Hope in Action

Building a Brighter Tomorrow

2025 MCA Summer Conference

Sheraton Grand Rapids Airport Hotel

Grand Rapids, MI

July 14 - 17, 2025





to the 2025 Summer Conference

Welcome to the Michigan Community Action 2025
Conference! As we gather in Grand Rapids under the powerful theme of Hope in Action, we celebrate not only the vital work being done in communities across our state, but also the extraordinary spirit that drives us to build a brighter future for all. This is more than a meeting—it's a movement fueled by our shared commitment to lifting communities, empowering voices, and turning vision into reality. Let this be a time of renewed purpose, bold ideas, and collective energy. Together, we are Hope in Action!

Brian The In

Michigan Community Action Board of Directors

President

Lisa Evans, Community Action of Allegan County (Allegan)

Vice President

Susan Harding, Oakland Livingston Human Service Agency (Pontiac)

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Joe Nolan, Chippewa-Luce-Mackinac Community Action Agency (Sault Ste. Marie)

Urban Officer

Gustavo Perez, Kent County Community Action (Grand Rapids)

Lower Peninsula/Rural Officer

Lisa Bolen, Northeast Michigan Community Service Agency (Alpena)



Celebrating 50 Years of Michigan Community Action

In 2025, Michigan Community Action proudly celebrates 50 years of service, advocacy, and impact. Since its founding in 1975, MCA has been a steadfast voice for Community Action Agencies across the state, working to advance economic opportunity and ensure that all Michiganders can thrive.

We not only look to the future with renewed energy but also honor the rich history, dedicated leadership, and collaborative spirit that have carried us to this milestone.

Thank you to all who have been part of this journey. Here's to 50 years of Hope in Action—and to building a brighter tomorrow, together.

Upper Peninsula Officer

Kerri Duff, Gogebic-Ontonagon Community Action Agency (Bessemer)

At Large Officer

Toby Berry, Community Action Agency (Jackson)

At Large Officer

Jennifer Brozowski, Ottawa County Community Action Agency (Holland)

Directors Council Chair

Michelle LaJoie, Community Action Alger-Marquette (Marquette)

At Large Officer

Bill Reder, Mid Michigan Community Action Agency (Farwell)

Michigan Community Action Executive Director

Brian McGrain

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Conference Schedule

Monday

July 14 | 2025

10:30 - 11:30 MCA Finance Committee *

AM

12:00 - 1:00 PM MCA Board of Directors *

1:00 - 1:30 PM Lunch

Sponsored by Bellwether

Public Relations

1:30 - 3:00 PM MCA Directors Council *

1:00 - 6:00 PM Exhibitor Set Up

3:00 - 6:00 PM Registration Open

6:30 - 9:00 PM Directors Dinner

*Meeting will be held in Petoskey/Mackinac

A la Carte SPONSORS









Tuesday

July 15 | 2025

6:30 - 7:00 AM Morning Yoga - Patio

7:00 AM Registration Desk Open

7:30 - 8:30 AM Breakfast

8:30 - 9:30 AM General Session

9:30 - 9:45 AM Break

9:45 - 11:00 AM Breakout Sessions

11:00 - 11:15 AM Break

11:15 AM - 12:30 PM Breakout Sessions

12:30 - 1:45 PM Lunch

1:45 - 3:00 PM Breakout Sessions

3:00 - 3:30 PM Break

3:30 - 4:45 PM Breakout Sessions

5:00 - 7:00 PM Dinner on Your Own

7:00 - 9:00 PM Networking Mixer on Patio

Night on the Town - Sponsored by Walker-Miller Energy Services



Conference Schedule

Wednesday

July 16 | 2025

6:30 - 7:00 AM	Morning Yoga - Patio
7:30 AM	Registration Desk Open
7:30 - 8:30 AM	Breakfast
8:30 - 9:30 AM	General Session
9:30 - 9:45 AM	Break
9:45 - 11:00 AM	Breakout Sessions
11:00 - 11:15 AM	Break
11:15 AM - 12:30 PM	Breakout Sessions
12:30 - 1:45 PM	Lunch
1:45 - 3:00 PM	Breakout Sessions
3:00 - 3:30 PM	Break
3:30 - 4:45 PM	Breakout Sessions
5:00 - 6:00 PM	Club 52 Fundraiser - 28th Street Bistro in the Sheraton
6:00 - 10:00 PM	Dinner, LDI Graduation, and Live Auction/ Entertainment

Thursday

July 17 | 2025

7:30 - 8:30 AM Breakfast

8:30 - 9:30 AM General Session

9:30 - 9:45 AM Break

9:45 - 11:00 AM Breakout Sessions

11:00 - 11:15 AM Break

11:15 AM - 12:30 PM Breakout Sessions

12:30 PM Conclusion/Parting Gift

Exhibitors



Consumers Multifamily Program

















Conference Activities

Giving Back

2025 Service Project

This year's service project activities benefit the Kent County Community Action and Grand Rapids Pride Center

Brighten a Box

Join us in spreading joy through art! This year's service project invites you to decorate food distribution boxes for Kent County Community Action's food assistance programs. Add colorful drawings, uplifting messages, and fun stickers to help brighten the day of those receiving the boxes. A small gesture can make a big impact—let's get creative and show the community some love!

Essentials Pantry Donations

Help us support the Grand Rapids Pride Center by donating hygiene and household items for their Essentials Pantry. Your contributions—such as shampoo, conditioner, body wash, deodorant, and cleaning supplies—make a meaningful difference for community members in need. As a thank-you, anyone who brings a donation will be entered into a drawing to take home conference greenery. Every item helps promote dignity, health, and self-care—thank you for giving generously!

We want to thank our generous Service Project Sponsors DNV and ICF for their support.



Conference Activities

Giving Back

Silent and Live Auctions

The silent and live auctions are back at the conference! Proceeds from the auctions will go towards scholarships for CAA staff to participate in programing like Emerging Leaders, Leadership Development Institute, and the summer conference.

Silent Auction

The silent auction will open Tuesday, July 15, 2025, and will close on Wednesday July 16, 2025, at 3:30 pm.

Live Auction

The live auction will be held Wednesday evening July 16, 2025, after dinner and the LDI graduation. Big thanks to Joe Nolan, Executive Director of Chippewa Luce Mackinac Community Action Agency, for being our auctioneer and emcee.

