qualify for admission to college.

A graduate of Clara Barton High School for Health Professions in Brooklyn, New York, where he earned a Regents Diploma and a certificate in Practical Nursing, Derrick went on to become a nurse. While working as a licensed practical nurse, he earned a B.A. in History from the University of North Carolina at Charlotte.

Derrick distinguished himself at UNC-Charlotte by becoming the first student body President to be re-elected in the 27-year history of the school. In 1994, he received the Max and Dora Cohen Scholarship to attend the Margaret Warner Graduate School of Education and Human Development at the University of Rochester. In 1995, he received an M.S. in Counseling and Human Development and was named the Commencement Marshall.

During his career, Derrick has been a social studies teacher, curriculum and professional development manager, adjunct instructor, and senior manager at a nonprofit settlement house. Derrick is currently on leave from the Urban Education doctoral program at The CUNY Graduate Center.

**Tom Pendleton**, *Director, Learning to Work Initiatives*  
Office of Multiple Pathways to Graduation  
New York City Department of Education

**Tom Pendleton** came to the New York City Department of Education three years ago to coordinate the implementation of Learning to Work programs for the Office of Multiple Pathways to Graduation, which includes Young Adult Borough Centers, Transfer Schools with Learning to Work and Learning to Work GED programs. He also works with three technical assistance partner organizations on developing capacity building efforts for these programs.

Prior to his current position, Tom has worked over the past 30 years with and for NYC teens in a variety of community based organizations, most recently as Executive Director of the New York Citywide School to Work Alliance.

## “Tough Love” Approaches in Workforce Development

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**Eric Sweeting**, *Director of Education*  
New Alternatives for Children

**Eric Sweeting** is currently Director of Education at New Alternatives for Children, a nonprofit health and social services agency serving children with medical disabilities and/or chronic illnesses and their families, and providing comprehensive health and social services to support family preservation, reunification, or adoption.

Eric has substantial experience working with children in both educational and special needs settings, including stints with Leake and Watts, United Cerebral Palsy of New York City, and as a classroom teacher with the New York City Department of Education.

Eric has earned a B.A. in English from Bard College, an M.A. in Special Education from Teachers College at Columbia University, certification in Neuro-developmental Treatment, and a School Administrator/Supervisor Certificate.

**Lewis Zuchman**, *Executive Director*  
SCAN New York

**Lewis Zuchman** is Executive Director of SCAN New York, a nonprofit dedicated to supporting children and families in crisis through its programs, some of which include after-school, early childhood, and summer programs.

Lew, one of the original freedom riders during the Civil Rights Movement, has devoted his life to working with children and youth. His career includes serving as Associate Executive Director of Edwin Gould Services for Children, as Chair for the Human Service Consortium of East Harlem, and as Appointee to Governor George Pataki’s Advisory Commission on Addiction Services.

Having earned an M.S.W. from Columbia University School of Social Work, he has published works on various social work practices, and is serving on numerous nonprofit boards throughout New York City.

**Tana Fileccia-Flagg**, *Director*, Office of Workforce Development  
New York State Office of Children and Family Services

**Tana Fileccia-Flagg** currently serves as Director of the Office of Workforce Development with the New York State Office of Children and Family Services, where she is responsible for the development and implementation of programs and services designed to transition youth from economic dependency to self-sufficiency.

Having begun her career as Youth Education Coordinator for the New York State Division for Youth, Tana continued her career with DFY as Senior Training Technician and Youth Employment Specialist. Later, she served as Assistant Director with the New York State Division for Women, and returned to the New York State Office of Children and Family Services as Girls Program Liaison within the Division of Rehabilitative Services.

Tana earned a Master’s degree in Education and a B.A. degree from Brooklyn College of The City University of New York.

**Reginald Foster**, *Manager*

Regional Corporate Citizenship and Corporate Affairs, IBM Corporation

**Reginald Foster** is Manager of Regional Corporate Citizenship and Corporate Affairs for the IBM Corporation covering New York, New Jersey, Connecticut, and Canada. He manages IBM’s grants to nonprofits and schools, supports IBM executives serving on nonprofit boards, facilitates employee community involvement, and government relations.

Before joining IBM, Reg operated his own consulting practice in addition to having held positions as Vice President for External Relations at United Way of New York City, Assistant Director of the New York State Governor’s Office for the Aging, and Deputy Administrator at the New York City Human Resources Administration’s Office of Legislation and Policy.

Reg currently chairs the New York City Workforce Investment Board’s (WIB) Youth Council and serves on the WIB’s Executive Committee. Reg holds a law degree from Osgoode Hall Law School in Toronto, and a degree in English Literature and Philosophy from the University of Toronto.