Pennsylvania Chapter of CACs and MDITs
Board Meeting and Planning Session
July 21, 2017
State College, PA

MEETING SUMMARY

IN ATTENDANCE:
Tammy Barbour  Joan Mills  Melissa Haydt  Janine Fortney  Jamie Mesar
Lynn Carson  Michael Gaines  MaryAnn LaPorta  Mary Hayle  Dianne Kelso
Abbie Newman  Melissa Wagner  Deborah Harrison  John Bout  Curtis Rogers
Pat Kozinski  Shannon Peduto  Diana Grosik  Jo Ellen Bowman  Steve Doerner
Mikele Bay  Jennifer Aglialoro  Mary Ellen O’Connell  Jessica Clark  Jody Kaplan
Molly Carson  Derek Stotsky  Mary Tatum

Alison Gray (Ex. Director)  Sue Ascione – (NRCAC Facilitator)

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Welcome, Introductions, Hoorahs and Hopes:
Attendees were welcomed and introductions were conducted, including asking Board members and staff to share (1)
HOORAHS: Looking back over the past two years, “what achievements/accomplishments are you most proud of as a
member of the PA Chapter of CACs and MDTs Board of Directors?”; and (2) HOPES: Looking ahead, “what
achievements/accomplishments do you hope the PA Chapter of CACs/MDTs might be celebrating one-to-two years from
now?”
See Attachment A for summary of “Hoorahs and Hopes” responses

Review Advance Board Survey Response Summary:
Sue Ascione provided an overview of and led a discussion about the PACAC Board Advance Survey Summary
(written version included in packets)

Revisit, Review and Update PA Chapter Strategic Plan Framework (Priorities and Goal Statements):
Board members worked in small groups and then engaged in a large group discussion for the purposes of
reviewing and revising the PA Chapter of CACs and MDITs Strategic Plan Framework (Priorities and Goal
Statements) last updated in July 2015. Several revisions were suggested and agreed upon.
See Attachment B for Revised Strategic Plan Framework and Initiatives

Identifying 2017-19 Strategic Initiatives:
Board members worked in small groups and then engaged in a large group discussion for the purposes of
identifying key Initiatives that need to be included in the PA Chapter of CACs and MDITs FY16-17 Strategic
Plan.
See Attachment C for notes from the Strategic Initiatives discussion

The Matrix:
Board members engaged in a discussion about the strategic initiatives that were discussed earlier in the
planning session and together decided if the initiatives discussed were in “Sweet Spot”, “Indulgent”, “Martyr”,
or “Waste”.
See Attachment D for The Matrix information
Parking Lot:
Board member discussion elicited many additional issues that could not be addressed during the strategic planning session. The ideas, suggestions, etc., are included for the PACAC to consider for future discussion at Board meetings.

*See Attachment E for Parking Lot issues identified during the planning session*

Next Steps:
Sue Ascione will compile session notes and develop a draft Strategic Plan for initial review by the Executive Committee and then broader review by the entire Board, prior to the eventual Strategic Plan being presented to the full Board for approval and adoption at its next Chapter Board Meeting.

Adjourn:
The Planning Session was adjourned at approximately 3:30 p.m.
ATTACHMENT A: HOORAHS AND HOPES

HOORAHS: Looking back over the past two years, what achievements/accomplishments are you most proud of as a member of the PA Chapter of CACs and MDTs Board of Directors?

- Chapter having successfully stepped up in the current environment or intensive focus on child abuse
- Strong PACAC Board leadership that has kept the organization moving forward
- Hiring of additional Chapter staff
- Efforts of the Education Committee in expanding statewide training
- Continued unity and mutual support among centers and center directors
- Seeing continued spirit of collaboration vs. competition among CACs
- Proactive approach to supporting CACs
- Secured dedicated funding for CACs
- Increased media attention for CACs
- Passage of defining legislation for CACs
- Increased credibility CACs and the Chapter have earned
- Seeing the result, outcomes of the Governor’s Task Force efforts
- Establishment of the CACAC Task Force and related funding mechanism
- Cultivation of strong relationships and connections with PCCD and Legislators
- Having a CAC Representative on VSAC
- Having a strong voice, relationship at the federal level (Toomey, VOCA, etc.)
- Positive relationship that has developed with DA’s Association
- DA’s Association’s demonstrated support for CACs and the Chapter
- Orientation for CAC Directors
- Training for new CAC directors
- Increase awareness of CACs by citizens of the Commonwealth
- Media presence throughout the Commonwealth
- Clarity of Board Roles/Responsibilities

HOPES: Looking ahead, what achievements/accomplishments do you hope the PA Chapter of CACs/MDTs might be celebrating one-to-two years from now?