Health and Wellness

Morning Yoga

Ease into your day with a calming session of gentle yoga designed to refresh your body and mind before a full day of learning. Join us from 6:30–7:00 AM on the patio for a peaceful outdoor practice led by instructors from Kula Yoga Grand Rapids. All experience levels are welcome!

Bring your yoga mat and a willingness to stretch and breathe deeply. Don't have a mat? No worries—we'll have a limited number available to borrow. (In case of rain, yoga will move indoors.)

Begin your morning grounded, centered, and ready to take on the day!

Sponsored by Oakland Livingston Human Service Agency

Evening Activities

Night on the Town

MCA Members will receive gift cards to enjoy dinner at a variety of local restaurants—an opportunity to explore Grand Rapids' vibrant food scene on us! After dinner, keep the connections going at the Patio Mixer back at the Sheraton, where you can unwind and network with fellow attendees in a relaxed, social setting.

Sponsored by Walker-Miller Energy Services

Wednesday Night Dinner Celebration

Join us Wednesday for an evening full of celebration and fun! We will kick off the evening with dinner and recognition of 50 years of Michigan Community Action. We will also celebrate the new graduates of the 2024-2025 Leadership Development Institute Cohort and Emerging Leaders. Finally, we will wrap the evening up with our live auction and dueling pianos entertainment. We look forward to celebrating all things Community Action with you!

Sponsored by Consumers Energy





Featured Speakers



SHANNON COHEN

Shannon Cohen is a strategist, innovator, and author of two books, "It's Normal to Shake as You Soar" and "Tough Skin, Soft Heart: A Leadership Guide to Growing Stronger, Better, and Wiser". Shannon is the Founder and CEO of Shannon Cohen, Inc. a company that creates products, spaces, and experiences that invest in the emotional wellbeing of people who lead, love, and serve in transformational ways. Her company has a licensing agreement with American Greetings and her products

have been featured at Target, Meijer, and West Elm. Her Tough Skin, Soft Heart podcast is available on Anchor, Apple Podcasts, Spotify, and Stitcher. Her "Build What You Dream" album has been coined a "Masterclass put to Music" and is available wherever you enjoy streaming and downloading music.

Shannon is the Founder of the global Rockstar Woman™ Movement, serving thousands of women throughout the U.S and Canada. Shannon has been named one of the 200 Most Powerful Business Leaders in West Michigan and recognized as one of the 50 Most Influential Women in West Michigan by the Grand Rapids Business Journal. Shannon is an alumnus of the prestigious W.K. Kellogg Foundation Community Leadership Network Fellowship, 2023 recipient of the prestigious Distinguished Alumni Award from her alma mater, Grand Valley State University, and the 1st alumnus in the University's history to serve as commencement keynote speaker.



ANDREW CAMPBELL

Andrew Campbell is a Policy Program Manager in the Research to Action Lab at the Urban Institute. In his role, he contributes specialized knowledge and project leadership to a range of research, technical assistance (TA), and philanthropic advising engagements focused on workforce

development and inclusive economic mobility. Campbell is also core contributor to Urban's body of work on apprenticeship programs.

Andrew's background is in comparative public policy; before joining the Urban Institute, he spent three years abroad where he completed a fellowship with the European Parliament and earned his MPP at the University of Edinburgh. He also received a BA in Political Science from the College of Wooster. Andrew is originally from a small town in northern Michigan.



KEITH FUDGE

Keith Fudge is a director of policy management in the Urban Institute's Research to Action Lab. He directs the Upward Mobility Initiative, a body of work focused on supporting communities to increase economic and social mobility and racial equity. He has also managed projects on evidence-based policymaking strategies.

Previously, Fudge worked in the US Department of Housing and Urban Development's Office of Policy Development and Research, where he supported research and communications initiatives. He was a founding staffer and senior project manager for the White House Council on Strong Cities, Strong Communities.

Fudge has a BA in English from the University of Michigan and an MPP from the University of Michigan's Gerald R. Ford School of Public Policy.

PODCAST PANEL



Moderator Erica Austin Northwest Michigan Community Action Agency



Moderator Ryan Buck New Leonard Media



Panelist
Stephanie Kasprzak
Monroe County
Opportunity Program



Panelist
Joe Nolan
Chippewa
Luce Mackinac
Community Action
Agency

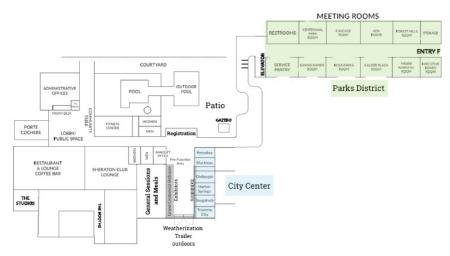


Panelist
Gustavo Perez
Kent County
Community Action
Agency

Panelist
Lori Offenbecher
Human
Development
Commission

A special thank you to the Collective Us podcast team for bringing this special experience to the conference and to the panelist for sharing their Community Action stories.

NAVIGATION



CITY CENTER

Session Rooms

Petoskey/Mackinac Cheboygan/Harbor Springs Saugatuck/Traverse City

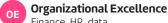
General Session and Meals

Grand Centennial Ballroom

Exhibitors

Pre-Function

Conference Tracks



Finance, HR, data management and integration, strategic planning, board, organizational management, IT, funding.

Leadership Development
DEI, communication, personal
development.

IP Innovative Practices
Innovative programs and
approaches from Michigan
CAAs.

PARKS DISTRICT

Session Rooms

Grand Rapids/Rosa Parks Calder Plaza/Meijer Gardens Cascade

Quiet Room

Forest Hills

BCAEO/empowOR Office Hours

Ada

Gift Pick-up: Centennial Park

Partner Programs
Programs and practices from
Community Action partners.

BF Board Focused

Focused on board excellence, recruitment, management, best practices

7:30 – 8:30 Breakfast

Grand Centennial Ballroom

Sponsored by DTE Energy

8:30 – 9:30 General Session

Grand Centennial Ballroom

Stings, Dings, Disruption, and Mental Clutter: Emotional Wellbeing Strategies for Modern-Day Difference Makers

Shannon Cohen - Shannon Cohen, Inc.

