

**Children's Advocacy Centers of North Carolina**  
**29<sup>th</sup> Annual "Reflections" Symposium on Child Abuse & Neglect**  
**September 26 - 28, 2023**

**Tuesday, September 26, 2023**

**Welcome and Opening Remarks @ 8:30 – 8:45 am**  
Deana Joy, BA

**Keynote @ 8:45 – 10:15 am**  
**IAN HUMPHREY, CEO, BE IAN-SPIRED, LLC**  
***The Power of One!***

It only takes one voice, one positive interaction, one person to make a difference in a person's life. In Ian's keynote, Ian Humphrey will discuss his story about the ONE person that influenced him to believe in himself and was responsible for turning his life around by helping him believe that his life was worth living and how each one of us working in with traumatized children can be that person!

**Break @ 10:15 – 10:30 am**

**Plenary Session @ 10:30 – 12:00 pm**  
**DONNA PENCE, BS**

***No One Discipline Can Protect Children Alone: Lessons Learned from 40 years of Multidisciplinary Teaming***

Before the 1980's, the disciplines involved in responding to child maltreatment allegations functioned largely in an independent, indeed, isolated manner. Every discipline felt their ways of handling these situations were the best. Unfortunately, many of the cases were not adequately investigated due to gaps in knowledge on the part of the systems involved, inability to address the various facets of intervention, investigation, and safety and, as a result, untold numbers of children remained at risk and perpetrators were free to continue their abusive behavior. Given the unique investigative complexities of successfully investigating child maltreatment allegations, it is little wonder that the disciplines involved in the abuse intervention system have increasingly come to realize that they can maximize their resources by coordinating their efforts. Together, the involved disciplines have far more power to determine what did or did not happen, effectively intervene, and reduce the risk to children than the individual entities have in acting independently. No one discipline can do it all.

**Lunch Break @ 12:00 – 1:30 pm**

**Workshop A @ 1:30 – 3:00 pm**

**A1. IAN HUMPHREY, CEO, BE IAN-SPIRED, LLC / KATIE HUMPHREY, MA**

***Going All In!***

Supporting children and families with trauma can be a difficult task and often takes a toll on the people who are there to support them. Katie and Ian utilize their unique perspectives, one as a person who has worked with children with traumatic backgrounds in the school setting and the other who has experienced trauma and had varied levels of support from adults around him to share stories, tips, and ideas of how to create a safe welcoming space to those who need it while keeping a safe space for yourself in the process. After leaving this workshop you will feel ready to do the work you have been called to do and be filled with ideas on how to stay energized when work gets too overwhelming.

**A2. DONNA PENCE, BS / CHARLES WILSON, MSW**

***Case Study - Church of the Living Word***

This 90-minute interactive workshop will present the details of a multiple perpetrator, multiple victim investigation conducted by the Tennessee Bureau of Investigation and the Tennessee Department of Human Services, Child Welfare Division. The case from inception to completion will cover planning, investigative actions and decision-making in this complex macro-case.

**A3. SCOTT SNIDER, MSW, LCSW**

***Addressing Reluctance in Child Interviews***

Interview models assist in providing structure and guidance, and best practice informs interviewers on the use of narrative phrasing. However, interviewers often encounter children who have difficulty engaging and/or reporting about their experience. Whether this phenomenon is labeled as reluctance, reticence, blocks, or barriers, this workshop will discuss how to address these issues within the child interview and provide practical tools to overcome these obstacles whenever possible.

**A4. WHITNEY BELICH, JD**

***Legal Updates for Medical and MDTs***

This presentation will focus on new case law, new statutes and other legal "hot topics" in the world of child maltreatment.

**Break @ 3:00 – 3:15 pm**

## **Workshop B @ 3:15 – 4:45 pm**

### **B1. ANN GLASER, LCSW / ABBIE DILANNI, LCSW**

#### ***Emerging from the Shadows - The CAC's Role in Domestic Violence Investigations***

Children's Advocacy Centers, long recognized for serving child victims of sexual and physical abuse, are uniquely positioned to enhance access to services and broaden support provided to children impacted by domestic violence. This session will emphasize the need to identify children exposed to domestic violence as primary victims of trauma and explore new ways of utilizing CAC interventions to begin the healing journey for children. Using the MDT framework, Pat's Place CAC (Charlotte, NC) has partnered with community agencies to play a key role in facilitating multidisciplinary collaboration for the coordination and provision of services to support victims of domestic violence and their children, and to minimize revictimization. Join us as we talk about the importance of identifying children as primary victims of domestic violence, bridging domestic violence and child advocacy core values and philosophies, and creating processes that meet the needs of child survivors of abuse.