- Strengthen Regional meetings/regularity
  - By-Law revisions complete
- Provide TA on website usage/social media
- More Lobbying
- To move past “storming phase”
- More Chapter staff
- Larger State presence
- Supporting more CACs
- More networking among CACs
- Support novel approaches to CAC development
- Statewide impact on public policy
- Independent funds for Chapter
- New Board has an impact on Policy and Funding
- Development of MDTs in “white counties”
- OCYF funding for CAC services
- Functioning Governing Board
- Statewide Conference
- Increase social media presence
- Media and Physical presence in Harrisburg
- Be the go-to people for child abuse
- New Member Center meetings established
- Becoming tax exempt
- Board Diversification is complete
- Sustainability of CACs
- Clarity on roles of PA Chapter staff
- Legislator education
- Coordinated effort between DHS and Chapter
- Growth Plan for CAC development
- Seats on CACAC and VSAC
- Increase in Committee work
- Becoming seen as experts of response to child abuse, medical evals for children and FI
- Chapter is seen as a leader Nationally
- FBI, Homeland Security, AG’s Office, ICAC – relationship building
ATTACHMENT B:
REVISED Strategic Plan Framework with Priorities and Goal Statements

I. ORGANIZATIONAL STRUCTURE AND CAPACITY:
A. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to fulfilling all legal and fiduciary responsibilities while maintaining compliance with NCA Chapter Accreditation Standards, Pennsylvania Statutes, and other related criteria.

B. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to maintaining a strong, diverse Board structure dedicated to supporting and protecting the organization, its mission and the best interests of its membership.

C. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to securing and maintaining resources that provide optimal organizational and staff capacity in order to achieve its strategic statewide goals.

D. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to (1) Securing and maintaining dedicated funding, from public and private sector sources, to help support CAC/MDIT member operations and activities and; (2) Ensuring currently relevant, fair and equitable funding formulas and grant administration processes for any and all funds distributed to CACs and MDITs.

II. GROWTH, DEVELOPMENT AND MEMBERSHIP
A. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to providing support to existing members wishing to (1) Enhance services or expand geographic service areas; and (2) Achieve and maintain Accredited, Associate, Satellite and/or Affiliate member status while demonstrating efforts to align their development with NCA Standards.

B. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to working in partnership with NRCAC to ensure effective, sustainable development of new CACs/MDITs.

C. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to membership retention as well as identifying and defining clear roles, responsibilities and benefits for its various membership categories.

III. TRAINING AND TECHNICAL ASSISTANCE:
A. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to proactively assessing gaps and needs in evidence-informed service delivery at the local level, through methods including but not limited to output and outcome data collection and compilation, so as to effectively direct its investment of resources in relevant training and technical assistance offerings.

B. GOAL STATEMENT: The PA Chapter of CACs and MDITs, through its collaboration with NRCAC and other state, regional and national partners, is committed to ensuring its membership and those emerging programs demonstrating an intent to meet NCA Standards have access to relevant, affordable and accessible training and technical assistance opportunities.

C. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to ensuring its membership is afforded regional and statewide opportunities to network, share information, and learn from one another in an effort to advance the individual and collective goals of an effective, coordinated response to evidence-informed child abuse investigation, intervention, prosecution, treatment and research, consistent with all NCA Accreditation Standards.

IV. ADVOCACY AND AWARENESS:
A. GOAL STATEMENT: As a leader in the public policy arena, the PA Chapter of CACs and MDITs is committed to maintaining positive relationships and an active presence with State and Federal policy makers, in an effort to strengthen the profile of CACs/MDITs.

B. GOAL STATEMENT: The PA Chapter of CACs and MDITS is committed to positively impacting statutes, policies, and practices related to evidence-informed investigation, intervention, prosecution, treatment, prevention and research of child abuse.

C. GOAL STATEMENT: The PA Chapter of CACs and MDITs is committed to increasing public awareness about the incidence of child abuse and the benefits of the CAC/MDIT collaborative team approach among the general public and key stakeholders.
ATTACHMENT C: 
PRELIMINARY LIST OF INITIATIVES FY2017-19

I. ORGANIZATIONAL STRUCTURE AND CAPACITY:
- Review and Amend By-Laws
- Complete and Approve Annual Financial Audit
- Finalize, adopt, and implement Board Diversification and Expansion Strategy
- Nominate, Elect, and Orient/Train New Board Members
- Assess and, as needed, modify Board Committee Structure
- Develop and Implement Annual Funding strategy/plan for support of Chapter operations budget
- Develop short-term and long-term plans for Chapter staff structure, capacity
- Develop and implement strategies for securing and distributing pass through state funding for CACs/MDITs (Birth Certificate fees, Line Item appropriation, VOCA, etc.)
- Develop short/long term plans for a Development staff position dedicated to Gov’t, Foundation, and other private funding.