Functioning burnout at all levels of leadership are grave concerns. The dearth of daily pressures, demands, and expectations has repleted many, providing minimal time and space to turn inward. The whole-person health of those tasked to lead and serve people-facing initiatives within organizations matters. Using the "Hope on the Go" wellness and affirmation deck, Shannon will guide attendees through an interactive wellness session of inspiration + strategies to invest in their understanding of how important wellness is to sustainable productivity and success. The session will involve a hybrid of personal reflection, haptic, and small group engagement exercises connected to daily, applicable strategies for investing in one's emotional wellness.



Attendees will:

- Learn strategies for auditing and assessing indicators/triggers of emotional stress
- 2. Unpack the connection between emotional wellness and workplace morale, productivity, and performance.
- Explore practical emotional wellness strategies using the "Hope on the Go" wellness and affirmation deck

9:45 - 11:00

Essential and Creative Approaches for Actionable Data



Nancy McCrohan, Meg Chamberlin, Eric Kehoe, Gary Heidel - Public Policy Associates Petoskey/Mackinac

Strategic planning and community needs assessment are required of agencies – but need not be drudgery! This session will inspire and guide you on creating the high value learning that comes from these processes. We will share ideas on efficiency, performance metrics, and how to lift up your community voices.

Beyond the Office: Safe & Successful Off-Site Visits



Kathleen Hart - Community Action Agency

Cheboygan/Harbor Springs

This session will explore the importance of meeting clients in their own environment as a way to build stronger relationships and gain a deeper understanding of their needs. By engaging with clients in their personal environments, staff can foster trust, improve service delivery, and tailor support more effectively. The session will highlight the mutual benefits of off-site visits for both clients and staff, emphasizing how these interactions create meaningful connections. Additionally, we will discuss essential safety measures to ensure the protection of staff during these visits, providing strategies to balance the need for personal engagement with the importance of maintaining a safe working environment. Participants will leave with a deeper understanding of how to conduct off-site visits that both strengthen client relationships and prioritize staff well-being.

empowOR Office Hours - Pre-registration

Meaghan Arzberger - empowOR by CSST

Ada

9:45 - 11:00

Navigating Detours: How to Effectively Lead through Uncertainty and Change



Katie Appold - Nonprofit Nav

Saugatuck/Traverse City

This session will provide practical strategies for navigating uncertainty with confidence. Through real-world examples and interactive discussions, you'll learn how to adapt to change, make informed decisions, and turn obstacles into opportunities. Whether you're facing a current challenge or planning for the future, you'll leave equipped with tools to keep your organization moving forward—no matter what detours arise.

The MI Home Energy Rebates Program: It's Here! What That Means for You



David Becker - Walker-Miller Energy Services

Grand Rapids/Rosa Parks

The Michigan Home Energy Rebates (MiHER) program launched statewide on April 14th, 2025. The program provides \$165M in energy efficiency and electrification rebates to income-qualified single-family and multi-family buildings. In this session you'll receive a detailed overview of the MiHER program, focusing on both the contractor and customer journeys. You'll also learn how the MiHER program could work alongside and directly with the Weatherization Assistance Program and utility Energy Waste Reduction programs.

Listening to Lead: Harnessing Community Voices for **Transformative Change**



Katena Cain - K. Cain Consulting, LLC.

Calder Plaza/Meijer Gardens

This interactive session will provide participants with practical tools and strategies to conduct Community Needs Assessments that uncover key insights, empower community voices, and drive meaningful change. Ideal for leaders and changemakers, this training emphasizes equitable engagement, actionable data collection, and turning insights into transformative outcomes.

Getting on Board: Reimagining Effective Organizational Communication



Stormy Trotter - The Artifex Group

Cascade

The term "effective communication" is often used to describe a process that involves clarity, purpose and efficiency. However, what happens to this system as society continues to shift? As organization leaders, we must be equipped to pivot and adjust to an evolving climate as we work towards maximizing our productivity.

11:00 - 11:15 Coffee Break

Pre-Function

Sponsored by Public Policy Associates

11:15 - 12:30

MSHDA MI Neighborhood Grant Program Opportunities



Tonya Joy, Christopher Lussier, Rachel Presley - Michigan State Housing Development Authority Petoskey/Mackinac

MSHDA is launching a new streamlined CDBG letter of intent process and this session would be a great way to communicate what NDD resources are available and how they can be accessed. Walking through the funding request, selection and award process and how agencies can participate will be key goals objectives of the panel discussion. The adjustments are being undertaken to encourage local participation, alleviate funding timeline constraints and application barriers and make the program more accessible to non-entitled local units of government to facilitate housing activity.

Managing a Multi-Generational Workforce



Caryn Bedford - HRM Services

Cheboygan/Harbor Springs

Today's workplaces are more diverse than ever with 5 different generations coexisting and collaborating to meet organizational goals. Each generation brings distinct mindsets and behaviors to their work as well as unique challenges for managers. This session focuses on specific management skills required for effective communication while directing, delegating, developing and motivating a multi-generational team.

11:15 - 12:30

Empowered Care: CIE and 211 Transforming Lives with the Jackson Care Hub



Sarah Kile - Michigan 211 and Evelyn Mercer - Central Michigan 211
Saugatuck/Traverse City

This session will share the work of 211 through the Jackson Care Hub as a groundbreaking, community information exchange process in Michigan that connects diverse agencies across Jackson County to improve care coordination for residents. This workshop will explore the Hub's innovative design, its impact on client outcomes, and its potential for replication in other communities. Participants will learn practical strategies for improving interagency collaboration, enhancing resource utilization, and streamlining referral processes to address complex community needs.

More Than Numbers: Humanizing Community Engagement with Personas



Candy Isabel - Khamai Strategies

Grand Rapids/Rosa Parks

Community engagement is more than just outreach—it requires a deep understanding of the people being served. This interactive workshop introduces community personas as an innovative tool to help Community Action Agencies (CAAs) design programs and services that are equitable, responsive, and impactful. Participants will learn how to develop and apply community personas to improve stakeholder engagement, strategic planning, and service delivery. Through a hands-on exercise, attendees will build their own persona and leave with a Community Persona Toolkit to implement this strategy immediately. This session is designed for front-line staff, leadership, new CAA staff, and board members looking to enhance their organization's connection to the communities they serve.