### **B2. DONNA PENCE, BS**

#### ***Trauma Informed Child Maltreatment Investigations***

Within the body of trauma-informed literature, little attention has been devoted specifically to the initial investigative response and its role in controlling for system induced trauma to the child, family, and investigative personnel (child welfare and law enforcement investigators). Training investigators on the impact of trauma in child maltreatment forensic investigations and their role in anticipating and mitigating the effects of trauma during the investigative process is rarely addressed in trauma-informed literature. This workshop explores strategies to infuse trauma information into forensic child maltreatment investigations using the "Essential Elements of Trauma-Informed Practice" (National Child Traumatic Stress Network) with the goal of enhancing investigator's knowledge, skills, and values concerning the importance of viewing investigations and their associated tasks through a trauma lens.

### **B3. SCOTT SNIDER, MSW, LCSW / ASHLEY WELCH, JD / JODIE HIVELY, MS.ED, LMFT**

#### ***Panel Discussion for Forensic Interviews & Prosecutors***

This will be an opportunity to discuss common Forensic Interviewing issues and the relation to prosecutorial needs. Topics include blending interview models within interviews, straying from standard model language and phrases, and body safety education during the interview. Additionally, the panel will take questions and discuss topics from the attendees.

### **B4. WHITNEY BELICH, JD / NICHOLE APPLEBY, MSW, LCSW / ELIZABETH STEPHENS, MSW, LCSW**

#### ***The Trauma Informed Victim Impact Statement***

This discussion will explore core elements of a Victim Impact Statement (VIS) through a legal and a clinical lens, focusing on the development of an integrated, trauma-informed VIS. Participants will explore strategies to meet the needs of the prosecutor, community, and family, while decreasing distress and the risk for re-traumatization.

## **Wednesday, September 27, 2023**

## **Workshop C @ 8:30 – 10:00 am**

### **C1. DEB FLOWERS, MSN, CPNP-PC, SANE-A, SANE-P**

#### ***Physical Abuse 101 for Non-Medical Professionals***

This session is meant for the non-medical members of the multidisciplinary team. We will discuss the basics of physical abuse, including cutaneous injuries, sentinel injuries, and fractures. In this discussion, we will explore relevant history to obtain from caregivers and corroborating witnesses, mechanisms of injury, other diagnoses to consider and possible accidental explanations. We will also review things that might look like abuse but have other explanations. Importantly, we will cover what to do medically if the case is first identified by a non-medical professional.

### **C2. JIM TANNER, PH.D**

#### ***Understanding Sex Offenders***

This session covers the cognitive set and grooming strategies of offenders who assault from a position of trust. We'll cover common mistakes professionals make when dealing with offenders, how offenders groom, and the cognitive set of sex offenders.

### **C3. JEANNE ALLERT, PH.D**

#### ***Familial Trafficking: Prevalence, Characteristics, and Challenges (Part 1 of 2)***

This session will present the results of a national study on the prevalence and characteristics of domestic minor familial trafficking in America. This 2021 study included a sample of over 3,500 child trafficking cases, as identified by justice professionals. Emphasis is on challenges associated with case identification, investigation, and prosecution.

### **C4. NICHOLE APPLEBY, MSW, LCSW / ELIZABETH STEPHENS, MSW, LCSW**

#### ***Mental Health Screening and Assessment for the Non-clinical Professional***

This presentation provides an overview of general principles of mental health evaluation (screening and assessment), including evaluation objectives and strategies; overview of clinical assessment measure administration, scoring, and interpretation; assessment-driven treatment planning, overview of screening and assessment, thoughts about administering/scoring/interpreting screening and assessment measures, providing feedback to families; developing an assessment-driven treatment plan; and outcomes monitoring. Participants will be exposed to common trauma assessment measures and explore the assessment-driven referral process.

**Break @ 10:00 – 10:15 am**

**Workshop D @ 10:15 – 11:45 am**

**D1. CORRIE JOLLY, MSN, CPNP-PC, SANE-A, SANE-P**

***Sexual Abuse 101 for Non-Medical Professionals***

This session will provide an overview of sexual abuse for non-medical MDT members. We will discuss the importance of the medical evaluation for acute and non-acute sexual abuse, criteria for acute sexual abuse exams, and the basis for a clinical diagnosis of child sexual abuse. We will also explore certain myths related to sexual abuse and the importance of dispelling them within our MDT, the greater community, and in the families we serve.

**D2. JIM TANNER, PH.D**

***Deception Detection***

This session will cover two primary approaches to deception detection. We will explore cognitive load as it applies to deception and linguistic cues which indicate further probing is required. Suggestions for improving interview strategy will be discussed. The session will end with a brief introduction the Dr. Darrel Turner's APOD tool, which is considered on the cutting edge of deception detection.