II. GROWTH, DEVELOPMENT AND MEMBERSHIP:
- Explore opportunities to secure dedicated staff position to focus on Center Growth and Development activities
- Maintain/Sustain/Enhance services of Member CACs/MDITs
- Develop and implement a plan to address needs of PA Counties without a functioning MDIT and access to a CAC
  - Involve NRCAC and Chapter Staff in review of data and development of future strategies
- Revisit possible “individual” membership category for supporters, i.e., “friends of”, honorary (ex: PDAI, FOP, etc.)
- Develop and Implement Board Member Orientation

III. TRAINING AND TECHNICAL ASSISTANCE:
- Conduct bi-annual assessments of all members to identify evolving trends and challenges throughout the state that can serve as the focus for networking meetings
- Develop a plan to address the gap in services for children who are referred for a medical evaluation for sexual abuse.
- Adapt CPIP to meet needs of individual/cluster communities, i.e., Tailored Team Development
- Develop and implement new CAC Director Orientation
- Assess training needs to develop strategy for partnering with NRCAC to provide local center training, technical assistance and other support services; Identify specific services, offerings best provided by Chapter and those best provided by NRCAC
- Explore development of training curriculums, offerings for various MDIT disciplines
- Develop and Implement team training that includes relationship building between CACs/Team Partners
- Develop and Implement team training that includes relationship building between CACs/Team Partners
- Implement continued development of consistent, regular, meaningful networking meetings in all regions of the State
- Re-assess structure for Medical Peer Review and enhance the process
- Establish and implement regular Director Peer Consultation Call program

IV. ADVOCACY AND AWARENESS
- Identify, prioritize key stakeholders and develop and implement a strategy for cultivating, strengthening relationships
- Seek/ensure designation of seats at CACAC and VSAC
- Continue strengthening presence, credibility with Legislature, Governor’s Office, PCCD, CACAC, etc.
- Develop legislative activities (local and state) e.g. “Hill Day” to promote PACAC’s expertise regarding child abuse policy.
• Develop and implement joint training with State partners, including the Chiefs of Police, DHS, PDAI, AG, and Auditor General
• Develop short/long term plans for a Lobbyist to address needs related to statewide policy, legislation, etc.
• Monitor relevant legislative initiatives, activities in context of potential impact on CACs, MDITs, child abuse victims and/or cases; Develop and implement strategies to address, respond (as needed)
• Publish a PACAC Annual Report for use in marketing and public policy efforts
• Develop talking points, “elevator speech” for Board members to use in fulfilling role as Ambassadors of organization (review and update materials developed several years ago)
• Develop and implement plan to brand all materials/communication for the PA Chapter and its membership
• Explore opportunities for development and implementation of a statewide awareness campaign
• Explore/assess the need for a communication staff person
### ATTACHMENT D:
The Matrix – Categorizing Priorities/Strategic Initiatives

<table>
<thead>
<tr>
<th>Indulgent</th>
<th>Sweet Spot</th>
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<tbody>
<tr>
<td>Develop “supportive members”</td>
<td>Determine strengths/</td>
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<tr>
<td>Criteria</td>
<td>Network Meetings</td>
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<td></td>
<td>Gaps in Chapter Staffing</td>
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<td>Role of brd member</td>
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<td></td>
<td>Identify potential board members</td>
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<td>Medical svcs/succession</td>
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<td>Medical Peer Review</td>
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<td>Tap into Millennials</td>
<td>Survey Membership</td>
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<td>Public Policy – ID legislation,</td>
<td>Board orientation</td>
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<td>Draft legislation, call to action</td>
<td>Bi-annually</td>
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<td>Identify diversified brd membership</td>
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<td>(geographic, demographic)</td>
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<td>Director/Peer Calls</td>
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<td>Identify corporate</td>
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<td>and private funding</td>
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<td>Presence in Harrisburg</td>
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<td>Crisis Team Development</td>
<td>Elevator Speech</td>
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<td>Service-trafficking</td>
<td>Expansion</td>
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<td>-problematic</td>
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<td>Sexualized behavior</td>
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<tr>
<td>Develop relationships</td>
<td>w/PCAR, PCADV</td>
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<td></td>
<td>Continue with NRCAC (training)</td>
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</tbody>
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### Waste
- Membership Retention (Directors)

### Martyr
- Trng. State Partners of CAC Statistical Needs

Moving left to right – Less to More Meaningful
Moving bottom to top – Less to More Contributeive
ATTACHMENT E:
Parking Lot Issues

- White Counties – How is the Chapter identifying counties that are considered white counties vs counties that do have access to a CAC but are not working with the Chapter
- New CAC directors vs Seasoned CAC directors
- Crisis Team for Directors – on critical issues that arise in the day-to-day
- Send out the current by-laws to Directors for preparation of by-law changes
- Orientation packet for new CAC directors and new Board Members
- Succession Plans for Key Positions at the Chapter
- Policy development for fiscal, etc.
- NCAtrak data collection
- Communication Strategies