11:15 - 12:30

A Collaborative Approach to Building Community Partnerships to Strengthen Families Œ

Gregory Pordon, Deanne Lux, Kadi Prout - Michigan Federation for Children & Families / MDHHS Calder Plaza/Meijer Gardens

MDHHS has taken a collaborative approach with community-based organizations to build services that ensure families are supported and strengthened holistically within their communities. Partnerships with community action agencies and family resource centers help families address their self-identified needs by connecting them to essential resources. Access to these resources is often focused on fulfilling basic needs, which, if unmet, can become a significant factor in determining whether families enter the child welfare system.

Exploring Staff and Volunteer Boundaries



Christine Heverly, Kristy Oosterhouse - Michigan State University Extension Cascade

Clear boundaries are essential for effective volunteer management, yet many staff and volunteers struggle to define, communicate, and uphold them. This interactive session will utilize research and activities from the Ready to Go: Volunteer Training Toolkit to help participants explore personal and professional boundaries, recognize boundary conflicts, and practice effective communication strategies. Through guided discussions and hands-on exercises, attendees will gain practical tools to foster a healthy, respectful volunteer environment.

12:30 – 1:30 Networking Lunch **Grand Centennial Ballroom**

Sponsored by Michigan State Housing Development Authority

1:45 - 3:00

MI Tri-Share Child Care: Benefits for Employers, Employees, pp and Child Care Providers



Shannon Garrett - MILEAP

Petoskev/Mackinac

In this session, attendees will learn about the MI Tri-Share Child Care program and its benefits for employers, employees, and child care providers. Attendees will leave with information to consider participating as employers themselves and to share with their community's employers, working families, child care providers, and other stakeholders

1:45 - 3:00

Empowering Action: How AI Tools Can Supercharge Community Impact

Andy Zarkovich- Providence Consulting

Cheboygan/Harbor Springs

Join us for a fast-paced, real-world session on how artificial intelligence is reshaping the way community-focused organizations work. Whether you're in operations, outreach, or leadership, this seminar will show you how to use AI tools to save time, improve communication, and serve your community more effectively.

How to Honor Every Voice: True Collaboration Driven by Communities



Sarah Kile - Michigan 211

Saugatuck/Traverse City

This session explores a transformative approach to community engagement. It emphasizes genuine collaboration with ALICE households and those experiencing generational poverty, prioritizing their voices in shaping solutions. Learn practical strategies for building trust, fostering co-creation, and addressing systemic barriers. The presentation showcases how prioritizing diverse perspectives leads to equitable and sustainable outcomes, moving beyond traditional metrics to measure true community impact.

Understanding Adverse Childhood Experiences – Part 1 *Pre-Registration Only*



Zoe Lyons – Nonprofit Network and Robert Powell – Family Service and Children's Aid Grand Rapids/Rosa Parks

The Understanding Adverse Childhood Experiences (ACE) Training is designed to help you develop the unique skill set needed to support individuals who have experienced adverse childhood experiences and traumatic events. Trailblazers in pediatrics, education, and social welfare are using cutting-edge science and field-tested therapies to protect children from the insidious effects of toxic stress—and the dark legacy of a childhood that no child would choose.

Vision to Action: Driving Impact Through Strategic Planning



Katena Cain - K. Cain Consulting LLC

Calder Plaza/Meijer Gardens

Effective strategic planning is more than just a document—it's a roadmap for lasting impact. This interactive workshop will equip participants with practical tools and frameworks to develop, refine, and execute strategic plans that drive organizational success. Through engaging discussions and hands-on activities, attendees will learn how to assess priorities, set measurable goals, engage stakeholders, and adapt strategies in an ever-changing landscape. Whether you're launching a new initiative or refining an existing plan, this session will provide actionable insights to move from vision to results.

Marketing Peer to Peer Meet Up

Cascade

3:00 – 3:30 Sponsored Break Pre–Function

Take a break from learning to network with your peers, visit sponsors and exhibitors, and recharge with some yummy snacks.

Breaks sponsored by Public Policy Associates



3:30 - 4:45

This session block is pre-registered special sessions. If you did not pre-register for a 3:30 session please visit the registration desk and speak to an MCA staff member.

3:30 – 4:45 Pre-Registration Special Sessions

Your Voice, Your Power: How to Effectively Communicate with the Media

Bridgette Bauer and Miriam Robinson - Bellwether Public Relations
Petoskey/Mackinac

In this interactive session, you will have a chance to elevate your voice and your passion to share strong and productive messaging with the media. We will walk you through the basics of professional media engagement, interview prep and how to stay on message. Walk away with tools and tips to represent your organization with confidence brought to you by Bellwether Public Relations.

Digital Security Basics



Tom Visco - Michigan Community Action

Cheboygan/Harbor Springs

This will be a practical session focused on helping Community Action professionals enact basic digital security best practices. Through a brief, beginner-friendly discussion, you'll be introduced to basic tools to understand your exposure to digital threats and how best to mitigate them. There will also be discussion of how to ensure safe communication with colleagues and clients to maintain privacy and security. This session will be focused on individual digital security, and agency-level information security will not be discussed.

Weatherization on Wheels: Hands On Learning with the Weatherization Trailer



Cherri Swanstra and John Burnett - Mid Michigan Community Action Agency Saugatuck/Traverse City

Weatherization on Wheels offers a unique, immersive learning experience that traditional workshops cannot match. Community Action professionals will gain practical insights to bring back to their communities, making energy savings and home comfort improvements more accessible.

Understanding Adverse Childhood Experiences - Part 2

Zoe Lyons – Nonprofit Network and Robert Powell – Family Service and Children's Aid Grand Rapids/Rosa Parks

The Understanding Adverse Childhood Experiences (ACE) Training is designed to help you develop the unique skill set needed to support individuals who have experienced adverse childhood experiences and traumatic events. Trailblazers in pediatrics, education, and social welfare are using cutting-edge science and field-tested therapies to protect children from the insidious effects of toxic stress—and the dark legacy of a childhood that no child would choose.

Service Project - Brighten a Box

Calder Plaza/ Meijer Gardens

Join fellow attendees in spreading joy through art! In this special session, decorate food distribution boxes for Kent County Community Action's food assistance programs. Add colorful drawings, uplifting messages, and fun stickers to help brighten the day of those receiving the boxes. A small gesture can make a big impact—let's get creative and show the community some love!