**D3. JEANNE ALLERT, PH.D**

***Familial Trafficking: Prevalence, Characteristics, and Challenges (Part 2 of 2)***

This session will build on Part 1 and explore the challenges associated with responding to victims of domestic minor familial sex trafficking cases. Emphasis in this session will be on the unique dynamics of familial victims and where services and service providers need to adapt to be more responsive to this form of victimization.

**D4. JODIE HIVELY, MS.ED, LMFT**

***Forensic Interviewing Protocol for Victims and Witnesses of Sexual Exploitation and Violent Crime***

This training will take you through different levels of child abuse from abuse that leaves scars to abuse that causes severe brain injury and ultimately to abuse that ends in a child's death. We will take a look at three different cases studies with varying degrees of medical injury and learn how to prove the abuse by looking through the lens of a medical expert.

**Lunch Break @ 11:45 am – 1:15 pm**

**Workshop E @ 1:15 – 2:45 pm**

**E1. JENNIFER HOSSLER, MSW**

***Don't Stop Believin': The Journey of Trauma-Informed Organizational Change***

What does it mean to be a trauma-informed organization and how do you know when you get there? This session explores the ongoing journey of one Georgia CAC as they embarked on a multi-year long project assessing, implementing, and refining their trauma-informed practices and protocols. Participants will learn about the specific Trauma-Informed Organizational Assessment (TIOA) tool implemented by the CAC and the 9 domains measured in the TIOA. Data and results that were collected through the TIOA will be shared along with the process for implementing change after the TIOA was administered. The presenter will utilize storytelling, photographs, music, discussion, and humor to share concrete strategies related to several of the domains measured in the TIOA, including secondary traumatic stress, workforce development, partnering with youth and families, the intersection of culture, race, and trauma, and improving psychological safety by transforming their physical space.

**E2. JIM TANNER, PH.D**

***Beyond Prosecution***

Nationally, approximately 70% of all sex offenders are sentenced to probation and returned to the community. Investigators, Social Service Workers, Prosecutors, and CAC staff are often in possession of information, which is not evidentiary, but important for those supervising and treating sex offenders in the community. This session will discuss the types of information that is helpful for community agents and demonstrate some ways this information may be forwarded to the MDT.

**E3. BONNIE JEAN KURAS, M.ED**

***Lighten Your Load-Emptying Your Invisible Back Pack-A Practical Approach to Managing Personal and Workplace Stress/Fatigue/Burnout (Part 1 of 2)***

During this presentation, attendees will learn to identify the markers of stress, vicarious trauma, and burn-out while giving opportunities to manage on the job stress and secondary trauma. This will be done through the introduction of simple, efficient tools that balance the nervous system before, during, and after chronic stress while identifying wellness strategies that help to develop psychological protective gear to do the work you do each and every day.

**E4. KELLI WOOD, LCSW**

***The Haunting of the Third Grade Penis***

While there are no nationally recognized forensic interviewing protocols that provide a list of questions to assess for alternative hypothesis, the benefits of creating such hypotheses are invaluable for the forensic interview and the MDT investigation. This session will aid both new and experienced forensic interviewers in mitigating interviewer bias by developing and testing alternative hypothesis.

**Break @ 2:45 – 3:00 pm**

## **Workshop F @ 3:00 – 4:30 pm**

### **F1. JENNIFER HOSSLER, MSW**

#### ***Partnering with Families: A Trauma-Informed Workshop for Caregivers of Sexually Abused and Exploited Children***

With so many CAC services focusing on supporting the needs of the child, the needs of caregivers are often overlooked, or resources are limited to meet those needs. This session explores a 6-week trauma-informed caregiver workshop facilitated by Project Intersect in Atlanta, GA for caregivers of sexually abused and exploited children. Participants will learn and experience the main elements of the curriculum and topics covered, the various ways this workshop can be implemented, and key strategies for engaging community partners to collaborate in this work. Feedback and perspectives of caregivers who have graduated from the program will be shared.

### **F2. JIM TANNER, PH.D**

#### ***Protecting Yourself and Your Family in a Digital World***

Digital life is a part of the modern world. For most of us, we know enough to get things done. But we all hear about the ‘dark side’ of the digital life. Join a cybercrime analyst as he talks in plain English about the technical problems everyone faces each time they use a credit card, turn on their phone or log into their computer. Regardless of your technical expertise (or lack thereof), you will walk away from this session understanding card skimming, data scraping, click-jacking, cyber-stalking, identity theft, and the Internet of Things. More importantly, you will know what to do to protect yourself from these criminal acts.