Pause & Restore: Meditation and Sound Bath Experience

Kula Yoga Forest Hills

Take a mindful break from the conference hustle and reconnect with your inner calm. This restorative session combines guided meditation with the soothing tones of a sound bath to help reduce stress, quiet the mind, and restore balance. Whether you're new to meditation or a seasoned practitioner, this session offers a peaceful reset to enhance your focus and well-being for the rest of the day

5:00 - 7:00 PM

Dinner on Your Own

Night on the Town

MCA Members will receive gift cards to enjoy dinner at a variety of local restaurants—an opportunity to explore Grand Rapids' vibrant food scene on us! After dinner, keep the connections going at the Patio Mixer back at the Sheraton, where you can unwind and network with fellow attendees in a relaxed, social setting.

Sponsored by Walker-Miller Energy Services

7:00 - 9:00 PM Networking Mixer - Patio/Tiki Bar

Sessions Wednesday | July 16

7:30 – 8:30 BreakfastSponsored by SEMCO Energy Gas Company

Grand Centennial Ballroom

8:30– 9:30 General Session

Grand Centennial Ballroom

Introduction to Upward Mobility Framework



Keith Fudge and Andrew Campbell - The Urban Institute

The Urban Institute's Upward Mobility Initiative provides an evidence-based foundation for efforts to advance equitable economic and social mobility for people and communities. It offers local leaders a holistic definition of upward mobility and identifies factors they can influence to increase mobility for all people, especially those historically excluded from prosperity. This session will introduce the Upward Mobility Framework's key components, preview resources that can be used to catalyze partnerships and set priorities, and provide examples of how communities and organizations have applied the Framework.

BCAEO Office Hours - Pre-registration

BCAEO Staff Ada

9:45-11:00

Beyond Compliance: Building Truly Inclusive Communities



Jon Cauchi and Nicholette Driggs - Disability Advocates of Kent County
Petoskey/Mackinac

True inclusion goes beyond legal compliance—it requires a shift in mindset, policies, and community design. This interactive session will explore the foundations of disability, the role of intersectionality in accessibility, and how organizations can move beyond ADA checklists to create truly inclusive communities. Attendees will gain a deeper understanding of disability as a social construct, learn how intersecting identities impact accessibility, and participate in an interactive community audit exercise to identify and address barriers. Real-world examples from Disability Advocates of Kent County's initiatives will be used to illustrate best practices in inclusive design and advocacy.

Data Options with empowOR

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Meaghan Arzberger - CSST

Cheboygan/Harbor Springs

Starting October 1, 2025, agencies will have different options for accessing their data with empowOR. This session will review those options, share how those different options will meet different needs, and provide context for how these options can support agencies in becoming more data-driven.

Navigating the Evolving Employee Benefits Landscape



Jon Andrews and Chris Werme - Rose Street Advisors Saugatuck/Traverse City

Designed with HR professionals and Community Action staff in mind, this session will provide strategies to help organizations optimize their employee benefits programs while supporting the well-being of their workforce. Participants will gain insights into navigating the Michigan healthcare landscape, controlling benefit costs, and increasing employee engagement. Emphasis will also be placed on fostering a healthier, more engaged workforce through tailored benefits offerings that attract and retain top talent.

Putting the Welcome Mat out for Your Organization



Tedi Parsons – 2bl Professional Development Grand Rapids/Rosa Parks More than ever before, organizations need to ensure that they are putting the welcome mat out to let others know that they are 'welcomed', 'affirmed' and 'accepted' at your place of business. This means that you stand behind your beliefs that everyone is welcomed (no matter who they are) and accepted within the walls of your organization.

Smart Solutions for the Community Needs Assessment Graph Graph





Eva Rohlman and Santana Scott - Mid Michigan Community Action Agency Calder Plaza/Meijer Gardens

This session will provide an in-depth look at the innovative approaches used in conducting Mid Michigan Community Action's Community Needs Assessment (CNA) this year. We will explore how we used structured qualitative research, Al tools, and collaborative data analysis to improve the accuracy, efficiency, and overall impact of our assessment. The discussion will cover the use of focus groups, Al-assisted transcription and analysis, and best practices for refining and finalizing the CNA document to ensure accessibility and usability.

Sessions

Wednesday | July 16

9:45-11:00

Building Strong Boards: Governance, Recruitment & Roles in Action



Katena Cain - K Cain Consulting, LLC

Cascade

In this dynamic session, participants will explore the pillars of effective board leadership. Combining the foundations of board governance, strategic recruitment practices, and clear roles and responsibilities, this session is designed to strengthen board performance and alignment. Whether you're a new or seasoned board member, you'll leave with practical tools to support strong governance structures, attract the right board members, and understand how to fulfill your role with clarity and impact.

11:00 - 11:15 Coffee Break

Pre-function

Sponsored by Public Policy Associates

11:15 - 12:30

Mental Health in the Workplace



Tom Moore and Denise Neuhaus - BHS Insurance

Petoskey/Mackinac

We want attendees to feel more confident addressing mental health issues in the workplace. They should walk away with the tools and resources needed to navigate this sensitive subject. Ideally, our attendees will also leave feeling like they can share their own personal struggles with at least one person they trust. Lastly, our hope is that those who need help or know someone who does will be willing to seek the reach out and get the support they need.

Whole Family in empowOR- A Look at Two Varying Approaches to Data Entry

Meaghan Arzberger - CSST

Cheboygan/Harbor Springs

Attendees will learn about how empowOR supports Whole Family practices, workflows, and data collection across all programs within an agency. The session will provide concrete examples of Whole Family practices and setup in empowOR and provide best practices around Whole Family implementation seen across the CAA network nationally. We will dive more deeply into two different models that exist for current customers who are implementing Whole Family.

11:15 - 12:30

From Innovation to Implementation: Creating an Agile **Nonprofit Culture**





Sitara Govender, Olga Turner, and Megan Wilk - Wayne Metropolitan Saugatuck/Traverse City Community Action Agency

Wayne Metro's Innovation Lab has transformed the way nonprofit programs are developed, tested, and scaled. This session will explore the evolution of the Innovation Lab, highlighting its impact on program development and community service delivery. Attendees will gain insights into the process of launching pilot initiatives, how these programs transitioned into full-scale services, and the lessons learned in fostering an agile, adaptable nonprofit culture. This roadmap for innovation in nonprofit spaces will provide actionable strategies for attendees looking to implement and sustain new ideas effectively

Introducing Toolkit for Increasing Upward Mobility in Your Community



Keith Fudge and Andrew Campbell - The Urban Institute

Grand Rapids/Rosa Parks

The Urban Institute's Upward Mobility Initiative offers local leaders a holistic approach to upward mobility, identifies factors they can influence to improve local conditions for mobility, and provides a range of data and tools to support local changemakers. This session will delve into a newly updated Toolkit for Increasing Upward Mobility in Your Community. Participants will learn about how to use the Toolkit to enhance their work in building coalitions, analyzing data, engaging community members, setting targets, and sustaining efforts to increase upward mobility from poverty.

The session will include opportunities for discussion and an activity to apply resources from the Toolkit to attendees' specific contexts. Through this session, attendees will deepen understanding of approaches to support upward mobility in their communities.

Stronger Together: Partnering for Healthy Lifestyles



Sarah Panken - Michigan Fitness Foundation Calder Plaza/Meijer Gardens

No one person or organization can do it all, making partnerships essential to optimizing our work. Join this session to learn more about nutrition, food access, and physical activity programming offered through Michigan Fitness Foundation and hear about partnership opportunities to leverage resources and more effectively reach the focus populations you serve.

Sessions

Wednesday | July 16

11:15 - 12:30

Moving Forward: Identifying Critical Needs



Stormy Trotter - The Artifex Group

Cascade

This session encourages leaders to take a step back and analyze the pulse of the organization, to move beyond survival and increase ways to thrive. It will discuss how to identify gaps in the organization, using informed decision-making, effectively allocating resources and more.

12:30 – 1:30 Networking Lunch

Grand Centennial Ballroom

Sponsored by Mutual of America

1:45 - 3:00

Creating 2 – SLGBTQ+ Inclusive Services



Jazz McKinney - Grand Rapids Pride Center

Petoskey/Mackinac

This interactive session will equip participants with tools and frameworks to build more inclusive, affirming, and equitable environments for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer (2-SLGBTQ+) individuals and families. Grounded in a liberation and equity lens, we will explore how community action agencies can move beyond performative allyship to actively foster safety, connection, and dignity in their programs and workplaces. Participants will engage in reflective dialogue, examine common barriers to access, and leave with concrete strategies for embedding 2SLGBTQ+ inclusivity into policies, practices, and everyday interactions.

The Heart of Community Support: Wayne Metro's Connect Center – A Model of Efficiency and Impact



Jasmine Carson, Alex Michael, and Adam Neu - Wayne Metropolitan
Community Action Agency
Cheboygan/Harbor Springs

Wayne Metro's Connect Center is a high-performing, client-focused centralized access hub that ensures individuals receive immediate assistance across multiple service areas. Attendees will learn how cross-trained staff, integrated service delivery, and technology-driven efficiency create a seamless and effective approach to community support.

Are You Managing or Leading?

OE

Ann Hall - HRM Services

Saugatuck/Traverse City

The difference between good management and good leadership can take your team from good to great. Utilizing group discussion, this session will focus on the differences and intersections between those two concepts and will offer strategies for becoming the leader you want to be.

Leadership Development Institute - Final Session



Rebecca Kraus - Rebecca Kraus and Associates, LLC Grand Rapids/Rosa Parks

Retirement Plan Administration and Audit Requirements



Marisa Ahrens - Yeo & Yeo

Calder/Meijer Gardens

In this session, attendees will receive a high-level overview of retirement plan administration from an auditor's perspective, various compliance requirements, and common audit deficiencies in a retirement plan.

ROMA for Boards



Jeremy Biddle - BCAEO and Michelle Stevens - Michigan Community Action
Cascade

This session will provide Board Members with an introduction to ROMA principles and what the Board's role is in the implementation of ROMA practice.

3:00 – 3:30 Sponsored Break Pre–Function

Take a break from learning to network with your peers, visit sponsors and exhibitors, and recharge with some yummy snacks.

Breaks sponsored by Public Policy Associates



SessionsWednesday | **July 16**

3:30 - 4:45

Effective Advocacy to Further Your Mission



Jayme Vosovic - Michigan League for Public Policy

Petoskey/Mackinac

The Michigan League for Public Policy has been in the policy and advocacy space for 113 years! Join us as we discuss what we do and how you can join the advocacy space to further your mission and help your community at a macro level. Participants will learn about legislative advocacy, power mapping, and tips for creating an advocacy action plan.

The Early Childhood Investment Corporation as a Community Partner

Brooke Albert, Joan Blough, and Donna Wade – Early Childhood Investment
Corporation Cheboygan/Harbor Springs

Michigan's Early Childhood Investment Corporation was created in 2005 to be a statewide leader in early childhood. ECIC collaborates with state-level, regional, and local partners to increase public and private investment in the earliest years, to elevate issues affecting young children and their families and to continuously improve Michigan's comprehensive early childhood system.

Implementing Trauma Informed Care





Clint Brugger - Community Action Agency

Saugatuck/Traverse City

This presentation explores the implementation of Trauma-Informed Care (TIC) within an organization, supported by data collected over the past five years. We will discuss the key principles of TIC, its significance in serving people, and the measurable benefits observed for both clients and staff. By analyzing trends and outcomes, we will highlight how integrating trauma-informed practices enhances service delivery, improves client outcomes, and fosters a more supportive organizational culture. Attendees will gain insights into best practices, challenges, and strategies for sustaining a trauma-informed approach within their own organizations.

Leadership Development Institute Final Session

(ID)

Rebecca Kraus - Rebecca Kraus and Associates, LLC

Grand Rapids/Rosa Parks

Leadership Pathways Panel - Cultivating Excellence at the Individual and Organizational Level



Stephanie Kasprzak - Monroe County Opportunity Program, Eva Rohlman - Mid Michigan Community Action Agency, Elena Steele - Oakland Livingston Human Service Agency, Michelle Stevens - Michigan Community Action

Calder Plaza/Meijer Gardens

Join us for an in-depth discussion about the different avenues for leadership development, both at the state and national level. This session will highlight key aspects and outcomes for the different programs available to Community Action staff who are interested in beginning their leadership journey or who may be further along.

Land Banks, County Treasurers, and Community Action Agencies: Partners Protecting Our Most Vulnerable



Jessica Dexter - Ingham County Treasurer's Office and Eric Schertzing

Cascade

In different counties, different combinations of county treasurers, land banks, and community action agencies have worked together to protect low-income homeowners from tax foreclosures. Those efforts continue to evolve to include home renovations and other measures to serve vulnerable populations. The session will focus on this partnership between land banks, community action, and others.