### **F3. BONNIE JEAN KURAS, M.ED**

#### ***Lighten Your Load-Emptying Your Invisible Backpack-A Practical Approach to Managing Personal and Workplace Stress/Fatigue/Burnout (Part 2 of 2)***

During this presentation, attendees will learn to identify the markers of stress, vicarious trauma, and burn-out while giving opportunities to manage on the job stress and secondary trauma. This will be done through the introduction of simple, efficient tools that balance the nervous system before, during, and after chronic stress while identifying wellness strategies that help to develop psychological protective gear to do the work you do each and every day.

### **F4. NANCY LAMB, JD**

#### ***Preparing the Court for the Child and the Child for the Court***

Courtrooms are not child friendly places. The intimidation of the courtroom setting and all the procedural rules for how a trial must be conducted can affect the child’s ability to be perceived as a credible witness. This presentation, taught by a veteran prosecutor, will address the process of preparing the child to testify in a child sexual abuse case, and will include practical information and illustrative examples of techniques that this prosecutor has found to be useful in minimizing a child’s stress in the courtroom setting while maximizing the child’s credibility. Also included will be information about legal avenues available to make the court more child friendly using pre-trial motions and tools that the prosecutor should consider that may serve to enhance a child’s credibility in the eyes of the factfinder.

## **Thursday, September 28, 2023**

## **Workshop G @ 8:30 – 10:00 am**

### **G1. KELLI WOOD, LCSW**

#### ***But I’m Not Safe to Tell You***

While child abuse investigations should not be exclusively reliant upon a child’s formal disclosure, the information gathered from it is vitally important to informing such investigations. When children are not safe to disclose, however, investigations are compromised, halted or worse closed, and children dependent on outside intervention are at continued risk of experiencing abuse that they were too afraid to verbalize. Utilizing literature and case examples, this session will identify common threats to a child’s safety in disclosing abuse, as well as prospective multidisciplinary approaches of support in mitigating those threats and increasing a child’s security toward disclosure.

### **G2. JENNIFER DOBEY, MPA, MSCJ**

#### ***Just Pretend You Can’t Hear It: Innocence Lost; Justice Found***

Understanding the implications of intimate partner violence (IPV) upon families, especially those with children, is a crucial skill for all tasked with investigation of child maltreatment cases. What started out as an extreme child neglect case, resulted in the discovery of many years of sexual assault on multiple victims. The eldest child (then 14 years of age) and her mother gave birth just months apart, after having been impregnated by the same adult male; the latter’s husband. Without the persistence of one social worker who refused to look away from the home and a detective who refused to believe the children’s silence, these children may very well still be in the familial home. This case is a perfect example of the need to understand the intersection of IPV and child welfare as the power and control seen within cases of IPV was apparent during interviews with both the adults as well as the child victims. This case study will take participants through the initial report and false denials by the child victim through successful prosecution and the critical effect intimate partner violence had upon this case.

### **G3. JIMMY WIDDIFIELD, JR., MA, LPC**

#### ***The Rainbow Response: Lived Experience Panel on Respectful Strategies for Helping LGBTQ+ Children and Their Families***

Children and adolescents who are LGBTQ+ and/or gender expansive account for a significant number of the child population in the United States and that number is steadily increasing. Compared to their sexual majority peers, these children experience more adversity and trauma which can be unintentionally perpetuated by professionals who do not know or understand best practices with this population. Through a moderated panel discussion with people with lived experience, participants will learn about common misconceptions and accurate information about LGBTQ+ youth and families, strategies for enhancing engagement and working with these families, and be able to identify reputable resources for helping LGBTQ+ youth and families.

#### **G4. JULIE SCHROER, BA**

##### ***The Intersection of Initial Investigative Interviews and the Forensic Interview***

A look at how the FirstCall Initial Investigative Interview and the Forensic Interview can work together for your cases, children, and team.

**Break @ 10:00 – 10:15 am**

#### **Workshop H @ 10:15 – 11:45 am (CLOSING PLENARY)**

##### **H1. JIMMY WIDDIFIELD, JR., MA, LPC**

##### ***KETCHUP: Shared Humanity and Elevating the Professional Response to Child Maltreatment***

KETCHUP is, indeed, universal in our society. As a condiment, some people enjoy it on a few foods or none, while others slather it on everything. We include it on the table along with a range of other condiments and food items. When everyone arrives at the table, they are comforted when they recognize what is familiar to them and have what they need and want and know they are welcome at the table. Similarly, we as child abuse professionals and the children and families we serve each bring to the table our own condiments, that is, our shared humanity of commonalities and differences. When we recognize our shared humanity, we are better at helping all children and families impacted by maltreatment have the best outcomes possible. Together during this plenary, we'll learn how to keep every traumatized child uplifted and positive by finding our shared humanity and identifying ideas for how to use that humanity to elevate our response to child maltreatment.