6:00 - 10:00 Dinner and Evening Activities
Grand Centennial Ballroom
Generously Sponsored by



Congratulations

To the New 2025 Michigan Certified Community Action Professionals (CCAP) and Leadership Development Graduates

2025 Certified Community Action Professionals

Jill Bartlett Wayne Metropolitan Community Action Agency

Jamie Braden Oakland Livingston Human Service Agency

Jasmine CarsonWayne Metropolitan Community Action AgencyBrian ChurcekWayne Metropolitan Community Action AgencyVictoria Davis (Rosen)Wayne Metropolitan Community Action AgencyMallory HoppeWayne Metropolitan Community Action AgencyBerkis JohnsonOakland Livingston Human Services Agency

Lori Johnson Eight CAP, Inc.

Joe Manzella Macomb Community Action Agency

 Lisa Newman
 Wayne Metropolitan Community Action Agency

 Joe Nolan
 Chippewa Luce Mackinac Community Action Agency

 Missy Rhenlund
 Gogebic-Ontonagon Community Action Agency

Missy RhenlundGogebic-Ontonagon Community Action AgerEdward ScottMacomb County Community Action AgencyJanice SmithOakland Livingston Human Service AgencyDanielle SparksOakland Livingston Human Service Agency

 Thomas Sperti
 Wayne Metropolitan Community Action Agency

 Marcy Thorne
 Chippewa Luce Mackinac Community Action Agency

Sheila Vanfield Wayne Metropolitan Community Action Agency

Marie VerheyenOakland Livingston Human Service AgencyMegan WilkWayne Metropolitan Community Action Agency

Kristy Wolf Macomb County Community Action Agency

Heather Zeigler Oakland Livingston Human Service Agency

2025 Leadership Development Institute Graduates

Erica Austin Northwest Michigan Community Action Agency

Emily BronkemaNorthwest Michigan Community Action AgencyDe'Asia BrownWayne Metropolitan Community Action Agency

Justin Counts Community Action Agency

Tracy Dunn Mid Michigan Community Action Agency

Tori Gentry Northeast Michigan Community Service Agency

Tausha Gutierrez Community Action Agency

Sandra Hall Chippewa Luce Mackinac Community Action Agency

Becky Helton Community Action Agency

Nefreteri Howard Wayne Metropolitan Community Action Agency

Heather Jackson Chippewa Luce Mackinac Community Action Agency

Kaydee Jacobs Community Action Alger-Marquette

Tiffany KaszubowskiNortheast Michigan Community Service AgencyJulia KayeWayne Metropolitan Community Action Agency

Barb KoningOttawa County Community Action AgencyCoralie KuziakMid Michigan Community Action AgencyMegan KwantesOttawa County Community Action AgencyTanja LasseigneOakland Livingston Human Service AgencySam MajchrowskiMid Michigan Community Action Agency

Beatrice McAfeeWayne Metropolitan Community Action AgencyJulie McNallyNorthwest Michigan Community Action Agency

Russell Mencl Kent County Community Action Agency

Paige Natzel Northeast Michigan Community Service Agency

Kaylee Nelson Mid Michigan Community Action Agency

Felicia Rebottaro Community Action Agency

Gavin Reed Northeast Michigan Community Service Agency

Cindy RichmondBlue Water Community Action AgencyTiffany RobinsonOakland Livingston Human Service AgencyKatie SchaferOakland Livingston Human Service Agency

Julie Wiegand Chippewa Luce Mackinac Community Action Agency

Emily Willoughby Mid Michigan Community Action Agency

Colleen Wilson Wayne Metropolitan Community Action Agency

Madelyne Wright Oakland Livingston Human Service Agency

7:30– 8:30 Breakfast Sponsored by FHL Bank

Grand Centennial Ballroom

8:30-9:30

General Session

Grand Centennial Ballroom

Leading Mission to Movement: A Collective Conversation on Community, Commitment, and Change

Moderators: Erica Austin - Northwest Community Action Agency, Ryan Buck - New Leonard Media

Panelists: Stephanie Kasprzak - Monroe County Opportunity Program, Joe Nolan - Chippewa Luce Mackinac CAA, Lori Offenbecher - Human Development Commission, Gustavo Perez - Kent County CA

Join us for a special live recording of The Collective Us podcast, featuring a powerful conversation with four dynamic Community Action Agency Executive Directors. In this keynote session, panelists will share personal reflections on their journeys in Community Action—what brought them to this work, what sustains their commitment, and how they see the movement evolving. With honesty, hope, and humor, they'll explore the challenges and opportunities facing our network and offer a vision for building a brighter, more equitable future. Don't miss this unique chance to listen, learn, and be inspired by the leadership steering the mission with innovation and impact in the Community Action network.

This will be a recorded session. Once the program starts, we ask that no one enters or leaves the room.

9:45-11:00

The Many Faces of Leadership: Adapting Your Style to Lead with Impact

Amy Cell - Yeo & Yeo

Petoskey/Mackinac

This session helps leaders understand their natural style, recognize the strengths of other styles, and learn to adapt based on the situation, not ego. It affirms that there is no 'right way' to lead - and that quiet, supportive, or behind the scenes leadership can be just as impactful as bold, visionary leadership.

Updates from the MILEAP Office of Early Education



Dr. Sophia Lafayette-Lause and Cynthia Derby - MILEAP

Cheboygan/Harbor Springs

Please join us for updates from the Michigan Department of Lifelong Education, Advancement, and Potential (MiLEAP), Office of Early Education. This focus session will provide information on the latest MiLEAP Office of Early Education projects and the PreK for All initiative, including the Great Start Readiness Program and the Michigan Head Start programs. There will also be set aside time for Q & A.

Lessons Learned from Evaluations of Energy Efficiency Programs



Edilson Abreu - DNV

Saugatuck/Traverse City

DNV has been evaluating energy efficiency programs in Michigan since their inception in 2009 for both regulated Investor-Owned Utilities (IOUs) and municipal and cooperative utilities. In this session, DNV will share the following findings from our evaluations of programs focused on serving Income Qualified (IQ) populations: Lessons learned from program participant and non-participant feedback during our process evaluations. This includes lessons learned in deploying these evaluations. Measures that deliver the most savings and greatest satisfaction for IQ programs. Impacts of Education programs on IQ populations

Understanding and Working with People in Poverty





Frances Ommani, Jodie Baker, and Amanda Bergeron - Northeast Michigan Community Service Agency

Understanding and Working with People in Poverty NEMCSA's comprehensive curriculum equips participants with the knowledge and tools to effectively understand and support individuals experiencing poverty. Rooted in over 55 years of hands-on experience and enriched by insights from renowned experts like Dr. Donna Beegle and Dr. Ruby Payne, this workshop offers an exploration into the key concepts and strategies needed to foster meaningful change. By attending this training, participants will be empowered to create lasting, positive impacts in their organizations and communities, improving outcomes for both the people they serve and the systems they work within.

9:45 - 11:00

The Partnership Playbook



Kellie Kieren - Michigan State University Extension

Calder Plaza/Meijer Gardens

In this presentation, we will delve into strategies outlined in our "Partnership Playbook" to foster collaboration in youth development and community improvement initiatives. Through engaging discussion and practical examples, participants will gain insights into the importance of partnerships, learn how to initiate and pursue a partnership, set SMART goals, build trust and rapport, and evaluate partnerships for continuous improvement.

Unlocking Insights with mySidewalk: Office Hours & Live Demos



Betsy Schmidt – mySidewalk

Cascade

Discover the power of data-driven decision-making with mySidewalk! Join us for interactive office hours, where you can bring your questions and explore solutions tailored to your needs. Then, dive deeper with live demos showcasing how mySidewalk can transform complex data into actionable insights. Whether you're a beginner or a seasoned pro, this session will equip you with practical tools to maximize impact for your agency.

11:00 - 11:15 Coffee Break

Pre-function

Sponsored by Public Policy Associates

11:15 - 12:30

From Burnout to Balance: The Case for Taking Time Off



Jeff Large - Come Alive Creative

Petoskey/Mackinac

In a world where work is never done, taking a break can feel impractical and counterintuitive for a mission-driven business. This session explores how to step away from the constant work grind and how intentional time off can boost creativity, decision-making, and overall productivity. Learn practical strategies to practically incorporate hobbies, rest, and relationships back into your routine without sacrificing your mission.

Policy and Political Updates from MCA

OE

Tom Visco - Michigan Community Action

Chebovgan/Harbor Springs

Join MCA Director of Policy and Advocacy Tom Visco for a discussion of the policy and political issues facing Community Action in Michigan. This session will serve both as an update on MCA's advocacy activity over the past year, as well as a discussion of Community Action's strategic potential for state policymaking. We'll spend the session outlining the current state of Michigan politics and policymaking, placing Community Action in that context. There will be reserved time for Q&A.

Transforming Lives Through Comprehensive Supportive Housing



Brenna Welch, Ossama Elayan, and Katina Hendrick - Wayne Metropolitan Community Action Agency Saugatuck/Traverse City

Wayne Metro has expanded its Supportive Housing initiatives across Wayne County, including Detroit, to address homelessness and housing instability through a continuum of care approach. This session will showcase how we provide PATH and street outreach services, manage Coordinated Access Model (CAM), operate a Night Center, and implement innovative housing solutions to support individuals and families in crisis. By utilizing cross-sector partnerships, integrated service models, and trauma-informed care, Wayne Metro is breaking cycles of homelessness and paving the way for long-term stability and selfsufficiency.

Amplifying Impact: The Power of Storytelling & Community Connection



Erica Austin - Northwest Community Action Agency and Ryan Buck - New Leonard Media Grand Rapids/Rosa Parks

Discover the magic behind storytelling through an auditory medium and how a Community Action Agency can benefit from sharing more about their services and programs through the perspective of clients, volunteers, employees and community partners. This workshop's goal is to provide an interactive experience for attendees through the perspective of their organization and community. Everyone has a story to tell whether the guest is a client, partner, employee or volunteer, the details of their journey impact their lives and community. Through audience participation, attendees will walk away with the tools they need to develop their own podcast.

11:15 - 12:30

Major Gifts 101



Brian Doyle - Michigan Community Action

Calder Plaza/Meijer Gardens

Major Gifts 101 outlines the key stages of donor engagement: identification, discovery, cultivation, solicitation, and stewardship. This interactive session will focus on foundational aspects of building and maintaining a Major Gifts program and strategy for your agency. Learn the basics of how to start asking for individual and corporate support in a systematic and repeatable process, you may find that you are closer to building a donor pipeline than you think!

12:30 Conclusion and Parting Gift - Grand Centennial Ballroom

Thank You for Attending
We Hope to See You
Next Year in Kalamazoo

Save the Date!

July 27 – 30, 2026

Radisson Plaza Hotel & Suites

Kalamazoo

Meals

TUESDAY, JULY 15

7:30 – 8:30 Breakfast Grand Centennial Ballroom

Sponsored By: DTE Energy

12:30 – 1:30 LunchSponsored By: Michigan State Housing Development Authority

WEDNESDAY, JULY 16

7:30 – 8:30 Breakfast Grand Centennial Ballroom

Sponsored By: SEMCO Energy Gas Company

12:30 – 1:30 Lunch Grand Centennial Ballroom

Sponsored By: Mutual of America

6:00 – 7:00 Dinner Grand Centennial Ballroom

Sponsored By: Consumers Energy

Thursday, JULY 17

7:30 – 8:30 Breakfast Grand Centennial Ballroom

Sponsored By: FHL Bank Indianapolis

Snack Breaks Pre-function

Sponsored By: Public Policy Associates

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Follow these quick steps to access the app and set up your profile:

1. Scan the QR Code

Click Download

This will take you to the app in the Google Play/App Store.

2. Tap "Install"

Then open the app once it's downloaded.

If the app doesn't open directly to the MCA app click the picture like the one above.

3. Allow Notifications

Enable notifications so you don't miss any important updates.

4. Search for Your Name

In the attendee list, look for your name.

- If you find your name, tap it and select "This is Me. Use my Profile!"
- If you don't see your name, scroll down and tap "Add My Profile" at the bottom of the screen.

5. Sign In or Create an Account

You'll be taken to the login page.

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- New user? Create an account

6. Verify Your Email

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7. Update Your Profile

After verifying your email, scroll to the bottom and tap "Edit My Profile" to:

Need Help? Just ask a staff member-we're happy to assist!

- Add a bio
- ✓ Upload a photo

https://my.yapp.us/25MCASUMMER

✓ Link your social media





